

Wausau School District
Board of Education Meeting Agenda
In Compliance with the Wisconsin Open Meeting Law

James Bouché, President
Public Notice s.19.84 (3)

Cory Sillars, Clerk
Exemptions s.19.85

A **Regular Meeting** of the BOARD OF EDUCATION will be held in the **Nicholson Board Room, 415 Seymour Street, Wausau, Wisconsin 54403** at **5:00 PM** on **Monday, August 10, 2026.**

I. CALL TO ORDER

II. ROLL CALL

III. PLEDGE OF ALLEGIANCE: Jim Bouché, President

IV. READING OF THE MISSION STATEMENT

V. PUBLIC AND STUDENT COMMENT

VI. APPROVE CONSENT AGENDA (**Action Requested**)

VI.A. Appointments (Additional Staff, Replacement Staff, Contract Increases)

VI.B. Separations (Resignations, Contract Decreases, Terminations)

VI.C. Leaves of Absence

VI.D. Retirements

VI.E. Minutes: Regular Session of July 13, 2026; Special Session of August 3, 2026;
and the Board Workshop of August 3, 2026.

VI.F. Payment of Bills/Budget Status and Investment Report

VI.G. Donations to the District

VII. OLD/RECURRING BUSINESS

VII.A. Education/Operations Committee Meeting

VIII. NEW BUSINESS

VIII.A. Education/Operations Committee Meeting

VIII.B. Referendum 2022 Construction Updates

VIII.C. Class Size Presentation

VIII.D. Act 89 Policies (**Action Requested**)

IX. OPEN FORUM

IX.A. Board Member Professional Growth & Development Report

IX.B. Legislative Liaison

IX.C. Superintendent Commentary

IX.D. Presiding Officer Commentary

X. ADJOURN

NOTICE POSTED: Thursday, August 6, 2026, at 6:15 pm

By: Cassie Peck

NOTICE SENT TO:

WSAU WSAW-TV WAOW-TV WJFW-TV CITY PAGES WAUSAU PILOT & REVIEW SCHOOLS WAUSAU
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The Wausau School District does not discriminate on the basis of race, age, color, religion, national origin, ancestry, creed, pregnancy, marital status, parental status, sexual orientation, sex (including transgender status, change of sex, or gender identity), or physical, mental, emotional, or learning disability ("Protected Classes")

WAUSAU SCHOOL DISTRICT
HUMAN RESOURCES

TO: Board of Education
FROM: Tabatha Gundrum
MEETING: August 10, 2026
SUBJECT: Staffing Consent Agenda

The Administration respectfully asks that the Board of Education approve the following staffing changes pertaining to the Consent Agenda:

APPOINTMENTS (Additional Staff, Replacement Staff, Contract Increases):

		TEACHING STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE
Johanna Tritz	Franklin Elementary & South Mountain Elementary	1.0 FTE, Music Teacher	08/24/2026
Ashlyn Chandler	Montessori Charter School & Stettin Elementary	1.0 FTE, Art Teacher	08/24/2026

		ADMINISTRATIVE STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

SEPARATIONS (Resignations, Contract Decreases, Terminations):

		TEACHING STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

		ADMINISTRATIVE STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

LIMITED TERM CONTRACTS:

		TEACHING STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

		ADMINISTRATIVE STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

LEAVES OF ABSENCE:

		TEACHING STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

		ADMINISTRATIVE STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

RETIREMENTS:

		TEACHING STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

		ADMINISTRATIVE STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

WAUSAU SCHOOL DISTRICT
HUMAN RESOURCES

TO: Board of Education
FROM: Tabatha Gundrum
MEETING: August 10, 2026
SUBJECT: Staffing Consent Agenda

ADDENDUM

The Administration respectfully asks that the Board of Education approve the following staffing changes pertaining to the Consent Agenda:

APPOINTMENTS (Additional Staff, Replacement Staff, Contract Increases):

		TEACHING STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE
Samantha Wimmer	Franklin Elementary School	1.0 FTE, School Social Worker	8/24/2026

		ADMINISTRATIVE STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

SEPARATIONS (Resignations, Contract Decreases, Terminations):

		TEACHING STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE
Joshua Phillipps	Wausau West HS	1.0 FTE, Special Education Teacher	06/08/2026
Kia Her	John Marshall Elementary School	1.0 FTE, 3rd Grade Teacher	06/08/2026

		ADMINISTRATIVE STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

LIMITED TERM CONTRACTS:

		TEACHING STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

		ADMINISTRATIVE STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

LEAVES OF ABSENCE:

		TEACHING STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

		ADMINISTRATIVE STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

RETIREMENTS:

		TEACHING STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

		ADMINISTRATIVE STAFF	
NAME	BUILDING	POSITION	EFFECTIVE DATE

Minutes of REGULAR MEETING

The Board of Education Wausau School District

DRAFT

A Regular Meeting of the Board of Education of the Wausau School District was held Monday, July 13, 2026, beginning at 5:00 PM in the Nicholson Board Room, 415 Seymour Street, Wausau, Wisconsin 54403.

Present: James Bouche; Sarah Brock; Nick Crochiere arrived at 5:02 pm; Pat McKee; Cory Sillars; Lance Trollop; and Yauo Yang.

Absent: Charles Burger; Jon Creisher.

I. CALL TO ORDER

The meeting was called to order at 5:00 pm.

II. ROLL CALL

Ms. Peck read the roll call.

III. PLEDGE OF ALLEGIANCE: Jim Bouché, President

Vice President Trollop led everyone in the Pledge of Allegiance.

IV. READING OF THE MISSION STATEMENT

Vice President Trollop read the mission statement.

V. PUBLIC AND STUDENT COMMENT

There was none.

VI. APPROVE CONSENT AGENDA (**Action Requested**)

A. Appointments (Additional Staff, Replacement Staff, Contract Increases)

Megan Lynch (5th Grade Teacher/Maine) 1.0 FTE, effective 8/24/26; Amanda Ash (EC Special Education Teacher/Lincoln) 1.0 FTE, effective 8/24/26; Cassie Behreandt (School Psychologist/District) 1.0 FTE, effective 8/24/26; Danielle Debuhr (Special Education Teacher/Rib Mountain) 1.0 FTE, effective 8/24/26; Kabao Moua (Dean of Students/Thomas Jefferson) 1.0 FTE, effective 8/24/26; and Annwn Kohlmoos (Art Teacher/John Muir) .4 FTE, effective 8/24/26.

B. Separations (Resignations, Contract Decreases, Terminations)

Carli Newberry-Cricks (Speech & Language Pathologist/District) 1.0 FTE, effective 6/24/26; Micah Kurtzman (School Social Worker/Riverview) 1.0 FTE, effective 6/23/26; Jordan Brummond (School Counselor/John Marshall) 1.0 FTE, effective 7/3/2026; Brooke Heise (Special Education Teacher/Wausau West) 1.0 FTE, effective 7/3/2026; and Timothy Hankes (ML Teacher/Wausau West) 1.0 FTE, effective 6/8/26.

C. Leaves of Absence

D. Retirements

E. Minutes: Regular Session of June 8, 2026; Special Session of June 22, 2026;

F. Payment of Bills/Budget Status and Investment Report

G. Donations to the District

Various donations from 4K families, and raffle prizes for ice cream social from Rocky Rococo to Lincoln Early Learning Academy; \$2,000 from the Marathon County Dept. Sheriff's Association, and \$100 from Nicole Schindler to Nutrition Services; \$200 from Cindy Owen to Riverview & John Marshall; tools and resource books from Mr. & Mrs. Jeff Peterson to Wausau East; and \$400 from Rose Skic to Wausau West.

Sarah Brock moved to approve the consent agenda, with great gratitude for donations to the District, seconded by Pat McKee. The motion carried 7-0.

VII. OLD/RECURRING BUSINESS

A. Education/Operations Committee Meeting

1. AGR Spring Summary Presentation

Annually, the school board must review the implementation of AGR strategies and the school's progress on performance objectives at the end of every semester. At the June Committee Meeting, the Board looked at the learning outcomes and plans around our 2nd semester AGR School's Data and Continuous Improvement Plan priorities.

VIII. NEW BUSINESS

A. Education/Operations Committee Meeting

1. Academic Standards (**Action Requested**)

Lance Trollop moved to approve the Wisconsin Academic Standards for the 2026-2027 School Year, seconded by Sarah Brock. The motion carried 7-0.

2. WIAA Renewal (**Action Requested**)

Pat McKee moved to approve the WIAA renewals for Wausau East, Wausau West, and WAVE as presented, seconded by Cory Sillars. The motion carried 7-0.

3. EFIS Repair at South Mountain (**Action Requested**)

Sarah Brock moved to approve the bid proposal and contracting with Jackson & Associates for the EFIS wall replacement at South Mountain Elementary, seconded by Cory Sillars. The motion carried 7-0.

4. 2026 Auction (**Action Requested**)

Yaou Yang moved to approve utilizing funds from this auction to be designated to WSD Buildings & Grounds toward updating needed equipment in the 2026-2027 fiscal year, seconded by Nick Crochiere. The motion carried 7-0.

IX. OPEN FORUM

A. Board Member Professional Growth & Development Report

Mr. Bushman presented at the WASB Summer symposium in Stevens Point.

B. Legislative Liaison

Mr. Sillars shared that candidates are in campaign mode. They have shared that there is currently no intention for a special session about funding.

C. Superintendent Commentary

Mr. Bushman shared that summer learning is in it's last week. He also shared that Elizabeth Channel had successfully defended her doctoral dissertation today, so she is now Dr. Channel.

D. Presiding Officer Commentary

There was none.

X. REQUEST FOR CLOSED SESSION PURSUANT TO STATE STATUTES

Lance Trollop moved to enter into closed session, seconded by Nick Crochiere. The motion carried via roll call vote, 7-0, at 5:09 pm.

Sarah Brock - Yes

Nick Crochiere - Yes

Pat McKee - Yes

Cory Sillars - Yes

Lance Trollop - Yes

Yauo Yang - Yes

Jim Bouche - Yes

A. The Board of Education may convene into executive session under Wisconsin Statute § 19.85(1)(f) and (g) to discuss and confer with legal counsel regarding a parent complaint, which if discussed in open session would be likely to have a substantial adverse effect upon the reputation of individuals involved in the complaint and which may involve confidential student information under Wis. Stats. 118.125, and may take action regarding same.

B. Reconvene in Open Session, to take further action if necessary and appropriate

XI. ADJOURN

Respectfully Submitted,

Cory Sillars,
Board Clerk

CS:cp

Minutes of REGULAR MEETING

The Board of Education Wausau School District

DRAFT

A Special Meeting of the Board of Education of the Wausau School District was held Monday, August 3, 2026, beginning at 5:00 PM in the Nicholson Board Room, 415 Seymour Street, Wausau, Wisconsin 54403.

Present: James Bouche; Sarah Brock; Charles Burger; Jon Creisher; Nick Crochiere; Lance Trollop; and Yaou Yang.

Absent: Pat McKee; and Cory Sillars.

I. Call to Order

The meeting was called to order at 5:00 pm.

II. Approve Consent Agenda (Action Requested)

A. Appointments (Additional Staff, Replacement Staff, Contract Increases)

Abbie Hediger (Grades 4-6 Teacher/Montessori) 1.0 FTE, effective 8/24/26; and
Franki Raatz (Special Education Teacher/Maine) 1.0 FTE, effective 8/24/26.

B. Separations (Resignations, Contract Decreases, Terminations)

Daniel Drewek (Special Education Teacher/John Marshall) 1.0 FTE, effective
6/8/26.

C. Leaves of Absence

D. Retirements

Sarah Brock moved to approve the consent agenda, seconded by Lance Trollop the motion carried, 7-0.

Lance Trollop left the meeting at 5:01 pm.

III. Teacher Salary Approval for 26-27 (Potential Action)

Charles Burger moved to accept the certified staff salary changes as presented by administration, seconded by Sarah Brock. The motion carried 6-0.

IV. Employee Handbook Updates for 2026-27 (Action Requested)

Sarah Brock moved to approve the recommended changes to the 2026-2027 Employee Handbook language, seconded by Charles Burger. The motion carried 6-0.

V. Adjourn

Nick Crochiere moved to adjourn, seconded by Jon Creisher. The motion carried at 5:11 pm.

Respectfully Submitted,

Cory Sillars,
Board Clerk

CS:cp

Minutes of REGULAR MEETING

The Board of Education Wausau School District

DRAFT

A Board Workshop of the Board of Education of the Wausau School District was held Monday, August 3, 2026, beginning at 5:05 PM in the PDC Meeting Room in the Longfellow Administration Center, 415 Seymour Street, Wausau, Wisconsin 54403.

Present: James Bouche; Sarah Brock; Charles Burger; Jon Creisher; Nick Crochiere; Lance Trollop; Yaou Yang.

Absent: Pat McKee; Cory Sillars;

I. Call to Order

The meeting was called to order at 5:12 pm.

II. Board Workshop

- School Perceptions Survey

Mr. Bushman and the Admin. Team reviewed the results from the recent School Perceptions Staff Survey.

- Strategic Plan

Mr. Bushman and the Admin. Team presented the new strategic plan.

- Potential Referendum Discussion

Dr. Elizabeth Channel and Erik Kass from PTMA shared information related to a possible referendum.

Sarah Brock left the meeting at 6:39 pm.

III. Adjourn

Charles Burger moved to adjourn, seconded by Nick Crochiere. The motion carried at 6:56 pm.

Respectfully Submitted,

Cory Sillars,
Board Clerk

CS:cp

WAUSAU SCHOOL DISTRICT
APPROVAL OF BILLS

Education/Operations Committee of the Whole - June 22, 2026
Board Meeting - July 13, 2026

25-26 Budgets
May 12, 2026 to June 15, 2026

Vouchers 1067454-1067596, 252605239-252605921

General Fund - Fund 10	\$1,689,453.96
Grants - Fund 11	\$59,222.17
Federal Projects Fund - Fund 20	\$1,826.70
Special Education - 27	\$339,265.05
Capital Improvement Trust - Fund 46	\$183,635.00
Food Service Fund - Fund 50	\$282,116.91
Trust Funds - Fund 72	\$0.00
Community Service Fund - Fund 80	\$26,584.10

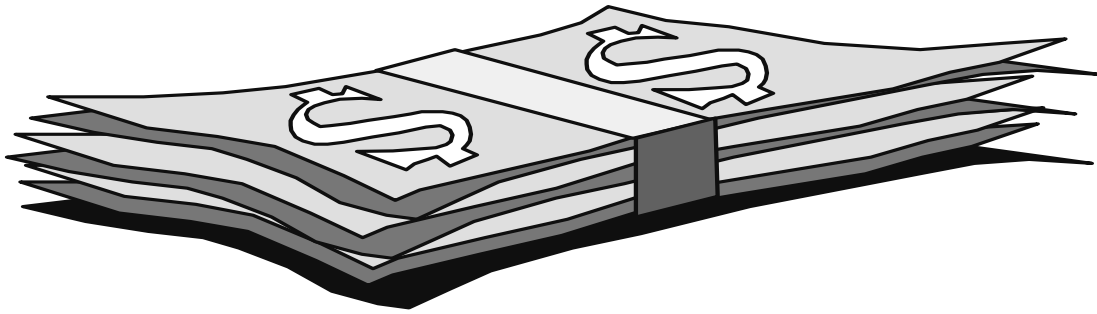
Total	\$2,582,103.89
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Vouchers 252605695

Capital Projects - Fund 49	\$384,446.39
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Total	\$384,446.39
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WAUSAU SCHOOL DISTRICT



BUDGET STATUS REPORT

Month Ending

July 31, 2026

INVESTMENT PORTFOLIO
July 31, 2026

<u>INSTITUTION</u>	<u>BALANCE</u>	<u>RATE</u>
Associated Bank	19,006,357.79	0 to 2.38%/variable
BMO Financial Group	5,267,305.05	variable
CoVantage Credit Union	7,073.72	.27% to .40%
State of Wisconsin Investment Pool	7,113.24	3.67%
Wisconsin Investment Series Cooperative	18,200,350.93	3.504-3.647%

BALANCE SHEET SUMMARY

July 31, 2026

ASSETS

General Fund	\$481,031.15
Special Projects Fund	\$192.97
Community Services Fund	\$369,618.76
Special Education	\$421,442.85
Food Service Fund	\$1,766,389.72
Scholarships/Donations/Activity Accounts	\$2,152,004.06
HRA Account	\$1,694.13
Trust Funds - OPEB	\$5,267,305.05
Petty Cash Fund	\$249.00

Investments

General Fund	\$14,730,575.58
Debt Service Fund	\$2,223,429.43
Long Term Capital Improvement Trust Fund	\$4,827,494.05
Capital Projects Fund	\$12,097,887.10

Interest Receivable	\$543.63
Taxes Receivable	\$10,359,146.90
Accounts Receivable	\$5,213,282.20
Prepaid	\$0.00

<u>TOTAL ASSETS</u>	<u>\$59,912,286.58</u>
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LIABILITIES

Line of Credit	\$0.00
Salaries and Benefits Payable	\$8,044,860.22
Accrued Interest Payable	\$0.00
Accounts Payable	\$821,956.96

<u>TOTAL LIABILITIES</u>	<u>\$8,866,817.18</u>
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EQUITY - FUND BALANCE

General Fund Balance	\$23,528,191.02
Federal Programs Balance	\$0.00
Special Education	(\$227,985.66)
Debt Service Balance	\$2,223,622.40
Food Service Balance	\$1,953,515.10
Scholarships/Donations/Activity Accounts	\$2,159,064.32
Trust Fund Balance - OPEB	\$6,093,247.99
Community Service Balance	\$5,697.08

<u>TOTAL FUND BALANCE</u>	<u>\$35,735,352.25</u>
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Restricted for Insurance Claims	(1,615,264.00)
Restricted for Long Term Capital Improvement Trust Fund	\$4,827,494.05
Restricted for Construction	\$12,097,887.10

<u>TOTAL EQUITY - FUND BALANCE</u>	<u>\$51,045,469.40</u>
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<u>TOTAL EQUITY AND LIABILITIES</u>	<u>\$59,912,286.58</u>
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Fd	T	Loc	Obj	Func	Prj	OBJECT	2026-27 Revised Budget	July 2026-27 Monthly Activity	2026-27 FYTD Activity	Unexpended Balance
10	R	---	249	-----	---	TRANSPORTATION FEES-PRIVATE	0.00	2,968.56	2,968.56	-2,968.56
10	R	---	279	-----	---	OTH SCH ACTIVITY INC	0.00	7,500.00	7,500.00	-7,500.00
10	R	---	291	-----	---	GIFTS, FUNDRAISING, CONTRIBU	0.00	5,000.00	5,000.00	-5,000.00
10	R	---	292	-----	---	STUDENT FEES	0.00	2,576.10	2,576.10	-2,576.10
10	R	---	293	-----	---	RENTALS	0.00	6,262.50	6,262.50	-6,262.50
10	R	---	341	-----	---	NON-OPEN ENROLL GENERAL TUIT	0.00	1,199.45	1,199.45	-1,199.45
10	R	---	630	-----	---	SPECIAL PROJECT GRNT	0.00	-46,576.15	-46,576.15	46,576.15
10	R	---	861	-----	---	EQUIPMENT SALES	0.00	31.00	31.00	-31.00
10	R	---	971	-----	---	REFUND OF PRIOR YEAR EXPENSE	0.00	10,225.84	10,225.84	-10,225.84
10	R	---	990	-----	---	MISCELLANEOUS	0.00	11,740.00	11,740.00	-11,740.00
10	-	---	---	-----	---	GENERAL FUND	0.00	927.30	927.30	-927.30

Fd	T	Loc	Obj	Func	Prj	OBJECT	2026-27	July 2026-27	2026-27	Unexpended
							Revised Budget	Monthly Activity	FYTD Activity	Balance
10	E	---	161	-----	---	ADMIN SALARY	0.00	65,871.34	65,871.34	65,871.34-
10	E	---	164	-----	---	OTHER PROF SALARIES	0.00	176,098.68	176,098.68	176,098.68-
10	E	---	166	-----	---	PRINCIPALS SALARY	0.00	230,926.89	230,926.89	230,926.89-
10	E	---	167	-----	---	ASSIST PRINC SALARY	0.00	95,997.99	95,997.99	95,997.99-
10	E	---	172	-----	---	OTHER CERT SALARIES	0.00	2,179.00	2,179.00	2,179.00-
10	E	---	174	-----	---	PROF HEALTH SALARIES	0.00	26,279.92	26,279.92	26,279.92-
10	E	---	175	-----	---	TEACHERS SALARIES	0.00	326,918.67	326,918.67	326,918.67-
10	E	---	178	-----	---	COACHING SALARIES	0.00	2,682.68	2,682.68	2,682.68-
10	E	---	180	-----	---	SUPPORT SALARIES	0.00	14,945.61	14,945.61	14,945.61-
10	E	---	181	-----	---	CUSTODIAL SALARIES	0.00	558,054.87	558,054.87	558,054.87-
10	E	---	182	-----	---	TEACHR AIDE SALARIES	0.00	129,851.83	129,851.83	129,851.83-
10	E	---	184	-----	---	ATTENDANCE OFFICE	0.00	52.85	52.85	52.85-
10	E	---	185	-----	---	OTHER MUNIC SALARIES	0.00	134,600.15	134,600.15	134,600.15-
10	E	---	186	-----	---	SECR-CLER SALARIES	0.00	138,031.77	138,031.77	138,031.77-
10	E	---	187	-----	---	MAINT WORKER SALARY	0.00	16,797.93	16,797.93	16,797.93-
10	E	---	194	-----	---	OTHER SUPV SALARIES	0.00	41,472.16	41,472.16	41,472.16-
10	E	---	195	-----	---	MISC PAYROLLS	0.00	1,054.74	1,054.74	1,054.74-
10	E	---	212	-----	---	RET-EMPLR CONTRIBTN	0.00	137,710.00	137,710.00	137,710.00-
10	E	---	218	-----	---	CONTR TO EMPLOYEE BENEFIT TR	0.00	39,569.21	39,569.21	39,569.21-
10	E	---	221	-----	---	MEDICARE-EMPLOYER CONTRIBUTI	0.00	27,284.53	27,284.53	27,284.53-
10	E	---	222	-----	---	S S EMLR CON	0.00	116,664.76	116,664.76	116,664.76-
10	E	---	230	-----	---	GROUP LIFE INS	0.00	2,681.95	2,681.95	2,681.95-
10	E	---	243	-----	---	DENTAL INSURANCE	0.00	17,826.55	17,826.55	17,826.55-
10	E	---	248	-----	---	HOSPITAL SURGICL INS	0.00	267,966.27	267,966.27	267,966.27-
10	E	---	251	-----	---	DISABILITY INSURANCE	0.00	2,702.79	2,702.79	2,702.79-
10	E	---	299	-----	---	MISC BENEFITS	0.00	450.00	450.00	450.00-
10	E	---	310	-----	---	PERSONAL SERVICES	708,840.00	48,340.62	48,340.62	660,499.38
10	E	---	321	-----	---	TECH RELATED REPAIRS & MAINT	40,000.00	545.22	545.22	39,454.78
10	E	---	324	-----	---	MAINTENANCE SERVICES	1,431,812.00	75,499.24	75,499.24	1,356,312.76
10	E	---	325	-----	---	VEHICLE AND EQUIPMENT RENTAL	11,640.00	552.03	552.03	11,087.97
10	E	---	327	-----	---	CONSTRUCTION SERVICE	811,615.00	144,578.00	144,578.00	667,037.00
10	E	---	328	-----	---	BUILDING RENTAL	0.00	2,952.60	2,952.60	2,952.60-
10	E	---	329	-----	---	CLEANING SERVICES	120,280.00	0.00	0.00	120,280.00
10	E	---	331	-----	---	GAS FOR HEAT	469,100.00	9,343.42	9,343.42	459,756.58
10	E	---	336	-----	---	ELECT NOT FOR HEAT	1,464,140.00	142,611.68	142,611.68	1,321,528.32
10	E	---	337	-----	---	WATER	110,539.00	10,901.01	10,901.01	99,637.99
10	E	---	338	-----	---	SEWER	70,959.00	8,442.71	8,442.71	62,516.29
10	E	---	339	-----	---	OTHER UTILITIES	90,819.00	762.96	762.96	90,056.04
10	E	---	341	-----	---	PUPIL TRANSPORTATION	2,535,261.69	69,527.24	69,527.24	2,465,734.45
10	E	---	342	-----	---	EMPLOYEE TRAVEL	98,214.00	7,001.06	7,001.06	91,212.94

							2026-27	July 2026-27	2026-27	Unexpended
Fd	T	Loc	Obj	Func	Prj	OBJECT	Revised Budget	Monthly Activity	FYTD Activity	Balance
10	E	---	345	-----	---	PUPIL LODGING & MEALS	0.00	4,504.65	4,504.65	4,504.65-
10	E	---	348	-----	---	VEHICLE FUEL	373,304.31	10,017.51	10,017.51	363,286.80
10	E	---	351	-----	---	ADVERTISING	355.00	77.23	77.23	277.77
10	E	---	352	-----	---	PHOTOGRAPHY	11,802.00	0.00	0.00	11,802.00
10	E	---	353	-----	---	POSTAGE	59,026.00	9,525.73	9,525.73	49,500.27
10	E	---	354	-----	---	PRINTING & BINDING	219,638.00	9,409.91	9,409.91	210,228.09
10	E	---	355	-----	---	TELEPHONE	87,080.00	7,807.41	7,807.41	79,272.59
10	E	---	358	-----	---	ON-LINE COMMUNICATIONS	201,357.00	12,280.32	12,280.32	189,076.68
10	E	---	359	-----	---	OTHER COMMUNICATIONS	22,449.00	0.00	0.00	22,449.00
10	E	---	360	-----	---	INFORMATION TECHNOLOGY	1,442,567.00	420,639.36	420,639.36	1,021,927.64
10	E	---	362	-----	---	SOFTWARE AS A SERVICE	548,631.00	322,207.63	322,207.63	226,423.37
10	E	---	373	-----	---	INSTR PAYMENTS-PRIV SCHOOLS	0.00	2,268.00	2,268.00	2,268.00-
10	E	---	382	-----	---	PAYMENTS TO WI SCHOOL DISTRI	4,471,200.00	0.00	0.00	4,471,200.00
10	E	---	386	-----	---	PAYMENT TO CESA-SERVICES	59,157.00	0.00	0.00	59,157.00
10	E	---	387	-----	---	PAYMENTS TO STATE	4,487,126.00	0.00	0.00	4,487,126.00
10	E	---	389	-----	---	PAYMENT TO WTCS	72,646.00	115,000.00	115,000.00	42,354.00-
10	E	---	411	-----	---	GENERAL SUPPLIES	1,004,944.00	47,528.75	47,528.75	957,415.25
10	E	---	413	-----	---	COMPUTER SUPPLIES	805.00	0.00	0.00	805.00
10	E	---	415	-----	---	FOOD	53,519.00	1,519.48	1,519.48	51,999.52
10	E	---	416	-----	---	MEDICAL SUPPLIES	9,500.00	933.79	933.79	8,566.21
10	E	---	417	-----	---	PAPER	55,559.00	0.00	0.00	55,559.00
10	E	---	420	-----	---	APPAREL	13,369.00	100.00	100.00	13,269.00
10	E	---	430	-----	---	MEDIA	0.00	590.00	590.00	590.00-
10	E	---	431	-----	---	AUDIO-VISUAL MEDIA	11,113.00	0.00	0.00	11,113.00
10	E	---	432	-----	---	LIBRARY BOOKS	306,644.00	12,674.20	12,674.20	293,969.80
10	E	---	434	-----	---	PERIODICALS	16,275.00	2,007.32	2,007.32	14,267.68
10	E	---	439	-----	---	OTHER MEDIA	74,087.00	0.00	0.00	74,087.00
10	E	---	440	-----	---	N-CAPITAL EQUIPMENT	761,432.00	42,282.95	42,282.95	719,149.05
10	E	---	449	-----	---	OTHER NON-CAPITAL OBJECTS	630.00	0.00	0.00	630.00
10	E	---	460	-----	---	EQUIPMENT COMPONENTS	3,668.00	0.00	0.00	3,668.00
10	E	---	470	-----	---	TEXTBOOKS & WORKBOOKS	13,316.00	82,898.47	82,898.47	69,582.47-
10	E	---	471	-----	---	TEXTBOOKS	0.00	572.94	572.94	572.94-
10	E	---	472	-----	---	WORKBOOKS	12,255.00	0.00	0.00	12,255.00
10	E	---	473	-----	---	SHEET MUSIC	17,150.00	0.00	0.00	17,150.00
10	E	---	480	-----	---	NON-INSTRUCTIONAL COMPUTER S	79,170.00	26,463.72	26,463.72	52,706.28
10	E	---	481	-----	---	TECHNOLOGY SUPPLIES	2,000.00	0.00	0.00	2,000.00
10	E	---	482	-----	---	NON-CAPITAL HARDWARE	518,972.00	31,113.80	31,113.80	487,858.20
10	E	---	483	-----	---	NON-CAPITAL SOFTWARE	35,185.00	5,495.52	5,495.52	29,689.48
10	E	---	551	-----	---	EQUIP PURCHASE ADDN	5,961.00	0.00	0.00	5,961.00
10	E	---	553	-----	---	EQUIP/VEHICLE PURCHASE	140,000.00	0.00	0.00	140,000.00

						2026-27	July 2026-27	2026-27	Unexpended
						Revised Budget	Monthly Activity	FYTD Activity	Balance
Fd	T	Loc	Obj	Func	Prj	OBJECT			
10	E	---	561	-----	---	EQUIPMENT REPLACE	8,117.00	0.00	8,117.00
10	E	---	678	-----	---	CAPITAL LEASE PRINCIPAL	70,000.00	5,360.08	64,639.92
10	E	---	688	-----	---	CAPITAL LEASE INTEREST	20,000.00	904.16	19,095.84
10	E	---	711	-----	---	DIST LIABILITY INS	73,212.00	61,413.00	11,799.00
10	E	---	712	-----	---	DIST PROPERTY INS	182,332.00	128,945.78	53,386.22
10	E	---	713	-----	---	WORKERS COMPENSATION	784,101.00	214,981.10	569,119.90
10	E	---	730	-----	---	UNEMPLOYMENT COMP	31,828.00	2,512.54	29,315.46
10	E	---	940	-----	---	DUES & FEES	0.00	245.00	245.00-
10	E	---	941	-----	---	DISTRICT DUES & FEES	53,748.00	11,752.79	41,995.21
10	E	---	942	-----	---	EMPLOYEE DUES & FEES	0.00	-576.00	576.00
10	E	---	943	-----	---	PUPIL DUES & FEES	21,140.00	-505.00	21,645.00
10	E	---	972	-----	---	REFND RECPT N-AIDBLE	6,447.00	0.00	6,447.00
10	E	---	999	-----	---	OTHER MISCELLANEOUS	0.00	181,335.44	181,335.44-
10	-	---	---	-----	---	GENERAL FUND	24,406,037.00	4,870,018.51	19,536,018.49

							2026-27	July 2026-27	2026-27	Unexpended
							<u>Revised Budget</u>	<u>Monthly Activity</u>	<u>FYTD Activity</u>	<u>Balance</u>
Fd	T	Loc	Obj	Func	Prj	OBJECT				
11	R	---	713	-----	---	VOCATIONAL EDUC ACT	0.00	10,255.40	10,255.40	-10,255.40
11	R	---	730	-----	---	SPECIAL PROJ GRANT THROUGH D	0.00	5,609.54	5,609.54	-5,609.54
11	-	---	---	-----	---	GENERAL GRANTS	0.00	15,864.94	15,864.94	-15,864.94

Fd	T	Loc	Obj	Func	Prj	OBJECT	2026-27 Revised Budget	July 2026-27 Monthly Activity	2026-27 FYTD Activity	Unexpended Balance
11	E	---	175	-----	---	TEACHERS SALARIES	0.00	11,947.91	11,947.91	11,947.91-
11	E	---	185	-----	---	OTHER MUNIC SALARIES	0.00	97.69	97.69	97.69-
11	E	---	186	-----	---	SECR-CLER SALARIES	0.00	349.06	349.06	349.06-
11	E	---	212	-----	---	RET-EMPLR CONTRIBTN	0.00	892.42	892.42	892.42-
11	E	---	221	-----	---	MEDICARE-EMPLOYER CONTRIBUTI	0.00	136.49	136.49	136.49-
11	E	---	222	-----	---	S S EMPLR CON	0.00	583.53	583.53	583.53-
11	E	---	310	-----	---	PERSONAL SERVICES	0.00	39,939.43	39,939.43	39,939.43-
11	E	---	341	-----	---	PUPIL TRANSPORTATION	0.00	684.44	684.44	684.44-
11	E	---	342	-----	---	EMPLOYEE TRAVEL	0.00	5,316.63	5,316.63	5,316.63-
11	E	---	360	-----	---	INFORMATION TECHNOLOGY	0.00	949.00	949.00	949.00-
11	E	---	362	-----	---	SOFTWARE AS A SERVICE	0.00	16,256.99	16,256.99	16,256.99-
11	E	---	411	-----	---	GENERAL SUPPLIES	0.00	4,166.08	4,166.08	4,166.08-
11	E	---	415	-----	---	FOOD	0.00	1,892.30	1,892.30	1,892.30-
11	E	---	470	-----	---	TEXTBOOKS & WORKBOOKS	0.00	638.59	638.59	638.59-
11	E	---	482	-----	---	NON-CAPITAL HARDWARE	0.00	-425.04	-425.04	425.04
11	E	---	943	-----	---	PUPIL DUES & FEES	0.00	13,000.00	13,000.00	13,000.00-
11	E	---	999	-----	---	OTHER MISCELLANEOUS	0.00	4,899.99	4,899.99	4,899.99-
11	-	---	---	-----	---	GENERAL GRANTS	0.00	101,325.51	101,325.51	101,325.51-

Fd	T	Loc	Obj	Func	Prj	OBJECT	2026-27 Revised Budget	July 2026-27 Monthly Activity	2026-27 FYTD Activity	Unexpended Balance
21	R	---	279	-----	---	OTH SCH ACTIVITY INC	0.00	85,386.92	85,386.92	-85,386.92
21	R	---	291	-----	---	GIFTS, FUNDRAISING, CONTRIBU	0.00	250.00	250.00	-250.00
21	-	---	---	-----	---	DONATIONS	0.00	85,636.92	85,636.92	-85,636.92

Fd	T	Loc	Obj	Func	Prj	OBJECT	2026-27 Revised Budget	July 2026-27 Monthly Activity	2026-27 FYTD Activity	Unexpended Balance
21	E	---	222	-----	---	S S EMPLR CON	0.00	-0.01	-0.01	0.01
21	E	---	310	-----	---	PERSONAL SERVICES	0.00	3,326.68	3,326.68	3,326.68-
21	E	---	341	-----	---	PUPIL TRANSPORTATION	0.00	15,650.12	15,650.12	15,650.12-
21	E	---	342	-----	---	EMPLOYEE TRAVEL	0.00	1,086.20	1,086.20	1,086.20-
21	E	---	345	-----	---	PUPIL LODGING & MEALS	0.00	1,000.00	1,000.00	1,000.00-
21	E	---	353	-----	---	POSTAGE	0.00	7,269.81	7,269.81	7,269.81-
21	E	---	354	-----	---	PRINTING & BINDING	0.00	36,721.99	36,721.99	36,721.99-
21	E	---	360	-----	---	INFORMATION TECHNOLOGY	0.00	800.00	800.00	800.00-
21	E	---	374	-----	---		0.00	162,798.00	162,798.00	162,798.00-
21	E	---	411	-----	---	GENERAL SUPPLIES	0.00	20,809.87	20,809.87	20,809.87-
21	E	---	415	-----	---	FOOD	0.00	4,823.09	4,823.09	4,823.09-
21	E	---	420	-----	---	APPAREL	0.00	25,942.53	25,942.53	25,942.53-
21	E	---	440	-----	---	N-CAPITAL EQUIPMENT	0.00	602.54	602.54	602.54-
21	E	---	940	-----	---	DUES & FEES	0.00	18,024.55	18,024.55	18,024.55-
21	E	---	943	-----	---	PUPIL DUES & FEES	0.00	-100.00	-100.00	100.00
21	-	---	---	-----	---	DONATIONS	0.00	298,755.37	298,755.37	298,755.37-

Fd	T	Loc	Obj	Func	Prj	OBJECT	2026-27 Revised Budget	July 2026-27 Monthly Activity	2026-27 FYTD Activity	Unexpended Balance
27	E	---	164	-----	---	OTHER PROF SALARIES	0.00	32,733.21	32,733.21	32,733.21-
27	E	---	172	-----	---	OTHER CERT SALARIES	0.00	1,538.44	1,538.44	1,538.44-
27	E	---	174	-----	---	PROF HEALTH SALARIES	0.00	10,374.12	10,374.12	10,374.12-
27	E	---	175	-----	---	TEACHERS SALARIES	0.00	25,515.87	25,515.87	25,515.87-
27	E	---	182	-----	---	TEACHR AIDE SALARIES	0.00	2,087.32	2,087.32	2,087.32-
27	E	---	186	-----	---	SECR-CLER SALARIES	0.00	11,051.67	11,051.67	11,051.67-
27	E	---	212	-----	---	RET-EMPLR CONTRIBTN	0.00	5,731.58	5,731.58	5,731.58-
27	E	---	218	-----	---	CONTR TO EMPLOYEE BENEFIT TR	0.00	2,454.99	2,454.99	2,454.99-
27	E	---	221	-----	---	MEDICARE-EMPLOYER CONTRIBUTI	0.00	1,056.36	1,056.36	1,056.36-
27	E	---	222	-----	---	S S EMPLR CON	0.00	4,516.44	4,516.44	4,516.44-
27	E	---	230	-----	---	GROUP LIFE INS	0.00	72.96	72.96	72.96-
27	E	---	243	-----	---	DENTAL INSURANCE	0.00	643.35	643.35	643.35-
27	E	---	248	-----	---	HOSPITAL SURGICL INS	0.00	8,873.14	8,873.14	8,873.14-
27	E	---	251	-----	---	DISABILITY INSURANCE	0.00	84.25	84.25	84.25-
27	E	---	310	-----	---	PERSONAL SERVICES	0.00	19,878.75	19,878.75	19,878.75-
27	E	---	328	-----	---	BUILDING RENTAL	0.00	3,236.40	3,236.40	3,236.40-
27	E	---	341	-----	---	PUPIL TRANSPORTATION	976,090.00	1,140.42	1,140.42	974,949.58
27	E	---	342	-----	---	EMPLOYEE TRAVEL	0.00	360.22	360.22	360.22-
27	E	---	348	-----	---	VEHICLE FUEL	84,878.00	0.00	0.00	84,878.00
27	E	---	353	-----	---	POSTAGE	0.00	42.23	42.23	42.23-
27	E	---	362	-----	---	SOFTWARE AS A SERVICE	0.00	4,160.75	4,160.75	4,160.75-
27	E	---	371	-----	---	INSTR PAYMENTS-PRIV VENDOR	0.00	2,790.00	2,790.00	2,790.00-
27	E	---	386	-----	---	PAYMENT TO CESA-SERVICES	0.00	31,284.30	31,284.30	31,284.30-
27	E	---	411	-----	---	GENERAL SUPPLIES	0.00	517.90	517.90	517.90-
27	E	---	415	-----	---	FOOD	0.00	94.89	94.89	94.89-
27	E	---	440	-----	---	N-CAPITAL EQUIPMENT	0.00	7,266.31	7,266.31	7,266.31-
27	E	---	936	-----	---	SP EDUC AID TRANSITED TO OTH	0.00	3,843.00	3,843.00	3,843.00-
27	E	---	999	-----	---	OTHER MISCELLANEOUS	0.00	46,812.06	46,812.06	46,812.06-
27	-	---	---	-----	---	SPECIAL EDUCATION	1,060,968.00	228,160.93	228,160.93	832,807.07

							2026-27	July 2026-27	2026-27	Unexpended
							Revised Budget	Monthly Activity	FYTD Activity	Balance
Fd	T	Loc	Obj	Func	Prj	OBJECT				
46	E	---	550	-----	---	EQUIPMENT ADDITION	0.00	405,821.00	405,821.00	405,821.00-
46	-	---	---	-----	---	LONG TERM CAPITAL IMPR TRUST	0.00	405,821.00	405,821.00	405,821.00-

							2026-27	July 2026-27	2026-27	Unexpended
							<u>Revised Budget</u>	<u>Monthly Activity</u>	<u>FYTD Activity</u>	<u>Balance</u>
Fd	T	Loc	Obj	Func	Prj	OBJECT				
49	E	---	327	-----	---	CONSTRUCTION SERVICE	0.00	385.00	385.00	385.00-
49	E	---	482	-----	---	NON-CAPITAL HARDWARE	0.00	250,610.95	250,610.95	250,610.95-
49	-	---	---	-----	---	OTHER CAPITAL PROJECTS FUND	0.00	250,995.95	250,995.95	250,995.95-

							2026-27	July 2026-27	2026-27	Unexpended
							<u>Revised Budget</u>	<u>Monthly Activity</u>	<u>FYTD Activity</u>	<u>Balance</u>
Fd	T	Loc	Obj	Func	Prj	OBJECT				
50	R	---	717	-----	---	FEDERAL FOOD SERVICE AID	0.00	77,591.01	77,591.01	-77,591.01
50	-	---	---	-----	---	FOOD SERVICE FUND	0.00	77,591.01	77,591.01	-77,591.01

Fd	T	Loc	Obj	Func	Prj	OBJECT	2026-27 Revised Budget	July 2026-27 Monthly Activity	2026-27 FYTD Activity	Unexpended Balance
50	E	---	181	-----	---	CUSTODIAL SALARIES	0.00	7,636.55	7,636.55	7,636.55-
50	E	---	183	-----	---	COOKS SALARIES	0.00	27,242.49	27,242.49	27,242.49-
50	E	---	186	-----	---	SECR-CLER SALARIES	0.00	8,732.85	8,732.85	8,732.85-
50	E	---	191	-----	---	FOOD SERVICE SUPVSR	0.00	9,576.93	9,576.93	9,576.93-
50	E	---	212	-----	---	RET-EMPLR CONTRIBTN	0.00	3,733.64	3,733.64	3,733.64-
50	E	---	218	-----	---	CONTR TO EMPLOYEE BENEFIT TR	0.00	718.26	718.26	718.26-
50	E	---	221	-----	---	MEDICARE-EMPLOYER CONTRIBUTI	0.00	759.04	759.04	759.04-
50	E	---	222	-----	---	S S EMPLR CON	0.00	3,245.50	3,245.50	3,245.50-
50	E	---	230	-----	---	GROUP LIFE INS	0.00	31.87	31.87	31.87-
50	E	---	243	-----	---	DENTAL INSURANCE	0.00	369.96	369.96	369.96-
50	E	---	248	-----	---	HOSPITAL SURGICL INS	0.00	7,085.06	7,085.06	7,085.06-
50	E	---	251	-----	---	DISABILITY INSURANCE	0.00	50.95	50.95	50.95-
50	E	---	342	-----	---	EMPLOYEE TRAVEL	0.00	1,229.83	1,229.83	1,229.83-
50	E	---	353	-----	---	POSTAGE	0.00	30.57	30.57	30.57-
50	E	---	360	-----	---	INFORMATION TECHNOLOGY	0.00	23,544.22	23,544.22	23,544.22-
50	E	---	411	-----	---	GENERAL SUPPLIES	0.00	791.54	791.54	791.54-
50	E	---	415	-----	---	FOOD	0.00	7,956.28	7,956.28	7,956.28-
50	E	---	440	-----	---	N-CAPITAL EQUIPMENT	0.00	654.12	654.12	654.12-
50	E	---	551	-----	---	EQUIP PURCHASE ADDN	0.00	7,058.00	7,058.00	7,058.00-
50	E	---	941	-----	---	DISTRICT DUES & FEES	0.00	457.50	457.50	457.50-
50	E	---	999	-----	---	OTHER MISCELLANEOUS	0.00	6,277.50	6,277.50	6,277.50-
50	-	---	---	-----	---	FOOD SERVICE FUND	0.00	117,182.66	117,182.66	117,182.66-

							2026-27	July 2026-27	2026-27	Unexpended
							Revised Budget	Monthly Activity	FYTD Activity	Balance
Fd	T	Loc	Obj	Func	Prj	OBJECT				
72	R	---	291	-----	---	GIFTS, FUNDRAISING, CONTRIBU	0.00	1,023.24	1,023.24	-1,023.24
72	-	---	---	-----	---	EXP/NONEXP TRUST FUNDS	0.00	1,023.24	1,023.24	-1,023.24

							2026-27	July 2026-27	2026-27	Unexpended
Fd	T	Loc	Obj	Func	Prj	OBJECT	<u>Revised Budget</u>	<u>Monthly Activity</u>	<u>FYTD Activity</u>	<u>Balance</u>
72	E	---	991	-----	---	TRUST FUND EXPENDITURES	0.00	29,946.00	29,946.00	29,946.00-
72	-	---	---	-----	---	EXP/NONEXP TRUST FUNDS	0.00	29,946.00	29,946.00	29,946.00-

						2026-27	July 2026-27	2026-27	Unexpended
						<u>Revised Budget</u>	<u>Monthly Activity</u>	<u>FYTD Activity</u>	<u>Balance</u>
Fd	T	Loc	Obj	Func	Prj	OBJECT			
80	R	---	272	-----	---	COMMUNITY SERVICE FEES	0.00	3,200.00	-3,200.00
80	-	---	---	-----	---	COMMUNITY SERVICES	0.00	3,200.00	-3,200.00

Number of Accounts: 141

***** End of report *****

							2026-27	July 2026-27	2026-27	Unexpended
							Revised Budget	Monthly Activity	FYTD Activity	Balance
Fd	T	Loc	Obj	Func	Prj	OBJECT				
80	E	---	182	-----	---	TEACHR AIDE SALARIES	0.00	42,951.40	42,951.40	42,951.40-
80	E	---	185	-----	---	OTHER MUNIC SALARIES	0.00	9,733.46	9,733.46	9,733.46-
80	E	---	186	-----	---	SECR-CLER SALARIES	0.00	59.29	59.29	59.29-
80	E	---	212	-----	---	RET-EMPLR CONTRIBTN	0.00	3,288.96	3,288.96	3,288.96-
80	E	---	221	-----	---	MEDICARE-EMPLOYER CONTRIBUTI	0.00	764.86	764.86	764.86-
80	E	---	222	-----	---	S S EMPLR CON	0.00	3,270.43	3,270.43	3,270.43-
80	E	---	230	-----	---	GROUP LIFE INS	0.00	18.48	18.48	18.48-
80	E	---	251	-----	---	DISABILITY INSURANCE	0.00	17.41	17.41	17.41-
80	E	---	310	-----	---	PERSONAL SERVICES	0.00	1,170.00	1,170.00	1,170.00-
80	E	---	341	-----	---	PUPIL TRANSPORTATION	0.00	5,368.54	5,368.54	5,368.54-
80	E	---	342	-----	---	EMPLOYEE TRAVEL	0.00	963.30	963.30	963.30-
80	E	---	343	-----	---	CONTRCT SERV TRAVEL	0.00	4,119.39	4,119.39	4,119.39-
80	E	---	355	-----	---	TELEPHONE	0.00	135.00	135.00	135.00-
80	E	---	360	-----	---	INFORMATION TECHNOLOGY	0.00	4,340.00	4,340.00	4,340.00-
80	E	---	381	-----	---	PAYMENT TO MUNICIPALITY	0.00	302,110.74	302,110.74	302,110.74-
80	E	---	411	-----	---	GENERAL SUPPLIES	0.00	42.79	42.79	42.79-
80	E	---	415	-----	---	FOOD	0.00	160.32	160.32	160.32-
80	E	---	417	-----	---	PAPER	0.00	9.58	9.58	9.58-
80	E	---	420	-----	---	APPAREL	0.00	30.00	30.00	30.00-
80	E	---	440	-----	---	N-CAPITAL EQUIPMENT	0.00	37.76	37.76	37.76-
80	E	---	940	-----	---	DUES & FEES	0.00	14,025.00	14,025.00	14,025.00-
80	E	---	999	-----	---	OTHER MISCELLANEOUS	0.00	350.01	350.01	350.01-
80	-	---	---	-----	---	COMMUNITY SERVICES	0.00	392,966.72	392,966.72	392,966.72-

Number of Accounts: 3664

***** End of report *****

BALANCE SHEET SUMMARY

July 31, 2026

ASSETS

General Fund	\$481,031.15
Special Education	\$421,442.85
HRA Account	\$1,694.13
Petty Cash Fund	\$249.00

Investments

General Fund	\$14,722,827.76
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Interest Receivable	\$543.63
Taxes Receivable	\$10,359,146.90
Accounts Receivable	\$3,748,785.23

<u>TOTAL ASSETS</u>	<u>\$29,735,720.65</u>
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LIABILITIES

Salaries and Benefits Payable	\$7,558,246.31
Accounts Payable	\$492,532.98

<u>TOTAL LIABILITIES</u>	<u>\$8,050,779.29</u>
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EQUITY - FUND BALANCE

General Fund Balance	\$23,528,191.02
Special Education	(\$227,985.66)

<u>TOTAL FUND BALANCE</u>	<u>\$23,300,205.36</u>
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Restricted for Insurance Claims	(1,615,264.00)
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<u>TOTAL EQUITY - FUND BALANCE</u>	<u>\$21,684,941.36</u>
------------------------------------	------------------------

<u>TOTAL EQUITY AND LIABILITIES</u>	<u>\$29,735,720.65</u>
-------------------------------------	------------------------

Fd	T	Loc	Obj	Func	Prj	OBJECT	2026-27 Revised Budget	July 2026-27 Monthly Activity	2026-27 FYTD Activity	Unexpended Balance
10	R	---	2--	-----	---	REVENUE FROM LOCAL SOURCES	0.00	24,307.16	24,307.16	-24,307.16
10	R	---	3--	-----	---	INTER DISTRICT PAYMENTS	0.00	1,199.45	1,199.45	-1,199.45
10	R	---	6--	-----	---	REVENUE FROM STATE	0.00	-46,576.15	-46,576.15	46,576.15
10	R	---	8--	-----	---	OTHER FINANCING	0.00	31.00	31.00	-31.00
10	R	---	9--	-----	---	OTHER REVENUE	0.00	21,965.84	21,965.84	-21,965.84
10	-	---	---	-----	---	GENERAL FUND	0.00	927.30	927.30	-927.30

Fd	T	Loc	Obj	Func	Prj	OBJECT	2026-27 Revised Budget	July 2026-27 Monthly Activity	2026-27 FYTD Activity	Unexpended Balance
10	E	---	1--	-----	---	SALARIES	0.00	1,961,817.08	1,961,817.08	1,961,817.08-
10	E	---	2--	-----	---	EMPLOYEE BENEFITS	0.00	612,856.06	612,856.06	612,856.06-
10	E	---	3--	-----	---	PURCHASED SERVICES	20,019,558.00	1,434,795.54	1,434,795.54	18,584,762.46
10	E	---	4--	-----	---	NON-CAPITAL OBJECTS	2,989,593.00	254,180.94	254,180.94	2,735,412.06
10	E	---	5--	-----	---	CAPITAL OBJECTS	154,078.00	0.00	0.00	154,078.00
10	E	---	6--	-----	---	DEBT RETIREMENT	90,000.00	6,264.24	6,264.24	83,735.76
10	E	---	7--	-----	---	INSURANCE & JUDGEMENTS	1,071,473.00	407,852.42	407,852.42	663,620.58
10	E	---	9--	-----	---	OTHER OBJECTS	81,335.00	192,252.23	192,252.23	110,917.23-
10	-	---	---	-----	---	GENERAL FUND	24,406,037.00	4,870,018.51	4,870,018.51	19,536,018.49

Fd	T	Loc	Obj	Func	Prj	OBJECT	2026-27 Revised Budget	July 2026-27 Monthly Activity	2026-27 FYTD Activity	Unexpended Balance
11	R	---	7--	-----	---	REVENUE FROM FEDERAL	0.00	15,864.94	15,864.94	-15,864.94
11	-	---	---	-----	---	GENERAL GRANTS	0.00	15,864.94	15,864.94	-15,864.94

Number of Accounts: 14

***** End of report *****

Fd	T	Loc	Obj	Func	Prj	OBJECT	2026-27 Revised Budget	July 2026-27 Monthly Activity	2026-27 FYTD Activity	Unexpended Balance
11	E	---	1--	-----	---	SALARIES	0.00	12,394.66	12,394.66	12,394.66-
11	E	---	2--	-----	---	EMPLOYEE BENEFITS	0.00	1,612.44	1,612.44	1,612.44-
11	E	---	3--	-----	---	PURCHASED SERVICES	0.00	63,146.49	63,146.49	63,146.49-
11	E	---	4--	-----	---	NON-CAPITAL OBJECTS	0.00	6,271.93	6,271.93	6,271.93-
11	E	---	9--	-----	---	OTHER OBJECTS	0.00	17,899.99	17,899.99	17,899.99-
11	-	---	---	-----	---	GENERAL GRANTS	0.00	101,325.51	101,325.51	101,325.51-

Fd	T	Loc	Obj	Func	Prj	OBJECT	2026-27 Revised Budget	July 2026-27 Monthly Activity	2026-27 FYTD Activity	Unexpended Balance
27	E	---	1--	-----	---	SALARIES	0.00	83,300.63	83,300.63	83,300.63-
27	E	---	2--	-----	---	EMPLOYEE BENEFITS	0.00	23,433.07	23,433.07	23,433.07-
27	E	---	3--	-----	---	PURCHASED SERVICES	1,060,968.00	62,893.07	62,893.07	998,074.93
27	E	---	4--	-----	---	NON-CAPITAL OBJECTS	0.00	7,879.10	7,879.10	7,879.10-
27	E	---	9--	-----	---	OTHER OBJECTS	0.00	50,655.06	50,655.06	50,655.06-
27	-	---	---	-----	---	SPECIAL EDUCATION	1,060,968.00	228,160.93	228,160.93	832,807.07

Number of Accounts: 3406

***** End of report *****



District Donation Form Gifts, Grants, and Bequests

- ☐ This is a grant.
☒ This is a donation.
☐ I wish to remain anonymous.

Today's Date: 7/20/26

Donor's Name: Lynn Miller

Donor's Address: 1100 S 50th Ave #72
Wausau, WI 54401

Donor's Phone: _____

Amount of Donation: \$50

School/Building Receiving Donation: Nutrition Services

Department/Program Receiving Donation: Nutrition Services

Designation/Purpose of Donation: Help students that don't qualify for free or reduced meals, student meal debt.

The Wausau School District and Nutrition Services
Department/Program

gratefully acknowledge your gift of \$50
Donation

to be used by the Department/Program named above for student meal debt
Purpose

Building Principal Signature: Tiffany Mishkouski Date: 7/20/26
ps

ROUTING:

- Original to Donor
- Email copy to Department/Program
- Email copy to Building Administrative Assistant/Building Bookkeeper
- Email copy to Superintendent's Administrative Assistant at Longfellow



District Donation Form Gifts, Grants, and Bequests

- ☐ This is a grant.
☒ This is a donation.
☐ I wish to remain anonymous.

Today's Date: 7/14/26

Donor's Name: Nikki O'Neil (Nate Berg Photographer)

Donor's Address: _____

Donor's Phone: _____

Amount of Donation: \$100

School/Building Receiving Donation: Nutrition Services

Department/Program Receiving Donation: Nutrition Services

Designation/Purpose of Donation: Help reduce negative student lunch balances for kids that don't qualify for free lunches but whose families are struggling financially.

The Wausau School District and Nutrition Services
Department/Program

gratefully acknowledge your gift of \$100
Donation

to be used by the Department/Program named above for student lunch debt
Purpose

Building Principal Signature: Tiffany Miskowski Date: 7/14/26

ROUTING:
Original to Donor
Email copy to Department/Program
Email copy to Building Administrative Assistant/Building Bookkeeper
Email copy to Superintendent's Administrative Assistant at Longfellow



District Donation Form Gifts, Grants, and Bequests

- ☒ This is a grant.
☐ This is a donation.
☒ I wish to remain anonymous.

Today's Date: 08/03/2026

Donor's Name: Anonymous

Donor's Address: _____

Donor's Phone: _____

Amount of Donation: \$12,000.00

School/Building Receiving Donation: Horace Mann

Department/Program Receiving Donation: Eagle Pride Market

Designation/Purpose of Donation: Eagle Pride Market

To purchase items for students in need.

The Wausau School District and Eagle Pride Market

Department/Program

of Horace Mann gratefully acknowledge your gift of \$12,000.00

School/Building

Donation

to be used by the Department/Program named above for Eagle Pride Market

Purpose

Building Principal Signature: Fab Philgen Date: 08/3/26

ROUTING:

- Original to Donor
- Email copy to Department/Program
- Email copy to Building Administrative Assistant/Building Bookkeeper
- Email copy to Superintendent's Administrative Assistant at Longfellow



Capital Referendum

CONSTRUCTION UPDATE

SCHOOL BOARD MEETING
AUGUST 10, 2026

nexus
SOLUTIONS®



Environmental Learning Center



Marshall-Lincoln



PROGRESS TO DATE

WORK COMPLETED:

- All Demolition
- All Structural Steel Reinforcement
- Majority Classrooms

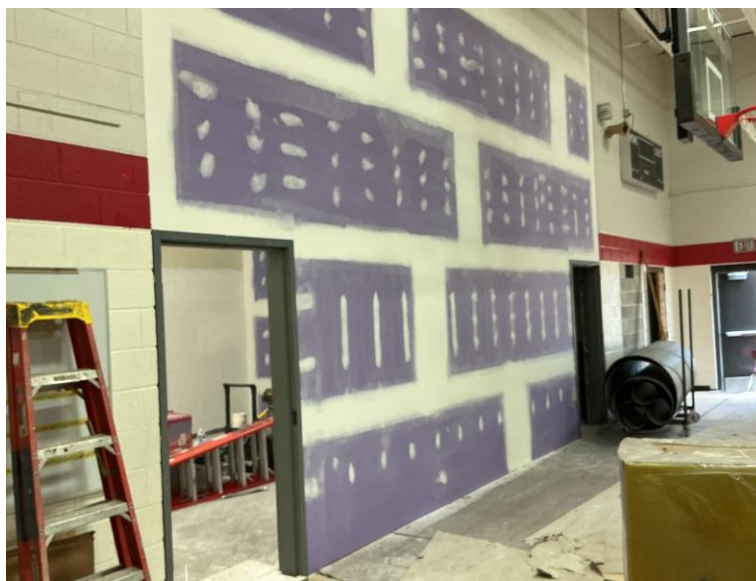
WORK IN PROGRESS:

- Roof Top Air Handlers
- Continuing Room Turnover
- Front Entry Security
- Fire Alarm
- Corridor Ceilings
- Sitework





Franklin-Rib Mountain



PROGRESS TO DATE

WORK COMPLETED:

- Second Story
- First Story South Classrooms
- Ventilation 1st and 2nd

WORK IN PROGRESS:

- Ceilings In Remainder of First Floor
- Flooring and Tile
- Chiller Piping
- Mechanical Start-Ups



➤ 12 Years of Listening, Planning and Delivering

A consistent, collaborative partnership that has helped the Wausau School District plan, prioritize and deliver districtwide improvements.



**12
YEARS**

Partnership built on a shared commitment to Wausau's students, staff and community.



**\$119.8M
INVESTMENT**

Successful implementation of the community-supported investment in Wausau schools.



**DISTRICTWIDE
IMPACT**

Safer schools, renewed infrastructure and improved environments for students and staff.

Identify
Needs



Define
Priorities



Plan
Collaboratively



Implement
Responsibly



Communicate
Progress



Nexus is grateful for the leadership of **Cale, Dr. Elizabeth, Ryan** and the School Board – and proud of the positive impact our partnership continues to have on Wausau's students, staff and the community.

nexus
SOLUTIONS®



Elementary Class Size Guidelines



Objectives

- Provide an overview of classroom staffing practices and considerations.
- Engage the Board for discussion and direction for future considerations.



Current Elementary Class Size Practice

- Grades K-1 = 25 Maximum (18 if AGR)
- Grades 2-3 = 27 Maximum (18 if AGR)
- Grades 4-5 = 29 Maximum

*At maximum capacity, enrollment paraprofessionals are added.



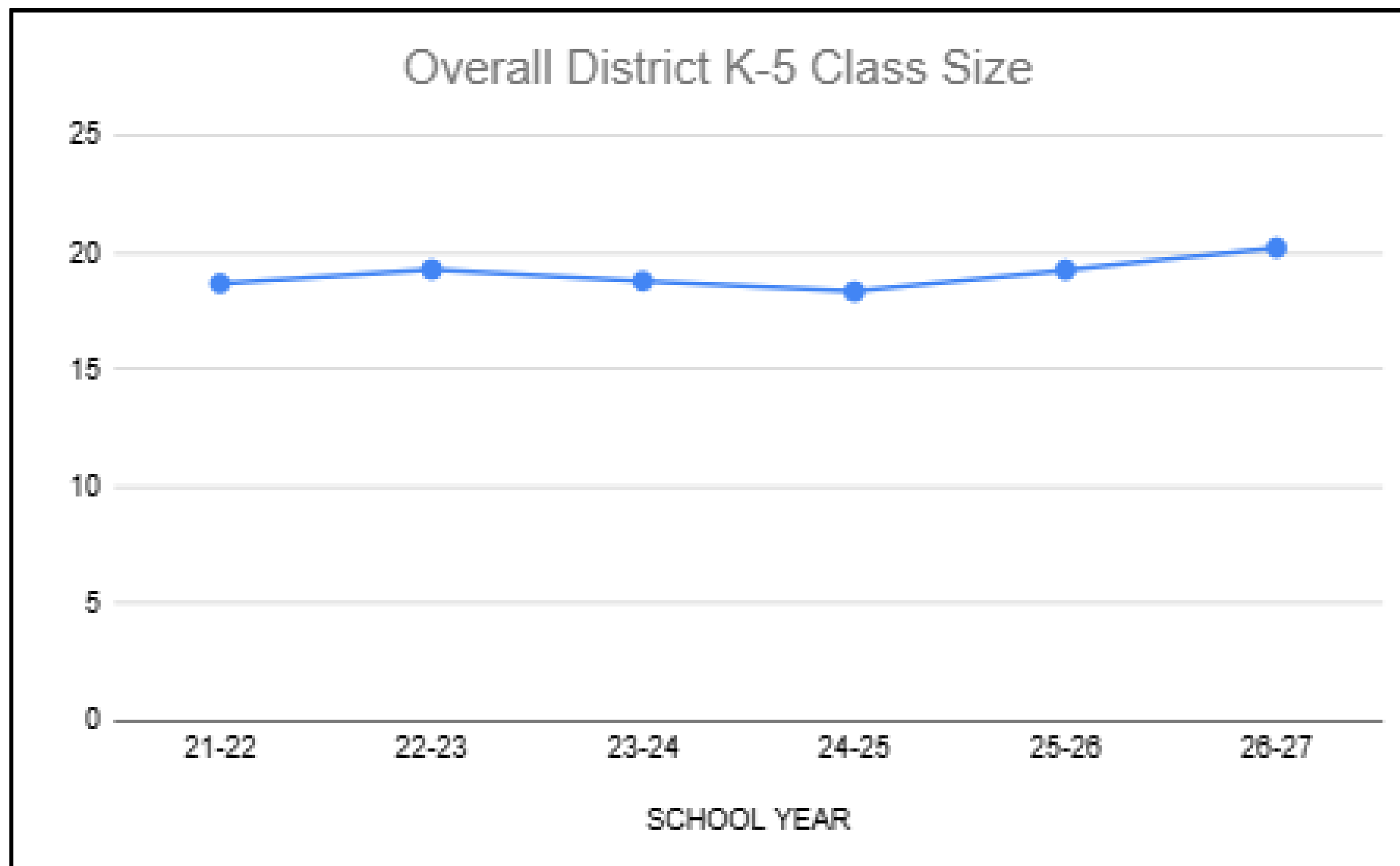
Average Class Sizes - Elementary

	21-22	22-23	23-24	24-25	25-26	26-27
Smallest Class Size	13	7	5	11	14	14
Largest Class Size	28	29	28	29	28	29
Overall Avg Class Size	18.7	19.3	18.8	18.3	19.3	20.2

- Hewitt-Texas had class sizes of 7 and 5 prior to moving to a combo class of 1st and 2nd grades in 2024-25.
- With the exception of Hewitt-Texas, the smallest class sizes were at our AGR schools - which have class size maximums of 18.

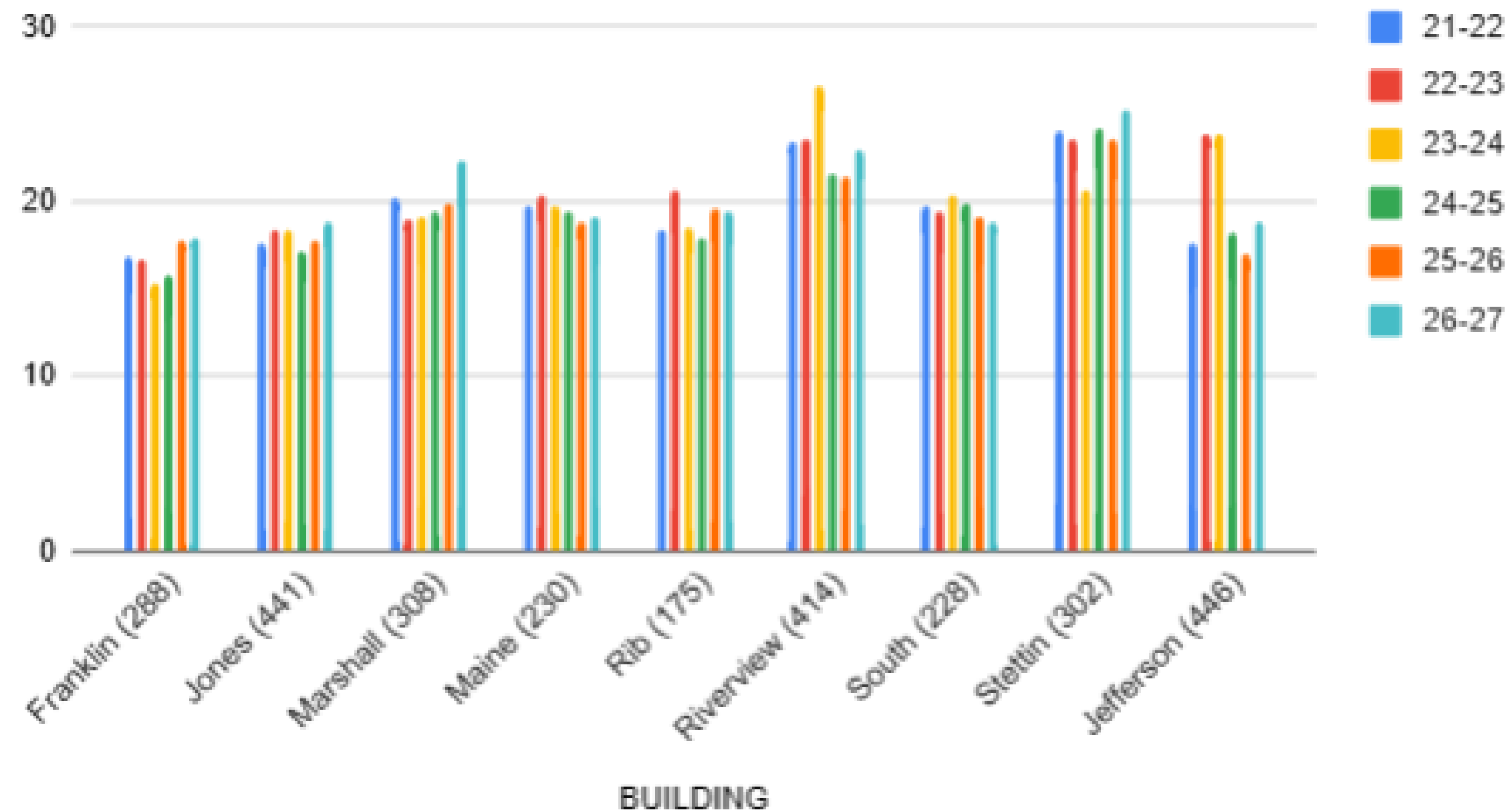


Average Class Sizes - Elementary



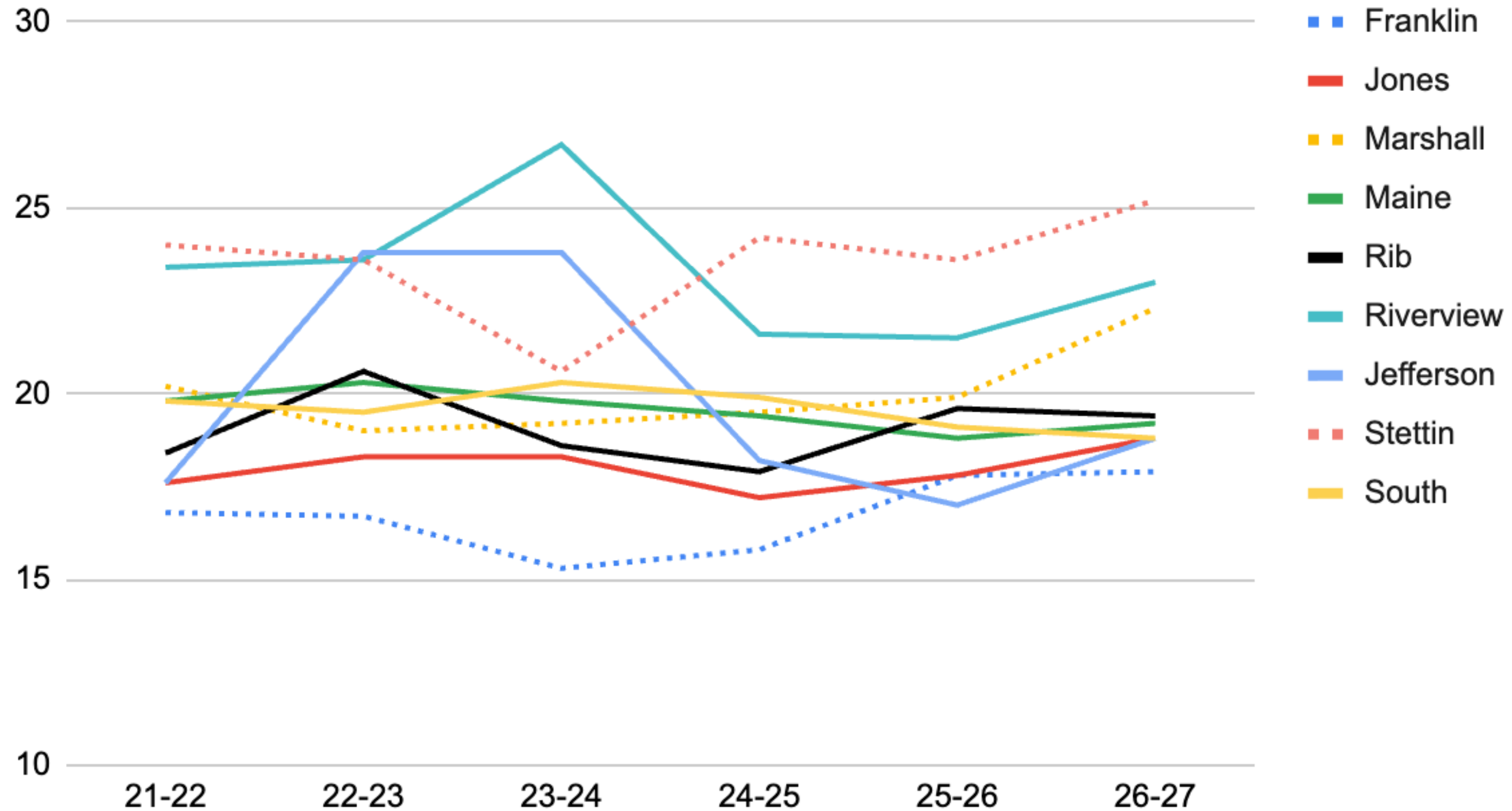
Average Class Sizes by Building

Average Class Sizes by Building



Average Class Sizes by Building

Average Class Size by Building



Other Helpful Information

- Staffing allocations are evaluated each spring and based on enrollment. Adjustments are made depending on changes throughout the summer.
- Enrollments are monitored throughout the year to help guide conversations about sections for the following school year.
- The Elementary Task Force utilized current class size practices throughout consolidation in an attempt to balance class size enrollments throughout the district.



Considerations in Determining Additional Sections vs. District Placement

- Student enrollment
- Physical space inside the school and its surrounding schools
 - Number of openings available at nearby schools
- Review of in-district transfer requests
- Siblings already attending that school
 - Trajectory of enrollment and impact on family
- Overall budget situation
 - Busing availability and cost



Implications for Changing Guidelines

- Exploratory Scenario: Decrease current maximum capacities to 21/23/25 students.
 - Number of sections added = 8
 - Number of displaced students = 17
 - Cost for staffing increase = \$1.1M
 - Potential cost for busing = contingent
- Scenario is based on projections for 26-27



Fiscal Reality

Budget Reductions:

- 2021-2022: \$1.68M
- 2022-2023: \$1.66M
- 2023-2024: \$737K
- 2024-2025: \$2.82M
- 2025-2026: \$1.37M
- 2026-2027: \$1.69M
- 2027-2028: \$1.36M (projected)

This does not include our deferred maintenance needs that are an additional \$5M per year.





Questions?



Book	Policy Manual
Section	Special Update - Act 89 - May 2026
Title	Special Update - Act 89 - May 2026 OVERVIEW
Code	01 - OVERVIEW
Status	From Neola

WISCONSIN OVERVIEW AND COMMENTS

Special Update - Act 89

May 2026

Act 89 SUMMARY

This Special Update is issued to Neola Clients in response to 2025 Wisconsin Act 89 (Wis. Stat. 118.07(7)), enacted in March 2026, that requires all public and private schools to adopt formal policies by September 1, 2026, governing appropriate communication between employees and students both during and outside school hours. The law mandates annual staff training to help school personnel identify, prevent, and report "grooming" behaviors and professional boundary violations. Furthermore, it requires schools to establish clear consequences for these violations, which can include the termination of employment.

Please make any revisions in BoardDocs using the instructions provided to you. You may direct content-related questions to your Neola Associate. Questions regarding the software should be directed to the BoardDocs help desk staff.

If a District chooses not to adopt a policy or administrative guideline, the District is still obligated to comply with applicable Federal and State laws on that topic.

Any proposed new, revised, and replacement policies, administrative guidelines, and forms included in this update have been thoroughly prepared and reviewed by Neola's legal counsel for statutory compliance. If you make changes or substitute in their entirety policies or other materials of your own drafting, those materials should be reviewed by your legal counsel to verify compliance. Neola does not review District-specific edits to update materials or District-specific policies for statutory compliance.

If a policy or guideline is marked as a revision, the changes have been marked in bold (to add material) and crossed out (to delete material). As you review a revised policy or guideline, you may accept one, many, or all of the changes provided. If a policy or guideline is marked as a replacement, enough changes have been made to justify a complete, clean replacement copy. As you review a replacement policy or guideline, you should also check the materials in your current policy or guideline to see if there is any specific wording you want included in the replacement policy. If so, a copy of any wording to be added, along with where it should be inserted, should be forwarded with the replacement policy or guideline when it is returned to the Coshocton office for processing.

If the District authors language and adds it to a policy template or deletes content that is not marked as a choice in the policy template, then these actions will constitute District-specific edits.

Policies to be deleted from the policy manual require Board action to rescind the policy.

Your Neola Associate will contact you soon to schedule an appointment to review this update and ensure you are current on it and previous updates.

If you are not an administrative guidelines client, you did not receive those materials in this packet. Contact your Associate for more information about becoming an administrative guidelines client.

Processing Update Materials

Revisions to your policies and administrative guidelines should be made in BoardDocs using the provided instructions.

Using Header Box Options in BoardDocs

Each policy and administrative guideline in BoardDocs includes multiple header boxes that provide essential information beyond the document's title and code number. (NOTE: All the header boxes are visible only when editing is turned on; in view mode, only the header boxes with content are shown.)

Adopted: The "Adopted" header box indicates when the policy or guideline was first adopted, and that date never changes as long as the policy or guideline is active.

Last Revised: Retaining the history of each policy and guideline is essential for legal and administrative reasons; BoardDocs provides options for this retention. Immediately beneath the "Adopted" header box is the "Last Revised" header box, which indicates the last time the policy or guideline was changed. This box is updated by Neola Production each time a revision is submitted. Any revision dates between the initial adoption and the latest revision are usually located at the bottom of the document, just above the Neola copyright. (Again, these dates are updated by Neola Production with each submission and should correspond to Board meeting minutes, except for TC notations for technical corrections.)

Last Reviewed: A new "Last Reviewed" option now exists for indicating that you have reviewed the policy or guideline and have found it to be sufficient as presently written. Since no revision is being made in these situations, there is no record that the document was reviewed. A typical example would be a technical correction that isn't needed in your document, or a revision to an option you don't have or don't want. In such cases, because the copyright has changed but the content has not, you would want to show that your document is current as of the new copyright date, even though it still shows the older copyright date from the previous version of the Neola template. Now you can indicate that you have reviewed the document, even if no revision was made, by entering the review date in the new "Last Reviewed" header box. This is also a handy feature for those Boards that use a policy review regimen in addition to revisions made through the Neola Update process.

Any questions about how to use these BoardDocs header box features should be directed to your Neola Associate, or you may contact BoardDocs Support at 1-800-407-0141.

District-Specific Materials

If the District chooses, during any step of the Update process, to incorporate District-specific material into a new policy or guideline that has been proposed or to insert District-specific material into a current policy or guideline for which revisions have been proposed in an update issued by Neola, then the District agrees to hold Neola harmless for those District-specific edits and acknowledges that Neola's warranty for legal challenges to that District-specific language in that policy or guideline will not be in effect. In addition, Neola retains ownership of the text from the original policy template that remains in a policy to which District-specific material has been added. District-specific materials include the following:

1. Materials from the District's existing materials that the District requests be incorporated during the drafting process;
2. New materials that the District develops in its entirety and exclusive of Neola;
3. Revisions or deletions that substantively depart from Neola's templates; and
4. Outdated material that a District did not keep current with Neola updates.

Further, Neola does not recommend the use or incorporation of District-specific materials. Neola will, at the request of the District, incorporate District-specific materials into the licensed materials, with the implicit understanding that the District bears all risks associated with the District's decision to request that such District-specific materials be incorporated. Neola reserves the right to, but is not obligated to, advise the District to seek its own legal review of District-specific materials.

Notice Regarding Legal Accuracy

Neola is vigilant in providing clients with policy language vetted for legal accuracy by outside legal counsel. Should questions arise as to the legal compliance or accuracy of Neola materials, it is our expectation that Neola's counsel would have the opportunity to assist in the resolution of such a claim. Please notify the Neola corporate office if an issue arises in which such a review or assistance is necessary.

Policies in this update have been reviewed by Renning Lewis & Lacy, s.c. for consistency with Federal and State law.

This Update includes the following documents:

Bylaw 0144.5 - Board Member Behavior, Communications, and Code of Conduct (Revised)

This bylaw is a vital framework to help School Board members act as a cohesive, professional body rather than a collection of individuals. By establishing clear ethical standards and legal boundaries, the District protects its reputation and minimizes the risk of costly legal disputes. Ultimately, it keeps the focus where it belongs: on students' educational welfare through transparent and responsible governance.

The recent updates modernize the code of conduct to address the digital realities of social media and instant communication. By aligning with the 2025 Wisconsin Act 89 and giving the Board options that align with staff and volunteer requirements, these new options create necessary safeguards for Board-to-student interactions and ensure that private digital conversations don't undermine public transparency. These options are recommended, but not required.

Policy 1213/3213/4213 - Student Supervision and Welfare (Revised)

These policies provide Board guidance for student safety, designed to clarify everything from physical accidents to sexual exploitation. It protects students by establishing for staff standards of care with accountability. It seeks to address the concept of "student welfare" into a set of mandatory, enforceable behaviors that keep the learning environment guarded, and establishes a standard of care to protect student safety by defining behavioral boundaries for all staff.

As required by 2025 Wisconsin Act 89, the updated language creates student protections, providing explicit definitions for "grooming" and "boundary violations" to attempt to address predatory behavior before it escalates. By mandating the use of District-approved communication platforms, the changes regulate the digital loopholes where inappropriate relationships often begin. Furthermore, these revisions ensure the District remains in strict compliance with new 2025 state laws. These changes are required by 2025 Wisconsin Act 89.

Policy 7530.02 - Staff and School Officials Use of Personal Communication Devices (Revised)

This policy bridges the gap between personal convenience and public accountability, so that District business conducted on private devices remains secure, professional, and legally compliant. It protects the privacy of students and staff by regulating how sensitive data is stored and where devices can be used.

This revision establishes oversight of digital interactions by requiring the use of District-sanctioned communication platforms for all student-related correspondence. These changes are required by 2025 Wisconsin Act 89.

Policy 7540.03 - Student Technology and Acceptable Use and Safety (Revised)

This policy ensures District technology is used strictly for educational purposes while maintaining compliance with federal and state safety mandates, such as the Children's Internet Protection Act. It establishes clear behavioral standards regarding digital conduct and artificial intelligence to mitigate institutional liability and protect students from inappropriate content. By defining monitoring protocols and privacy limits, the policy provides the necessary framework for the Board to manage resources and maintain a secure learning environment.

The revisions regarding digital communication are required by 2025 WI Act 89 (Wis. Stat. 118.07(7)), which mandates that school boards define "appropriate content" for interactions between staff and students. While the specific Artificial Intelligence (AI) and social media protocols are optional local additions, they are necessary to maintain academic integrity and prevent the unauthorized disclosure of student data. These revisions are

important because they provide a standardized framework for managing modern technological risks that traditional screening methods cannot address. The revisions due to 2025 WI Act 89 and consideration of related options are legally required, however, the revisions due to AI are recommended but not required.

Policy 7544 - Use of Social Media (Revised)

This policy is essential for maintaining professional boundaries by prohibiting private one-on-one digital interactions between staff and students and ensuring all social media activity is archived as a public record.

Under 2025 WI Act 89 (Wis. Stat. 118.07(7)), these changes are required by law to define "appropriate content" for digital communication and to address staff-student interactions. While the boundary and safety mandates are legally required, the specific designation of which platforms to use and the level of public interactivity allowed remain optional Board decisions. Revisions in this policy are recommended for consistency with other required policy changes

Policy 8210 Volunteers (Revised)

This policy is important because it establishes rigorous vetting through background checks and sets clear boundary expectations for all community members, including Board members, who interact with students.

Under 2025 Act 89 (Wis. Stat. 118.07(7)), these changes are required by law to define "appropriate content" for digital communications, providing that volunteer interactions remain professional and school-related. These revisions are important as they extend the same safety standards and platform restrictions to volunteers that are already applied to all staff members. These revisions are required by 2025 Wisconsin Act 89.

Policy 8462 - Child Abuse and Neglect (Revised)

This policy is essential for safeguarding student welfare by establishing mandatory reporting procedures and requiring recurring staff training on the identification of abuse and neglect.

The revised sections concerning immediate parental notification for alleged sexual misconduct or unauthorized student representations are required by law under Wis. Stat. 118.07(5) and Wis. Stat. 948.098(1)(d). These changes are important because they create a standardized, time-sensitive communication protocol that ensures families are informed when their child is a suspected victim of misconduct. These revisions are required under 2025 Wisconsin Act 57 and 89.

These documents may be downloaded from the WI Policy Local Update menu in your BoardDocs console. If you have questions about any of these Special Update materials, contact your Neola Associate.

All production-related materials and questions should be directed to the Production Office - Coshocton at 632 Main Street, Coshocton, Ohio 43812 (phone: 800-407-5815, email: production@neola.com). Billing and other questions should be directed to the Business Office - Stow at 3914 Clock Pointe Trail, Suite 103, Stow, Ohio 44224 (phone: 330-926-0514, fax: 330-926-0525, email: accounts@neola.com).

Book	Policy Manual
Section	Act 89 for BOE Consideration
Title	Copy of STUDENT SUPERVISION AND WELFARE
Code	po1213 (SK)
Status	
Adopted	December 9, 2019
Last Revised	April 13, 2026

1213 - STUDENT SUPERVISION AND WELFARE

Administrators are frequently confronted with situations which, if handled incorrectly, could result in liability to the District and personal liability to the administrator and/or harm to the welfare of the student(s). It is the intent of the Board to direct the preparation of guidelines that would minimize that possibility.

An administrator who is found to have had sexual contact with any student shall be referred to the proper authorities and be subject to discipline up to and including discharge.

Required Notification

The District Administrator shall notify the parent(s) ~~or guardian(s)~~ of a student when the District receives a report that gives reasonable cause to believe one of the following has occurred:

- A. Sexual misconduct by a school staff member against a student;
- B. A school staff member or volunteer has been convicted of a serious child sex offense and worked primarily with children in a way that would be a felony under 948.13, Wis. Stats.; and/or
- C. A registered sex offender has intentionally captured an image of a minor student without the parent's ~~or guardian's~~ written consent.

Definitions

Report means any information, whether written or verbal, indicating one (1) of the categories of conduct described in the section above (A., B., and/or C.) in this policy.

Timing and Method of Notification

Timing

- A. If the report is received before the end of the regular school day, the District shall notify the parent or guardian by 5:00 p.m. that same day.
- B. If the report is received after school hours or on a non-school day, the District shall provide notification by noon of the next calendar day.

Method

- A. Notice must be provided in person or by phone (including voicemail) to the parent(s) ~~or guardian(s)~~ of the specific student who is alleged to have been the victim, target, or recipient of the conduct.
- B. The District may follow up the in-person or phone notification with written or email documentation for record-keeping purposes.

Annual Notice of Rights

The District shall provide an annual notice to all parents and guardians informing them of their rights to access records related to the discipline of a school employee under public records law.

Standard of Care of Students

Each administrator shall maintain a standard of care for the supervision, control, and protection of students commensurate with their assigned duties and responsibilities which include, but are not limited to, the following:

- A. An administrator shall report immediately any accident or safety hazard about which they are informed, or detect, to their supervisor as well as to other authorities or District staff members as may be required by established policies and procedures.
- B. An administrator shall report unsafe, potentially harmful, dangerous, violent, or criminal activities, or threat of these activities, by students to the District Administrator and local public safety agencies and/or school officials in accordance with Policy 8420 - School Safety and Reporting of Crime Statistics.
- C. An administrator should not volunteer to assume responsibility for duties that they cannot reasonably perform. Such assumption carries the same responsibilities as assigned duties.
- D. An administrator shall not send students on any personal errands.
- E. An administrator shall not associate with students at any time in a manner which gives the appearance of impropriety, including, but not limited to, the creation or participation in any situation or activity which could be considered abusive or sexually suggestive or involve illegal substances such as tobacco, alcohol, or drugs. Any sexual or other inappropriate conduct with a student by any staff member will subject the offender to potential criminal liability and District discipline up to and including termination of employment.

This provision should not be construed as precluding an administrative staff member from associating with students in private for legitimate or proper reasons or to interfere with familial relationships that may exist between staff and students.

- F. An administrator shall not disclose personally identifiable information about a student to third parties unless specifically authorized by law or the student's parent(s) to do so.
- G. An administrator, other than the District Administrator, shall not transport students for school-related activities in a private vehicle without the approval of their immediate supervisor and consistent with the provisions of Policy 8660 - Transportation by Private Vehicle for District-Sponsored Activities or Trips. This does not apply to any student who is an administrator's family member.
- H. ~~Students shall not be required~~ An administrator shall not require a student to perform work or services that may be detrimental to their health.
- I. Administrators are discouraged from engaging students in social media and online networking media (see also Policy 7544), except for appropriate academic, extra-curricular, and/or professional uses only.
- J. Administrators are expressly prohibited from posting any picture, video, meme, or other visual depiction, or comment pertaining to any student on personal or unauthorized social networking media or similar forums. This provision of the policy does not apply to pictures and/or videos taken of public events that may involve or incidentally include depictions of students participating in or observing such events where the purpose of the photo or video is to depict the event, not a particular student. This section does not apply to depictions of an administrator's own child or other relative.

Since most information concerning a child in school, other than directory information described in Policy 8330 - Student Records, is a confidential student record under Federal and State laws, any administrator who shares confidential information with another person not authorized to receive the information may be subject to discipline and/or civil liability. This includes, but is not limited to, information concerning assessments, grades, behavior, family background, and alleged child abuse.

Appropriate Staff and Student Relationships

The District is committed to maintaining safe, professional, and developmentally appropriate relationships between staff and students. All employees, volunteers, and adults working with students are expected to uphold clear and appropriate boundaries and report concerns to protect student welfare.

Prohibited Conduct/Behaviors

This section applies to communications and behaviors that occur during or outside of school hours between an employee acting in the employee's official capacity, and a student enrolled or otherwise participating in any aspect of the District programming. To protect the wellbeing of students, grooming behaviors by staff are strictly prohibited. Likewise, this policy includes reference to other types of behaviors that, while not meeting the definition of grooming, constitute boundary violations that can create the appearance of grooming behavior.

- A. **Grooming** - Grooming behavior is defined as a course of conduct, pattern of behavior, or series of acts with the intention to condition, seduce, solicit, lure, or entice a child for the purpose of engaging in sexual intercourse or sexual contact, or for the purpose of producing, distributing, or possessing depictions of the child engaged in sexually explicit conduct.

These prohibited grooming behaviors, as well as the behaviors included below, cover both in-person and digital communications, during non-school and school hours, and include sexualized conversations, inappropriate physical contact, and efforts to isolate a child from their family or peers. Staff must not engage in any romantic or sexual conduct with students, including dating, advances, sexual contact, or sexually suggestive communication.

When accompanied by the intent described above, grooming behaviors include the following and other similar forms of interaction between school staff or volunteers and students:

1. hugging, kissing, or other physical contact with a student;
2. telling sexual jokes to students;
3. engaging in talk containing sexual innuendo or banter with students;
4. talking about sexual topics that are not related to curriculum;
5. showing to or discussing pornography with a student;
6. any other form of interaction with a student that involves the requisite intent described above.

It is impossible to list every inappropriate conduct scenario, but the following expectations, as well as other similar types of behavior, apply:

- A. **Preferential Treatment or Favoritism** — Staff behaviors that demonstrate, or give the perception of, preferential treatment toward a student or group of students.
- B. **Boundary Invasions Violations** - Staff-student relationships may become inappropriate based on the frequency, timing, location, or nature of interactions. An employee need not have any intent to engage in grooming of a student but may still violate the obligation to maintain appropriate boundaries between students and staff, and therefore be subject to disciplinary action. Consent from the student or parent does not justify boundary invasions violations.

Maintaining professional boundaries is essential to student safety and assists staff and volunteers in avoiding circumstances that can be perceived as grooming behavior. However, the District recognizes that certain physical contact or personal involvement may be clinically or educationally necessary. Behaviors that are required for a student's well-being or instructional success are permitted. This includes, but is not limited to: providing hygiene assistance to a student (e.g., following a toileting accident); physical spotting or corrective positioning in athletics (e.g., wrestling, gymnastics, or football); and administering first aid or emergency medical care.

(x) Any behavior that lacks a clear educational or medical justification, or that serves the emotional or physical needs of the adult rather than the student, is strictly prohibited. Such behaviors may be indicators of grooming and will be subject to immediate investigation. **END-OF-OPTION**

(X) Inappropriate boundary invasions violations may include, but are not limited to, the following:

1. hugging, kissing, or other physical contact with a student;
2. telling sexual jokes to students;
3. engaging in talk containing sexual innuendo or banter with students;

4. ~~talking about sexual topics that are not related to curriculum;~~
5. ~~showing pornography to a student;~~
6. inappropriate comments about a student's body or appearance;
7. taking an undue interest in a student (i.e. having a special friend or a special relationship);
8. initiating or extending contact with students beyond the school day for personal purposes;
9. using e-mail, text messaging, or websites to discuss personal topics or interests with students;
10. giving students rides in the staff member's personal vehicle or taking students on personal outings without administrative approval;
11. invading a student's privacy (e.g. walking in on the student in the bathroom, locker-room, asking about bra sizes or previous sexual experiences);
12. going to a student's home for non-educational purposes;
13. inviting students to the staff member's home without proper chaperones (i.e. another staff member or parent of student);
14. giving gifts or money to a student for no legitimate educational purpose;
15. accepting gifts or money from a student for no legitimate educational purpose;
16. being overly touchy with students;
17. favoring certain students by inviting them to come to the classroom at non-class times;
18. getting a student out of class to visit with the staff member;
19. providing advice to or counseling a student regarding a personal problem (i.e. problems related to sexual behavior, substance abuse, mental or physical health, and/or family relationships, etc.), unless properly licensed and authorized to do so;
20. being alone with a student behind closed doors without a legitimate educational purpose;
21. telling a student secrets and having secrets with a student; and
22. other similar activities or behavior.

Inappropriate boundary ~~invasions~~ violations are prohibited and must be reported promptly. **[END OF OPTION]**

- C. ~~(-) Preferential Treatment or Favoritism~~ — Staff behaviors that demonstrate, or give the perception of, preferential treatment toward a student or group of students. **[END OF OPTION]** ~~Romantic or Sexual Conduct~~ — Staff must not engage in any romantic or sexual conduct with students, including dating, advances, sexual contact, or sexually suggestive communication.

Appropriate Discussion Content When Using Personal Communication Devices (PCD)

[DRAFTING NOTE: The statute (118.07(7), Wis. Stat.) does not define "appropriate content" but requires Districts to specify in policy what "appropriate content" means locally. While items A-E are recommended for a comprehensive definition, Districts may choose a narrower definition or include additional parameters for its required definition of appropriate content.]

When using PCDs to communicate with students and parents, staff members must use District-approved communication platforms.

When staff and school officials communicate with students using PCDs, discussions must be appropriate and not prohibited grooming or boundary violations, professional, and related to legitimate school purposes. Communications described here should be as brief as possible and only contain what is necessary. Appropriate content includes:

- A. ☒ Instructional communication (assignments, coursework, academic support);
- B. ☒ School-related activities (clubs, athletics, events, field trips, rehearsals);
- C. ☒ Scheduling or logistical information related to classes or school programs;
- D. ☒ Pedagogical assistance related to school participation (clarifying expectations, reminders, or academic assistance); and,
- E. ☒ Safety or emergency communication when necessary;
- F. ☐ Other _____.

Communications must remain professional in tone, limited to educational or school-related matters, and consistent with District policies regarding staff–student boundaries. Failure to follow these policy expectations may result in discipline up to and including termination, and potential referral to law enforcement. The level of discipline will depend on the severity of the violation. This policy applies to communication that occurs during or outside of school hours.

Employees who are parents of students enrolled in the District may communicate with their own children using PCDs outside of District-approved platforms, provided such communications are personal in nature and not conducted in the employee's official capacity. This exception does not permit the employee to engage in District-related communications with other students outside of approved platforms, nor does it exempt them from applicable laws, policies, or expectations regarding professional conduct.

[DRAFTING NOTE: Policy 7544 - Use of Social Media requires the District Administrator to designate and communicate the District-approved social media/communication platforms/sites which all Board members, staff, coaches/advisors, and approved volunteers are required to use exclusively when communicating with each other and/or with students, including providing general communications to the public. These may be platforms approved across the District, specific to a building, or upon request of a particular program/teacher.]

District-Approved PCD Communication Platforms - The District Administrator is required to designate and communicate the District-approved social media/communication platforms/sites which all Board members, staff, coaches/advisors, and approved volunteers are required to use exclusively when communicating with each other and/or with students.

The approved communication platform(s) is/are:

- A. ☒ District email/messaging;
- B. ☒ District-approved social media platform(s);
- C. ☐ Other _____ **[END OF OPTIONS]**.

[] The District approved communication platform(s) shall be listed on the District's website. **[END OF OPTION]**

Outside-District and Staff-Parent Relationships - This policy permits appropriate interactions from legitimate, pre-existing, non-District relationships (e.g., relatives, family friends). Staff who are parents ~~or guardians~~ of enrolled students must maintain professional conduct in accordance with this policy, in all school-related activities and communications, avoiding favoritism or conflicts of interest. Where such relationships compromise professional responsibilities, the District may intervene.

Professional Conduct During Off-Site School Activities - Staff must maintain professional boundaries during all school-sponsored off-site activities such as field trips, competitions, travel, and overnight events. Increased vigilance is required in these less-supervised settings.

Reporting of Allegations of Inappropriate Staff and Student Relationships

- A. **Student Reporting Process** - Students who feel uncomfortable or witness inappropriate behavior are encouraged to report concerns to a trusted staff member or school counselor, or via the District's anonymous reporting tool. All

reports will be treated confidentially to the extent legally possible.

- B. Staff Required Reporting of Misconduct** - Any concerns about inappropriate staff-student conduct must be reported immediately to a supervisor, principal, or the District's Compliance Officer(s). Anonymous reports will be investigated per District harassment procedures outlined in Policy 5517 - Student Anti-Harassment.

Mandated Reporting - Per 48.981, Wis. Stats., all staff are mandatory reporters. Suspected child abuse, including by another staff member, must be reported immediately to:

A. A designated administrator/Title IX Coordinator; and

B. Child Protective Services and/or law enforcement.

Immediate action is required; do not delay. More info: <https://dcf.wisconsin.gov/cps/process>

Violations and Consequences - Violations of this policy may result in disciplinary action, up to and including termination, and may be reported to external agencies as required by law. The level of discipline will depend on the severity of the violation.

Policy Access and Training - This policy will be:

A. posted on the District's website;

B. reviewed annually with staff; and

C. included in new employee onboarding.

Pursuant to the laws of the State and Board Policy 8462 - Reporting of Child Abuse and Neglect, and Sexual Misconduct, each administrator shall report to the proper legal authorities, immediately, any sign of suspected child abuse, abandonment, or neglect.

In addition, if there is any cause to suspect misconduct as specified in 118.07(6), Wis. Stats., as described in "Required Notification to Parents for Alleged Sexual Misconduct" in Policy 8462 - Reporting of Child Abuse and Neglect, and Sexual Misconduct, each professional staff member shall immediately report it to the District Administrator or their supervisor or a Title IX Coordinator.

Annual Training - Annual training is required for all employees. This training shall include identifying, preventing, and reporting grooming and professional boundary violations, appropriate content and methods of communication with students for both during and outside school hours, as well as the range of consequences for staff who violate this policy. **[DRAFTING NOTE: DISTRICTS MAY USE DPI'S ANNUAL TRAINING OR MAY DEVELOP THEIR OWN STATUTORY COMPLIANT TRAINING.]**

Revised 7/13/20

Revised 2/14/22

Revised 11/14/22

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Legal	48.981, Wis. Stats.
	118.07(6), Wis. Stats.
	948, Wis. Stats.
	948.095, Wis. Stats.
	118.07(7), Wis. Stats.
	948.072, Wis. Stats.

Book	Policy Manual
Section	Act 89 for BOE Consideration
Title	Copy of BOARD MEMBER BEHAVIOR, COMMUNICATIONS, AND CODE OF CONDUCT
Code	po0144.5 (SK)
Status	Draft

0144.5 - **BOARD MEMBER BEHAVIOR, COMMUNICATIONS, AND CODE OF CONDUCT**

The Board functions most effectively when individual Board members act ethically, professionally, and responsibly. Board members serve as a member of the School District's governing body and do not have individual authority to represent a policy or enforce positions that are not supported by a majority of the Board as evidenced by official action of the Board (See Bylaw 0143 - Authority of Individual Board Members).

Board members accept responsibility for the well-being and positive leadership of the School District, for protecting the interests of the School District as a legal entity, and for facilitating governance for the purpose of delivering the highest quality educational and related services to all of the District's students. Conduct by Board members that compromises the reputation or legal position of the District is prohibited.

Any authority delegated to the Board President in this ~~policy~~ **bylaw** is automatically vested in the Board Vice President in the event that either the Board President is unavailable or the Board President is the Board member accused of violating this ~~policy~~ **bylaw**.

General Expectations of All Board Members

- A. Attend all scheduled Board meetings insofar as possible, and become informed concerning the issues to be considered at those meetings. **Board members are expected to review agenda materials prior to a Board meeting and to submit questions to the District Administrator in advance of the meeting, whenever practicable, to allow for efficient and respectful meetings; this expectation does not in any way intrude upon a Board member's right to ask questions or engage in discussion at a Board meeting.**
- B. Be familiar with and comply with Board **bylaws**/policies, including ~~policies~~ **bylaws** governing Board member conduct and Board member ethics, rules of incompatibility of office, and conflicts of interest (see Bylaw 0144.3 - Conflict of Interest).
- C. Be familiar with and comply with Board policies, including policies governing Board member conduct and Board member ethics, rules of incompatibility of office, qualifications of the office, and conflicts of interest (see Bylaw 0144.3 - Conflict of Interest).
- D. Conduct themselves with integrity, honesty, and in a manner that reflects positively on the Board and on the District.
- E. Be accountable for guiding and supporting the policy decision-making process that impacts students, staff, and the community. The operation of the District is the responsibility of the administration.
- F. Establish and maintain a high level of honesty, credibility, and truthfulness in all matters dealt with by the Board.
- G. Treat others with respect and dignity at all times, maintain decorum, and always communicate in a way that does not violate or illustrate disregard for Board policy concerning harassment or discrimination. This decency expectation applies in all communications, including while discussing sensitive or controversial matters, or matters involving disagreement.
- H. At all times conduct themselves in the best interest of the School District, including avoiding implicating the District in unlawful activity or supporting or encouraging efforts to harm the reputation, legal standing, or to bring other material harm to the interests of the District or the Board.
- I. Recognize that they should endeavor to make policy decisions only after full discussion at publicly held Board meetings.

- J. Render all decisions based on the available facts and independent judgment.
- K. Encourage the free expression of opinion by all Board members, and seek systematic communications between the Board and students, staff, and all elements of the community.
- L. Work with the other Board members to establish effective Board policies and to delegate authority for the administration of the District to the District Administrator in accordance with Policy 1100 - District Organization.
- M. Communicate to other Board members, in accordance with the Open Meeting Law, and the District Administrator expressions of public reaction to Board policies and school programs (see Board Member Communication section below, Bylaw 0143.1 - Public Expression of Board Members, and Bylaw 0167.5 - Use of Electronic Mail).
- N. Inform themselves about current educational issues by individual study and through participation in programs providing needed information, such as those sponsored by the Wisconsin Association of School Boards, the Consortium of State School Board Associations, and the National School Boards Association.
- O. Support the employment of those persons best qualified to serve as school staff, and insist on a regular and impartial evaluation of all staff.
- P. Refrain from using their Board positions for personal or partisan gain.
- Q. Take no private action that will compromise the Board or administration, and respect the confidentiality of information that is privileged under applicable law.
- R. Remember always that their first and greatest concern must be for the educational welfare of the students attending the public schools.
- S. No Board member shall act or fail to act as a member of the Board in violation of 946.12, Wis. Stats., regarding misconduct in public office.
- T. Disclose any actual or perceived conflict of interest.
- U. Maintaining a stature that is above political pressure and partisanship.
- V. Refusing to make statements or promises relating to a vote on any matter that must come before the Board as a whole.
- W. Knowing the ONLY form of volunteering that a Board member can perform is providing infrequent assistance at school events/programs. Examples of infrequent assistance include school carnivals, assemblies, plays, award ceremonies, graduation ceremonies, reading to students as part of Read Across America, and interviewing students for mock employment/career planning. Board members are officers of the District and are perceived differently by District employees. Volunteering regularly in schools and classrooms places undue pressure on the principal, teachers, and staff. The seeds of favoritism, influence, and pressure exist when Board members are present and when Board members want to volunteer in schools on a regular basis.

Board Member Communication

Board members are expected to refrain from engaging in communication on behalf of the Board or on behalf of the District unless authorized to do so by majority vote of the Board (See Bylaw 0143.1).

Any Board member who chooses to engage in individual communication on matters related to Board and/or District business is expected to clearly identify whether the Board member is communicating in the following capacity:

- A. On behalf of the Board: normally, this is the function of the Board President or, in the President's absence, the Vice President. The Board may, by majority vote, delegate this responsibility to another Board member in a specific circumstance. In every case, the Board member communicating the Board's position shall do so as determined by the Board and avoiding individual interpretation or editorializing.
- B. As an individual Board member, but not on behalf of the Board: a Board member who speaks, including online, in social media forums, or in any other public forum, on matters related to Board and/or District business, but not as an officially designated spokesperson of the Board. The Board member must specify that any statement is not sponsored by the District and is a personal viewpoint.

Board members who fail to adhere to this expectation, or who publicly communicate false or intentionally misleading information pertaining to Board action or District policy, will be asked to correct such communication in a way that is likely to reach the same audience as the false or misleading information. The Board President is authorized to communicate such requests to the pertinent Board member.

The Board President is authorized to issue public statements on behalf of the Board in the event a Board member expresses false or misleading information, or makes statements without properly identifying whether the member of the Board is speaking as an individual Board member. The President's communication should be limited to correcting the false or misleading statement, clarifying that the Board member was not speaking on behalf of the Board, and providing information relative to Board action if any on the subject matter.

[DRAFTING NOTE: The following section is in alignment with 2025 Wisconsin Act 89 (118.07(7), Wis. Stat.) for appropriate communication with students. Act 89 does not expressly pertain to Board members; however, this optional language is consistent with Act 89's expectations and could be adopted by the Board to align with employee and volunteer requirements. The statute does not define "appropriate content," but requires Districts to specify in policy what "appropriate content" means locally. Items A-E are recommended for a comprehensive definition, but Districts may choose a narrower definition or include additional parameters for its definition.]

[x] Appropriate Discussion Content When Using Personal Communication Devices (PCD)

~~[] When using PCDs to communicate with student(s), Board members must use District approved communication platforms to preserve communications to be reviewed by parents and administrators.~~

[x] When Board members communicate with students using PCDs, discussions must be appropriate and related to legitimate school purposes. Whenever possible, Board members should direct students who contact them to contact an appropriate school staff member.

[x] Appropriate content is content in a communication that fits into one of the following categories:

- A. **(x)** Instructional communication (assignments, coursework, academic support);
- B. **(x)** Scheduling or logistical information related to school programs (classes, clubs, athletics, events, field trips, rehearsals);
- C. **(x)** Safety or emergency communication when necessary;
- D. **(x)** Referring the student to the appropriate school staff member who can address the matter raised in any communication from a student;
- E. **(-)** _____.

[x] Communications must remain professional in tone, limited to educational or school-related matters, and consistent with District policies regarding staff-student boundaries. Board members should avoid one-on-one communication with students. (See Board Policy 1213 - Student Supervision and Welfare)

[Drafting Note: 2025 Wisconsin Act 89 does not create an exception for communication between employees and volunteers and their family members.]

[x] Nothing in this section is intended to prohibit Board members from engaging in appropriate communication with their family members who are parents of students enrolled in the District. Parents may communicate with their own children using PCDs outside of District-approved platforms, provided such communications are personal in nature and not conducted in the Board member's official capacity. This exception does not permit Board members to engage in District-related communications with other students outside approved platforms, nor does it exempt them from applicable laws, policies, or expectations regarding professional conduct and conflicts of interest.

[END OF OPTIONAL SECTION]

Board Member Interaction with Staff

The general expectations of Board member decorum and civility apply to interactions with employees; however, because the Board is the employer of all District staff, this responsibility is appropriate for special reference. Each Board member is an individual with authority to bring matters to the Board and to influence matters related to staff. Therefore, it is imperative that Board members treat all employees with respect and as professionals. Board members are also required to comply with Board Policies governing employee anti-harassment, nondiscrimination, and threatening behavior.

No Board member has inherent authority to require any staff member to respond to the Board member regarding a specific request for information, or to direct any staff member to perform or not perform any task, except as provided by Board policy or as directed by majority vote of the Board.

Board member access to and request for School District records and information is governed by Board Bylaw 0143.2 - Board Member Information Requests.

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Board Member Records and Confidentiality

Board members are expected to maintain their own public records created on resources not controlled by and thus not maintained by the School District. Each Board member is an elected official responsible for preserving all public records the Board member creates, and to comply with requests to inspect such records. The District has no obligation nor responsibility to assist any Board member in fulfilling this responsibility with respect to records that are not maintained by the District.

Board members are encouraged to review Board policy defining and explaining public records, their maintenance, and public access (See Board Policy 8310 - Public Records).

Board members are expected to maintain and protect the privacy of District records, including student records, and communications received in closed-session meetings of the Board. Board members must also protect and not disclose records consistent with, and governed by, the Family Education Rights and Privacy Act (FERPA).
Enforcement

Enforcement

Complaints alleging violations of the Board Member Code of Conduct may be brought by any parent, student, staff member or District resident and must be submitted to the Board President or, if the Board President is the member accused of violating this policy, to the Vice President, who under such circumstances shall perform the duties of the Board President described in this policy. All Complaints shall bear the name and signature of the complainant and include a detailed description of the alleged misconduct, any evidence supporting the allegations, and the action/relief being requested.

The Board President may choose to consolidate complaints for consideration if more than one (1) individual files similar complaints, but reserves the right to refuse to consider any subsequent complaint on the same matter unless previously unknown material facts are raised.

The President shall review the complaint and investigate the matter. The President may contact the School District's legal counsel for support in the investigation of the complaint and/or other matters related to the complaint. Upon completion of the investigation, if the conclusion reached is that the Board member violated the policy,

Board members are elected officials and therefore cannot be prevented from participating in Board meetings, or removed from office by the Board. However, the Board may consider the following:

- A. formal censure by resolution passed by a majority of the Board in an open session meeting of the Board;
- B. removal from Board committee assignments that is an exception to Bylaw 0155 - Committees;
- C. restriction on Board member rights granted by policy, including requesting items for a Board meeting agenda;
- D. referral to proceed with efforts to remove the Board member from office for cause, which means inefficiency, neglect of duty, official misconduct, or malfeasance in office;
- E. referral to law enforcement if any alleged misconduct constitutes potentially unlawful conduct;
- F. other efforts to pursue compliance with and adherence to the policy as determined by the Board and not prohibited by law.

If a complainant or any other person contacts an individual Board member, other than the Board President, to discuss a complaint or investigation under this policy, the Board member shall inform the person that the Board member has no authority to act in an individual capacity and shall refer the person to this bylaw or the Board President for further assistance.

Revised 6/13/22
T.C. 5/8/23
T.C. 3/11/24
Revised 12/8/25

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Legal

17.13, Wis. Stats.

118.07(7), Wis. Stats.

946.12, Wis. Stats.

The Consortium of State School Board Associations

The National Association of School Boards

The Wisconsin Association of School Boards

Book	Policy Manual
Section	Act 89 for BOE Consideration
Title	Copy of STUDENT SUPERVISION AND WELFARE
Code	po3213 (SK)
Status	
Adopted	December 9, 2019
Last Revised	April 13, 2026

3213 - **STUDENT SUPERVISION AND WELFARE**

Professional staff members are frequently confronted with situations which, if handled incorrectly, could result in liability to the District and personal liability to the professional staff member, and/or harm to the welfare of the student(s). It is the intent of the Board to direct the preparation of guidelines that would minimize that possibility.

A professional staff member, or a person who works or volunteers with children, who is found to have had sexual contact with any student shall be referred to the proper authorities and be subject to discipline up to and including discharge.

~~This policy should not be construed as affecting any obligations on the part of staff to report suspected child abuse under 48.981, Wis. Stats. and Policy 8462—Child Abuse and Neglect.~~

Standard of Care of Students

Each District employee shall maintain a standard of care for the supervision, control, and protection of students commensurate with their assigned duties and responsibilities which include, but are not limited to the following standards:

- A. A professional staff member shall report immediately any accident or safety hazard about which they are informed or detect to their supervisor as well as to other authorities or District staff members as may be required by established policies and procedures.
- B. A professional staff member shall report unsafe, potentially harmful, dangerous, violent, or criminal activities, or threat of these activities, by students to the District Administrator and local public safety agencies and/or school officials in accordance with Policy 8420 - School Safety and Reporting of Crime Statistics.
- C. A professional staff member should not volunteer to assume responsibility for duties that they cannot reasonably perform. Such assumption carries the same responsibilities as assigned duties.
- D. A professional staff member shall provide proper instruction in the safety matters presented in assigned course guides.
- E. A professional staff member shall not send students on any personal errands.
- F. A professional staff member shall not associate with students at any time in a manner which gives the appearance of impropriety, including, but not limited to, the creation or participation in any situation or activity which could be considered abusive or sexually suggestive or involve illegal substances such as tobacco, alcohol, or drugs. Any sexual or other inappropriate conduct with a student by any staff member will subject the offender to potential criminal liability and District discipline up to and including termination of employment.

This provision should not be construed as precluding a professional staff member from associating with students in private for legitimate or proper reasons or to interfere with familial relationships that may exist between staff and students.

- G. A professional staff member shall not disclose personally identifiable information about a student to third parties unless specifically authorized by law or the student's parent(s) to do so.

- H. A professional staff member shall not transport students for school-related activities in a private vehicle without the approval of their immediate supervisor and consistent with the provisions of Policy 8660 - Transportation by Private Vehicle for District-Sponsored Activities or Trips. This does not apply to any student who is a professional staff member's family member.
- I. ~~Students shall not be required~~ A professional staff member shall not require a student to perform work or services that may be detrimental to their health.
- J. Staff members are discouraged from engaging students in social media and online networking media (see also Policy 7544 - Use of Social Media), except for appropriate academic, extra-curricular, and/or professional uses consistent with Policy 7540 - Technology, Policy 7540.03 - Student Technology Acceptable Use and Safety, and Policy 7540.04 - Staff Technology Acceptable Use and Safety.
- K. Staff members are expressly prohibited from posting any picture, video, meme, or other visual depiction, or comment pertaining to any student on personal or unauthorized social networking media or similar forums. This provision of the policy does not apply to pictures and/or videos taken of public events that may involve or incidentally include depictions of students participating in or observing such events where the purpose of the photo or video is to depict the event, not a particular student. This section does not apply to depictions of a professional staff member's own child or other relative.

Since most information concerning a child in school, other than directory information described in Policy 8330 - Student Records, is a confidential student record under Federal and State laws, any staff member who shares confidential information with another person not authorized to receive the information may be subject to discipline and/or civil liability. This includes, but is not limited to, information concerning assessments, grades, behavior, family background, and alleged child abuse.

Appropriate Staff and Student Relationships

The District is committed to maintaining safe, professional, and developmentally appropriate relationships between staff and students. All employees, volunteers, and adults working with students are expected to uphold clear and appropriate boundaries and report concerns to protect student welfare.

Prohibited Conduct/Behaviors

~~It is impossible to list every inappropriate conduct scenario, but the following expectations, as well as other similar types of behavior, apply:~~

~~**Preferential Treatment or Favoritism**—Staff behaviors that demonstrate, or give the perception of, preferential treatment toward a student or group of students.~~

This section applies to communications and behaviors that occur during or outside of school hours between an employee acting in the employee's official capacity and a student enrolled or otherwise participating in any aspect of the District's programming. To protect the wellbeing of students, grooming behaviors by staff are strictly prohibited. Likewise, this policy includes reference to other types of behaviors that, while not meeting the definition of grooming, constitute boundary violations that can create the appearance of grooming behavior.

- A. **Grooming** - Grooming behavior is defined as a course of conduct, pattern of behavior, or series of acts with the intention to condition, seduce, solicit, lure, or entice a child for the purpose of engaging in sexual intercourse or sexual contact, or for the purpose of producing, distributing, or possessing depictions of the child engaged in sexually explicit conduct.

These prohibited grooming behaviors, as well as the behaviors included below, cover both in-person and digital communications, during non-school and school hours, and include sexualized conversations, inappropriate physical contact, and efforts to isolate a child from their family or peers. Staff must not engage in any romantic or sexual conduct with students, including dating, advances, sexual contact, or sexually suggestive communication.

When accompanied by the intent described above, grooming behaviors include the following and other similar forms of interaction between school staff or volunteers and students:

1. hugging, kissing, or other physical contact with a student;
2. telling sexual jokes to students;

3. engaging in talk containing sexual innuendo or banter with students;
4. talking about sexual topics that are not related to curriculum;
5. showing to or discussing pornography with a student;
6. any other form of interaction with a student that involves the requisite intent described above.

A. **Boundary Invasions Violations** - Staff-student relationships may become inappropriate based on the frequency, timing, location, or nature of interactions. An employee need not have any intent to engage in grooming of a student but may still violate the obligation to maintain appropriate boundaries between students and staff, and therefore be subject to disciplinary action. Consent from the student or parent does not justify boundary invasions violations.

Maintaining professional boundaries is essential to student safety and assists staff and volunteers in avoiding circumstances that can be perceived as grooming behavior.; however However, the District recognizes that certain physical contact or personal involvement may be clinically or educationally necessary. Behaviors that are required for a student's well-being or instructional success are permitted. This includes, but is not limited to: providing hygiene assistance to a student (e.g., following a toileting accident); physical spotting or corrective positioning in athletics (e.g., wrestling, gymnastics, or football); and administering first aid or emergency medical care.

(x) Any behavior that lacks a clear educational or medical justification, or that serves the emotional or physical needs of the adult rather than the student, is strictly prohibited. Such behaviors may be indicators of grooming and will be subject to immediate investigation. **[END OF OPTION]**

(x) Inappropriate boundary invasions violations may include, but are not limited to, the following:

1. ~~hugging, kissing, or other physical contact with a student;~~
2. ~~telling sexual jokes to students;~~
3. ~~engaging in talk containing sexual innuendo or banter with students;~~
4. ~~talking about sexual topics that are not related to curriculum;~~
5. ~~showing pornography to a student;~~
6. inappropriate comments about a student's body or appearance;
7. taking an undue interest in a student (i.e. having a special friend or a special relationship);
8. initiating or extending contact with students beyond the school day for personal purposes;
9. using e-mail, text messaging, or websites to discuss personal topics or interests with students;
10. giving students rides in the staff member's personal vehicle or taking students on personal outings without administrative approval;
11. invading a student's privacy (e.g. walking in on the student in the bathroom, locker-room, asking about bra sizes or previous sexual experiences);
12. going to a student's home for non-educational purposes;
13. inviting students to the staff member's home without proper chaperones (i.e. another staff member or parent of student);
14. giving gifts or money to a student for no legitimate educational purpose;
15. accepting gifts or money from a student for no legitimate educational purpose;
16. being overly touchy with students;
17. favoring certain students by inviting them to come to the classroom at non-class times;

18. getting a student out of class to visit with the staff member;
19. providing advice to or counseling a student regarding a personal problem (i.e. problems related to sexual behavior, substance abuse, mental or physical health, and/or family relationships, etc.), unless properly licensed and authorized to do so;
20. being alone with a student behind closed doors without a legitimate educational purpose;
21. telling a student secrets and having secrets with a student; and
22. other similar activities or behavior.

Inappropriate boundary ~~invasions~~ violations are prohibited and must be reported promptly. **[END OF OPTION]**

- C. ~~(-) Preferential Treatment or Favoritism~~ — Staff behaviors that demonstrate, or give the perception of, preferential treatment toward a student or group of students. **[END OF OPTION]** ~~Romantic or Sexual Conduct~~ — Staff must not engage in any romantic or sexual conduct with students, including dating, advances, sexual contact, or sexually suggestive communication.

Appropriate Discussion Content When Using Personal Communication Devices (PCD)

[DRAFTING NOTE: The statute (118.07(7), Wis. Stat.) does not define "appropriate content" but requires Districts to specify in policy what "appropriate content" means locally. While items A-E are recommended for a comprehensive definition, Districts may choose a narrower definition or include additional parameters for its required definition of appropriate content.]

When using PCDs to communicate with students and parents, staff members must use district-approved communication platforms.

When staff and school officials communicate with students using PCDs, discussions must be appropriate and not prohibited grooming or boundary violations, professional, and related to legitimate school purposes. Communications described here should be as brief as possible and only contain what is necessary. Appropriate content includes:

- A. **(x)** Instructional communication (assignments, coursework, academic support);
- B. **(x)** School-related activities (clubs, athletics, events, field trips, rehearsals);
- C. **(x)** Scheduling or logistical information related to classes or school programs;
- D. **(x)** Pedagogical assistance related to school participation (clarifying expectations, reminders, or academic assistance); and,
- E. **(x)** Safety or emergency communication when necessary;
- F. **(-)** Other _____.

Communications must remain professional in tone, limited to educational or school-related matters, and consistent with District policies regarding staff–student boundaries. Failure to follow these policy expectations may result in discipline up to and including termination, and potential referral to law enforcement. The level of discipline will depend on the severity of the violation. This policy applies to communication that occurs during or outside of school hours.

Employees who are parents of students enrolled in the District may communicate with their own children using PCDs outside of District-approved platforms, provided such communications are personal in nature and not conducted in the employee's official capacity. This exception does not permit the employee to engage in District-related communications with other students outside of approved platforms, nor does it exempt them from applicable laws, policies, or expectations regarding professional conduct.

[DRAFTING NOTE: Policy 7544 - Use of Social Media requires the District Administrator to designate and communicate the District-approved social media/communication platforms/sites, which all Board members, staff, coaches/advisors, and approved volunteers are required to use exclusively when communicating with each other and/or with students, including providing general communications to the public. These may be

platforms approved across the District, specific to a building, or upon request of a particular program/teacher.]

District-Approved PCD Communication Platforms - The District Administrator is required to designate and communicate the District-approved social media/communication platforms/sites, which all Board members, staff, coaches/advisors, and approved volunteers are required to use exclusively when communicating with each other and/or with students.

The approved communication platform(s) is/are:

- A. ☒ District email/messaging;
- B. ☒ District-approved social media platform(s);
- C. ☒ Other _____ **[END OF OPTIONS]**.

~~[] The District-approved communication platform(s) shall be listed on the District's website. **[END OF OPTION]**~~

Outside-District and Staff-Parent Relationships - This policy permits appropriate interactions from legitimate, pre-existing, non-District relationships (e.g., relatives, family friends). Staff who are parents or guardians of enrolled students must maintain professional conduct in accordance with this policy, in all school-related activities and communications, avoiding favoritism or conflicts of interest. Where such relationships compromise professional responsibilities, the District may intervene.

Professional Conduct During Off-Site School Activities - Staff must maintain professional boundaries as identified in this policy, during non-school hours and school hours, during all school-sponsored off-site activities such as field trips, competitions, travel, and overnight events. Increased vigilance is required in these less-supervised settings.

Reporting of Allegations of Inappropriate Staff and Student Relationships

- A. **Student Reporting Process** - Students who feel uncomfortable or witness inappropriate behavior are encouraged to report concerns to a trusted staff member or school counselor. All reports will be treated confidentially to the extent legally possible.
- B. **Staff Required Reporting of Misconduct** - Any concerns about inappropriate staff-student conduct must be reported immediately to a supervisor, principal, or the District's Compliance Officer(s). Anonymous reports will be investigated per District harassment procedures outlined in Policy 5517 - Student Anti-Harassment.

Mandated Reporting - Per 48.981, Wis. Stats., all staff are mandatory reporters. Suspected child abuse, including by another staff member, must be reported immediately to:

- A. ~~A~~ designated administrator/Title IX Coordinator; and
- B. Child Protective Services and/or law enforcement.

Immediate action is required; do not delay. More info: <https://dcf.wisconsin.gov/cps/process>

Violations and Consequences - Violations of this policy may result in disciplinary action, up to and including termination, and may be reported to external agencies as required by law. The level of discipline will depend on the severity of the violation.

Policy Access and Training - This policy will be:

- A. posted on the District's website;
- B. reviewed annually with staff; and
- C. included in new employee onboarding.

Pursuant to the laws of the State and Policy 8462 - Reporting of Child Abuse and Neglect, and Sexual Misconduct, each professional staff member shall report to the proper legal authorities immediately any sign of suspected child abuse, abandonment, or neglect.

In addition, if there is any cause to suspect misconduct as specified in 118.07(6), Wis. Stats., as described in "Additional Required Reporting Required Notification to Parents for Alleged Sexual Misconduct" in Policy 8462 – Reporting of Child Abuse and Neglect, and Sexual Misconduct, each professional staff member shall immediately report it to the District Administrator or their supervisor or a Title IX Coordinator.

Annual Training - Annual training is required for all employees. This training shall include identifying, preventing, and reporting grooming and professional boundary violations, appropriate content and methods of communication with students for both during and outside school hours, as well as the range of consequences for staff who violate this policy. **[DRAFTING NOTE: DISTRICTS MAY USE DPI'S ANNUAL TRAINING OR MAY DEVELOP THEIR OWN STATUTORY COMPLIANT TRAINING.]**

Revised 7/13/20
Revised 2/14/22
Revised 11/14/22
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Legal	48.981, Wis. Stats.
	118.07(6), Wis. Stats.
	948, Wis. Stats.
	948.095, Wis. Stats.
	118.07(7), Wis. Stats.
	948.072, Wis. Stats.

Book	Policy Manual
Section	Act 89 for BOE Consideration
Title	Copy of STUDENT SUPERVISION AND WELFARE
Code	po4213 (SK)
Status	
Adopted	December 9, 2019
Last Revised	April 13, 2026

4213 - **STUDENT SUPERVISION AND WELFARE**

Support staff members may be confronted with situations which, if handled incorrectly, could result in liability to the District, personal liability to the staff member, and/or harm to the welfare of the student(s). It is the intent of the Board to direct the preparation of guidelines that would minimize that possibility.

A support staff member, or a person who works or volunteers with children, who is found to have had sexual contact with any student shall be referred to the proper authorities and be subject to discipline up to and including discharge.

~~This policy should not be construed as affecting any obligation on the part of staff to report suspected child abuse under 48.981, Wis. Stats. and Policy 8462—Child Abuse and Neglect.~~

Standard of Care of Students

Each District support staff member shall maintain a standard of care for the supervision, control, and protection of students commensurate with their assigned duties and responsibilities which include, but are not limited to, the following standards:

- A. A support staff member shall report immediately any accident or safety hazard about which they are informed or detect to their supervisor as well as to other authorities or District staff members as may be required by established policies and procedures.
- B. A support staff member shall report unsafe, potentially harmful, dangerous, violent, or criminal activities, or threat of these activities, by students to the District Administrator and local public safety agencies and/or school officials in accordance with Policy 8420 - School Safety and Reporting of Crime Statistics.
- C. Support staff should not volunteer to take on responsibilities they are not reasonably qualified or able to perform. Voluntarily assuming such duties carries the same level of accountability as formally assigned responsibilities.
- D. A support staff member shall not send students on any personal errands.
- E. A support staff member shall not associate with students at any time in a manner which gives the appearance of impropriety, including, but not limited to, the creation or participation in any situation or activity which could be considered abusive or sexually suggestive or involve illegal substances such as tobacco, alcohol, or drugs. Any sexual or other inappropriate conduct with a student by any staff member will subject the offender to potential criminal liability and District discipline up to and including termination of employment.

This provision should not be construed as precluding a support staff member from associating with students in private for legitimate or proper reasons or to interfere with familial relationships that may exist between staff and students.

- F. A support staff member shall not disclose personally identifiable information about a student to third parties unless specifically authorized by law or the student's parent(s) to do so.
- G. A support staff member shall not transport students for school-related activities in a private vehicle without the approval of their immediate supervisor and consistent with the provisions of Policy 8660 - Transportation by Private Vehicle for District-Sponsored Activities or Trips. This does not apply to any student who is a support staff member's

family member.

- H. ~~Students shall not be required~~ A support staff member shall not require a student to perform work or services that may be detrimental to their health.
- I. Staff members are discouraged from engaging students in social media and online networking media (see also Policy 7544 - Use of Social Media), except for appropriate academic, extra-curricular, and/or professional uses consistent with Policy 7540 - Technology, Policy 7540.03 - Student Technology Acceptable Use and Safety, and/or Policy 7540.04 - Staff Technology Acceptable Use and Safety.
- J. Staff members are expressly prohibited from posting any picture, video, meme, or other visual depiction, or comment pertaining to any student on personal or unauthorized social networking media or similar forums. This provision of the policy does not apply to pictures and/or videos taken of public events that may involve, or incidentally include, depictions of students participating in or observing such events where the purpose of the photo or video is to depict the event, not a particular student. This section does not apply to depictions of a support staff member's own child or other relative.

Since most information concerning a child in school, other than directory information described in Policy 8330 - Student Records, is a confidential student record under Federal and State laws, any staff member who shares confidential information with another person not authorized to receive the information may be subject to discipline and/or civil liability. This includes, but is not limited to, information concerning assessments, grades, behavior, family background, and alleged child abuse.

Appropriate Staff and Student Relationships

The District is committed to maintaining safe, professional, and developmentally appropriate relationships between staff and students. All employees, volunteers, and adults working with students are expected to uphold clear and appropriate boundaries and report concerns to protect student welfare.

Prohibited Conduct/Behaviors

This section applies to communications and behaviors that occur during or outside of school hours between an employee acting in the employee's official capacity and a student enrolled or otherwise participating in any aspect of the District's programming. To protect the wellbeing of students, grooming behaviors by staff are strictly prohibited. Likewise, this policy includes reference to other types of behaviors that, while not meeting the definition of grooming, constitute boundary violations that can create the appearance of grooming behavior.

~~It is impossible to list every inappropriate conduct scenario, but the following expectations, as well as other similar types of behavior, apply:~~

- A. ~~Preferential Treatment or Favoritism~~—Staff behaviors that demonstrate, or give the perception of, preferential treatment toward a student or group of students.
- B. **Grooming** - Grooming behavior is defined as a course of conduct, pattern of behavior, or series of acts with the intention to condition, seduce, solicit, lure, or entice a child for the purpose of engaging in sexual intercourse or sexual contact, or for the purpose of producing, distributing, or possessing depictions of the child engaged in sexually explicit conduct.

These prohibited grooming behaviors, as well as the behaviors included below, cover both in-person and digital communications, during non-school and school hours, and include sexualized conversations, inappropriate physical contact, and efforts to isolate a child from their family or peers. Staff must not engage in any romantic or sexual conduct with students, including dating, advances, sexual contact, or sexually suggestive communication.

When accompanied by the intent described above, grooming behaviors include the following and other similar forms of interaction between school staff or volunteers and students:

1. hugging, kissing, or other physical contact with a student;
2. telling sexual jokes to students;
3. engaging in talk containing sexual innuendo or banter with students;
4. talking about sexual topics that are not related to curriculum;

5. ~~showing to or discussing pornography with a student;~~
6. ~~any other form of interaction with a student that involves the requisite intent described above.~~

C. Boundary Invasions Violations - Staff-student relationships may become inappropriate based on the frequency, timing, location, or nature of interactions. Consent from the student or parent does not justify boundary invasions.

Maintaining professional boundaries is essential to student safety. ~~An employee need not have any intent to engage in grooming of a student but may still violate the obligation to maintain appropriate boundaries between students and staff, and therefore be subject to disciplinary action.~~; ~~however,~~ However, the District recognizes that certain physical contact or personal involvement may be clinically or educationally necessary. Behaviors that are required for a student's well-being or instructional success are permitted. This includes, but is not limited to: providing hygiene assistance to a student (e.g., following a toileting accident); physical spotting or corrective positioning in athletics (e.g., wrestling, gymnastics, or football); and administering first aid or emergency medical care.

(x) Any behavior that lacks a clear educational or medical justification, or that serves the emotional or physical needs of the adult rather than the student, is strictly prohibited. Such behaviors may be indicators of grooming and will be subject to immediate investigation. **[END OF OPTION]**

(x) Inappropriate boundary ~~invasions~~ violations may include, but are not limited to, the following:

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3. ~~engaging in talk containing sexual innuendo or banter with students;~~
4. ~~talking about sexual topics that are not related to curriculum;~~
5. ~~showing pornography to a student;~~
6. inappropriate comments about a student's body or appearance;
7. taking an undue interest in a student (i.e. having a special friend or a special relationship);
8. initiating or extending contact with students beyond the school day for personal purposes;
9. using e-mail, text messaging, or websites to discuss personal topics or interests with students;
10. giving students rides in the staff member's personal vehicle or taking students on personal outings without administrative approval;
11. invading a student's privacy (e.g. walking in on the student in the bathroom, locker-room, asking about bra sizes or previous sexual experiences);
12. going to a student's home for non-educational purposes;
13. inviting students to the staff member's home without proper chaperones (i.e. another staff member or parent of student);
14. giving gifts or money to a student for no legitimate educational purpose;
15. accepting gifts or money from a student for no legitimate educational purpose;
16. being overly touchy with students;
17. favoring certain students by inviting them to come to the classroom at non-class times;
18. getting a student out of class to visit with the staff member;
19. providing advice to or counseling a student regarding a personal problem (i.e. problems related to sexual behavior, substance abuse, mental or physical health, and/or family relationships, etc.), unless properly licensed and authorized to do so;

20. being alone with a student behind closed doors without a legitimate educational purpose;
21. telling a student secrets and having secrets with a student; and
22. other similar activities or behavior.

Inappropriate boundary ~~invasions~~ violations are prohibited and must be reported promptly. **[END OF OPTION]**

- C. ~~(-) Preferential Treatment or Favoritism~~ – Staff behaviors that demonstrate, or give the perception of, preferential treatment toward a student or group of students. **[END OF OPTION]** ~~Romantic or Sexual Conduct~~ – Staff must not engage in any romantic or sexual conduct with students, including dating, advances, sexual contact, or sexually suggestive communication.

Appropriate Discussion Content When Using Personal Communication Devices (PCD)

[DRAFTING NOTE: The statute (118.07(7), Wis. Stat.) does not define "appropriate content" but requires Districts to specify in policy what "appropriate content" means locally. While items A-E are recommended for a comprehensive definition, Districts may choose a narrower definition or include additional parameters for its required definition of appropriate content.]

When using PCDs to communicate with students and parents, staff members must use district-approved communication platforms.

When staff and school officials communicate with students using PCDs, discussions must be appropriate and not prohibited grooming or boundary violations, professional, and related to legitimate school purposes. Communications described here should be as brief as possible and only contain what is necessary. Appropriate content includes:

- A. **(x)** Instructional communication (assignments, coursework, academic support);
- B. **(x)** School-related activities (clubs, athletics, events, field trips, rehearsals);
- C. **(x)** Scheduling or logistical information related to classes or school programs;
- D. **(x)** Pedagogical assistance related to school participation (clarifying expectations, reminders, or academic assistance); and,
- E. **(x)** Safety or emergency communication when necessary;
- F. ~~(-)~~ Other _____.

Communications must remain professional in tone, limited to educational or school-related matters, and consistent with District policies regarding staff–student boundaries. Failure to follow these policy expectations may result in discipline up to and including termination, and potential referral to law enforcement. The level of discipline will depend on the severity of the violation. This policy applies to communication that occurs during or outside of school hours.

Employees who are parents of students enrolled in the District may communicate with their own children using PCDs outside of District-approved platforms, provided such communications are personal in nature and not conducted in the employee's official capacity. This exception does not permit the employee to engage in District-related communications with other students outside of approved platforms, nor does it exempt them from applicable laws, policies, or expectations regarding professional conduct.

[DRAFTING NOTE: Policy 7544 - Use of Social Media requires the District Administrator to designate and communicate the District-approved social media/communication platforms/sites, which all Board members, staff, coaches/advisors, and approved volunteers are required to use exclusively when communicating with each other and/or with students, including providing general communications to the public. These may be platforms approved across the District, specific to a building, or upon request of a particular program/teaching.]

District-Approved PCD Communication Platforms - The District Administrator is required to designate and communicate the District-approved social media/communication platforms/sites, which all Board members, staff, coaches/advisors, and approved volunteers are required to use exclusively when communicating with each other and/or with students.

The approved communication platform(s) is/are:

- A. ☒ District email/messaging;
- B. ☒ District-approved social media platform(s);
- C. ☒ Other _____ **[END OF OPTIONS]**.

☐ The District approved communication platform(s) shall be listed on the District's website. **[END OF OPTION]**

Outside-District and Staff-Parent Relationships - This policy permits appropriate interactions from legitimate, pre-existing, non-District relationships (e.g., relatives, family friends). Staff who are parents ~~or guardians~~ of enrolled students must maintain professional conduct in accordance with this policy in all school-related activities and communications, avoiding favoritism or conflicts of interest. Where such relationships compromise professional responsibilities, the District may intervene.

Professional Conduct During Off-Site School Activities - Staff must maintain professional boundaries as identified in this policy, during non-school hours and school hours, during all school-sponsored off-site activities such as field trips, competitions, travel, and overnight events. Increased vigilance is required in these less-supervised settings.

Reporting of Allegations of Inappropriate Staff and Student Relationships

- A. **Student Reporting Process** - Students who feel uncomfortable or witness inappropriate behavior are encouraged to report concerns to a trusted staff member or school counselor. All reports will be treated confidentially to the extent legally possible.
- B. **Staff Required Reporting of Misconduct** - Any concerns about inappropriate staff-student conduct must be reported immediately to a supervisor, principal, or the District's Compliance Officer(s). Anonymous reports will be investigated per District harassment procedures outlined in Policy 5517 - Student Anti-Harassment.

Mandated Reporting - Per 48.981, Wis. Stats., all staff are mandatory reporters. Suspected child abuse, including by another staff member, must be reported immediately to:

- A. ~~A~~ designated administrator/Title IX Coordinator; and
- B. Child Protective Services and/or law enforcement.

Immediate action is required; do not delay. More info: <https://dcf.wisconsin.gov/cps/process>

Violations and Consequences - Violations of this policy may result in disciplinary action, up to and including termination, and may be reported to external agencies as required by law. The level of discipline will depend on the severity of the violation.

Policy Access ~~and Training~~ - This policy will be:

- A. posted on the District's website;
- B. reviewed annually with staff; and
- C. included in new employee onboarding.

Pursuant to the laws of the State and Policy 8462 - Reporting of Child Abuse and Neglect, and Sexual Misconduct, each support staff member shall report to the proper legal authorities immediately any sign of suspected child abuse, abandonment, or neglect. In addition, if there is any cause to suspect misconduct as specified in 118.07(6), Wis. Stats., as described in "~~Additional Required Reporting~~ Required Notification to Parents for Alleged Sexual Misconduct" in Policy 8462 - Reporting of Child Abuse and Neglect, and Sexual Misconduct, each support staff member shall immediately report it to the District Administrator or their supervisor or a Title IX Coordinator.

Annual Training - Annual training is required for all employees. This training shall include identifying, preventing, and reporting grooming and professional boundary violations, appropriate content and methods of communication with students for both during and outside school hours, as well as the range of consequences for staff who violate this policy. **[DRAFTING NOTE: DISTRICTS MAY USE DPI'S ANNUAL TRAINING OR MAY DEVELOP THEIR OWN STATUTORY COMPLIANT TRAINING.]**

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Legal 48.981, 948, 948.095, Wis. Stats.
 118.07(7), Wis. Stats.
 948.072, Wis. Stats.

Book	Policy Manual
Section	Act 89 for BOE Consideration
Title	Copy of STAFF AND SCHOOL OFFICIALS USE OF PERSONAL COMMUNICATION DEVICES
Code	po7530.02 (SK)
Status	draft
Adopted	December 9, 2019
Last Revised	December 8, 2025

7530.02 - **STAFF AND SCHOOL OFFICIALS USE OF PERSONAL COMMUNICATION DEVICES**

Use of personal communication devices ("PCD") (as defined in Bylaw 0100) has become pervasive in the workplace. Whether the PCD is Board-owned and assigned to a specific employee or school official or personally-owned by the employee or school official (regardless of whether the Board pays the employee or school official an allowance for his/her use of the device, the Board reimburses the employee or school official on a per use basis for their business-related use of his/her PCD, or the employee or school official receives no remuneration for his/her use of a personally-owned PCD, the employee or school official is responsible for using the device in a safe and appropriate manner and in accordance with this policy and its accompanying guideline, as well as other pertinent Board policies and guidelines.

[DRAFTING NOTE: Wis. Stat. 118.07(7) requires the District Administrator to specify in policy the appropriate methods of communication between employees/volunteers and students.]

District-Approved PCD Platform - When communicating with students, Board members, staff, coaches/advisors, and approved volunteers are required to exclusively use the District-approved social media/communication platforms/sites. See Policy 1213/3213/4213 - Student Supervision and Welfare for specifics regarding appropriate discussion content when using PCDs as well as the approved PCD Platform.

Conducting District Business Using a PCD

Employees and school officials are permitted to use a Board-owned and/or personally-owned PCD to make/receive calls, send/receive e-mails, send/receive texts, send/receive instant messages, or other activities to support job responsibilities (for example internet research) that concern District business of any kind.

Individuals are responsible for retaining text messages, instant messages, and other written communications that are not archived by the District; such records shall be retained in accordance with State requirements.

Safe and Appropriate Use of a PCD

Employees and school officials whose job responsibilities include regular or occasional driving and who use a PCD for business use are expected to refrain from using their device while driving. Safety must come before all other concerns. Regardless of the circumstances, including slow or stopped traffic, employees and school officials should pull off to the side of the road and safely stop the vehicle before placing or accepting a call. Reading or sending a text message, instant message or e-mail, or browsing the Internet using a PCD while driving is a violation of State law and is strictly prohibited. If acceptance of a call is unavoidable and pulling over is not an option, employees are expected to keep the call short, use hands-free options (e.g., headsets or voice activation) if available, refrain from the discussion of complicated or emotional topics, and keep their eyes on the road. Special care should be taken in situations where there is traffic, inclement weather, or the employee is driving in an unfamiliar area. In the interest of safety for employees, school officials, and other drivers, employees and school officials are required to comply with all applicable State laws and local ordinances while driving, including any laws that prohibit texting or using a cell phone or other PCD while driving.

In situations where job responsibilities include regular driving and accepting of business calls, the employee or school official should use hands-free equipment to facilitate the provisions of this policy.

Employees and school officials are responsible for operating Board-owned vehicles and potentially hazardous equipment in a safe and prudent manner, and therefore, employees are prohibited from using a PCD while operating such vehicles or equipment. In the interest of safety for both Board employees and other drivers, employees are required to comply with all applicable laws while driving.

Employees and school officials may not use a PCD in a way that might reasonably create in the mind of another person an impression of being threatened, humiliated, harassed, embarrassed or intimidated.

Duty to Maintain Confidentiality of Student Personally Identifiable Information - Public and Student Record Requirements

Employees and school officials are subject to all applicable policies and guidelines pertaining to protection of the security, integrity, and availability of the data stored on a PCD regardless of whether they are Board-owned and assigned to a specific employee or personally-owned by the employee.

PCD communications, including calls, text messages, instant messages, and e-mails sent or received may not be secure. Therefore, employees should use discretion when using a PCD to relay confidential information, particularly as it relates to students.

Additionally, PCD communications, including text messages, instant messages, and e-mails sent and/or received by a public employee or school official using a PCD may constitute public records.

Further, PCD communications about students, including text messages, instant messages, and e-mails sent and/or received by a District employee or school official using his/her PCD may constitute education records if the content includes personally identifiable information about a student.

Communications, including text messages, instant messages, and e-mails sent and/or received by a District employee or school official using his/her PCD, that are public records or student records are subject to retention and disclosure, upon request, in accordance with Policy 8310 - Public Records. Cellular/Wireless communications that are student records should be maintained pursuant to Policy 8330 - Student Records.

It is the responsibility of the District employee or school official who uses a PCD for District business-related use to archive all text messages, instant messages, and e-mails sent and/or received using his/her PCD in accordance with the District's requirements.

Cellular/Wireless communications and other electronically stored information (ESI) stored on the staff member's or school official's PCD may be subject to a litigation hold pursuant to Policy 8315 - Information Management. Staff and school officials are required to comply with District requests to produce copies of cellular/wireless communications in their possession that are either public records or education records or that constitute ESI that is subject to a litigation hold.

At the conclusion of an individual's employment (whether through resignation, nonrenewal, or termination), the employee is responsible for verifying all public records, student records, and ESI subject to a litigation hold that are maintained on the employee's PCD are transferred to the District's custody (e.g., server, alternative storage device). The District's IT department/staff is available to assist in this process. Once all public records, student records, and ESI subject to a litigation hold are transferred to the District's custody, the employee is required to delete the records/ESI from his/her PCD. The employee will be required to sign a document confirming that all such records/information has been transferred to the District's custody and deleted from his/her PCD.

Similarly, if an employee intends to dispose of, or otherwise stop using, a personally-owned PCD on which **s/he the employee** has maintained public records, student records, and/or ESI that is subject to a litigation hold, the employee must transfer the records/ESI to the District's custody before disposing of, or otherwise ceasing to use, the personally-owned PCD. The employee is responsible for securely deleting such records/ESI before disposing of, or ceasing to use, the personally-owned PCD.

Failure to comply with these requirements may result in disciplinary action.

If a PCD is lost, stolen, hacked, or otherwise subjected to unauthorized access, the employee or school official must immediately notify the District Administrator so a determination can be made as to whether any public records, student records, and/or ESI subject to a litigation hold has been compromised and/or lost. Pursuant to Policy 8305 - Information Security and its accompanying guideline, the District Administrator shall determine whether any security breach notification laws may have application to the situation. Appropriate notifications will be sent unless the records/information stored on the PCD was encrypted.

The Board prohibits employees and school officials from maintaining the following types of student, staff, or District records and/or information on their PCDs:

- A. social security numbers
- B. credit and debit card information
- C. financial account numbers
- D. student personally identifiable information
- E. information required to be kept confidential pursuant to the Americans with Disabilities Act (ADA)
- F. personal health information as defined by the Health Insurance Portability and Accountability Act (HIPAA)

If an employee or school official maintains records and/or information on a PCD that is confidential, privileged, or otherwise protected by State and/or Federal law, the employee is required to encrypt the records and/or information.

It is suggested that employees and school officials lock and password protect their PCDs when not in use.

Employees and school officials are responsible for making sure no third parties (including family members) have access to records and/or information, which is maintained on a PCD in their possession, that is confidential, privileged, or otherwise protected by State and/or Federal law.

Privacy Issues

Except in emergency situations or as otherwise authorized by the District Administrator or as necessary to fulfill their job responsibilities, employees and school officials are prohibited from using PCDs to capture, record, and/or transmit the words or sounds (i.e., audio) and/or images (i.e., pictures/video) of any student, staff member, or other person in the school or while attending a school-related activity. Using a PCD to capture, record, and/or transmit audio and/or pictures/video of an individual without proper consent is considered an invasion of privacy and is not permitted.

The use of a PCD that contain built-in cameras (i.e., devices that take still or motion pictures, whether in a digital or other format) is prohibited in, locker rooms, shower facilities, rest/bathrooms, SCHOOL FOREST CABINS OR HOTELS ROOMS DURING SCHOOL TRIPS.

Potential Disciplinary Action

Violation of any provision of this policy may constitute just cause for disciplinary action up to and including termination.

Use of a PCD in any manner contrary to local, State, or Federal laws may also result in disciplinary action up to and including termination.

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Legal	Protecting Children in the 21st Century Act, Pub. L. No. 110-385, Title II, Stat. 4096 (2008)
	Children's Internet Protection Act (CIPA), Pub. L. No. 106-554 (2001)
	20 U.S.C. 1232g
	34 C.F.R. Part 99
	118.07(7), Wis. Stats.
	948.072, Wis. Stats.

Book	Policy Manual
Section	Act 89 for BOE Consideration
Title	Copy of STUDENT TECHNOLOGY ACCEPTABLE USE AND SAFETY
Code	po7540.03 (SK)
Status	
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7540.03 - STUDENT TECHNOLOGY ACCEPTABLE USE AND SAFETY

Technology has fundamentally altered the ways in which information is accessed, communicated, and transferred in society. As a result, educators are continually adapting their means and methods of instruction and the way they approach student learning to incorporate the vast, diverse, and unique resources available through the Internet. The Board provides technology resources (as defined in Bylaw 0100 - Definitions) to support the educational and professional needs of its students and staff. With respect to students, District Technology Resources afford them the opportunity to acquire the skills and knowledge to learn effectively and live productively in a digital world. The Board provides students with access to the Internet for limited educational purposes only and utilizes online educational services/apps to enhance the instruction delivered to its students. The District's computer network and Internet system do not serve as a public access service or a public forum, and the Board imposes reasonable restrictions on its use consistent with its limited educational purpose.

The Board regulates the use of District technology resources by principles consistent with applicable local, State, and Federal laws, the District's educational mission, and articulated expectations of student conduct as delineated in the Student Code of Conduct. This policy and its related administrative guidelines and the Student Code of Conduct govern students' use of District Technology Resources and students' personal communication devices when they are connected to the District computer network, Internet connection, and/or online educational services/apps, or when used while the student is on Board-owned property or at a Board-sponsored activity (see Policy 5136 - Personal Communication Devices).

Users are required to refrain from actions that are illegal (such as libel, slander, vandalism, harassment, theft, plagiarism, inappropriate access, and the like) or unkind (such as personal attacks, invasion of privacy, injurious comment, and the like). Because its Technology Resources are not unlimited, the Board has also instituted restrictions aimed at preserving these resources, such as placing limits on the use of bandwidth, storage space, and printers.

Users have no right or expectation of privacy when using District Technology Resources (including, but not limited to, privacy in the content of their personal files, e-mails, and records of their online activity when using the District's computer network and/or Internet connection).

The Board may not be able to technologically limit access to services through its technology resources to only those who have been authorized for the purpose of instruction, study, and research related to the curriculum. Unlike in the past when educators and community members had the opportunity to review and screen materials to assess their appropriateness for supporting and enriching the curriculum according to adopted guidelines and reasonable selection criteria (taking into account the varied instructional needs, learning styles, abilities, and developmental levels of the students who would be exposed to them), access to the Internet, because it serves as a gateway to any publicly available file server in the world, opens classrooms and students to electronic information resources that may not have been screened by educators for use by students of various ages.

Pursuant to Federal law, the Board has implemented technology protection measures that protect against (e.g., filter or block) access to visual displays/depictions/materials that are obscene, constitute child pornography, and/or are harmful to minors, as defined by the Children's Internet Protection Act. At the discretion of the Board or the District Administrator, the technology protection measures may be configured to protect against access to other material considered inappropriate for students to access. The technology protection measures may not be disabled at any time that students may be using the District technology resources, if such disabling will cease to protect against access to materials that are prohibited under the Children's Internet Protection Act. Any student who attempts to disable the technology protection measures will be subject to discipline.

The Board utilizes software and/or hardware to monitor online activity of students and to block/filter access to child pornography and other material that is obscene, objectionable, inappropriate, and/or harmful to minors. "Harmful to minors" is a term defined by the Communications Act of 1934 (47 U.S.C. 254(h)(7)) as any picture, image, graphic image file, or other visual depiction that:

- A. taken as a whole and with respect to minors, appeals to a prurient interest in nudity, sex, or excretion;
- B. depicts, describes, or represents, in a patently offensive way with respect to what is suitable for minors, an actual or simulated sexual act or sexual contact, actual or simulated normal or perverted sexual acts, or a lewd exhibition of the genitals;
- C. taken as a whole, lacks serious literary, artistic, political, or scientific value for minors.

At the discretion of the Board or the District Administrator, the technology protection measure may be configured to protect against access to other material considered inappropriate for students to access. The technology protection measure may not be disabled at any time that students may be using the District technology resources, if such disabling will cease to protect against access to materials that are prohibited under the Children's Internet Protection Act. Any student who attempts to disable the technology protection measures will be subject to discipline.

The District Administrator or Director of Technology and Media Services may temporarily or permanently unblock access to websites or online educational services/apps containing appropriate material if access to such sites has been inappropriately blocked by the technology protection measure. The determination of whether material is appropriate or inappropriate shall be based on the content of the material and the intended use of the material, not on the protection actions of the technology protection measure.

Parents are advised that a determined user may be able to gain access to services and/or resources on the Internet that the Board has not authorized for educational purposes. In fact, it is impossible to guarantee students will not gain access through the Internet to information and communications that they and/or their parents may find inappropriate, offensive, objectionable, or controversial. Parents of minors are responsible for setting and conveying the standards that their children should follow when using the Internet.

Pursuant to Federal law, students shall receive education about the following:

- A. safety and security while using e-mail, chat rooms, social media, and other forms of direct electronic communications;
- B. the dangers inherent in the online disclosure of personally identifiable information;
- C. the consequences of unauthorized access (e.g., "hacking", "harvesting", "digital piracy", "data mining", etc.), cyberbullying, and other unlawful or inappropriate activities by students online;
- D. unauthorized disclosure, use, and dissemination of personally identifiable information regarding minors.

Staff members shall provide instruction for their students regarding the appropriate use of technology and online safety and security as specified above. Furthermore, staff members will monitor the online activities of students while at school.

Monitoring may include, but is not necessarily limited to, visual observations of online activities during class sessions, or use of specific monitoring tools to review browser history and network, server, and computer logs.

Building Principals are responsible for providing training so that Internet users under their supervision are knowledgeable about this policy and its accompanying guidelines. The Board expects that staff members will provide guidance and instruction to students in the appropriate use of District technology resources. Such training shall include, but not be limited to, education concerning appropriate online behavior, including interacting with other individuals on social media, including in chat rooms, and cyberbullying awareness and response. All users of District technology resources (and their parents if they are minors) are required to confirm their agreement to abide by the terms and conditions of this policy (X) by signing the District technology use form.

Off-premises use of E-Rate-supported technology must be primarily for an educational purpose that is integral, immediate, and proximate to the education of students.

Students will be assigned a school email account that they are required to utilize for all school-related electronic communications, including those to staff members, peers, and individuals and/or organizations outside the District with whom they are communicating for school-related projects and assignments. Further, as directed and authorized by their

teachers, they shall use their school-assigned email account when signing up/registering for access to various online educational services, including mobile applications/apps that will be utilized by the student for educational purposes.

Students are responsible for good behavior when using District technology resources - i.e., behavior comparable to that expected of students when they are in classrooms, school hallways, and other school premises and school-sponsored events. Communications on the Internet are often public in nature. The Board does not approve any use of its technology resources that is not authorized by or conducted strictly in compliance with this policy and its accompanying guidelines.

[DRAFTING NOTE: The statute (118.07(7), Wis. Stat.) does not define "appropriate content" but requires Districts to specify in policy what "appropriate content" means locally. Items A-E are recommended for a comprehensive definition, but Districts may choose a narrower definition or include additional parameters for its definition. Wis. Stat. 118.07(7) governs communications between an employee/volunteer and a student enrolled in the District. The goal of the statute is to protect students by regulating staff and volunteer communication with students; however, the law was written to also apply to student communication to District employees, i.e. "between" staff/volunteer and student, and therefore this policy language is included in the student policy section.]

Appropriate Discussion Content When Using Personal Communication Devices (PCD)

When using PCDs to communicate with Board members, staff and/or volunteers, students must use District-approved communication platforms.

The approved communication platform(s) is/are:

- A. ☒ District email/messaging;
- B. ☒ District-approved social media platform(s) - _____ (see also Policy 7544 - Use of Social Media);
- C. ~~☒~~ Other _____ **[END OF OPTION]**

~~**[]** The District approved communication platform(s) shall be listed on the District's website. **[END OF OPTION]**~~

When students communicate with staff, volunteers, or Board members using PCDs, discussions must be appropriate, professional, and related to legitimate school purposes. These communications shall occur only when absolutely necessary. Appropriate content includes:

- A. ☒ Instructional communication (assignments, coursework, academic support);
- B. ☒ School-related activities (clubs, athletics, events, field trips, rehearsals);
- C. ☒ Scheduling or logistical information related to classes or school programs;
- D. ☒ Pedagogical assistance related to school participation (clarifying expectations, reminders, or academic assistance); and,
- E. ☒ Safety or emergency communication when necessary;
- F. ~~☒~~ Other _____.

Communications must remain professional in tone, limited to educational or school-related matters, and consistent with District policies regarding staff-student boundaries. Failure to follow these policy expectations may result in discipline up to and including termination, as well as referral to law enforcement if deemed appropriate. The level of discipline will depend on the severity of the violation. This policy applies to communication that occurs during or outside of school hours.

Expectations for Responsible Artificial Intelligence (AI) Use

Students are strictly prohibited from inputting Personally Identifiable Information (PII), confidential student or staff data, or any non-public school records into any AI tool or service that has not been explicitly approved and contracted with by the District.

Students are expected to adhere to principles of transparency, proper citation, and responsible use of AI in all academic and school-related activities. Students must disclose the use and extent of AI assistance on any submitted work as required by

staff.

Students are prohibited from using technology and/or AI to bully, harass, threaten, impersonate, create, or distribute deceptive or harmful content, including deepfake or synthetic media that falsely depicts another person. AI may not be used for academic dishonesty, privacy violations, or any conduct that materially disrupts the educational environment. Violations of this policy will result in disciplinary action consistent with Policy 5500 - Student Codes of Conduct and other applicable Board policies.

Academic Honesty

The unauthorized use of Artificial Intelligence tools to generate or complete academic work shall constitute a violation of the District's policy on academic honesty. (See Policy 5505 - Academic Honesty)

All student use of AI technology must comply with the requirements and standards set forth in Policy 7540.08 – Artificial Intelligence (AI).

Students may only use District technology resources to access or use social media if it is done for educational purposes in accordance with their teacher's approved plan for such use.

Users who disregard this policy and its accompanying guidelines may have their use privileges suspended or revoked, and disciplinary action taken against them. Users are personally responsible and liable, both civilly and criminally, for uses of District technology resources that are not authorized by this policy and its accompanying guidelines.

The Board designates the District Administrator and Director of Technology and Media Services as the administrator(s) responsible for initiating, implementing, and enforcing this policy and its accompanying guidelines as they apply to students' use of District technology resources.

Revised 7/13/20

TC 12/14/20

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Legal

H.R. 4577, P.L. 106-554, Children's Internet Protection Act of 2000

47 U.S.C. 254(h), (1), Communications Act of 1934, as amended

20 U.S.C. 6801 et seq., Part F, Elementary and Secondary Education Act of 1965, as amended

18 U.S.C. 2256

18 U.S.C. 1460

18 U.S.C. 2246

47 C.F.R. 54.500

47 C.F.R. 54.501

47 C.F.R. 54.502

47 C.F.R. 54.503

47 C.F.R. 54.504

47 C.F.R. 54.505

47 C.F.R. 54.506

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47 C.F.R. 54.519
47 C.F.R. 54.520
47 C.F.R. 54.522
47 C.F.R. 54.523
942.09, Wis. Stats.
118.07(7), Wis. Stats.

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Section	Act 89 for BOE Consideration
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Status	draft
Adopted	March 14, 2022
Last Revised	February 10, 2025

7544 - **USE OF SOCIAL MEDIA**

Technology is a powerful tool to enhance education, communication, and learning.

The Board authorizes the use of social media to promote community involvement and facilitate effective communication with students, parents, staff (including District-approved volunteers), and the general public. Social media is defined in Bylaw 0100 - Definitions.

Employees and District-approved volunteers are prohibited from using District-approved social media platforms/sites to communicate privately (i.e., one-on-one) with individual students.

The District Administrator is charged with designating the District-approved social media platforms/sites, which all Board members, staff, coaches/advisors, and approved volunteers are required to use when communicating via social media with each other and/or with students.

~~These communication platforms which shall be listed on the District's website.~~

~~In designating District approved social media platforms/sites, the District Administrator shall specify which platforms/sites are appropriate for use at the District level, the building or department level, for extra-curricular activities, and at the individual level by employees for professional purposes consistent with the Board's authorization for the official use of social media by individual buildings, departments, activities, or staff members.~~

It is critical that students be taught how to use social media platforms safely and responsibly. Social media (as defined in Bylaw 0100 - Definitions) are a powerful and pervasive technology that affords students and employees the opportunity to communicate for school and work purposes, and to collaborate in the delivery of a comprehensive education. Federal law mandates that the District provide for the education of students regarding appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms, and regarding cyberbullying awareness and response. See Board Policy 7540.03 – Student Technology Acceptable Use and Safety.

The District recognizes that employees may use social media for personal, as well as professional reasons. The District neither encourages nor discourages employees' use of social media for personal purposes. The District regulates employees' use of social media for purposes related to their District assignment to the same extent as it regulates any other form of employee communication in that regard.

The District uses approved social media platforms/sites as interactive forms of communication and welcomes public comments. The District-approved social media platforms/sites are considered limited public forums. As such, the District will monitor posted comments to verify they are on-topic, consistent with the posted rules for use of the forum, and in compliance with the platform/site's applicable terms of service. The Board's review of posted comments will be conducted in a viewpoint-neutral manner, and consistent with State and Federal law. Employees' personal posts on the public platforms/sites are limited/restricted to matters of general public interest that are not related to the employee's specific employment and wholly unrelated to the employee's job responsibilities (i.e., matters where it is clear the individual is posting not in an official capacity, but simply as a member of the public). Employees in administrative positions are ordinarily not permitted to post personal comments on matters of general public interest because to do so could be misconstrued as Board-sponsored speech.

Each District-approved social media account/site must contain a statement that specifies its purpose(s) and limits those who access the social media account/site to use ~~of~~ the account/site only for that/those purpose(s), and in accordance with any specified procedures, and applicable terms of service. Users are personally responsible for the content of their posts.

The District Administrator shall maintain the District's social media presence with respect to general announcements, notices, or other such communications that are disseminated to the public at large or specific audiences within the community. To the extent individual staff members wish to post information or announcements to a District social media platform, the staff member may request that the District Administrator approve and post such information. (This provision does not apply to social media communications that are related to instructional and school-sponsored activities.)

Social Media for Instructional and School-Sponsored Activities

Staff (including District-approved volunteers) may, with prior approval/authorization from the ~~()~~ Principal, **(x)** District Administrator, ~~()~~ _____, **[END OF OPTIONS]** use social media platforms/sites for communications about classroom instruction or school-sponsored activities, as well as to support classroom instruction. When a staff member uses a District-approved social media platform/site for an educational purpose, it will be considered an educational activity and will not be considered a limited public forum. Students' use of District-approved social media platforms/sites must be consistent with the Student Code of Conduct, Policy 5722 **(x)** AG 5722 **[END OF OPTION]** – School-Sponsored Student Publications and Productions, Policy 7540.03 **(x)** AG 7540.03 **[END OF OPTION]** – Student Technology Acceptable Use and Safety, the instructor's directions/procedures, and the platform/site's applicable terms of service. Students are prohibited from posting or releasing personally identifiable information about students, employees, and volunteers through District-approved social media without appropriate consent.

[END OF OPTION]

[DRAFTING NOTE: Select either Option 1 or 2, or, at the District's discretion, choose neither option.]

[] [Option 1]

Staff members **(x)** (including District-approved volunteers) **[END OF OPTION]** must provide parents of students involved in a school-sponsored activity the ability to opt-out of having their child use social media platforms/sites for communication purposes associated with that activity, and arrange for an alternative method of communicating with the participating student concerning the school-sponsored activity.

[] [Option 2]

Staff members ~~()~~ (including District-approved volunteers) **[END OF OPTION]** must obtain parental consent for students to participate in the use of social media platforms/sites related to a school-sponsored activity. If a parent refuses to provide such consent, the staff member must arrange for an alternative method of communicating with the participating student concerning the school-sponsored activity.

[END OF OPTIONS]

Expected Standards of Conduct on District-Approved Social Media

Employees and District-approved volunteers who access District-approved social media platforms are expected to conduct themselves in a respectful, courteous, and professional manner. Students, parents, and members of the general public who access District-approved social media platforms are similarly expected to conduct themselves in a respectful, courteous, and civil manner.

District-approved social media sites shall not contain content that is obscene; is vulgar and lewd such that it undermines the school's basic educational mission; is libelous or defamatory; constitutes hate speech; promotes illegal drug use; is aimed at inciting an individual to engage in unlawful acts or to cause a substantial disruption or material interference with District operations; or interferes with the rights of others. The District may exercise editorial control over the style and content of student speech on District-approved social media if reasonably related to legitimate pedagogical concerns. Staff or students who post prohibited content shall be subject to appropriate disciplinary action.

The District is committed to protecting the privacy rights of students, parents/~~guardians~~, staff, volunteers, Board members, and other individuals on District-approved social media sites. District employees and volunteers are prohibited from posting or releasing confidential information about students, employees, volunteers, or District operations through social media, without appropriate consent (i.e., express written consent from the parent of a student, the affected employee or volunteer, or the District Administrator concerning District operations). Any postings by District employees that identify students must be consistent with Policy 1213/Policy 3213/Policy 4213 - Student Supervision and Welfare.

~~Employees and District-approved volunteers are prohibited from using District-approved social media platforms/sites to communicate privately (i.e., one on one) with individual students.~~

Retention of Public/Student Records

District communications that occur through the use of District-approved social media platforms/sites – including staff members'/volunteers' use of social media with school-sponsored activities, and comments, replies, and messages received from the general public – may constitute public records or student records, and all such communications will be maintained (i.e., electronically archived) in accordance with the Board's adopted record retention schedule and all applicable State statutes. (See AG 8310A –Public Records)

If a staff member uses District-approved social media platforms/sites in the classroom for educational purposes (i.e., classroom instruction), the staff member must consult with the Principal concerning whether such use may result in the creation of public and/or education records that must be maintained (i.e., electronically archived) for a specific period of time.

Employees' Use of District Technology Resources to Access Social Media for Personal Use

Employees and District-approved volunteers are permitted to use District technology resources (as defined in Bylaw 0100 - Definitions) to access social media for personal use during breaks, mealtimes, and before and after scheduled work hours.

They are reminded that the District may monitor their use of District technology resources.

Employees' Use of Personal Communication Devices at Work to Access Social Media for Personal Use

Employees are permitted to use personal communication devices to access social media for personal use during breaks and mealtimes.

Employees and District-approved volunteers are prohibited from posting or engaging in communication that violates State or Federal law, Board policies, or administrative guidelines. If an employee/volunteer's communication interferes with their ability to effectively perform their job, or violates State or Federal law, Board policies, or administrative guidelines, the District may impose disciplinary action and/or refer the matter to appropriate law enforcement authorities.

This policy and its corresponding administrative guidelines will be reviewed and updated as necessary.

Revised 5/8/23

Revised 6/10/24

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Legal

Protecting Children in the 21st Century Act, Pub. L. No. 110-385, Title II, Stat. 4096 (2008)

Children's Internet Protection Act (CIPA), Pub. L. No. 106-554 (2001)

118.07(7), Wis. Stats.

Book	Policy Manual
Section	Act 89 for BOE Consideration
Title	Copy of VOLUNTEERS
Code	po8120 (SK)
Status	
Adopted	December 9, 2019
Last Revised	December 8, 2025

8120 - VOLUNTEERS

The Board recognizes that certain programs and activities can be enhanced through the use of volunteers who have particular knowledge or skills that will be helpful to members of the staff responsible for the conduct of those programs and activities.

The District Administrator shall be responsible for recruiting community volunteers, reviewing their capabilities, and making appropriate placements. The District Administrator shall not be obligated to make use of volunteers whose abilities are not in accord with District needs.

Board members and any other individuals who volunteer to work in the schools must submit to a criminal history records and background check before being allowed to participate in any activity or program.

[DRAFTING NOTE: The statute (118.07(07), Wis. Stat.) does not define "appropriate content" but requires Districts to specify in policy what "appropriate content" means locally. Items A-E are recommended for a comprehensive definition, but Districts may choose a narrower definition or include additional parameters for its definition.]

Appropriate Discussion Content When Using Personal Communication Devices (PCD)

When using PCDs to communicate with student(s), volunteers must use District-approved communication platforms.

The approved communication platform(s) is/are:

- A. ☒ District email/messaging;
- B. ☒ District-approved social media platform(s) - _____ (see also Policy 7544 - Use of Social Media);
- C. ☒ Other _____ **[END OF OPTION]**.

~~**]** The District approved communication platform(s) shall be listed on the District's website. **[END OF OPTION]**~~

When volunteer members communicate with students using PCDs, discussions must be appropriate, professional, and related to legitimate school purposes. Appropriate content includes:

- A. ☒ Instructional communication (assignments, coursework, academic support);
- B. ☒ School-related activities (clubs, athletics, events, field trips, rehearsals);
- C. ☒ Scheduling or logistical information related to classes or school programs;
- D. ☒ Pedagogical assistance related to school participation (clarifying expectations, reminders, or academic assistance); and,

E. ☒ Safety or emergency communication when necessary;

F. ☒ Other _____.

Communications must remain professional in tone, limited to educational or school-related matters, and consistent with District policies regarding staff–student boundaries. (See Policy 3213/4213 - Student Supervision and Welfare) Failure to follow these policy expectations may result in the revocation of future volunteer opportunities, as well as referral to law enforcement if deemed appropriate. The level of discipline will depend on the severity of the violation. This policy applies to communication that occurs during or outside of school hours.

Volunteers who are parents of students enrolled in the District may communicate with their own children using PCDs outside of District-approved platforms, provided such communications are personal in nature. This exception does not permit the volunteer to engage in District-related communications with other students outside of approved platforms, nor does it exempt them from applicable laws, policies, or expectations regarding professional conduct.

Any person who volunteers to work with the District shall be screened through the Internet site for the Sex Offenders Registry (SOR) list, which may include the use of visitor management software, prior to being allowed to participate in any activity or program.

☒ A volunteer who transports students in a school vehicle must abide by the guidelines in Policy 8600 - Transportation.

Each volunteer:

- A. shall agree to abide by all Board policies and District guidelines while on duty as a volunteer;
- B. will be covered under the District's liability policy, but the District cannot provide any type of health insurance to cover illness or accident incurred while serving as a volunteer, nor is the person eligible for workers' compensation;
- C. in accepting the role of a volunteer, agrees to verification that a satisfactory background check may be conducted through appropriate State agencies or other applicable means.

The District Administrator shall be responsible for informing each volunteer of the District's appreciation for the volunteer's time and efforts in assisting the operation of the schools.

Board member volunteers should only provide infrequent assistance at school events/programs to avoid the appearance of favoritism, influence, or pressure.

Revised 6/13/22

Revised 3/11/24

Revised 6/10/24

Revised 5/12/25

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Legal
120.20, Wis. Stats.
118.07(7), Wis. Stats.

Book	Policy Manual
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Adopted	December 9, 2019
Last Revised	April 13, 2026

8462 - **REPORTING OF CHILD ABUSE AND NEGLECT, AND SEXUAL MISCONDUCT**

The Board is concerned with the physical and mental well-being of all children of this District and will cooperate in the identification and reporting of cases of child abuse or neglect in accordance with law. In addition, the Board strictly prohibits any actual or threatened acts of physical, mental, sexual, or other form of abuse directed towards students by any person in any District-owned, operated, or leased facility, or at any school-sponsored activity.

Staff Training Required

The Board shall require every employee to receive training provided by the Department of Public Instruction (DPI) in identifying children who have been abused or neglected and in the laws and procedures governing the reporting of suspected or threatened child abuse and neglect. Such training shall be completed within the first six (6) months of employment in the District and at least once every five (5) years after the initial training. This training may be held in conjunction with staff training for threats of violence as required in Policy 8462.01.

Training conducted in fulfillment of this policy shall include a record of the date, time, duration, and content of the training, as well as a list of all attendees at the training.

Reporting of Suspected Child Abuse or Neglect

Each District employee who has reasonable cause to suspect child abuse or neglect has occurred or is occurring, or has reasonable cause to believe a child has been threatened with abuse or neglect and that abuse or neglect is likely to occur shall be responsible for reporting immediately every case, whether verified or suspected, the circumstances giving rise to the reasonable cause.

Reporting is mandatory even if the staff member has reason to believe that the abuse or neglect occurred, but is no longer occurring (for example, the child is no longer living with the suspected abuser). Staff members should make reports based on reasonable cause to suspect abuse or neglect and are not permitted to first investigate the circumstances in an effort to verify abuse or neglect. This can cause a loss of time and jeopardize law enforcement or social services investigations into child welfare concerns.

Reporting Procedures

The employee shall immediately call the local office of the Child ~~Welfare Department or~~ **Protective Services and/or** local law enforcement agency.

Employees shall also notify the building level administrator or the District Administrator.

The identity of the reporting person shall be confidential, subject only to disclosure by consent or court order. A reporting employee shall not be dismissed or otherwise penalized for making a report of child abuse or neglect, unless such report was made knowing it to be false and for the purpose of harming the accused or victim in the report.

Information concerning alleged child abuse is confidential. Any unauthorized disclosure by an official or employee of the District is a violation of the law and may subject the disseminator to civil liability for resulting damages and disciplinary action.

Each principal should be mindful of the possibility of physical or mental abuse being inflicted on a student by an employee. Any such instances, whether real or alleged, should be dealt with in accordance with the administrative guidelines established by the District Administrator. Staff member reporting obligations under this policy and applicable law are the same regardless of whether the suspected abuser is a parent, guardian, or another staff member, and reports should be made accordingly.

Additional Required Reporting Required Notification to Parents for Alleged Sexual Misconduct

~~This section addresses the reporting requirements of Policies 1213/3213/4213— Student Supervision and Welfare.~~ Staff members who possess information leading a reasonable person to suspect that misconduct may have occurred, as indicated below, shall report this immediately to **a designated administrator or Title IX Coordinator, who shall inform the District Administrator of the report.** ~~the District Administrator and/or their immediate supervisor.~~ After receiving a report that alleges any of the following, the District Administrator shall notify the parent of each student alleged to be a victim, target, or recipient of the alleged conduct if the individual who received the report determines there is reasonable cause to suspect that the alleged conduct occurred:

- A. Sexual misconduct, as defined in **948.098 (1) (d), Wis. Stats.,** ~~s. 948.098 (1) (d),~~ by a school staff member, as defined in s. 948.098 (1) (c).;
- B. That an individual who has been convicted of a serious child sex offense, as defined in ~~s. 948.13,~~ **948.13, Wis. Stats.** has engaged in an occupation or participated in a volunteer position that requires the individual to work or interact primarily and directly with children in a manner that would be a felony under s. 948.13.; and/or
- C. That a sex offender, as defined in ~~s. 948.14 (1) (d)~~ **948.14 (1) (d), Wis. Stats.,** has intentionally captured a representation of a minor ~~pupil~~ **student** without the written consent of the minor ~~pupil's~~ **student's** parent ~~or guardian.~~

Failure on the part of the staff member to immediately report the aforementioned (A., B., and/or C, above) may result in disciplinary action, up to and including termination.

If reporting relative to items A, B, and/or C above, then the following apply:

Timing

- A. **If the report is received before the end of the regular school day, the District Administrator shall notify the parent by 5:00 p.m. that same day.**
- B. **If the report is received after school hours or on a non-school day, the District Administrator shall provide notification by noon of the next calendar day.**

Method

- A. **Notice must be provided in person or by phone (including voicemail) to the parent(s) of the specific student who is alleged to have been the victim, target, or recipient of the conduct.**
- B. **The District may follow up the in-person or phone notification with written or email documentation for record-keeping purposes.**

See also Policy 1213 - Student Supervision and Welfare and Policy 8141 - Required Reporting of Staff Conduct.

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48.981, Wis. Stats.
118.07(6), Wis. Stats.
175.32, Wis. Stats.
48.02(1)(em), Wis. Stats