

**School District of River Falls
Personnel Committee meeting**

September 15, 2025 - at 8:00 PM or immediately following the 7:00 PM Finance & Facilities meeting
District Office
852 E Division Street
River Falls, Wisconsin 54022

Personnel Committee members: Stacy Johnson Myers (Chair), Alison Page, & Alan Tuchtenhagen
A quorum of the Board may be present for information-gathering purposes only.

Agendas can be viewed at <https://www.rfsd.k12.wi.us/district/school-board.cfm> or at
<https://meetings.boardbook.org/Public/Organization/1447>

1. **CALL TO ORDER - 8:00 PM (or immediately after Finance & Facilities Committee)**
2. **MANNER OF PUBLIC NOTIFICATION OF MEETING**
3. **HEARING OF VISITORS OR DELEGATIONS**

4. **STAFFING UPDATE**

2

Description: The committee will discuss the recruitment, selection, and hiring timeline updates.

Recommended Action: None, informational only.

5. **STAFF ORIENTATION REPORT**

4

Description: The committee will review the orientation process that new staff experience, and review new staff feedback on their Orientation Day experience.

Recommended Action: None, informational only.

6. **MENTOR REPORT**

Description: The committee will discuss core mentor assignments for the 2025-26 school year.

Recommended Action: None, informational only.

7. **EXIT INTERVIEW REPORT**

12

Description: The committee will discuss the exit interview process and review exit interview data.

Recommended Action: None, informational only.

8. **PROPOSED/SUGGESTED ITEMS FOR THE NEXT REGULAR AND FUTURE PERSONNEL MEETING AGENDA(S)**

Description: As always, committee members will be given the opportunity to suggest items for future committee and/or Board meeting agendas.

Recommended Action: As needed.

9. **SCHEDULE NEXT PERSONNEL COMMITTEE MEETING**

Description: Upcoming committee meeting dates, times, and locations will be reviewed.

Recommended Action: Set the meeting schedule as follows:

Personnel Committee meeting, Monday, October 13, 2025, 7:00 p.m. *(or immediately following Educational Program)*

The meeting will be held at the District Office, 852 E. Division Street.

10. **ADJOURN**

2025-26 CERTIFIED STAFF HIRES

	LOCATION	POSITION	APPLICANTS	INTERVIEW	REPLACES	REASON	NEW EMPLOYEE	YOE	NOTES
1	HS	SCIENCE	12	3/28	Merkatoris, A	Resignation	RAND, AMANDA	5	
2	HS	SPANISH	4	3/27	Muenich, C	Retirement	TURNER, SARA	16	
3	HS	SPED	4	3/27	Anderson-Smolinski, M	Resignation	MURRAY, KATE	3	<i>Unfilled 2024-25</i>
4	HS	SOCIAL STUDIES	44	5/5	Villeneuve, A.	Resignation	GRAMACHE, GREG	23	
5	HS	SOCIAL STUDIES	44	5/5	Segerstrom, P	Resignation	HAYES, SOPHIA	0	
6	HS	ART	8	5/2	Sorenson, A	Resignation	WELTZIEN, BRIAN	5	
7	HS	BAND/MUSIC (.5FTE)	14	5/15	Plum, A	Transfer	DREIFORT, JAKE	1	<i>Plum to MMS Band (Mike Fuller)</i>
8	HS	French (.55 FTE)	3	6/5 and 6/11	Sabelko, M	Resignation	VIRTUAL		
9	DISTRICT	OT	3	4/4	NA	New Position	ROEMHILD, ALI	15	
10	DISTRICT	SP/L (.5FTE)	2	4/28	NA	New Position	LINDEVIG, KATHY	30	<i>.4FTE</i>
11	MMS	SPED Cross Cat.	4	3/27	NA	New Position	VESSEY, JOSIE	0	
12	MMS	SOCIAL STUDIES	20	4/4	Carlson, J	Resignation	VOGEL, SOPHIA	0	
13	MMS	MUSIC*	28	4/9	Fuller, Mk	Retirement	PLUM, ALEX	5	
14	MMS	SPED CROSS CAT ID EMPH	4	5/16	Hauschild, D	Resignation	NUTTING, KARI	16	
15	MMS	LITERACY	7	5/21	Yang, C	Resignation	ZIBROWSKI, VIENNA	0	
16	MMS	LIBRARY/MEDIA	8	6/24	Johnson, B	Resignation	STUBBENDICK, MAIJA	21	
17	WS	5TH GRADE	26	4/10	Lindquist, N	Retirement	DEBRIYN, CANDICE	10	
18	WS	TITLE I READING*	7	4/3	Owens, K	Retirement	LAROUÉ, HELEN	16	
19	WS	1ST GRADE	34	5/7	LaRue, H	Transfer	RAUCH, TESSA	5	<i>LaRoue to Title I (Kari Owens)</i>
20	RB	SPED CROSS CAT ID EMPH	9	4/1	NA	New Position	HANSON, SYDNEY	3	
21	RB	1ST GRADE	36	4/21	Kornmann, C	Retirement	WALTH, CHRISTINE	9	<i>Bubble continues from K</i>
22	RB	SPED, CROSS CAT, EBD EMPH	4	4/8	Kennealy, M	Resignation	REICHE, BECCA	3	
23	GW	SPED ID	7	4/1	Wronski, D	Resignation	MAYVILLE, ASIA	0	
24	GW	MUSIC	11	4/14	Jantscher, B	Retirement	ROBUCK, NATALIE	0	
25	GW	SPEECH/LANGUAGE	8	4/18	Lindevig, K	Retirement	GILBIN, SAM	1	
26	GW	3RD GRADE	23	5/30	Mentor, C	Resignation	SCHULTE, ALEXA	2	<i>Bubble continues from 2nd grade</i>

2025-26 SUPPORT STAFF HIRES: 9-4-25

	LOCATION	POSITION	REPLACES	POSTED	HOURS	REASON	NEW EMPLOYEE
1	DO	CUSTODIAN, 2ND SHIFT	FROST, DYLAN	6/23/25	2	RESIGNATION	PLUMER, PATRICK
2	GW	SP ED PARA	BERKERIDGE, THERESA	NA	7.5	RESIGNATION	KENDZIERSKI, JENNY
3	GW	HEALTH AIDE FLOAT	HOERL, BRITTANY	6/30/25	7.5	RESIGNATION	RINARTZ, DELLA
4	GW	SP ED PARA, CROSS CAT	JOHNSON, MISHON	7/10/25	7.5	RESIGNATION	SIMPSON, NICK
5	GW	GEN ED PARA	NELSON, KATHI	7/22/25	6.75	RETIREMENT	KRIZAK, KELLY
6	GW	SP ED PARA, CROSS CAT	NEW	8/27/25	7.5	NEW	
7	HS	SP ED PARA, ID	JONES, COURTNEY	7/15/25	7.5	RESIGNATION	LARSON, WENDY
8	MMS	SP ED PARA, ID	NEW	8/27/25	7.5	NEW	
9	MONT	SP ED PARA	LOGA, MEGAN	NA	7.5	RESIGNATION	RYLAND, MAYA
10	MONT	SP ED PARA	RUNDLE, DOYLE	NA	6.75	RESIGNATION	SCOTT, RASHELL
11	MONT	GEN ED PARA	NEW	7/16/25	3	NEW	WILKINS, JOSHUA
12	MONT	GEN ED PARA	SCOTT, RASHELL	8/14/25	3	TRANSFER	BARRET, KRISTIN
13	MONT/RB	SP ED PARA	NEW	7/16/25	7.5	NEW	CHEEVER, LISA
14	MS	CUSTODIAN, 2ND SHIFT	COPPENBARGER, CURT	4/28/25	8	RETIREMENT	FLANAGAN, EVAN
15	MS	SP ED PARA, ID	EATON, KRIS	5/21/25	7.5	RETIREMENT	SEVERSON, BRETT
16	MS	SP ED PARA	HEEBINK, JOANNE	ON HOLD	2	RESIGNATION	ENROLLMENT REDUCTION
17	MS	SP ED PARA	KENDZIERSKI, JENNIFER	5/21/25	7.5	TRANSFER	NEUHAUS, HALLIE
19	RB	SP ED PARA	DONYES, CHRISTOPHER	6/11/25	7.5	RESIGNATION	RIGHTMAN, HEIDI
20	RB	MATH PARA	PONGRATZ, MAKENZIE	6/11/25	6.5	RESIGNATION	VANGEN, NICOLE
21	RB	SP ED PARA	DORADO, RACHEL	6/11/25	7.5	RESIGNATION	KONOLD, LORI
22	RB	SP ED PARA	NEW	6/11/25	7.5	NEW	SCOTT, SERINA
23	WS	GEN ED PARA	MUNNS, BONNIE	ON HOLD	6.75	RESIGNATION	ENROLLMENT REDUCTION
24	WS	BILINGUAL PARA	MENDEZ, MICHELLE	6/6/25	7.25	RESIGNATION	LENIUS, DONNA
25	WS	SP ED PARA, CROSS CAT	SOS, SANDRA	7/16/25	7.5	RETIREMENT	MITCHELL, BROOKE
26	WS	SP ED PARA	NELDBERG, BRITTANY	ON HOLD	4.5	RESIGNATION	ENROLLMENT REDUCTION
27	WS	CUSTODIAN, 2ND SHIFT	FLANAGAN, EVAN	4/28/25	8	TRANSFER	BEHNKE, KEITH



New Teacher Orientation Agenda
School District of River Falls
River Falls High School Library Media Center
August 19 and 20, 2025

Tuesday, August 19, 2025 –Day 1

- 7:30 - 8:30** **Breakfast and School Board Meet and Greet**
River Falls High School Commons Area
**Introductions will begin at 7:45*
**New staff photos*
- 8:30 - 8:45** **Welcome – District and Building Administrators**
David Bell, Superintendent
- 8:45-9:00** **District Mission, Vision, Strategic Plan, and Priorities**
David Bell, Superintendent
- 9:00-10:00** **RFSD Academic Services Overview**
Amy Wise and MaryBeth Elliott, Co-Directors of Academic Services
Instructional Coaches, Administrators
- 10:00-10:30** **Character Education**
Mark Chapin, Meyer Middle School Principal
- 10:30-10:45** **Pat Knox Snack Break**
- 10:45-11:15** **Equity, Inclusivity, Diversity**
Nate Schurman and Tess Kania Co-Chairs of EID Committee
- 11:15-12:30** **Technology Introduction and Support**
Overview of the following:
 - Introductions and Roles of Tech Team
 - Verify Access
 - Check list (self paced)
 - Review Tech Support Resources
 - Curriculum Access
 - Classlink vs Web Access
 - General
 - By level (Elementary/Secondary/SPED)
 - Share RFSD Approved Apps and Approval Process
 - RFSD Best Practices*Brian Dado, Mike Murphy, Chris Geiser, Anna Pearson, Ron Francis*
- 12:30 - 1:15** **Lunch**
River Falls High School Commons Area
Sponsored by the River Falls Teachers' Education Association
- 1:15-3:30** **Building Orientation and Independent Time**
Teachers will report to specific buildings. Principals will provide a tour, keys, orientation, and other information as needed.
Building Principal or Mark Inouye, Director of Student Services
**Tech support will be available on site during this time.*



New Teacher Orientation Agenda
School District of River Falls
River Falls High School Library Media Center
August 19 and 20, 2025

Wednesday, August 20, 2025 –Day 2

7:30 - 9:00

Breakfast

Sponsored by local businesses & the River Falls Chamber of Commerce
Junior's Restaurant and Tap House

9:00-9:30

Curriculum Resources Access and Review Cycle Overview

Amy Wise and MaryBeth Elliott, Co-Directors of Academic Services

9:30-11:30

Curriculum Overview

K-5 Core Breakout → EL Instructional Coaches
Montessori Breakout → Montessori Support Specialist
K-5 Specials Breakout → Content-specific Teachers
K-12 Special Education Breakout → Mark Inouye
6-8 Breakout → Content-specific Teacher and Instructional Coach
9-12 Breakout → Content-specific Teachers

11:30-12:00

Educator Effectiveness Overview

Nate Schurman, Director of Human Resources

12:00 - 1:00

Mentor Lunch

River Falls High School Commons Area
Mentors invited for lunch

1:00-2:00

Educator Effectiveness → Self-Review

David Bell, Superintendent

2:00-2:30

Student Services Update

Seclusion and Restraint, MLSS, Special Education, Mandatory Reporting,
and Student Records/Confidentiality
Mark Inouye, Director of Student Services

Mental Health First Aid

2:30

New Teacher Orientation Survey

DINNER AND DISCUSSION: ENJOY A MEAL AND CONVERSATION WITH OTHER NEW TEACHERS.

THURSDAY, OCTOBER 23 - 4:30 - 6:30

TUESDAY, APRIL 7 - 4:30 - 6:30

DISTRICT OFFICE CONFERENCE ROOM

*Attendees will be paid at the curriculum rate.

New Teacher Orientation Survey 25-26

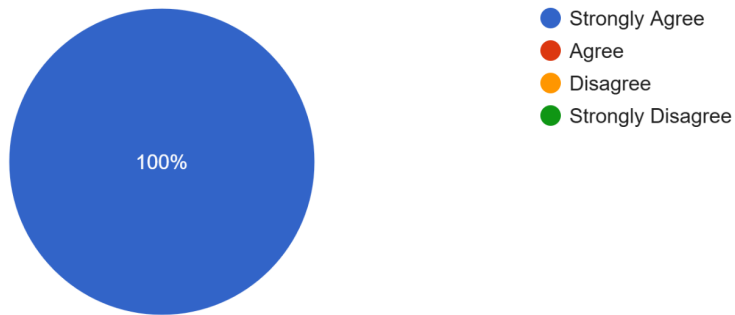
The district made me feel welcomed at New Teacher Orientation.

22 responses



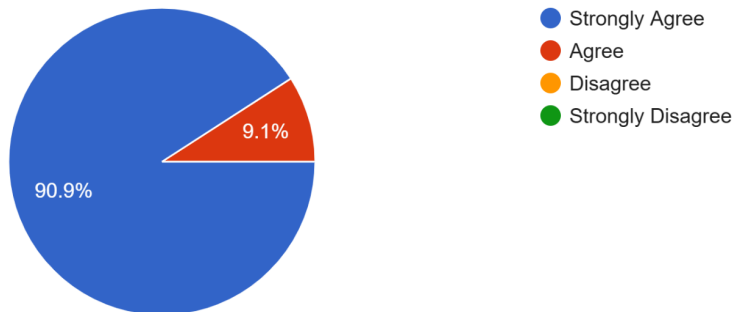
New Teacher Orientation was organized and professionally delivered.

22 responses



New Teacher Orientation helped me understand the beliefs of the School District of River Falls.

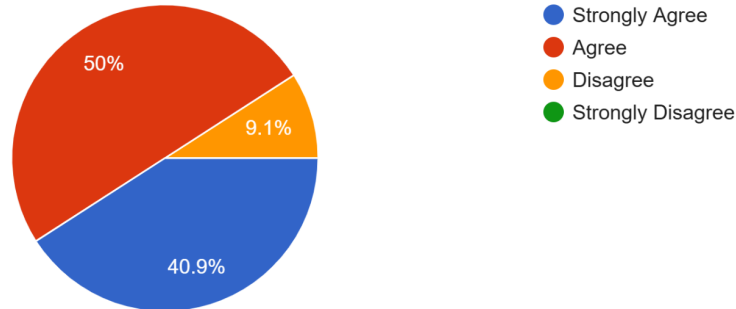
22 responses



New Teacher Orientation Survey 25-26

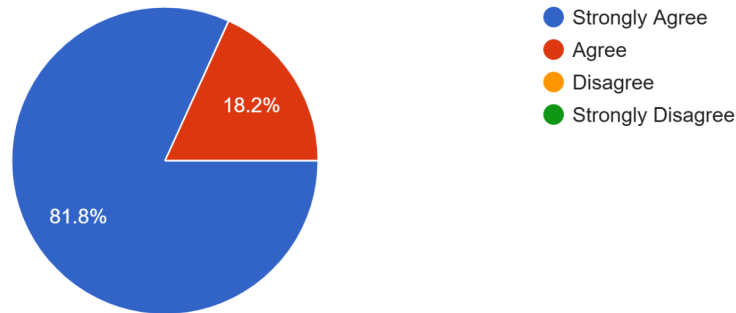
New Teacher Orientation had a good mix of information sharing and teacher work time.

22 responses



Overall, New Teacher Orientation was a success.

22 responses



What would suggestions do you have that would improve New Teacher Orientation?20

responses

- Have more than 24 hours in a day! I think all of the info we got was helpful and necessary, it's just always nice to get as much work time in our classrooms as possible!
- More time in rooms, if possible-thank you so much! Can't wait for this school year. Thank you for everything these past two days!!
- It would be nice to have a little more work time and/or mentor time.. but I appreciate all the information we got and the warm welcome. Thanks!!
- One suggestion would be to spend more time looking at the curriculum. It felt a little rushed .
- I loved that we were given time to work on our Summary Year Goal Sheet, but it was hard to fill it out and find answers when I haven't worked in the district yet. Maybe this time could have been better as something else? Overall, it was great though, thank you!!!

New Teacher Orientation Survey 25-26

- This was GREAT! A LOT of information but didn't feel too overwhelming and was very approachable. Admin was incredibly welcoming and approachable as well!
- My only suggestion would be more collaboration or work time with specific groups (sped, gen ed, etc.) Super helpful to have the breakout groups. Feeling so welcomed, prepared (as much as I can be right now), and excited for the year in RFSD!
- This was, hands-down, the BEST orientation I have ever been to. I'm super excited for the year and to be working with such an amazing team!
- Having the self-reflection earlier in the day, or maybe two 30min sections broken up? It was a lot to try to get done in one chunk. But otherwise, this was fantastic. I loved getting the chance to meet with and talk to a bunch of new people, and the food was awesome. Thank you all!
- More collaboration time with specific groups (i.e., SPED)
- There was a lot of good information about the district. Some was repeat information in regards to some veteran teachers, but would be helpful for the first year teachers. I think it would be beneficial to give the veteran teachers classroom time, and allow the first year teachers the time to learn some of those things.
- I would suggest incorporating a mixture of information and work time in the morning! I also think that it would be helpful to have an overview of building/district policies and have the library resources more prepared. Otherwise, it was great! :)
- More time with our mentor. I still have questions that I need help with, such as how to add a printer, get my card set up to use the printer,..... Otherwise, it was wonderful. Thank you!
- Literally the only thing I would say is when introducing ourselves, maybe having a bulleted list of what you want us to say when introducing ourselves. Other than that, it was great!
- This was the best orientation I have ever attended!
- I felt so welcomed and special to be chosen to be a part of River Falls School District. This training helped me feel prepared and excited about my future here.
- I think it would be beneficial if district/building grading policies and philosophies were covered. Thank you for a great experience!
- Day 2 of New Teacher Orientation was very helpful, especially with the work time for EE and curriculum. It was also great to meet other staff and put faces to names.
- None, This was a VERY productive and helpful event! It is very helpful to meet the other new teachers, different resources and also our admin team. Thank you for setting this up!
- Overall it was solid. It would have been nice if possible to have a few more breaks in the day to work in our classrooms, but I know that was partly not possible with construction. I felt very cared for and welcomed and appreciated the curriculum work time!



New Paraprofessional Orientation Agenda
School District of River Falls
River Falls High School Library Media Center
August 21, 2025

Thursday, August 21, 2025

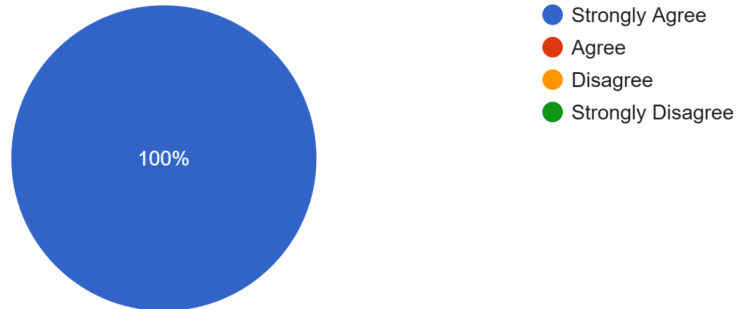
- 8:00 - 8:30** **Breakfast and School Board Meet and Greet**
River Falls High School Commons Area
**Introductions will begin at 8:15*
**New staff photos*
- 8:30 - 9:00** **Welcome – District and Building Administrators**
David Bell, Superintendent
- 9:00-9:30** **Getting to Know the Employee Handbook**
Nate Schurman, Director of Human Resources and Leadership Development
- 9:30-10:00** **ALICE TRAINING**
Zac Campbell, RFSD Safety Coordinator
Terry Slaght, RFSD Safety Program Assistant
Adam Amaro or Bryan Jensen, RFSD School Liaison Officer
- 10:00-10:30** **Pat Knox Snack Break**
Networking/T-shirts
- 10:30-11:00** **Character Education**
Mark Chapin, Meyer Middle School Principal
- 11:00-12:00** **Managing Student Behavior (Detail)**
Principals
Para Mentors
- 12:00-12:30** **Mentor Lunch**
- 12:30 - 4:00** **Building Orientation and Daily Task Review**
Para Mentors

- [New Para Orientation Feedback Survey](#)

New Para Orientation Survey Data

The district made me feel welcomed at New Para Orientation.

6 responses



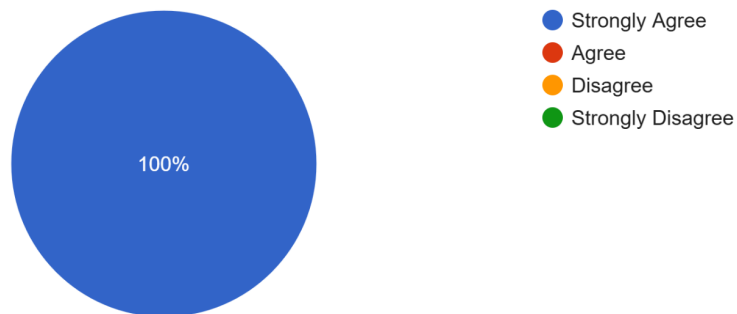
New Para Orientation was organized and professionally delivered.

6 responses



New Para Orientation helped me understand the beliefs of the School District of River Falls.

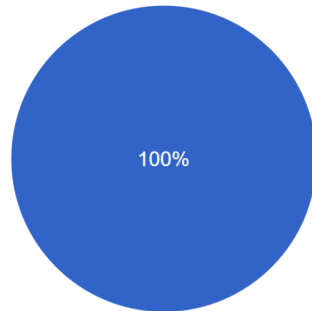
6 responses



New Para Orientation Survey Data

New Para Orientation provided me with information that will help me be successful in new position.

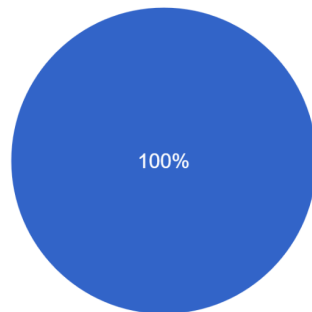
6 responses



- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

Overall, New Para Orientation was a success.

6 responses



- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

What would suggestions do you have that would improve New Para Orientation?3

responses

No Mayo on sandwiches

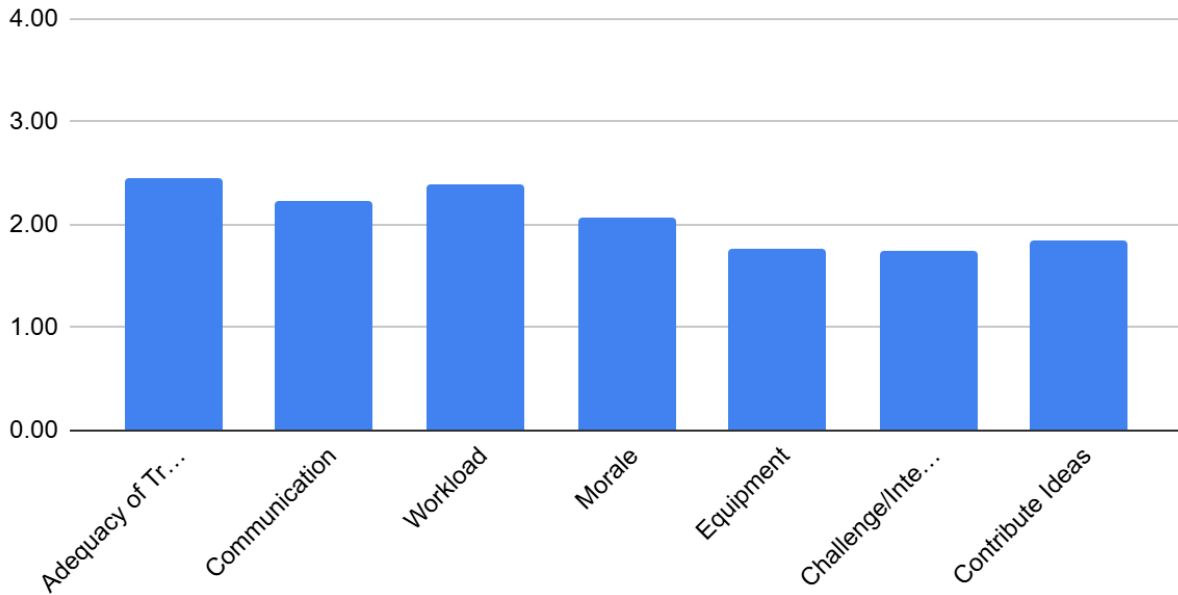
I wouldn't change a thing - it exceeded my expectations!!!

Nothing!

EXIT INTERVIEW SUMMARY: 2024-2025

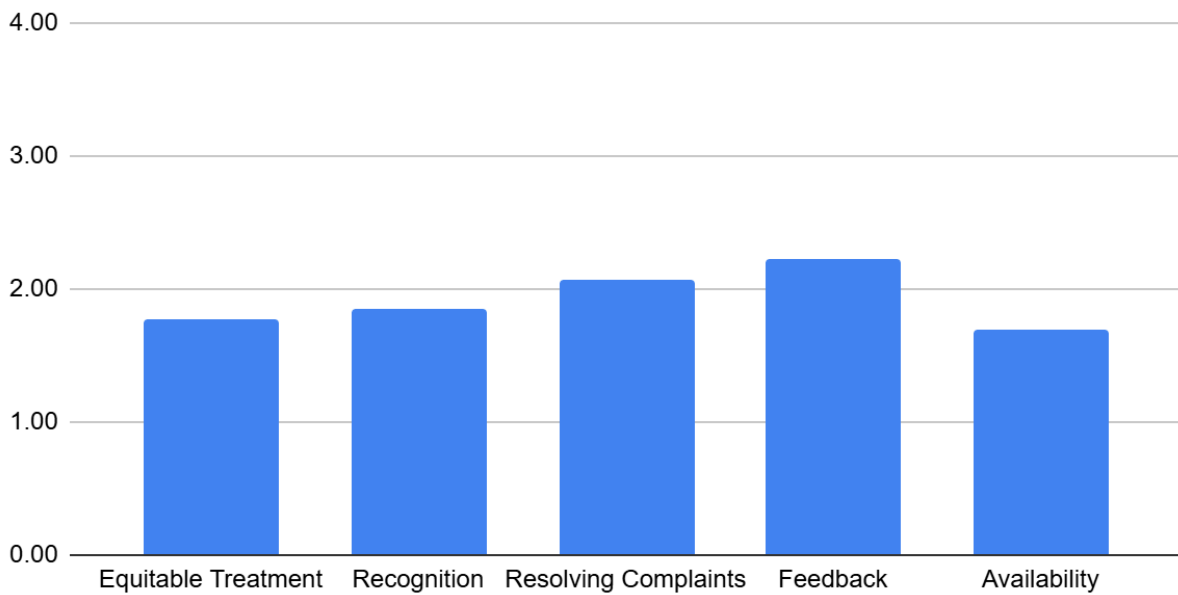
Exit Interview: 2024-2025

4 - Poor, 3 - Fair, 2 - Good, 1-Excellent



Exit Interview: 2024-2025

4 - Poor, 3 - Fair, 2 - Good, 1-Excellent



EXIT INTERVIEW SUMMARY: 2024-2025

Exit Interview: 2024-2025

4 - Poor, 3 - Fair, 2 - Good, 1-Excellent

