**School District of River Falls**

# Regular School Board Meeting

Monday, March 23, 2026 - 6:00 PM
District Office, 852 E Division Street, River Falls, Wisconsin 54022
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 - 6:00 PM**
2. **MANNER OF PUBLIC NOTIFICATION OF MEETING**
3. **PLEDGE OF ALLEGIANCE**
4. **HEARING OF VISITORS OR DELEGATIONS**
5. **INFORMATIONAL ITEMS**
   - A. **Wildcat Pride Awards**
     1. Nate Johnston

     **Description:** In recognition of his incredible dedication as a volunteer at Greenwood Elementary over the last three years.

   - B. **Spotlight on Education: Montessori PEACE Education** **4**
   - C. **Superintendent, Administrative, and Student Representative Reports**
     1. Administrative Reports
        - a. Wildly Important Goal (WIG) Updates 2025-26
          1. Meyer Middle School 19
          2. River Falls High School 29
     2. Student Representative Report
     3. Superintendent Report
        - a. Township Visits 35
6. **ACTION ITEMS**
   - A. **Consent Agenda - Approval of Minutes, Bills, Employment, and NEOLA Policies** **37**

   **Description:** The following have been submitted for approval:
   Item 1: February 23, 2026, Regular School Board Meeting minutes
   Item 2: Bills submitted for payment
   Item 3: Pursuant to School Board Policy, which references Wisconsin Statutes Sections 111, 118, 121, all employees who require Wisconsin state certification shall be recommended by the superintendent to the School Board for approval. All recommendations presented at this time are pursuant to approved School Board policies and accompanying administrative procedures.
   Item 4: Approve second readings of the following NEOLA 4000s Support Staff, 3000s Professional Staff, 1000s Administration, and 0000 Bylaws policies: *4111 - Creating a Position, 4112 - School Board-Staff Communications, 4120 - Employment of Support Staff, 4120.01 - Job Descriptions, 4120.04 - Employment of Substitutes, 4121 - Criminal History Record Check and Employee Self-Reporting Requirements, 4122 - Nondiscrimination and Equal Employment Opportunity, 4122.01 - Drug-Free Workplace, 4122.02 - Nondiscrimination Based on Genetic Information of the Employee, 4124 - Notice of Reasonable Assurance of Employment, 4130 - Assignment and Transfer, 4131 - Reduction in Staff, 4139 - Staff Discipline, 4140 - Termination and Resignation, 4160 - Physical Examination, 4161 - UnRequested Leaves of Absence/Fitness for Duty, 4211 - Whistle-blower Protection, 4213 - Student Supervision and Welfare, 4214 - Staff Gifts, 4215 - Use of Tobacco and Nicotine by Support Staff, 4216 - Support Staff Dress and Appearance, 4217 - Weapons Prohibited for Support Staff, 4220 - Evaluation of Support Staff, 4230 - Ethics and Conflict of Interest, 4231 - Outside Activities of Support Staff, 4310 - Employee Expression in Noninstructional Settings, 4340 - Grievance Procedure, 4362 - Employee Anti-Harassment, 4362.01 - Threatening Behavior Towards Staff Members, 4410.01 - Compensation for Part-Time Staff, 4425 - Benefits, 4430.01 - Family & Medical Leave of Absence (FMLA), 4440 - Job-Related Expenses, 4531 - Unauthorized Work Stoppage, 3362 - Employee Anti-Harassment, 3213 - Student Supervision and Welfare, 1662 - Employee Anti-Harassment, 1213 - Student Supervision and Welfare, 145 - School Board Member Anti-Harassment*
   Item 5: Approve first readings of the following NEOLA 5000s Students policies (Partial): *5111.01 - Homeless*

*Students, 5111.02 - Educational Opportunity for Military Children, 5111.03 - Children and Youth in Foster Care, 5114 - Non-Immigrant Students and Visitor Programs, 5200 - Attendance, 5223 - Absences for Religious Instruction, 5230 - Release of Students to Authorized Persons, 5310.01 - Emergency Nursing Services/Plan, 5340 - Student Accidents/Illness/Concussion & Sudden Cardiac Arrest, 5500 - Student Code of Classroom Conduct, 5500.01 - Conduct in Virtual Classroom, 5511 - Dress and Appearance, 5512 - Use of Tobacco and Nicotine by Students, 5513 - Care of District Property, 5517 - Student Anti-Harassment, 5520 - Disorderly Conduct, 5605 - Suspension/Expulsion of Students with Disabilities, 5610 - Suspension and Expulsion, 5630 - Corporal Punishment, 5630.01 - Use of Seclusion and Physical Restraint with Students, 5772 - Weapons Prohibited for Students*

**Recommended Action:** Approve minutes, bills, employment, and NEOLA policies as presented.

B. **Consideration and/or Action to approve the March 2, 2026, Ad-Hoc Policy Committee recommendations** **295**

**Description:** The Ad-Hoc Policy Committee met on March 2, 2026, to review and approve a portion of the NEOLA 5000s Students policy series. Policies *5517.01 - Bullying* and *5830 - Student Fundraising* were tabled for a later date. Neola Policy *5610.01 - Alternative Expulsion Hearing Procedure* was rejected by the committee.

**Recommended Action:**

1. Approve the first reading of Neola Policy 5111 - Eligibility of Resident/Non-Resident Students.
2. Approve the first reading of Neola Policy 5310 - Health Services.
3. Approve the first reading of Neola Policy 5320 - Immunization.
4. Approve the first reading of Neola Policy 5514 - Use of Personal Transportation Devices.
5. Approve the first reading of Neola Policy 5610.03 - Expulsion Abeyance and Re-Entry Plans.

C. **Consideration and/or Action to approve the March 9, 2026, Finance & Facilities Committee recommendations** **307**

**Description:** The Finance & Facilities Committee met on March 9, 2026, to review the 2025-26 budget, the high-cost special education aid, and the high school parking updates, and to approve the updated summer Capital Maintenance Projects list and the school bus purchases for the 2026-27 school year.

**Recommended Action:**

1. Approve the updated Summer Capital Maintenance Projects List.
2. Approve the purchase of two (2) route buses from Nelson's Bus Service in the amount of $149,623 each, with budget funds from the 2026-27 fiscal year.

D. **Consideration and/or Action to approve the March 9, 2026, Personnel Committee recommendations** **311**

**Description:** The Personnel Committee met on March 9, 2026, to hear a 2026-27 staffing update and to approve the 2026-27 Insurance Plan and various job descriptions. The committee also went into closed session to discuss the preliminary and final notice of nonrenewal of certified staff.

**Recommended Action:**

1. Approve HealthPartners to serve as the District's health insurance provider for the 2026-27 school year.
2. Approve the Transportation Program Assistant Job Description.
3. Approve the Activities Paraprofessional Job Description.
4. Approve the Activities Secretary Job Description.
5. Approve the Middle School Attendance Secretary Job Description.
6. Approve the Middle School Secretary Job Description.

E. **Approve the CESA 11 Shared Services Contract for the 2026-27 School Year** **320**

**Description:**

Administration will present the 2026-27 CESA 11 Shared Services Contract.

**Recommended Action:** Approve the CESA 11 Shared Services Contract for the 2026-27 School Year.

F. **Approve Bids for Parking Lot Improvements at Meyer Middle School, Rocky Branch Elementary and River Falls High School**

**Description:** The Director of Finance and Facilities will recommend that the School Board approve the bid(s) for parking lot improvement projects at Meyer Middle School, Rocky Branch Elementary, and River Falls High School. These projects will consist of mill and overlay of current lots, as well as curb and sidewalk replacements as needed.
**Recommended Action:** Approve the bid(s) for the parking lot improvement projects at Meyer Middle School, Rocky Branch Elementary and River Falls High School.

G. **Proposed/suggested items for the next regular and future School Board meeting agenda(s)**
**Description:** As always, School Board members will be given the opportunity to suggest items for future School Board meeting agendas.
**Recommended Action:** As needed.

H. **Schedule next School Board/Committee meetings**
**Description:** Upcoming School Board meeting dates, times, and locations will be reviewed.
**Recommended Action:** Set the meeting schedule as follows:
Policy Ad-Hoc Committee meeting: Monday, April 6, 2026, 6:00 p.m.
Educational Program Committee meeting: Monday, April 13, 2026, 6:00 p.m.
Personnel Committee meeting: Monday, April 13, 2026, 7:00 p.m. *(or immediately following Educational Program)*
Regular School Board meeting: Monday, April 20, 2026, 6:00 p.m.
Board Reorganizational meeting: Monday, April 27, 2026, 6:00 p.m.
School Board Retreat: Monday, June 22, 2026, 5:00 p.m.
*All of the above meetings will be held at the District Office Conference Room, 852 E. Division Street, unless noted otherwise.*

I. **CONSIDERATION OF ADJOURNING TO CLOSED SESSION PURSUANT TO WIS. STAT. SEC. 19.85(1)(C), WHICH PERMITS CONVENING IN CLOSED SESSION FOR THE PURPOSE OF CONSIDERING THE EMPLOYMENT, PROMOTION, COMPENSATION OR PERFORMANCE EVALUATION DATA OF ANY PUBLIC EMPLOYEE OVER WHICH THE GOVERNMENTAL BODY HAS JURISDICTION OR EXERCISES RESPONSIBILITY, TO DISCUSS THE PRELIMINARY NOTICE OF NONRENEWAL OF CERTIFIED STAFF. ROLL CALL REQUIRED.**

7. **CONVENE TO CLOSED SESSION PURSUANT TO THE ABOVE**
8. **RECONVENE INTO OPEN SESSION FOR POTENTIAL ACTION RELATED TO CLOSED SESSION BUSINESS**
9. **ADJOURN**

# Peace Education - Dr. Maria Montessori

River Falls Public Montessori Elementary

# Historical timeline

WWI

WW2

National Congress of Montessori 1937

Sorbonne, Paris 1938

Education and Peace - book compiling speeches to international congresses and peace councils

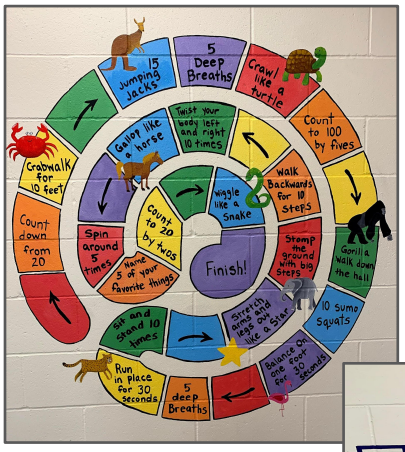
** Nominated for the Nobel Peace Prize four times in her lifetime

# Our Story

## Finding our own identity at RFPME

**PEACE with Oneself**

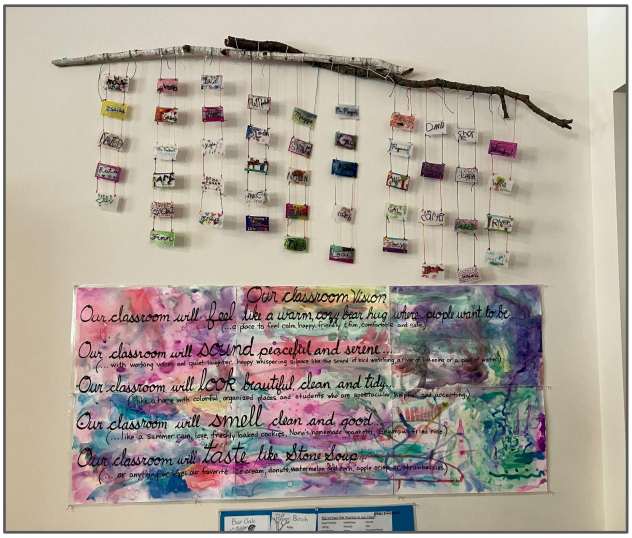
- ★ Grace & Courtesy Lessons
- ★ Yoga, Meditation & Mindfulness Lessons
- ★ Brain Education (MindUp!)
- ★ Silence Game
- ★ Object Disappearing Games
- ★ Sensory Walk/Murals Differentiated Brain Breaks
- ★ Book Corner/PEACE area
- ★ Connection with nature

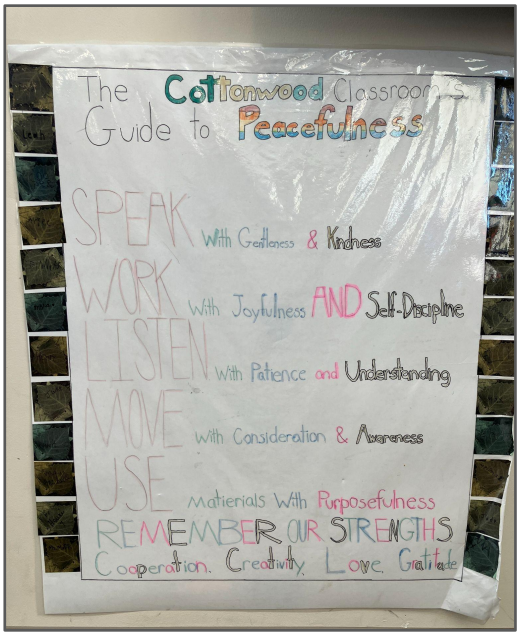


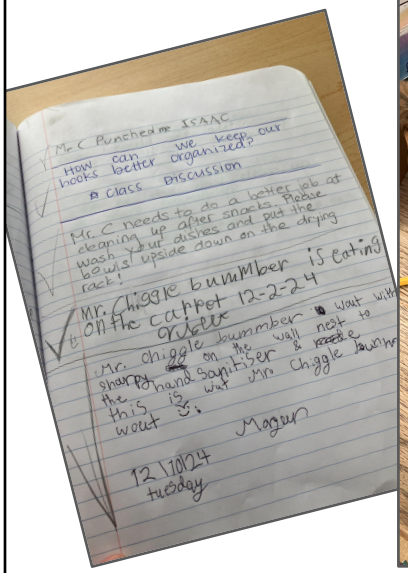
## PEACE Within Our Classroom Communities

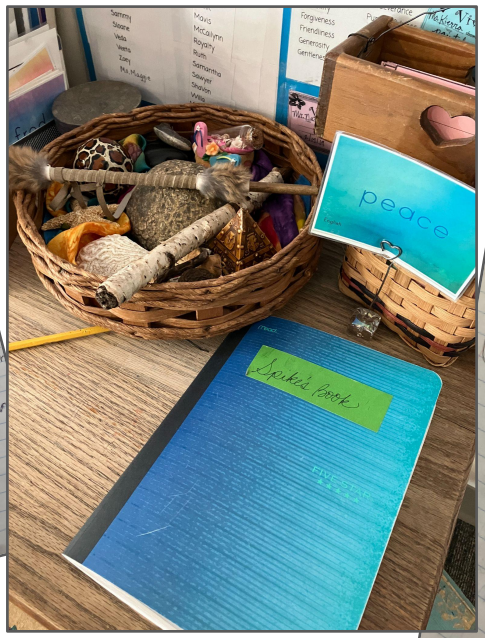
- ★ Peace Path
- ★ Class Compact
- ★ Class Council
- ★ Universal Language
- ★ Safe Space
- ★ Trickle-in mornings
- ★ Embedded Guidance Lessons
- ★ Restorative Circles
- ★ Nature Walks

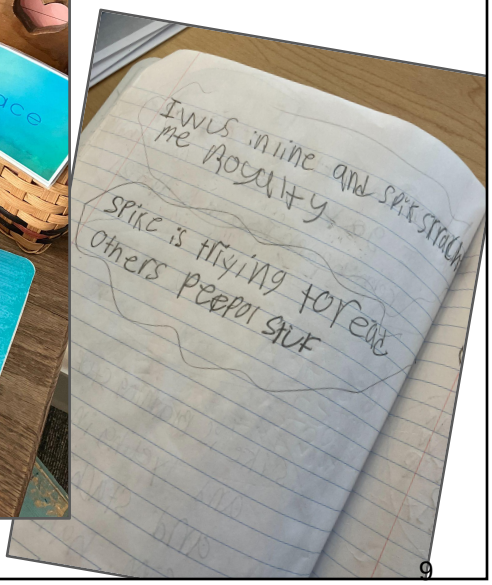
# Classroom Contracts



## PEACE Within Our School

- ★ Home/School Compact (P.E.A.C.E.)
- ★ All-School Events & Assemblies
- ★ 6th Grade ELC Overnight Trip
- ★ Slide Announcements
- ★ NPFH/Student Council
- ★ Therapy Dog Visits
- ★ RFPME Songbook

Montessori
ELEMENTARY SCHOOL

### ABOUT RFPME

The Montessori Method recognizes children have both the natural desire as well as capacity to learn. When provided the materials and support to explore their innate curiosity and drive, children thrive. The curriculum at RFPME fosters the collaborative skills children need in today's increasingly global world, equipping and empowering them to create a true sense of responsibility for themselves and others, develop respect for humanity and all of its diversity, and make positive decisions to help make a better world.

### P.E.A.C.E. GOALS

- **P** Problem Solvers
- **E** Engaged
- **A** Accountable
- **C** Cooperative
- **E** Empathetic

**RIVER FALLS PUBLIC MONTESSORI**
421 W. Maple Street
River Falls, WI 54022
www.rfsd.k12.wi.us/montessori
715-425-7645

Montessori
ELEMENTARY SCHOOL

### SCHOOL-FAMILY COMPACT

WWW.RFSD.K12.WI.US/MONTESSORI

### AS A STUDENT, I WILL BE...

- A **P**ROBLEM-SOLVER instead of a problem maker. When challenges come, I can explore different solutions, think flexibly and use creativity to take action.
- **E**MPATHETIC toward the feelings and thoughts of others. When conflicts occur, I can seek to listen to understand.
- **A**CCOUNTABLE for my actions and words. When I make mistakes, I can take responsibility rather than blaming others or making excuses.
- **C**OOPERATIVE with others and willing to work together. When teamwork is needed, I can listen to the group, take turns, contribute, encourage and follow directions.
- **E**NGAGED in my learning and in the world around. When work becomes difficult or less interesting, I can seek ways to remain committed and give my best effort.

### AS A PARENT, I WILL...

- Ensure my student attends school consistently and on time.
- Support my child's academics at home (i.e., setting aside time for reading).
- Participate in parent-teacher conferences.
- Receive and respond to communications from school.
- Contact my student's teacher with questions or concerns.
- Participate in the life of the school, including school-wide activities.
- Reinforce RFPME's P.E.A.C.E. expectations at home.

PARENT SIGNATURE

### AS A STAFF, WE WILL...

- Maintain a safe and healthy environment for students to learn through our Montessori methodology.
- Get to know students as individuals to best instruct and support them academically, socially and emotionally.
- Communicate with parents regularly.
- Provide challenging and engaging instruction to all students.
- Share progress and goals for students at conferences twice a year, and at other times, per request.
- Reinforce RFPME's P.E.A.C.E. expectations.
- Faithfully implement our holistic curriculum and Behavior Rubric System.

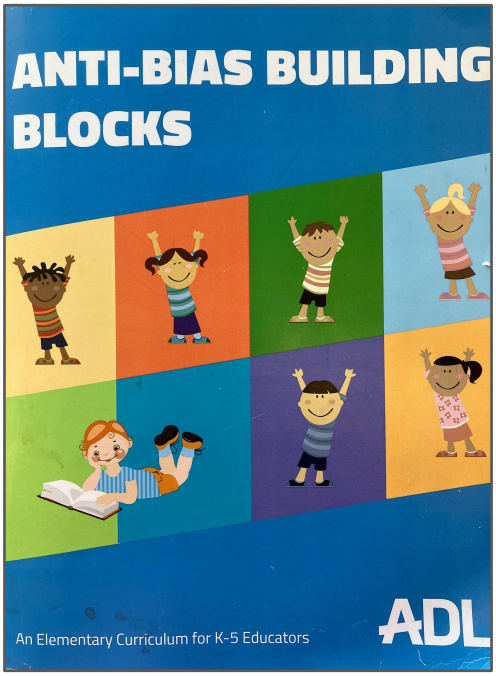
Sincerely,
RFPME Staff

KOIVU

NO place for HATE
An ADL Education Program
I CAN DO MY BEST TO BE KIND TO OTHERS NO MATTER WHAT OUR DIFFERENCES MIGHT BE.
I WILL BE AN UPSTANDER TO HELP OTHERS FEEL SAFE AND HAPPY.
I PROMISE TO KEEP THE PEACE AT RFPME.
I PLEDGE TO CARE FOR OTHERS AND DO MY PART.
EVERYONE MATTERS!
THERE IS NO PLACE FOR HATE!
INDEPENDENCE · INTEGRITY · IMAGINATION
Montessori

NO place for HATE®

Anti-Defamation League®




INDEPENDENCE • INTEGRITY • IMAGINATION

RF

Montessori

ELEMENTARY SCHOOL

## PEACE Within Our Community

- ★ Partnerships: local businesses, UWRF
- ★ Field trips to parks/area attractions
- ★ Guest speakers
- ★ Parent education
- ★ Child as a Guide Night
- ★ Community fundraising

## PEACE Within Our World

- ★ Culture Lessons
- ★ Peace Pole
- ★ MMUN
- ★ Penpals
- ★ International Video Competition via UN Sustainability Goals

Peace Pole Installation

"Children have a keen feeling towards injustice. We must help them to develop within themselves that which will make them capable of understanding. It is not merely words, it is a labor of education. This will be a preparation for peace-- for peace cannot exist without justice."

- Maria Montessori, 1930

## PEACE Through Systems & Staff

- ★ Assistant Training/All Staff Training
- ★ Universal Language
- ★ Staff Warehouse
- ★ Off-Hours Staff Gatherings
- ★ Child Study - All Students Have Their Needs Met - WiMLSS
- ★ Group Norms Set & Revisited
- ★ PEACE Education Flowchart

At River Falls Public Montessori Elementary, we are PEACE in action:

**P**ROBLEM SOLVERS

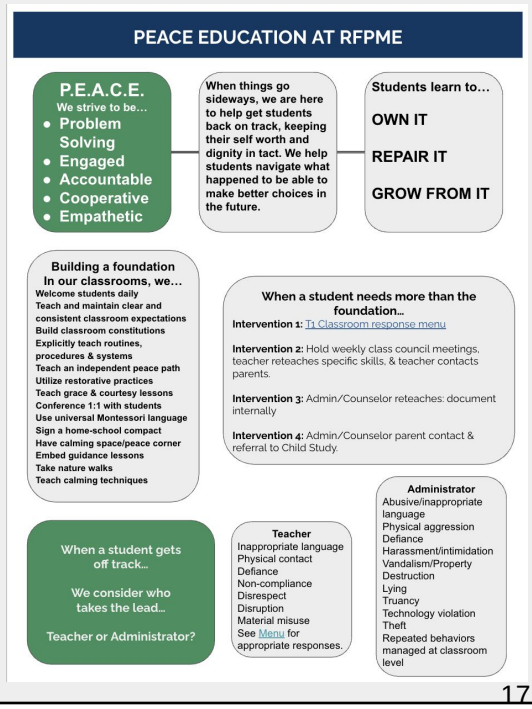
**E**NGAGED

**A**CCOUNTABLE

**C**OOPERATIVE

**E**MPATHETIC

RF Montessori ELEMENTARY SCHOOL



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# Meyer Middle School 2025-26 Goals

## (Building) Wildly Important Goal (WIG)

**Goal:** By May of 2027, 100% of Meyer Middle School Students will be achieving the target standard (3) on 90% of the standards measured by their unit assessments.

**Description:** Each grade level core teacher will analyze the results of each of their unit assessments aligned to their priority standards.

**Strategic Plan: Goal #1: Hold High Expectations for Student Learning**

1.1- Support a collaborative teaching culture focused on student learning.
1.2- Identify and monitor academic readiness benchmarks.

# A LOFTY GOAL

# MATHEMATICS - Trends

## PERCENT PROFICIENT & ADVANCED: *All Students

| Year | River Falls | Hudson | N.R. | Amery | Osceola | SCC | State |
|---|---|---|---|---|---|---|---|
| 2015-16 | 42% (1.0%) | 67.1% | 60.3% | 58.4% | 70.0% | 37.8% | 41.0% |
| 2016-17 | 47.0% (5.7%) | 45.0% | 58.0% | 52.2% | 71.6% | 36.6% | 41.3% |
| 2017-18 | 47.6% (5.6%) | 53.3% | 58.1% | 52.5% | 61.5% | 48.6% | 42.0% |
| 2018-19 | 45.2% (4.2%) | 52.2% | 60.3% | 54.6% | 60.9% | 54% | 41.0% |
| 2020-21 | 32.7% (.5%) | 43.9% | 45.9% | 43% | 60.8% | 50.5% | 32.3% |
| 2021-22 | 45.4% (11.5%) | 49.8% | 52.4% | 51.2% | 67.4% | 42.4% | 33.9% |
| 2022-23 | 44.7% (8.1%) | 54.9% | 48.1% | 55.7% | 62.6% | 50.6% | 36.6% |
| 2023-24 | 71.2% (16.5%) | 65% | 67.1% | 75.1% | 77.3% | 70.7% | 54.7% |
| 2024-25 | 69.8% (17.2%) | 73.3% | 69.9% | 72.1% | 72.9% | 67.3% | 52.6% |

*There was not a writing prompt in 2020-21

# ENGLISH LANGUAGE ARTS - Trends

## PERCENT PROFICIENT & ADVANCED

| Year | Meyer Middle | Hudson | Osceola | Amery | N.R. | SCC | State |
|---|---|---|---|---|---|---|---|
| 2015-16 | 48.9% (5.6%) | 53.6% | 63.8% | 60.7% | 59.0% | 54.8% | 43.3% |
| 2016-17 | 65.8% (13%) | 48.3% | 64.4% | 53.6% | 58.6% | 54.8% | 42.8% |
| 2017-18 | 60.6% (19%) | 51.3% | 58.1% | 49.3% | 54.3% | 51.6% | 41.6% |
| 2018-19 | 54.9% (14.2%) | 55.9% | 52.7% | 52.5% | 54.3% | 49% | 40.7% |
| 2020-21 | 45%* (8.8%) | 53.7% | 53.3% | 48.5% | 48.2% | 46.3% | 36.2% |
| 2021-22 | 46% (9.8%) | 53.2% | 57.7% | 51.3% | 46.8% | 49.7% | 36.2% |
| 2022-23 | 52.0% (12.9%) | 54.3% | 54.9% | 58.1% | 53.7% | 51.5% | 39.1% |
| 2023-24 | 68.3% (15.1%) | 59.7% | 68.6% | 68.2% | 68.4% | 69.2% | 53.2% |
| 2024-25 | 64.8% (12%) | 69.9% | 63.9% | 65.8% | 69.1% | 62.1% | 52.8% |

# Wildly Important Goal (WIG)

**Our goal was identified by ...**

Our WIG goal is relevant and valuable to the work we are doing around standards based grading. Further, while tracking 8 years of Forward data, we recognize a disconnect between letter grades and results on the Forward exam (in part) leading to our transition to standards based grading.

**Data Used:** Teachers will collect data on the priority standards found on their unit assessments. To comprehensively understand the progress of all students, our **PLC** will use a universal data protocol at the completion of each unit assessment to identify achievement gaps, if any, and review issues related to student equity.

**Story from the Data:** Forward Trend Data 2016-2024

**Qualitative Factors that Influenced Our Decision:** One component of our WIG goal is for our teachers to implement formative assessments, deliver those assessments and respond appropriately to the data prior to the unit summative assessment. Tracking data by student by standard helps us answer the questions: What do we do for students who haven't yet learned the standard and What do we do for our students who have demonstrated mastery of the standard?

# Monitoring Our WIG

Assessment Used to Measure Our Progress:

Core teachers are utilizing common summative unit assessments aligned to our priority standards in addition to creating and implementing formative assessments to be delivered and analyzed leading up to their common summative unit assessments.

# Committing To Our Lead Measure

**Activities our building will commit to that is in our circle of control/influence that impacts our WIG?:**

1.) Our belief that all students can learn at high levels, 2.) Our weekly PLC meetings with conversations about student learning and how to best respond when students aren't learning, 3.) Following a common data protocol, 4.) Following a common assessment calendar, 5.) Use of response days based on the results of formative assessments

**We selected these commitments because…**

They have been proven to have high effect sizes according to John Hattie's research. The commitments align to our district goals of collaboration and they help us respond to the BIG 4 +1: What do we want students to know? How do we know they know it? How do we respond when students don't learn? How do respond when students already learned it? Which students?

**We will track the implementation/effectiveness of these commitments by?**

1.) Through artifacts / evidence in our PLC notebooks
2.) Data collections
3.) Classroom observation

## Responding to Data

| % of Students Proficient (or Above) | What This Means | Teacher Response |
|---|---|---|
| **< 50%** | Majority of class is not meeting standard | Whole-class reteach with adjusted strategies (different modeling, scaffolds, examples). Monitor misconceptions. |
| **50 –74%** | Mixed mastery: half are struggling, but some are ready to move on | Flexible grouping: small-group reteach for those below proficiency; enrichment/extension tasks for proficient students. |
| **75–89%** | Most students are proficient; a smaller group still needs support | Targeted intervention for those below (pull small groups, peer support, or station work); proceed with grade-level content for the majority. |
| **90%+** | Almost all students are proficient | Move on to new content; provide challenge/extension for all. Offer quick "touch-back" mini-lessons for the few not yet proficient. |

# WIG DATA TRACKING MID-YEAR DATA

| Most Recent Lag Data | |
|---|---|
| Overall | Standards with 100% of students achieving the target standard (3) 6/70 standards = 9%<br><br>Standards with ≥90% of students nearly achieving the target standard (2.5) = 45/70 standards = 64.2% |
| Disaggregated by grade-level (or sub-group) | Link to Disaggregated Data |

| Scoring | Content | What does this mean? |
|---|---|---|
| **4**<br>**Extending beyond the target standard.** | **Complex Content:** a performance or application that goes beyond what a standard requires. | The student demonstrates mastery of the targeted standard and demonstrates in-depth inferences and applications that go beyond the target content. |
| **3**<br>**Achieving the target standard.**<br>(this is the goal for all students) | **Target Content:** What students should know and be able to do by the end of the course that aligns to the standard. | The student demonstrates mastery of the targeted standard. The student grasps and applies key concepts, processes, and skills with limited errors. |
| **2.5 Nearly Achieving the Target Standard** | | The student knows and can do all of the basic content at level two and some of the target content at level 3. |
| **2**<br>**Approaching the target standard.** | **Basic Content:** Is foundational knowledge that a student must acquire in order to master the target content. This includes academic vocab and prerequisite knowledge and skills. | A 2.0 indicates the student does not have any major errors or omissions regarding the basic knowledge in order to master the target content. However, the student has gaps in understanding necessary to demonstrate mastery of the target standard or the student may require teacher assistance and support in order to demonstrate understanding of the target standard. |
| **1.5 Still Developing** | | The student knows some of the basic content at level two, but makes some mistakes. |
| **1**<br>**Developing toward target standard.** | | With help, the student knows some of the basic content at level 2. |
| **Insufficient Evidence (IE)** | | There isn't enough evidence in the gradebook to determine a score. |

6th Grade
ELA
Guaranteed & Viable
Curriculum
Document

## Meyer Middle School Student Proficiency Scale

**Grade: 6** **SUBJECT: ELA**

**Strand or Unit: W6.3**

**W.6.3 Create writing that utilizes**

**A. Organization**: introduce a topic; organize ideas, concepts, and information. Provide a concluding statement appropriate to the mode of writing.

**B. Transitions:** use appropriate transitions to clarify the relationships among ideas and concepts.

**C. Word Choice**: use precise language and domain-specific vocabulary to inform about or explain the topic. Use sensory language to describe experiences and events.

**Level 4**
**Extending Beyond Target Standard**

I can:

- create an exceptional claim that is creative, interesting, and clearly identifies the purpose of the paragraph.
- use exceptional organization and use of evidence and in-depth explanations that fully develop the topic.
- create an exceptional conclusion sentence that is interesting or clever and wraps up the paragraph effectively.
- include a variety of transition words that make sense and clarify the relationships among ideas.
- use precise language and domain-specific vocabulary that is precise; sensory language enhances the experiences and events.

**Level 3.0**
**Achieving Target Standard**

I can independently:

- create an adequate claim that introduces the topic.
- organize my evidence to support my claim and explain all of my evidence. Three or more evidence/explanation sentence pairs are present.
- create a conclusion sentence that is appropriate for the type of writing.
- use transition words and phrases that help clarify relationships among ideas.
- use words that relate to my topic; mostly maintain a professional tone; use sensory language (when applicable); use appropriate sixth-grade-level vocabulary in my claim and conclusion.

## Meyer Middle School Student Proficiency Scale

**Grade: 7** SUBJECT: **Astronomy** Unit: **Sun-Earth-Moon System**

**MS-ESS1-1. Develop and use a model of the Earth-sun-moon system to describe the cyclic patterns of lunar phases, eclipses of the sun and moon, and seasons.** [Clarification Statement: Examples of models can be physical, graphical, or conceptual.]

**Level 4.0 - Extending Beyond Target Standard**

I can use the skills and concepts below to make connections to processes and content that is not directly taught in class/unit.

**Level 3.0 - Achieving Target Standard**

Moon phases:

- ☐ I can model relative positions of the Earth, sun, and moon when given a moon phase.
- ☐ I can model the phase of the moon when given the relative locations of the Earth, sun, and moon.

Eclipses:

- ☐ I can model and explain what causes a solar eclipse and why not every location on Earth can view it.
- ☐ I can model and explain what causes a lunar eclipse.
- ☐ I can explain why solar and lunar eclipses don't occur at every full and new moon.
- ☐ When given a position on Earth, I can determine if the viewer would see a partial or total eclipse.

Seasons:

- ☐ I can model and explain a location's change in seasons throughout a year in the Northern or Southern Hemisphere based on our revolution around the Sun and how the solar energy hits differently due to Earth's tilt.
- ☐ I can explain why an equinox occurs in a hemisphere when given Earth's position in orbit.
- ☐ I can explain why a solstice occurs in a hemisphere when given Earth's position in orbit.

## Average Percentage of Students Proficient for all standards in Grades 6-8 by Subject

| **SUBJECT** | Standards with 100 percent of students achieving the target standard (3) | Standards with greater than 90 percent of students nearly achieving the target standard (2.5) |
|---|---|---|
| English Language Arts (ELA) | 1/13 = 7.6% | 10/13 = 76.9% |
| Literature | 0/9 = 0% | 5/9 = 55.5% |
| ELA + Literature Combined | 1/22 = 4.5% | 15/22 = 68.1% |
| Math | 0/16 = 0% | 11/19 = 57.8%% |
| Science | 0/6 = 0% | 8/12 = 66.6% |
| Social Studies | 0/17 = 0% | 11/17 = 64.7% |

# Responding to Current Lag Data

| Adjustments made to our lead measures as a response to the most recent data collection? | Obstacles will have to move/adjust to continue to grow?: |
|---|---|
| 1.) PLC Notebooks are used to capture data protocols and make adjustments to instruction and improvements to how questions are written for next year.<br>2.) Common Formatives are being created this year. They will be implemented next year and data will be collaboratively analyzed and strategies discussed and implemented in response.<br>3.) Discussions around integrated reliability are happening to ensure consistency of grading between houses. | 1.) Messaging: Data analysis is not about condemnation it is information for growth and an opportunity to celebrate.<br>2.) Next year, timing of common formative assessment, discussion and response may be challenging. |

# Cat's Notes

# WIG data 2025-2026

# Measuring Growth in Systems

- **The Shift:** The **Data Protocol Cycle** has guided our data conversations and informed our decision making.
- **The Value of the Process:**
  - **Visualize:** Moving data from spreadsheets to visual charts to spot trends instantly.
  - **Observe & Analyze:** Teams no longer guess; they look for the "why" behind student performance. Helps remove bias.
  - **Infer & Act:** Every summative assessment now triggers a specific instructional pivot.

# PLC's in Action: What we have learned through Data Protocols

**Calibration & Consistency:**
Teams discovered that "Proficient in Room 101" needs to mean the same thing as "Proficient in Room 105." We are aligning our grading rigor.

**Curriculum Evolution:** Teams are adjusting instructional strategies for the following year based on where students actually struggled this year.

# Summary

The goal provided the destination, but the **process** has been the most beneficial. We are now more data-informed, consistent and collaborative.

**The Next Chapter:** Next year, begin using our data protocols for formative assessments to focus more on instructional decisions during the unit instead of the end.

# RFHS

## 2025-2026 Goals

# SPRING

## 2026 Update

# Building SLO:

**THIS YEAR'S FOCUS:**
**CONTENT LITERACY**

**By 2027, ALL students at River Falls High School will achieve and sustain mastery of reading comprehension or will achieve at least 10% growth each year as they progress towards reading mastery.**

**Reading Mastery Defined:**
*Those scoring in a 24-27 range on pACT and ACT assessments.*

WILDLY IMPORTANT GOAL
**(WIG)**

# WHY THE WIG ASSESSMENT MATTERS?

**GUIDES ADMIN DECISIONS & TEACHER INSTRUCTION.**

**USED TO DETERMINE INTERVENTIONS.**

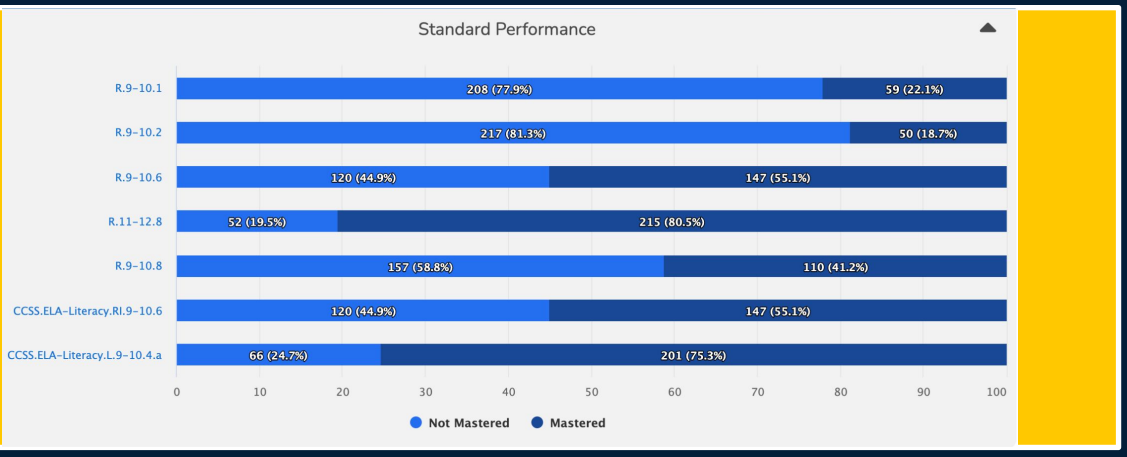
*(SPECIAL CLASSES ADDED INTO STUDENTS SCHEDULES WHO SCORE LOW FOCUSED ON TEACHING FOUNDATIONAL READING SKILLS).*

**GROWTH IN LITERACY LEADS TO GROWTH & ACHIEVEMENT ACROSS ALL CONTENT AREAS & IMPROVED ACADEMIC ACHIEVEMENT.**

# EXAMPLE ASSESSMENT

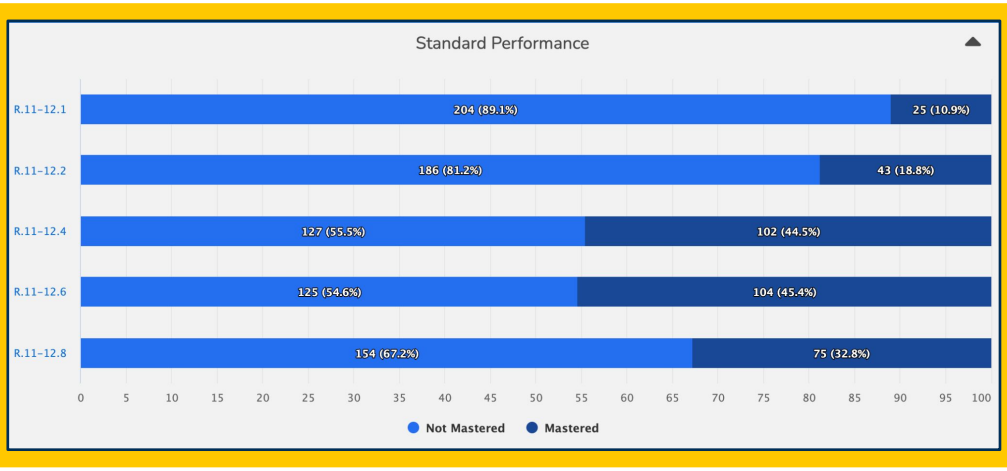
# SCIENCE

# 9th GRADE
## WIG ASSESSMENT



# 10th GRADE
## WIG ASSESSMENT

# 11th GRADE
## WIG ASSESSMENT



# DEPARTMENT HIGHLIGHT

# ENGLISH

## 2025-2026 WIG Progress: English Department

**Standard(s)**

**Goals/Learning Targets**

**Instruction**

**Assessments**

**Reteaching/Support**

# Responding to Data

| Adjustments made to our lead measures as a response to the most recent data collection... | Obstacles will have to move/adjust to continue to grow? |
|---|---|
| **Building Assessment -> Dept. Ownership**<br><br>**CONTENT LITERACY.**<br><br>**Building and Team Data Discussions.**<br><br>**Structured Data Protocols & Dialogue.**<br><br>**Reading/Question Placement.**<br><br>**Student by Student Performance (Skill Analysis).** | Continued development and improvement of **Tier 1** reading instructional strategies. ***(BOTH Universal and Content Literacy)***.<br><br>**Data Collection and Compilation.**<br>**Student by Student -** *Growth Tracking*<br><br>Development of MTSS System and refinement of Reading Intervention class for students below proficiency in reading. **Tier 3: Literacy Elective.**<br><br>**EE Connection - SLO & PPG.**<br><br>**Practice ACT** (Fall to Spring Growth). |

# RFHS STAFF WANTS TO SAY

# *Thank you!*

## WE ARE SO GRATEFUL FOR YOUR SUPPORT!

SCHOOL DISTRICT OF
River Falls

Administrative Office
852 E. Division Street, River Falls WI 54022
PHONE: (715) 425-1800 FAX: (715) 200-5771
www.rfsd.k12.wi.us

# MARCH BOARD OF EDUCATION SUPERINTENDENT REPORT

Over the past six weeks, Stacy Johnson Myers and I have been visiting monthly Township Board meetings, including those in Clifton, Martell, Kinnickinnic, Pleasant Valley, and Troy. While we have been unable to connect with the Town of River Falls due to a recurring schedule conflict with our Monday meetings, we are looking for an alternative way to provide them with this update.

The goal of these visits is twofold: to share a brief update from the School District of River Falls and to extend our gratitude for their support. Community engagement remains a priority, and these forums offer a valuable opportunity to connect with our local civic leaders. We chose this time to visit so we could provide information without the context of a specific campaign or request for support.

The following is a summary of the updates we shared:

*Facilities Update* Over the past 18 months, nearly all of our facilities have undergone significant construction. These improvements have touched every corner of the district—ranging from safety and surveillance upgrades to modernized HVAC, lighting, and electrical systems. We have also remodeled restrooms, improved sidewalks, and enhanced our tennis courts. While not every improvement is immediately visible, each one contributes to a safer, more welcoming environment. The new multi-purpose addition at River Falls High School and the District's Transportation facility were highlighted.

*District and School Report Cards* The District once again earned an "Exceeds Expectations" rating. These report cards measure academic achievement, growth, graduation rates, attendance, and college readiness. We are particularly proud that individual scores rose at every one of our schools this year. Furthermore, we saw strong gains in attendance and growth among student populations that have historically struggled with these assessments.

*Enrollment and Financial Forecasting* We remain appreciative for the passage of the 2024 operational referendum. This support helped our district move from the

bottom of per-pupil revenue rankings to a level comparable with the average for Western Wisconsin.  However, our current reality includes a slight decline in enrollment over the past three years. Because state funding is tied directly to enrollment, the district will need to make strategic adjustments to maintain a balanced budget. We intend to do this without any current plans for additional operating or capital referendums.

*2027-2032 Strategic Plan*  As we near the completion of our current five-year strategic plan, we are preparing to develop our next roadmap. We will actively engage parents, students, and community members through focus groups and surveys. While we look toward the future, we remain committed to our core priorities: academic growth, student engagement, and employee satisfaction.

**School District of River Falls**

# School Board Meeting

Monday, February 23, 2026 - 6:00 PM
District Office, 852 E Division Street
River Falls, Wisconsin 54022

The regularly scheduled meeting of the River Falls School Board was called to order on Monday, February 23, 2026, at the District Office, 852 E. Division Street, River Falls, Wisconsin 54022. President Johnson Myers called the meeting to order at 6:00 p.m. It was ascertained that notice of the meeting had been properly posted in the appointed locations and sent to the *Star-Observer*, *Pierce County Journal*, WEVR Radio Station, and the *Eau Claire Leader-Telegram*.

**PRESENT**
President Stacy Johnson Myers, Vice President Alan Tuchtenhagen, Clerk Lindsey Curtis, Treasurer Mike Miller, School Board members Bo Hirstein, Monica LaVold, and Alison Page. Superintendent David Bell, Director of Human Resources & Leadership Development Nate Schurman, and Director of Finance & Facilities Lynette Coy. Student Services Director Mark Inouye, Greenwood Elementary Principal Kate Skappel, River Falls Public Montessori Elementary Principal Kai Rodgers, Rocky Branch Principal Ashley Bingenheimer, Westside Principal Rachel Mader, and Food Service Director Pat Knox.

**HEARING OF VISITORS OR DELEGATIONS**
Wayne Roen introduced himself and his involvement with the St. Croix County Board.

**INFORMATIONAL ITEMS**

**A. Wildcat Pride Awards**
Dennis Ireland and Barb Kolpin were honored for their volunteer efforts dedicated to establishing and maintaining the School Forest over the years.

**B. Spotlight on Education: Food Service Program**
Food Service Director Pat Knox highlighted the food service program, including an increase in breakfast meal participation and sourcing lettuce from the RFHS Horticulture program for high school lunches. He also noted that inflation is impacting the program.

**C. Superintendent, Administrative, and Student Representative Reports**

1. Administrative Reports
   a. Wildly Important Goal (WIG) Updates 2025-26
      1. Elementary
         Bingenheimer, Mader, Rodgers, and Skappel discussed midyear updates on their Wildly Important Goal (WIG), including efforts to refine data reporting and strengthen planning for at-risk students to address remaining challenges.

      2. Student Services
         Inouye shared the Wildly Important Goal (WIG) midyear update that included focus on lead measures like the collaboration of "Job Alike" PLCs (Professional Learning Community) at the elementary and middle school levels.

   b. 2025-26 Budget Update
      Coy reviewed the revenue and expense reports, including Fund 10 [General] and Fund 27 [Special Education].

2. Student Representative Report - None

3. Superintendent Report
   Bell highlighted State Superintendent Dr. Jill Underly's visit to the River Falls School District, which focused on career and technical education programming as well as character education.

**ACTION ITEMS**

**A. Consent Agenda - Approval of Minutes, Bills, Employment, and NEOLA Policies**
Johnson Myers reviewed the minutes, bills, recommended employment, and NEOLA Policies on the agenda. Page moved, seconded by LaVold, that the School Board approve the following:

1. The minutes from the January 19, 2026, Regular School Board Meeting.
2. Accounts Payable and Payroll expenditures in the amount of $4,316,382.03 and receipts totaling $8,007,362.18.
3. Pursuant to School Board Policy, which references Wisconsin Statutes Sections 111, 118, 121, approval of the following employment recommendations: 1. Recommended approval of the employment of Jacob Bruecker as 1.0 FTE Physical Education Long Term Substitute at River Falls High School effective approximately January 26, 2026 through February 20, 2026 (for Ryan Bishop). 2. Recommended approval of the employment of Erik Wild as 1.0 FTE Special Education Teacher Long Term Substitute at River Falls High School, effective approximately February 9, 2026 through March 13, 2026 (for Ryan Scherz who is subbing for Sophia Hayes). 3. Recommended approval of the employment of Hallie Neuhaus as Limited Term Special Education Teacher at Meyer Middle School effective January 19, 2026 through the end of the 2025-2026 year (replaces Kari Nutting). 4. Recommended approval of the hiring of the following short-term, on call Substitute Teachers: a. Matthew Dunlap b. Josephine McNamara-Connor c.Christine Muenich d. Muffi Anderson e. Kelsey Paschke f. Angella Collins g. Isabelle Gintner h. Jodi Hough-Garlie i. Leah Ott 5. Recommended acceptance of the resignation of Karen Swanson as 0.8 FTE School Counselor at River Falls Public Montessori Elementary School effective the end of the 2025-26 year. 6. Recommended acceptance of the resignation of Stephanie Thompson as full-time Children's House Teacher at River Falls Public Montessori Elementary School effective the end of the 2025-26 year.
4. Approve second readings of the following NEOLA 3000s Professional Staff policies: *3111 - Creating a Position, 3112 - School Board-Staff Communications, 3120 - Employment of Professional Staff, 3120.01 - Job Description, 3120.04 - Employment of Substitutes, 3120.05 - Employment of Personnel in Community Education Programs, 3120.10 - Job Sharing, 3121 - Criminal History Record Check and Employee Self-Reporting Requirements, 3122 - Nondiscrimination and Equal Employment Opportunity, 3122.01 - Drug-Free Workplace, 3122.02 - Nondiscrimination Based on Genetic Information of the Employee, 3124 - Employment Contract, 3125 - Educator Licensing, 3130 - Assignment and Transfer, 3131 - Reduction in Staff, 3139 - Staff Discipline, 3140 - Non-Renewal, Resignation, and Termination, 3160 - Physical Examination, 3161 - Unrequested Leaves of Absence/Fitness For Duty, 3211 - Whistle-blower Protection, 3214 - Staff Gifts, 3215 - Use of Tobacco and Nicotine by Professional Staff, 3216 - Professional Staff Dress and Appearance - 3217 - Weapons Prohibited for Professional Staff, 3220 - Staff Evaluation and Educator Effectiveness, 3230 - Ethics and Conflict of Interest, 3231 - Outside Activities of Professional Staff, 3310 - Employee Expression in Non-Instructional Settings, 3340 - Grievance Procedure, 3362.01 - Threatening Behavior Toward Staff Members. 3410.01 - Compensation for Part-Time Staff, 3425 - Benefits, 3430.01 - Family & Medical Leave of Absence (FMLA), 3440 - Job-Related Expenses, 3531 - Unauthorized Work Stoppage*
5. Approve first readings of the following NEOLA 4000s Support Staff, 3000s Professional Staff, 1000s Administration, and 0000 Bylaws policies: *4111 - Creating a Position, 4112 - School Board-Staff Communications, 4120 - Employment of Support Staff, 4120.01 - Job Descriptions, 4120.04 - Employment of Substitutes, 4121 - Criminal History Record Check and Employee Self-Reporting Requirements, 4122 - Nondiscrimination and Equal Employment Opportunity, 4122.01 - Drug-Free Workplace, 4122.02 - Nondiscrimination Based on Genetic Information of the Employee, 4124 - Notice of Reasonable Assurance of Employment, 4130 - Assignment and Transfer, 4131 - Reduction in Staff, 4139 - Staff Discipline, 4140 - Termination and Resignation, 4160 - Physical Examination, 4161 - Unrequested Leaves of Absence/Fitness for Duty, 4211 - Whistle-blower Protection, 4214 - Staff Gifts, 4215 - Use of Tobacco and Nicotine by Support Staff, 4216 - Support Staff Dress and Appearance, 4217 - Weapons Prohibited for Support Staff, 4220 - Evaluation of Support Staff, 4230 - Ethics and Conflict of Interest, 4231 - Outside Activities of Support Staff, 4310 - Employee Expression in Noninstructional Settings, 4340 - Grievance Procedure, 4362 - Employee Anti-Harassment, 4362.01 - Threatening Behavior Towards Staff Members, 4410.01 - Compensation for Part-Time Staff, 4425 - Benefits, 4430.01 - Family & Medical Leave of Absence (FMLA), 4440 - Job-Related Expenses, 4531 - Unauthorized Work Stoppage, 3362 - Employee Anti-Harassment, 1662 - Employee Anti-Harassment, 145 - School Board Member Anti-Harassment.* Motion carried unanimously (7-0).

**B. Consideration and/or Action to approve the February 2, 2026, Ad-Hoc Policy Committee recommendations**
The Ad-Hoc Policy Committee met on February 2, 2026, to review and approve the NEOLA 4000 Support Staff policy series and previously tabled policies from the 3000s Professional Staff and 1000s Administration series.
**Action:** Curtis moved, seconded by Page, to approve the first reading of Neola Policy 4213 - Student Supervision and Welfare (Support Staff Series), 3213 - Student Supervision and Welfare (Professional Staff Series), and 1213 - Student Supervision and Welfare (Administration Series). Motion carried unanimously (7-0).

**C. Consideration and/or Action to approve the February 9, 2026, Educational Program Committee recommendations**
The Educational Program Committee met on February 9, 2026, to approve the RF4C Contract for the 2026-2028 school years and the preliminary 10-12th grade social studies trip application to Eastern Europe.

**Action:**
1. Tuchtenhagen moved, seconded byPage, to approve the RF4C Contract for the 2026-27 and the 2027-28 school years as presented at the Educational Program Committee. Motion carried unanimously (7-0).
2. Tuchtenhagen moved, seconded by LaVold, to approve the preliminary field trip application to Eastern Europe, June 2028, as presented at the Educational Program Committee. Motion carried unanimously (7-0).

**D. Consideration and/or Action to approve the February 9, 2026, Personnel Committee recommendations**
The Personnel Committee met on February 9, 2026, to hear a staffing update, to discuss the new staff mid-year check-in report, to approve the Staffing Plan: Phase 1, the 2027-28 calendar, the 2026-27 important dates, and the commencement of contract negotiations. The committee also went into closed session to discuss 2026-27 contract negotiation meetings, compensation study data, and potential non-renewals. The staff reduction plan was tabled until the full School Board Meeting in February.
**Action:**
1. Johnson Myers moved, seconded by Curtis, to approve the 2026-27 Staffing Plan: Phase I. Motion carried unanimously (7-0).
2. Johnson Myers moved, seconded by LaVold, to approve the 2027-28 School Year Calendar and the 2026-27 School Calendar Important Dates. Motion carried unanimously (7-0).
3. Johnson Myers moved, seconded by Page, to approve Commencement of Contract Negotiations. Motion carried unanimously (7-0).

**E. School Board Self-Evaluation Review**
The School Board reviewed and discussed strengths, priorities, and areas of growth.
**Action:** No action, discussion only.

**F. Proposed/suggested items for the next regular and future School Board meeting agenda(s)**
As always, School Board members were given the opportunity to suggest items for future School Board meeting agendas.
**Action:** No suggestions at this time.

**G. Schedule next School Board/Committee meetings**
**Action:** Set the meeting schedule as follows:
Policy Ad-Hoc Committee meeting: Monday, March 2, 2026, 6:00 p.m.
Finance & Facilities Committee meeting: Monday, March 9, 2026, 6:00 p.m.
Personnel Committee meeting: Monday, March 9, 2026, 7:00 p.m. *(or immediately following Finance & Facilities)*
Regular School Board meeting: Monday, March 23, 2026, 6:00 p.m.
*All of the above meetings will be held in the District Office Conference Room, 852 E. Division Street, unless otherwise noted.*

**H. CONSIDERATION OF ADJOURNING TO CLOSED SESSION** pursuant to Wis. Stat. Sec. 19.85(1)(c), which permits convening in closed session for the purpose of considering the employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility and pursuant to Wis. Stat. Sec. 19.85(1)(e), which permits convening in closed session for the purpose of deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session, for the purpose of discussing 2026-27 contract negotiation meetings, potential non-renewals and potential budget reductions. Roll Call Required.
**Action:** Curtis moved, seconded by Page, to adjourn to closed session. Roll Call Vote: LaVold - yes, Hirstein - yes, Page - yes, Curtis - yes, Miller - yes, Johnson Myers -yes, and Tuchtenhagen - yes.

**CONVENE TO CLOSED SESSION PURSUANT TO THE ABOVE** at 7:32 p.m.
Present: President Stacy Johnson Myers, Vice President Alan Tuchtenhagen, Clerk Lindsey Curtis, Treasurer Mike Miller, School Board members Bo Hirstein, Monica LaVold, and Alison Page. Superintendent David Bell, Director of Human Resources & Leadership Development Nate Schurman, and Director of Finance & Facilities Lynette Coy were also present.

Discussion was held regarding closed session matters.

**RECONVENE INTO OPEN SESSION** at 7:55 p.m. **FOR POTENTIAL ACTION RELATED TO CLOSED SESSION BUSINESS**
**Action:** Hirstein moved, seconded by Miller, to reconvene in open session. Roll Call Vote: LaVold - yes, Hirstein - yes, Page - yes, Curtis - yes, Miller - yes, Johnson Myers -yes, and Tuchtenhagen - yes.

**Closed Session Action:**

1. Page moved, seconded by Hirstein, to approve the Negotiations Team meeting dates and times. The motion passed 7-0.
2. Page moved, seconded by Miller, to approve the Staff Reduction Plan. The motion passed 7-0.
3. Curtis moved, seconded by Page, to approve the preliminary notice of non-renewal. The motion passed 7-0.

**ADJOURNMENT**

President Johnson Myers declared the meeting adjourned at 7.55 p.m.

_____

Lindsey Curtis, Clerk

# SCHOOL DISTRICT OF RIVER FALLS

**River Falls , Wisconsin 54022**

March 2026 Board Meeting

| **Accounts Payable** | **AMOUNT** |
|---|---|
| Checks | $484,842.31 |
| ACH | $411,260.59 |
| Wires | $1,662,035.05 |
| **PAYROLL** | $1,709,393.41 |
| **Total Expenses (February 2026)** | **$4,267,531.36** |
| **Total Cash Receipts (February 2026)** | **$12,041,024.60** |

| | **Actual** |
|---|---|
| FNB - General Money Market Balance | $18,040,102.05 |
| RCU - Money Market Balance | $179,901.32 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| 224654 | 02/06/2026 | ADAMEK, TINA | Refund to T Adamek for floral class. $5 applied toward other class. | 80 R 890 272 500000 000 0 | 39.00 |
| 224655 | 02/06/2026 | ANDERSON, DYLAN | official; gbb jv; 1/30/26 | 10 E 708 310 253300 000 0 | 70.00 |
| 224656 | 02/06/2026 | APPLETON EAST FORENS | Entry Fee Forensics | 10 E 708 943 162403 000 0 | 60.00 |
| 224657 | 02/06/2026 | AT & T MOBILITY | Account 287354183528 / 287354183528X01262026 | 10 E 801 355 251000 000 0 | 65.00 |
| 224658 | 02/06/2026 | AUTO VALUE | Fittings for new broom on Toro 927 | 10 E 803 411 254201 000 0 | 247.88 |
| 224658 | 02/06/2026 | AUTO VALUE | Parts CREDIT | 10 E 804 411 256210 000 0 | -18.00 |
| 224658 | 02/06/2026 | AUTO VALUE | Parts | 10 E 804 411 256210 000 0 | 8.49 |
| 224658 | 02/06/2026 | AUTO VALUE | Parts | 10 E 804 411 256210 000 0 | 7.98 |
| 224658 | 02/06/2026 | AUTO VALUE | Parts | 10 E 804 411 256210 000 0 | 12.98 |
| 224659 | 02/06/2026 | BENTON-STEARNS ED DI | Trimester 1 Grafton | 27 E 910 384 158000 011 0 | 40,716.00 |
| 224660 | 02/06/2026 | BERES, DYLAN | PARKING PERMIT REFUND | 10 R 801 292 500000 000 0 | 20.00 |
| 224661 | 02/06/2026 | BJORK, AMBER | EARLY GRAD PARKING PERMIT REFUND | 10 R 801 292 500000 000 0 | 20.00 |
| 224662 | 02/06/2026 | BORCHARDT, REAGAN | official;gbb jv; 1/27/26 | 10 E 708 310 162105 000 0 | 70.00 |
| 224663 | 02/06/2026 | BOWERS HYNES, SOMMER | Employee Reimbursement- Sommer Bowers- Supplies for Chill week- Change to Chill 21 account | 21 E 200 411 160137 000 0 | 19.92 |
| 224664 | 02/06/2026 | BRIH DESIGN | Outside Eval | 27 E 920 310 223390 341 0 | 1,350.00 |
| 224665 | 02/06/2026 | BRUNS, JULIE | official; gym; 1/29/26 | 10 E 708 310 162113 000 0 | 110.00 |
| 224666 | 02/06/2026 | BUCKWHEAT, KAITLYNN | official; gym; 1/29/26 | 10 E 708 310 162113 000 0 | 110.00 |
| 224667 | 02/06/2026 | CAMPBELL, GARY | official; gbb 8th and jv; 1/26/26, 1/29/26, 1/30/26 | 10 E 708 310 162105 000 0 | 290.00 |
| 224668 | 02/06/2026 | CAPSTONE | Pebble Go Subscription for Greenwood, Rocky Branch, Westside, and Montessori Media Center through Common School Funds. Subscription service dates: 1/28/26-1/27/27. Quote: Q-58663 | 10 E 102 360 222200 031 0 | 1,899.01 |
| 224668 | 02/06/2026 | CAPSTONE | Pebble Go Subscription for Greenwood, Rocky Branch, Westside, and Montessori Media Center through Common School Funds. Subscription service dates: 1/28/26-1/27/27. Quote: Q-58663 | 10 E 101 360 222200 031 0 | 1,899.01 |
| 224668 | 02/06/2026 | CAPSTONE | Pebble Go Subscription for Greenwood, Rocky Branch, Westside, and Montessori Media Center through Common School Funds. Subscription service dates: 1/28/26-1/27/27. Quote: Q-58663 | 10 E 103 360 222200 031 0 | 1,899.01 |
| 224668 | 02/06/2026 | CAPSTONE | Pebble Go Subscription for Greenwood, Rocky Branch, Westside, and Montessori Media Center through Common School Funds. Subscription | 10 E 104 360 222200 031 0 | 1,199.40 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| | | | service dates: 1/28/26-1/27/27. Quote: Q-58663 | | |
| 224669 | 02/06/2026 | CAREY, BARBARA | official; gbb 8th; 1/26/26 | 10 E 708 310 162105 000 0 | 110.00 |
| 224670 | 02/06/2026 | CAUBLE, KAREN | official; bsw v; 1/27/26 | 10 E 708 310 162201 000 0 | 110.00 |
| 224671 | 02/06/2026 | CESA # 4 | CONFERENCE - ALISON OOSTERHUIS | 10 E 400 386 219000 000 0 | 150.00 |
| 224672 | 02/06/2026 | CHAPIN, MARK | official; gbb 8th; 1/29/26 | 10 E 708 310 162105 000 0 | 110.00 |
| 224673 | 02/06/2026 | CHRISTENSEN, CARLIE | official; bho jv & v; 1/27/26 | 10 E 708 310 162223 000 0 | 170.00 |
| 224674 | 02/06/2026 | CINTAS | Supplies | 10 E 804 411 256210 000 0 | 160.35 |
| 224675 | 02/06/2026 | CLASS CREATOR | RENEWAL INVOICE | 10 E 103 360 129000 000 0 | 568.00 |
| 224676 | 02/06/2026 | CRAIL, DAVID | reimbursement; BRC Meeting | 10 E 708 342 162000 000 0 | 70.21 |
| 224677 | 02/06/2026 | CROIX COFFEE CO | Croix Coffee Co.- Inv for coffee for staff for inservice breakfast- Marks budget | 10 E 200 411 129000 000 0 | 50.00 |
| 224678 | 02/06/2026 | DEVRIES, KYLE | official; gho jv & v; 1/31/26 | 10 E 708 310 162123 000 0 | 180.00 |
| 224679 | 02/06/2026 | DREYER, LARISSA | Reimbursement to Larissa Dreyer for expenses she incurred during the WSCA conference. Jan 28 2026 | 10 E 101 342 241000 000 0 | 16.00 |
| 224679 | 02/06/2026 | DREYER, LARISSA | Reimbursement to Larissa Dreyer for expenses she incurred during the WSCA conference. Jan 28 2026 | 10 E 804 348 256210 000 0 | 28.01 |
| 224680 | 02/06/2026 | DUPREE, JAY | official; gho jv & v; 1/29/26 | 10 E 708 310 162123 000 0 | 180.00 |
| 224681 | 02/06/2026 | EAU CLAIRE MEMORIAL | WIAA - boys bb; 2-7-26 | 10 E 708 943 162205 000 0 | 100.00 |
| 224682 | 02/06/2026 | ELITE SPORTSWEAR | invoice#: 530047; supplies | 10 E 708 411 162113 000 0 | 342.01 |
| 224682 | 02/06/2026 | ELITE SPORTSWEAR | invoice#: 530047; supplies | 21 E 400 411 160277 000 0 | 342.01 |
| 224682 | 02/06/2026 | ELITE SPORTSWEAR | invoice#: 530047; supplies | 10 E 708 411 162113 000 0 | 1,404.55 |
| 224682 | 02/06/2026 | ELITE SPORTSWEAR | invoice#: 530047; supplies | 21 E 400 411 160277 000 0 | 1,404.54 |
| 224683 | 02/06/2026 | EMERY, JAMES | official; gbb; 1/30/26 | 10 E 708 310 162105 000 0 | 110.00 |
| 224684 | 02/06/2026 | ETS CONSULTING LLC | invoice#1122; partnership | 10 E 708 310 162000 000 0 | 897.00 |
| 224685 | 02/06/2026 | EXPRESS SERVICES INC | Substitute Teacher fulfillment for week of 1/18-1/24/26. Inv#33440770 1.27.26 | 10 E 700 313 129000 000 0 | 576.00 |
| 224686 | 02/06/2026 | FENTON, ERIN | SPRING BOOK FAIR MONEY | 10 E 103 411 129000 000 0 | 200.00 |
| 224687 | 02/06/2026 | FIELD ENVIRONMENTAL | Abatement Report | 49 E 200 310 254300 603 0 | 350.00 |
| 224688 | 02/06/2026 | GRAY, TANIA | official; gym; 1/29/26 | 10 E 708 310 162113 000 0 | 110.00 |
| 224689 | 02/06/2026 | GURSTEL LAW FIRM PC | Payroll accrual | 10 L 811680 | 400.44 |
| 224690 | 02/06/2026 | HENNEPIN ARTS | Payment to Hennepin Arts for Suffs tickets / Account #80022004 | 80 E 890 940 310000 000 0 | 2,520.00 |
| 224691 | 02/06/2026 | HILLYARD INC MPLS | District Wide Supplies | 10 E 803 411 254300 000 0 | 721.58 |
| 224691 | 02/06/2026 | HILLYARD INC MPLS | District Wide Supplies | 10 E 803 411 254300 000 0 | 60.36 |
| 224691 | 02/06/2026 | HILLYARD INC MPLS | District Wide Supplies | 10 E 803 411 254300 000 0 | 294.72 |
| 224691 | 02/06/2026 | HILLYARD INC MPLS | District Wide Supplies | 10 E 803 411 254300 000 0 | 1,377.39 |
| 224691 | 02/06/2026 | HILLYARD INC MPLS | District Wide Supplies | 10 E 803 411 254300 000 0 | 6,214.35 |
| 224691 | 02/06/2026 | HILLYARD INC MPLS | District Wide Supplies | 10 E 803 411 254300 000 0 | 2,010.61 |
| 224691 | 02/06/2026 | HILLYARD INC MPLS | District Wide Supplies | 10 E 803 411 254300 000 0 | 73.68 |
| 224691 | 02/06/2026 | HILLYARD INC MPLS | RB & MMS Supplies | 10 E 803 411 254300 000 0 | 1,268.43 |
| 224691 | 02/06/2026 | HILLYARD INC MPLS | RB & MMS Supplies | 10 E 803 411 254300 000 0 | 1,650.11 |
| 224691 | 02/06/2026 | HILLYARD INC MPLS | RB & MMS Supplies | 10 E 803 411 254300 000 0 | 346.39 |
| 224692 | 02/06/2026 | HOLMEN HIGH SCHOOL | WIAA - WR - 2-9-26 | 10 E 708 943 162222 000 0 | 100.00 |
| 224693 | 02/06/2026 | J H LARSON COMPANY | HS Welding Booth Outlet | 10 E 803 411 254300 000 0 | 37.10 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| 224694 | 02/06/2026 | KAHUT-LOOMIS, MICHEL | official; gym; 1/29/26 | 10 E 708 310 162113 000 0 | 110.00 |
| 224695 | 02/06/2026 | KOLLER, JOE | official; bho v & jv; 1/27/26 | 10 E 708 310 162223 000 0 | 180.00 |
| 224696 | 02/06/2026 | LARSEN, TANYA | Reimbursement to Tanya Larsen for supplies for buddy groups. Jan 22 2026 | 10 E 101 411 241000 000 0 | 52.50 |
| 224697 | 02/06/2026 | LEMKE, FRED | official; gho v & jv; 1/29/26 | 10 E 708 310 162123 000 0 | 170.00 |
| 224698 | 02/06/2026 | LENSING, BRIDGETTE | reimbursement; supplies | 10 E 708 411 162113 000 0 | 324.95 |
| 224699 | 02/06/2026 | LINTON, AMY | Linton License | 27 E 920 949 159100 341 0 | 100.00 |
| 224700 | 02/06/2026 | LUCAS, MARY JEAN | official; gym; 1/29/26 | 10 E 708 310 162113 000 0 | 110.00 |
| 224701 | 02/06/2026 | LUCKY LUKE LLC | Fishing picture book set and hunting book set for the Westside Elementary Media Center through Common School Funds. | 10 E 102 432 222200 031 0 | 84.99 |
| 224702 | 02/06/2026 | LUEDTKE, KRISTOPHER | REIMBURSEMENT SITE VISIT MEALS | 10 E 400 415 241000 000 0 | 78.27 |
| 224703 | 02/06/2026 | MACKIN EDUCATIONAL R | Mackin Educational Resources- Library Books- Library CSF budget | 10 E 200 432 222200 031 0 | 1,257.09 |
| 224704 | 02/06/2026 | MCGINLEY, JOHN | official; gbb v; 1/27/26 | 10 E 708 310 162105 000 0 | 110.00 |
| 224705 | 02/06/2026 | MENARDS | TECH ED SUPPLIES | 10 E 400 411 136000 400 0 | 277.00 |
| 224706 | 02/06/2026 | MERIDIAN CONSULTING | District Wide Health & Safety January 2026 | 10 E 803 324 254300 000 0 | 1,330.00 |
| 224707 | 02/06/2026 | MILLER, THOMAS III | official; bsw v; 1/27/26 | 10 E 708 310 162201 000 0 | 110.00 |
| 224708 | 02/06/2026 | MINNESOTA COACHES IN | Coach bus to Panther Den Ice Arena | 10 E 804 310 256240 000 0 | 1,127.44 |
| 224708 | 02/06/2026 | MINNESOTA COACHES IN | Coach bus to Panther Den Ice Arena | 21 E 400 310 160272 000 0 | 1,543.76 |
| 224709 | 02/06/2026 | MINNESOTA CHEMICAL | HS Service Call (Washer #1) | 10 E 803 310 254300 000 0 | 543.75 |
| 224709 | 02/06/2026 | MINNESOTA CHEMICAL | HS Service Call (Washer #1) | 10 E 803 411 254300 000 0 | 25.00 |
| 224710 | 02/06/2026 | MITHUN, TERESA | Terry Mithun- Payment for Accompanist for Select choir & 8th grade auditioned choir- Amount approved by Mark Chapin- MMS Athletic account | 10 E 208 310 162000 000 0 | 300.00 |
| 224710 | 02/06/2026 | MITHUN, TERESA | Terry Mithun- Payment for Accompanist for MMS Veterans Day & Winter Concerts 2025- Amount approved by Mark Chapin- Marks budget | 10 E 200 310 129000 000 0 | 475.00 |
| 224711 | 02/06/2026 | MTI DISTRIBUTING INC | Bristles for Sweeper | 10 E 803 411 254201 000 0 | 1,549.26 |
| 224712 | 02/06/2026 | NORTHERN AIR CORPORA | ACM's for building automation system that controls HVAC | 49 E 200 310 254300 603 0 | 7,000.00 |
| 224712 | 02/06/2026 | NORTHERN AIR CORPORA | ACM's for building automation system that controls HVAC | 49 E 102 310 254300 602 0 | 7,000.00 |
| 224713 | 02/06/2026 | NEEDHAM, SCOTT | official; gbb jv; 1/27/26 | 10 E 708 310 162105 000 0 | 70.00 |
| 224714 | 02/06/2026 | NENA'S DESIGN LLC | Payment to N Rivas for Sewing | 80 E 890 310 310000 000 0 | 400.00 |
| 224715 | 02/06/2026 | NEUBERG, HANNA | official; gho jv & v; 1/31/26 | 10 E 708 310 162123 000 0 | 160.00 |
| 224716 | 02/06/2026 | O'ROURKE MEDIA GROUP | Legal notices published in the Hudson Star-Observer for the 2025-2026 School Year. | 10 E 801 351 251000 000 0 | 45.48 |
| 224717 | 02/06/2026 | OLSON, ERIC | official; BSW; 1/20/26 | 10 E 708 310 162201 000 0 | 110.00 |
| 224718 | 02/06/2026 | ON DECK SPORTS | Quote#5431425; supplies softball | 21 E 400 411 160243 000 0 | 2,844.99 |
| 224719 | 02/06/2026 | PEEK-A-BOO BOXING | Payment to Peek-A-Boo Boxing for 2nd 1/2 of Boxing | 80 E 890 310 310000 000 0 | 213.50 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| 224720 | 02/06/2026 | PETER, COURTNEY | REIMBURSEMENT TO COURTNEY PETER | 10 E 701 411 223700 864 0 | 84.90 |
| 224721 | 02/06/2026 | POWELL, JENNIFER | J. POWELL REIMBURSEMENT | 10 E 400 415 241000 000 0 | 86.04 |
| 224722 | 02/06/2026 | RAVERTY, BRANDI | Payment to B Raverty for Food as Medicine (1/27) | 80 E 890 310 310000 000 0 | 106.59 |
| 224723 | 02/06/2026 | RICHARTZ, GRAYDON | official; gho jv & v; 1/29/26 | 10 E 708 310 162123 000 0 | 180.00 |
| 224724 | 02/06/2026 | RICHISON, JAMES II | official; bho jv & v; gho jv & v; 1/27/26 & 1/31/26 | 10 E 708 310 162123 000 0 | 180.00 |
| 224724 | 02/06/2026 | RICHISON, JAMES II | official; bho jv & v; gho jv & v; 1/27/26 & 1/31/26 | 10 E 708 310 162223 000 0 | 170.00 |
| 224725 | 02/06/2026 | RIDDELL/ALL AMERICA | Riddell- Shoulder pads accessories- MMS Athletic budget | 10 E 208 411 162000 000 0 | 341.05 |
| 224725 | 02/06/2026 | RIDDELL/ALL AMERICA | invoice#: 952463769; supplies | 21 E 400 411 160146 000 0 | 20.00 |
| 224726 | 02/06/2026 | RINGDAHL, BROOKE | Reimbursement to Brooke R for staff fridge bins. | 10 E 104 411 241000 000 0 | 80.00 |
| 224727 | 02/06/2026 | RIVER FALLS ACE HARD | Ace Hardware- Supplies for the vending machine- MMS Student Council | 60 E 200 997 440208 000 0 | 31.77 |
| 224727 | 02/06/2026 | RIVER FALLS ACE HARD | District Wide Supplies January 2026 | 10 E 803 411 254300 000 0 | 499.68 |
| 224728 | 02/06/2026 | SCHOOL DISTRICT OF S | WIAA - WR - MS - 2/6/26 | 10 E 708 310 162222 000 0 | 0.00 |
| 224728 | 02/06/2026 | SCHOOL DISTRICT OF S | WIAA - WR - MS - 2/6/26 | 10 E 708 943 162222 000 0 | 150.00 |
| 224729 | 02/06/2026 | SCHOOLS IN | EC Supplies | 27 E 920 411 158001 341 0 | 288.85 |
| 224730 | 02/06/2026 | SIMANOVSKY, KIERA | official; gymnastics; 1/29/26 & 1/20/26 | 10 E 708 310 162113 000 0 | 110.00 |
| 224730 | 02/06/2026 | SIMANOVSKY, KIERA | official; gymnastics; 1/29/26 & 1/20/26 | 10 E 708 310 162113 000 0 | 110.00 |
| 224731 | 02/06/2026 | ST CROIX CENTRAL SCH | WIAA - Girls WR - 2-6-26 | 10 E 708 943 162222 000 0 | 150.00 |
| 224732 | 02/06/2026 | ST CROIX SPORTS | supplies | 10 E 708 411 162223 000 0 | 230.01 |
| 224733 | 02/06/2026 | ST CROIX COUNTY PAYR | Payroll accrual | 10 L 811680 | 136.72 |
| 224734 | 02/06/2026 | ST NORBERT COLLEGE B | SCHOOL LEGACY SCHOLARSHIP - ST. NORBERT COLLEGE - DYLAN PAULSON | 21 E 400 387 450588 000 0 | 500.00 |
| 224734 | 02/06/2026 | ST NORBERT COLLEGE B | AMERICAN RED CROSS SCHOLARSHIP - ST. NORBERT COLLEGE - DYLAN PAULSON | 21 E 400 387 450592 000 0 | 400.00 |
| 224735 | 02/06/2026 | STICHT, IAN | reimburse; supplies; GBB team building | 21 E 400 943 160270 000 0 | 1,172.00 |
| 224737 | 02/06/2026 | TAPPE, COLE | official; gbb v; 1/27/26 | 10 E 708 310 162105 000 0 | 110.00 |
| 224738 | 02/06/2026 | THE CALM CATERPILLAR | Mindfulness guide for Neurodivergent Learners Calming Tools for Neurodivergent Kids ALL15 Discount | 27 E 920 411 158001 341 0 | 131.75 |
| 224739 | 02/06/2026 | THOMPSON, RICHARD | official; gbb v; 1/27/26 | 10 E 708 310 162105 000 0 | 110.00 |
| 224740 | 02/06/2026 | TRANSPARENT CLASSROO | Transparent Classroom - January Charges | 10 E 104 360 129200 000 0 | 387.29 |
| 224741 | 02/06/2026 | TURNER, AMANDA | offiical; gbb v; 1/30/26 | 10 E 708 310 162105 000 0 | 110.00 |
| 224742 | 02/06/2026 | ULINE INC | BATHROOM SHELVES | 10 E 804 411 256210 000 0 | 213.87 |
| 224742 | 02/06/2026 | ULINE INC | HS Vacuums | 10 E 803 411 254300 000 0 | 1,730.00 |
| 224743 | 02/06/2026 | UNIVERSITY OF ST THO | STUDENT COUNCIL SCHOLARSHIP - UNIVERSITY OF ST THOMAS - ADDISON REISDORFER | 60 E 400 997 440211 000 0 | 500.00 |
| 224744 | 02/06/2026 | UNITED WAY ST CROIX | Payroll accrual | 10 L 811640 | 110.00 |
| 224744 | 02/06/2026 | UNITED WAY ST CROIX | Payroll accrual | 27 L 811640 | 32.00 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| 224744 | 02/06/2026 | UNITED WAY ST CROIX | Payroll accrual | 10 L 811640 | 20.00 |
| 224744 | 02/06/2026 | UNITED WAY ST CROIX | Payroll accrual | 80 L 811640 | 5.00 |
| 224744 | 02/06/2026 | UNITED WAY ST CROIX | Payroll accrual | 10 L 811640 | 10.00 |
| 224744 | 02/06/2026 | UNITED WAY ST CROIX | Payroll accrual | 27 L 811640 | 10.00 |
| 224745 | 02/06/2026 | UW-STOUT | ERIC HAMPTON SCHOLARSHIP - UW- STOUT - ELLIOT OLSON-JENSEN | 21 E 400 387 450582 000 0 | 250.00 |
| 224746 | 02/06/2026 | WHITE, NICK | official; gbb v; 1/30/26 | 10 E 708 310 162105 000 0 | 110.00 |
| 224747 | 02/06/2026 | ZIEGLER INC | WS/GW/MS/TC Annual Generator Service Contract 2/1/26-1/31/27 | 10 E 803 324 254300 000 0 | 20,733.43 |
| 224748 | 02/13/2026 | ANDERSON, DYLAN | official; bbb jv3; 2/3/26 & 2/6/26 | 10 E 708 310 162205 000 0 | 140.00 |
| 224749 | 02/13/2026 | ARRIOLA, MARK | official; gho jv; 2/3/26 | 10 E 708 310 162123 000 0 | 70.00 |
| 224750 | 02/13/2026 | AUTO VALUE | Parts | 10 E 804 411 256210 000 0 | 7.98 |
| 224751 | 02/13/2026 | BALDWIN LIGHTSTREAM | 2/1/2026-2/28/2026 | 10 E 801 355 251000 000 0 | 3.44 |
| 224751 | 02/13/2026 | BALDWIN LIGHTSTREAM | 2/1/2026-2/28/2026 | 10 E 705 355 295000 000 0 | 76.51 |
| 224751 | 02/13/2026 | BALDWIN LIGHTSTREAM | 2/1/2026-2/28/2026 | 10 E 801 355 251000 000 0 | 69.93 |
| 224751 | 02/13/2026 | BALDWIN LIGHTSTREAM | 2/1/2026-2/28/2026 | 10 E 705 355 295000 000 0 | 1,556.30 |
| 224752 | 02/13/2026 | BOOTH, RUSSELL | official; bbb jv3; 2/3/26 | 10 E 708 310 162205 000 0 | 70.00 |
| 224753 | 02/13/2026 | BRANDVOLD, DAVID | official; wr v; 2/5/26 | 10 E 708 310 162222 000 0 | 225.00 |
| 224754 | 02/13/2026 | BUMP, CAMERON | official; gbb v; 2/2/26 | 10 E 708 310 162105 000 0 | 110.00 |
| 224755 | 02/13/2026 | CAMPBELL, GARY | official; gbb jv & bbb jv; 2/2/26, 2/3/26, 2/6/26 | 10 E 708 310 162105 000 0 | 70.00 |
| 224755 | 02/13/2026 | CAMPBELL, GARY | official; gbb jv & bbb jv; 2/2/26, 2/3/26, 2/6/26 | 10 E 708 310 162205 000 0 | 140.00 |
| 224756 | 02/13/2026 | CANON FINANCIAL SERV | CO Copier Lease Pymt | 10 E 801 360 251000 000 0 | 125.63 |
| 224756 | 02/13/2026 | CANON FINANCIAL SERV | Canon Financial PO for GW lease payment. Feb 3 2026 | 10 E 101 360 241000 000 0 | 371.11 |
| 224756 | 02/13/2026 | CANON FINANCIAL SERV | Canon Financial Services- Inv for printing- Marks budget | 10 E 200 360 241000 000 0 | 389.66 |
| 224756 | 02/13/2026 | CANON FINANCIAL SERV | Canon - Jan Lease | 10 E 104 360 129200 000 0 | 232.79 |
| 224756 | 02/13/2026 | CANON FINANCIAL SERV | Monthly lease for the two copiers in the Westside Elementary workroom. Lease payment is $393.61 per month. Purchase order covers 10 months of lease payments starting with the September 2025 payment. | 10 E 102 360 129000 000 0 | 393.61 |
| 224756 | 02/13/2026 | CANON FINANCIAL SERV | canon lease | 10 E 701 360 122115 000 0 | 107.78 |
| 224756 | 02/13/2026 | CANON FINANCIAL SERV | PRINTER/COPIER LEASE - OPEN PO FOR 25-26 FISCAL YEAR | 10 E 400 360 241000 000 0 | 1,018.35 |
| 224756 | 02/13/2026 | CANON FINANCIAL SERV | CANON INVOICE | 10 E 103 360 129000 000 0 | 495.05 |
| 224756 | 02/13/2026 | CANON FINANCIAL SERV | Open PO 25/26 Copier monthly invoice | 10 E 401 360 129575 000 0 | 123.58 |
| 224757 | 02/13/2026 | CARPENTER ST CROIX V | Kindergarten field trip to explore winter wildlife. Date of trip: 2/3/2026; Invoice: WINTER - 4 | 10 E 102 943 129000 000 0 | 240.00 |
| 224758 | 02/13/2026 | CARROLL, THOMAS | Driver Meal | 10 E 804 342 256240 000 0 | 19.00 |
| 224759 | 02/13/2026 | CESA 11 | Training for Geri Muller | 10 E 401 386 221900 000 0 | 75.00 |
| 224759 | 02/13/2026 | CESA 11 | SAFETY NETWORK MEETING - ZAC CAMPBELL | 10 E 400 386 219000 000 0 | 168.00 |
| 224759 | 02/13/2026 | CESA 11 | CESA 11 - Brooke, Julie, Kai - Reading Improvement 12/9/25 | 10 E 104 386 221200 000 0 | 400.00 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| 224759 | 02/13/2026 | CESA 11 | Overview of DPI's Writing Rich Classroom Units-Jeanne Kinney 12-12-25 | 10 E 701 386 221200 000 0 | 35.00 |
| 224760 | 02/13/2026 | CHICAGO DISTRIBUTION | Chicago Distribution Center - 12 copies of WI Our State Textbooks | 10 E 104 432 222200 031 0 | 628.45 |
| 224761 | 02/13/2026 | CINTAS | Supplies | 10 E 804 411 256210 000 0 | 160.35 |
| 224762 | 02/13/2026 | CLAY, ROSS | official; gbb; 2/2/26 | 10 E 708 310 162105 000 0 | 110.00 |
| 224763 | 02/13/2026 | COLUMN SOFTWARE PBC | Legal notices published in the Pierce County Journal for the 2025-26 School Year. | 10 E 801 351 251000 000 0 | 17.36 |
| 224763 | 02/13/2026 | COLUMN SOFTWARE PBC | Legal notices published in the Pierce County Journal for the 2025-26 School Year. | 10 E 801 351 251000 000 0 | 67.17 |
| 224763 | 02/13/2026 | COLUMN SOFTWARE PBC | Legal notices published in the Pierce County Journal for the 2025-26 School Year. | 10 E 801 351 251000 000 0 | 44.53 |
| 224763 | 02/13/2026 | COLUMN SOFTWARE PBC | Legal notices published in the Pierce County Journal for the 2025-26 School Year. | 10 E 801 351 251000 000 0 | 57.35 |
| 224763 | 02/13/2026 | COLUMN SOFTWARE PBC | Legal notices published in the Pierce County Journal for the 2025-26 School Year. | 10 E 801 351 251000 000 0 | 79.24 |
| 224763 | 02/13/2026 | COLUMN SOFTWARE PBC | Legal notices published in the Pierce County Journal for the 2025-26 School Year. | 10 E 801 351 251000 000 0 | 43.77 |
| 224764 | 02/13/2026 | CORNERSTONE LAND SUR | MMS Land Surveying | 49 E 200 310 254300 603 0 | 1,700.00 |
| 224764 | 02/13/2026 | CORNERSTONE LAND SUR | MMS Land Surveying | 49 E 103 310 254300 605 0 | 1,700.00 |
| 224764 | 02/13/2026 | CORNERSTONE LAND SUR | RB Land Surveying | 49 E 200 310 254300 603 0 | 1,700.00 |
| 224764 | 02/13/2026 | CORNERSTONE LAND SUR | RB Land Surveying | 49 E 103 310 254300 605 0 | 1,700.00 |
| 224765 | 02/13/2026 | CUMMINS SALE & SERVI | Kit, Turbocharger, Turbo credit CREDIT | 10 E 804 411 256210 000 0 | -675.00 |
| 224765 | 02/13/2026 | CUMMINS SALE & SERVI | Kit, Turbocharger, Turbo credit | 10 E 804 411 256210 000 0 | 4,284.98 |
| 224766 | 02/13/2026 | DACHEL, PAYTON | official; bbb v; 2/6/26 | 10 E 708 310 162205 000 0 | 110.00 |
| 224767 | 02/13/2026 | DECKER, TODD | Driver Meals | 10 E 804 342 256240 000 0 | 28.00 |
| 224768 | 02/13/2026 | DEVRIES, KYLE | official; gho v & jv; 2/6/26 | 10 E 708 310 162123 000 0 | 180.00 |
| 224769 | 02/13/2026 | DICKINSEN, JOHN II | official; bbb v; 2/3/26 | 10 E 708 310 162205 000 0 | 110.00 |
| 224770 | 02/13/2026 | DIGGERS HOTLINE | Standard Email Fees for Jan 2026 | 10 E 801 941 251000 000 0 | 5.70 |
| 224771 | 02/13/2026 | DRIVER AND VEHICLE S | Alternate vehicle driver authorizations for Rachael Gjerde and Jenny Ames, done in January 2026. Letter ID L0089212370 2.2.2026 /ACCT 00-002700063 | 10 E 707 310 264200 000 0 | 10.00 |
| 224772 | 02/13/2026 | DWD-UI | Benefit Charges & Adjustments for 1/11/2026-1/31/2026 | 10 E 801 730 270007 000 0 | 22.18 |
| 224773 | 02/13/2026 | EAU CLAIRE JAZZ INC | invoice#848; registration fee | 10 E 708 943 162407 000 0 | 900.00 |
| 224774 | 02/13/2026 | ECKROTH MUSIC CO | Eckroth Music- Repair for instrument- Band account | 10 E 200 310 125510 000 0 | 82.00 |
| 224775 | 02/13/2026 | EPSTEIN, GARY | Driver Meals | 10 E 804 342 256240 000 0 | 82.00 |
| 224776 | 02/13/2026 | ERICKSON, KARL | Driver Meals | 10 E 804 342 256240 000 0 | 159.00 |
| 224777 | 02/13/2026 | EXPRESS SERVICES INC | Substitute teacher fulfillment for week of 1/25-1/31/2026. | 10 E 700 313 129000 000 0 | 864.00 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| | | | Invoice#33474685 2.4.2026 | | |
| 224778 | 02/13/2026 | FACTORY MOTOR PARTS | Supplies | 10 E 804 411 256210 000 0 | 359.76 |
| 224779 | 02/13/2026 | FAST COPY CENTER | invoice#: 25-4048; supplies | 21 E 400 411 160133 000 0 | 1,823.84 |
| 224780 | 02/13/2026 | FOOD SERVICE-SDRF | supplies | 60 E 400 997 440139 000 0 | 1,004.75 |
| 224781 | 02/13/2026 | GONYEA, ISAIAH | official; gho jv; 2/2/26 | 10 E 708 310 162123 000 0 | 70.00 |
| 224782 | 02/13/2026 | HANSEN, REID | official; bbb v; 2/6/26 | 10 E 708 310 162205 000 0 | 110.00 |
| 224783 | 02/13/2026 | HASKINS, MAXWELL | official; bbb jv & jv2; 2/3/26, 2/6/26 | 10 E 708 310 162205 000 0 | 140.00 |
| 224784 | 02/13/2026 | HILLYARD INC MPLS | RB & HS Supplies | 10 E 803 411 254300 000 0 | 109.78 |
| 224784 | 02/13/2026 | HILLYARD INC MPLS | RB & HS Supplies | 10 E 803 411 254300 000 0 | 40.30 |
| 224784 | 02/13/2026 | HILLYARD INC MPLS | RB & HS Supplies | 10 E 803 411 254300 000 0 | 55.33 |
| 224784 | 02/13/2026 | HILLYARD INC MPLS | HS Supplies | 10 E 803 411 254300 000 0 | 86.50 |
| 224784 | 02/13/2026 | HILLYARD INC MPLS | HS Supplies | 10 E 803 411 254300 000 0 | 109.78 |
| 224784 | 02/13/2026 | HILLYARD INC MPLS | HS Supplies | 10 E 803 411 254300 000 0 | 378.00 |
| 224784 | 02/13/2026 | HILLYARD INC MPLS | HS Supplies | 10 E 803 411 254300 000 0 | 42.00 |
| 224785 | 02/13/2026 | HUDSON PHYSICIANS | DOT consortium driver fees/year | 10 E 804 310 256210 000 0 | 357.00 |
| 224785 | 02/13/2026 | HUDSON PHYSICIANS | Pre employment exams for month of January 2026. Inv#7223158 2.1.2026 | 10 E 707 310 264200 000 0 | 961.00 |
| 224785 | 02/13/2026 | HUDSON PHYSICIANS | Audiograms (R.Brill, J.Dreifor, B.Jaeckel, M.Kapitz, R.Bennett, P.Johnson, N.Rahn, D.Danielson, Z.Solum) | 10 E 803 310 254300 000 0 | 324.00 |
| 224786 | 02/13/2026 | J H LARSON COMPANY | MMS Blank Cover Plates | 10 E 803 411 254300 000 0 | 36.31 |
| 224787 | 02/13/2026 | KWIK TRIP INC | Fuel | 10 E 804 348 256210 000 0 | 2,522.66 |
| 224788 | 02/13/2026 | LAWSON PRODUCTS INC | Supplies | 10 E 804 411 256210 000 0 | 81.60 |
| 224788 | 02/13/2026 | LAWSON PRODUCTS INC | Supplies | 10 E 804 411 256210 000 0 | 23.78 |
| 224789 | 02/13/2026 | LEMKE, FRED | official; gho jv & v; 2/2/26 & 2/6/26 | 10 E 708 310 162123 000 0 | 220.00 |
| 224790 | 02/13/2026 | LINK, HEIDI | TRAVEL REIMBURSEMENT TO HEIDI LINK | 10 E 400 342 129000 000 0 | 78.49 |
| 224791 | 02/13/2026 | LOFFLER COMPANIES IN | Printing | 10 E 804 360 256100 000 0 | 4.92 |
| 224791 | 02/13/2026 | LOFFLER COMPANIES IN | Printing | 10 E 804 360 256100 000 0 | 2.55 |
| 224791 | 02/13/2026 | LOFFLER COMPANIES IN | CO Printing Overages | 10 E 801 360 251000 000 0 | 61.91 |
| 224791 | 02/13/2026 | LOFFLER COMPANIES IN | GW Copier Usage | 10 E 101 360 241000 000 0 | 11.54 |
| 224791 | 02/13/2026 | LOFFLER COMPANIES IN | Maintenance Printer | 10 E 803 360 254300 000 0 | 11.74 |
| 224791 | 02/13/2026 | LOFFLER COMPANIES IN | Loffler- Inv for printing-Marks budget | 10 E 200 360 241000 000 0 | 106.92 |
| 224791 | 02/13/2026 | LOFFLER COMPANIES IN | Open PO 25/26 copier usage invoice | 10 E 401 360 129575 000 0 | 33.14 |
| 224791 | 02/13/2026 | LOFFLER COMPANIES IN | OPEN PO - PRINTING SERVICES | 10 E 400 360 241000 000 0 | 375.26 |
| 224791 | 02/13/2026 | LOFFLER COMPANIES IN | LOFFLER INVOICE | 10 E 103 360 129000 000 0 | 275.96 |
| 224791 | 02/13/2026 | LOFFLER COMPANIES IN | Loffler invoice for January | 80 E 880 411 390000 000 0 | 25.36 |
| 224791 | 02/13/2026 | LOFFLER COMPANIES IN | base charge | 10 E 701 360 122115 000 0 | 39.70 |
| 224791 | 02/13/2026 | LOFFLER COMPANIES IN | Westside Printers: Contract base rate charge for 2/5/26-3/4/26; contract overage charge for 1/5/26-2/4/26; Invoice number: 5262408 | 10 E 102 360 129000 000 0 | 100.10 |
| 224791 | 02/13/2026 | LOFFLER COMPANIES IN | LOFFLER INVOICE | 10 E 103 411 129000 000 0 | 292.98 |
| 224791 | 02/13/2026 | LOFFLER COMPANIES IN | GW Copier Usage | 10 E 101 360 241000 000 0 | 301.42 |
| 224791 | 02/13/2026 | LOFFLER COMPANIES IN | Loffler- Inv for printing-Marks budget | 10 E 200 360 241000 000 0 | 316.23 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| 224791 | 02/13/2026 | LOFFLER COMPANIES IN | Loffler - Jan Copies | 10 E 104 360 129200 000 0 | 146.69 |
| 224791 | 02/13/2026 | LOFFLER COMPANIES IN | Open PO 25/26 copier usage invoice | 10 E 401 360 129575 000 0 | 23.42 |
| 224791 | 02/13/2026 | LOFFLER COMPANIES IN | OPEN PO - PRINTING SERVICES | 10 E 400 360 241000 000 0 | 1,585.88 |
| 224791 | 02/13/2026 | LOFFLER COMPANIES IN | Westside Elementary Copiers: Contract base rate charge for 1/1/2026 - 1/31/2026; contract overage charge for 1/1/2026 - 1/31/2026. Invoice: 5257049. | 10 E 102 411 129000 000 0 | 242.22 |
| 224791 | 02/13/2026 | LOFFLER COMPANIES IN | loffler overages | 10 E 701 360 122115 000 0 | 12.47 |
| 224791 | 02/13/2026 | LOFFLER COMPANIES IN | CO Copier 1/1/2026-1/31/2026 | 10 E 801 360 251000 000 0 | 38.40 |
| 224792 | 02/13/2026 | LUND, TIANNA | Driver Meals | 10 E 804 342 256240 000 0 | 73.00 |
| 224793 | 02/13/2026 | MANSFIELD SERVICE PA | Fuel | 10 E 804 348 256210 000 0 | 22,840.18 |
| 224794 | 02/13/2026 | MARSHFIELD HIGH SCHO | WIAA - Girls WRESTILING - 2/4/26 | 10 E 708 943 162222 000 0 | 125.00 |
| 224795 | 02/13/2026 | MASON, SEEGAR | Driver Meals | 10 E 804 342 256240 000 0 | 19.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | A Bohnert | 80 E 880 943 390000 000 0 | 130.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | A Bohnert | 80 E 880 943 390000 000 0 | 200.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | A Bohnert | 80 E 880 943 390000 000 0 | 100.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | A Bohnert | 80 E 880 943 390000 000 0 | 689.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Bell | 10 E 801 415 231100 000 0 | 24.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Bell | 10 E 801 310 232300 000 0 | 250.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Bell | 10 E 801 342 232300 000 0 | 98.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Bell | 10 E 801 342 251000 000 0 | 714.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Bell | 10 E 801 342 251000 000 0 | 594.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Bell | 10 E 801 342 231100 000 0 | 594.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Bell | 10 E 801 342 251000 000 0 | 714.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Bell | 10 E 801 342 231100 000 0 | 594.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Bell | 10 E 801 342 231100 000 0 | 594.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 21 E 400 943 160191 000 0 | 155.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 21 E 400 943 160191 000 0 | 155.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 21 E 400 943 160191 000 0 | 155.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 21 E 400 411 160206 000 0 | 726.26 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 21 E 400 943 160142 000 0 | 150.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 10 E 708 942 162116 000 0 | 135.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 21 E 400 943 160189 000 0 | 120.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 21 E 400 943 160189 000 0 | 120.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 21 E 400 943 160189 000 0 | 120.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 21 E 400 411 160133 000 0 | 5,355.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 21 E 400 943 160270 000 0 | 1,237.76 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 21 E 400 411 160204 000 0 | 90.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 21 E 400 411 160205 000 0 | 89.99 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 60 E 400 997 440139 000 0 | 475.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 21 E 400 943 160243 000 0 | 300.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 10 E 708 942 162223 000 0 | 295.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 21 E 400 411 160181 000 0 | 637.46 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 21 E 400 411 160270 000 0 | 30.25 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 21 E 400 411 160181 000 0 | 150.50 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 21 E 400 411 160206 000 0 | 557.91 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 21 E 400 411 160206 000 0 | 133.28 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 21 E 400 411 160206 000 0 | 510.58 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 21 E 400 943 160181 000 0 | 331.40 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 21 E 400 411 160270 000 0 | 795.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 21 E 400 411 160206 000 0 | 1,476.62 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 10 E 708 942 162117 000 0 | 122.40 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 10 E 708 942 162117 000 0 | 122.40 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 21 E 400 943 160270 000 0 | 541.20 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 21 E 400 411 160206 000 0 | 358.04 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 21 E 400 411 160206 000 0 | 469.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 10 E 708 411 162000 000 0 | 125.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 21 E 400 411 160206 000 0 | 384.85 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 21 E 400 411 160206 000 0 | 439.77 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 21 E 400 411 160181 000 0 | 110.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | D Crail | 21 E 400 943 160181 000 0 | 350.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | J Haselman | 10 E 803 411 254300 000 0 | 425.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | J Haselman | 10 E 803 411 254300 000 0 | 163.94 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | K Luedtke | 10 E 701 411 223700 864 0 | 533.06 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | K Luedtke | 10 E 400 342 129000 000 0 | -63.04 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | K Luedtke | 10 E 400 411 135000 400 0 | 85.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | K Luedtke | 10 E 400 342 129000 000 0 | 344.55 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | K Luedtke | 10 E 400 411 136000 400 0 | 101.70 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | K Luedtke | 10 E 400 411 135000 400 0 | 146.92 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | K Luedtke | 10 E 400 411 222200 000 0 | 267.84 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | K Luedtke | 10 E 400 411 143000 000 0 | 184.80 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | K Luedtke | 10 E 400 480 241000 000 0 | 132.40 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | K Luedtke | 10 E 400 411 121000 000 0 | 154.30 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | K Luedtke | 10 E 400 411 135000 400 0 | 50.87 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | K Luedtke | 10 E 400 411 135000 400 0 | 94.14 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | K Luedtke | 10 E 400 342 129000 000 0 | 266.49 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | L Coy | 10 E 801 342 251000 000 0 | 112.14 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | L Coy | 10 E 801 342 251000 000 0 | 124.81 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | L Coy | 10 E 801 342 251000 000 0 | 333.20 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Central Office | 10 E 801 310 251000 000 0 | 400.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Central Office | 10 E 701 942 221200 000 0 | 179.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Central Office | 10 E 801 310 251000 000 0 | 135.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Central Office | 10 E 701 342 221200 000 0 | 196.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Central Office | 10 E 701 310 221200 000 0 | 250.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Central Office | 10 E 707 411 264200 000 0 | 24.95 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Central Office | 10 E 705 360 295000 000 0 | 18.40 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Central Office | 27 E 920 310 221300 341 0 | 325.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Central Office | 10 E 701 342 221200 000 0 | 196.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Central Office | 10 E 705 360 295000 000 0 | 18.40 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Central Office | 10 E 701 342 221200 000 0 | 196.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Central Office | 10 E 701 342 221200 000 0 | 196.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Middle School | 10 E 200 411 129000 000 0 | 400.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Middle School | 60 E 200 997 440208 000 0 | 410.10 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Middle School | 10 E 200 342 129000 000 0 | 278.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Middle School | 60 E 200 997 440208 000 0 | 205.88 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Middle School | 60 E 200 997 440208 000 0 | 71.88 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Westside | 21 E 102 411 160510 000 0 | 125.00 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Wileys | 21 E 400 411 160515 000 0 | 357.06 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Wileys | 21 E 400 411 160520 000 0 | 693.28 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Wileys | 21 E 400 411 160515 000 0 | 64.42 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Wileys | 21 E 400 411 160515 000 0 | 84.56 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Wileys | 21 E 400 411 160515 000 0 | 87.84 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Wileys | 21 E 400 411 160515 000 0 | 21.32 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Wileys | 21 E 400 411 160520 000 0 | 1,261.43 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Wileys | 21 E 400 411 160520 000 0 | 393.54 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Wileys | 21 E 400 411 160515 000 0 | 146.11 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Wileys | 21 E 400 411 160520 000 0 | 225.64 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Wileys | 21 E 400 411 160515 000 0 | 46.28 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Wileys | 21 E 400 411 160520 000 0 | 701.40 |
| 224796 | 02/13/2026 | MASTERCARD CORPORATE | Wileys | 21 E 400 411 160515 000 0 | 78.91 |
| 224797 | 02/13/2026 | MATZEK, BART | official; gbb v; 2/2/26 | 10 E 708 310 162105 000 0 | 110.00 |
| 224798 | 02/13/2026 | MCREYNOLDS, NATHAN | Reimbursement to Nathan McReynolds - recorders ordered for those 4th grade students who are purchasing them. | 10 E 102 411 129000 000 0 | 6.38 |
| 224798 | 02/13/2026 | MCREYNOLDS, NATHAN | Reimbursement to Nathan McReynolds - recorders ordered for those 4th grade students who are purchasing them. | 21 E 102 411 160510 000 0 | 382.75 |
| 224799 | 02/13/2026 | MENARDS | TECH ED SUPPLIES | 10 E 400 411 136000 400 0 | 20.30 |
| 224799 | 02/13/2026 | MENARDS | TECH ED SUPPLIES | 10 E 400 411 136000 400 0 | 40.26 |
| 224799 | 02/13/2026 | MENARDS | TECH ED SUPPLIES | 10 E 400 411 136000 400 0 | 221.94 |
| 224800 | 02/13/2026 | NEEDHAM, SCOTT | official; bbb jv; 2/6/26 | 10 E 708 310 162205 000 0 | 70.00 |
| 224801 | 02/13/2026 | NELSON, ANN | Ann EC Reimbursement | 27 E 920 411 158001 341 0 | 8.14 |
| 224802 | 02/13/2026 | NELSON, BRIAN | Driver Meals | 10 E 804 342 256240 000 0 | 252.00 |
| 224803 | 02/13/2026 | NELSON, CRAIG | Driver Meals | 10 E 804 342 256240 000 0 | 241.00 |
| 224804 | 02/13/2026 | NELSON, CRAIG | Driver Meals | 10 E 804 342 256240 000 0 | 207.00 |
| 224805 | 02/13/2026 | O'REILLY AUTO PARTS | Grounds Wiper Blades CREDIT | 10 E 803 411 254201 000 0 | -35.12 |
| 224805 | 02/13/2026 | O'REILLY AUTO PARTS | Grounds Wiper Blades | 10 E 803 411 254201 000 0 | 45.98 |
| 224806 | 02/13/2026 | O'ROURKE MEDIA GROUP | Legal notices published in the Hudson Star-Observer for the 2025-2026 School Year. | 10 E 801 351 251000 000 0 | 64.99 |
| 224806 | 02/13/2026 | O'ROURKE MEDIA GROUP | Legal notices published in the Hudson Star-Observer for the 2025-2026 School Year. | 10 E 801 351 251000 000 0 | 33.00 |
| 224807 | 02/13/2026 | OTTO, DYLAN | official; gho jv & v; 2/6/26 | 10 E 708 310 162123 000 0 | 180.00 |
| 224808 | 02/13/2026 | PARSONS, JEFF | official; wr; 2/5/26 | 10 E 708 310 162222 000 0 | 225.00 |
| 224809 | 02/13/2026 | PAULISICH, MICHELLE | Bilingual Assessment | 27 E 920 310 223390 341 0 | 450.00 |
| 224810 | 02/13/2026 | PECHACEK, ROBERT | official; bbb jv3; 2/6/26 | 10 E 708 310 162205 000 0 | 70.00 |
| 224811 | 02/13/2026 | PECHACEK, RYAN | reimbursement; supplies | 21 E 400 411 160142 000 0 | 83.40 |
| 224812 | 02/13/2026 | PETER, COURTNEY | reimbursement; supplies | 21 E 400 411 160114 000 0 | 401.54 |
| 224813 | 02/13/2026 | PLACKNER, BRENT | Driver Meals | 10 E 804 342 256240 000 0 | 19.00 |
| 224814 | 02/13/2026 | PLUM, ALEXANDER | Employee Reimbursement- Alex Plum-Pizza for Jazz band-Band 21 account | 21 E 200 411 160112 000 0 | 123.97 |
| 224815 | 02/13/2026 | PREMIER TRUCK GROUP | Parts | 10 E 804 411 256210 000 0 | 263.07 |
| 224816 | 02/13/2026 | PRINCE, JEFF | official; bbb v; 2/3/26 | 10 E 708 310 162205 000 0 | 110.00 |
| 224817 | 02/13/2026 | PRINCE, RICK | official; bbb v; 2/3/26 | 10 E 708 310 162205 000 0 | 110.00 |
| 224818 | 02/13/2026 | PTACEKS FAMILY MARKE | OPEN PO FOR FOOD PRODUCT/PROCESSING CLASS | 10 E 400 411 131000 400 0 | 125.58 |
| 224818 | 02/13/2026 | PTACEKS FAMILY MARKE | OPEN PO FOR FCS | 10 E 400 411 135000 400 0 | 181.81 |
| 224818 | 02/13/2026 | PTACEKS FAMILY MARKE | OPEN PO FOR SCIENCE | 10 E 400 411 126000 000 0 | 110.39 |
| 224818 | 02/13/2026 | PTACEKS FAMILY MARKE | OPEN PO FOR WILEY'S COMMON GROUNDS COFFEE SHOP | 21 E 400 411 160515 000 0 | 193.65 |
| 224818 | 02/13/2026 | PTACEKS FAMILY MARKE | OPEN PO FOR VENDING | 21 E 400 411 160520 000 0 | 653.69 |
| 224819 | 02/13/2026 | QUARBERG, DANNY | official; bbb v; 2/3/26 | 10 E 708 310 162205 000 0 | 110.00 |
| 224820 | 02/13/2026 | RAPTOR TECHNOLOGIES | RAPTOR SOFTWARE | 10 E 400 360 241000 000 0 | 162.75 |
| 224821 | 02/13/2026 | REARDON, MICHAEL | Driver Meals | 10 E 804 342 256240 000 0 | 66.00 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253301 000 0 | 14.85 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253302 000 0 | 12.69 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253304 000 0 | 29.61 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253305 000 0 | 15.83 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253307 000 0 | 0.44 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253308 000 0 | 3.81 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253310 000 0 | 2.83 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253314 000 0 | 75.16 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253320 000 0 | 6.61 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253301 000 0 | 2.42 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253302 000 0 | 1.84 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253304 000 0 | 1.78 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253305 000 0 | 3.29 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253307 000 0 | 0.15 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253308 000 0 | 1.21 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253310 000 0 | 0.14 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253314 000 0 | 4.94 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253320 000 0 | 1.82 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253301 000 0 | 2.31 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253302 000 0 | 2.42 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253304 000 0 | 4.75 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253305 000 0 | 2.48 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253307 000 0 | 0.16 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253308 000 0 | 1.19 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253310 000 0 | 0.39 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253314 000 0 | 11.28 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253320 000 0 | 2.38 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253306 000 0 | 3.50 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253306 000 0 | 0.44 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253306 000 0 | 0.56 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253301 000 0 | 128.39 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253302 000 0 | 109.71 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253304 000 0 | 256.04 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253305 000 0 | 136.92 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253307 000 0 | 3.84 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253308 000 0 | 32.94 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253310 000 0 | 24.51 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253314 000 0 | 649.86 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253320 000 0 | 57.17 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253301 000 0 | 20.94 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253302 000 0 | 15.92 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253304 000 0 | 15.42 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253305 000 0 | 28.42 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253307 000 0 | 1.27 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253308 000 0 | 10.49 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253310 000 0 | 1.24 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253314 000 0 | 42.75 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253320 000 0 | 15.75 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253301 000 0 | 19.96 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253302 000 0 | 20.89 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253304 000 0 | 41.03 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253305 000 0 | 21.47 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253307 000 0 | 1.42 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253308 000 0 | 10.32 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253310 000 0 | 3.36 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253314 000 0 | 97.56 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253320 000 0 | 20.59 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253306 000 0 | 30.30 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253306 000 0 | 3.85 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253306 000 0 | 4.52 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
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| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253301 000 0 | 582.31 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253302 000 0 | 497.59 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253304 000 0 | 1,161.22 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253305 000 0 | 620.97 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253307 000 0 | 17.41 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253308 000 0 | 149.39 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253310 000 0 | 111.15 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253314 000 0 | 2,947.34 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253320 000 0 | 259.31 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253301 000 0 | 94.96 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253302 000 0 | 72.19 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253304 000 0 | 69.94 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253305 000 0 | 128.88 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253307 000 0 | 5.77 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253308 000 0 | 47.57 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253310 000 0 | 5.61 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253314 000 0 | 193.89 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253320 000 0 | 71.45 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253301 000 0 | 90.55 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253302 000 0 | 94.75 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253304 000 0 | 186.09 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253305 000 0 | 97.39 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253307 000 0 | 6.43 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253308 000 0 | 46.78 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253310 000 0 | 15.23 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253314 000 0 | 442.45 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253320 000 0 | 93.39 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253306 000 0 | 137.43 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253306 000 0 | 17.44 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253306 000 0 | 20.52 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253301 000 0 | 385.04 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253302 000 0 | 329.01 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253304 000 0 | 767.82 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253305 000 0 | 410.59 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253307 000 0 | 11.51 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253308 000 0 | 98.78 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253310 000 0 | 73.49 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253314 000 0 | 1,948.83 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253320 000 0 | 171.46 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253301 000 0 | 62.79 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253302 000 0 | 47.73 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253304 000 0 | 46.25 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253305 000 0 | 85.22 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253307 000 0 | 3.82 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253308 000 0 | 31.45 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253310 000 0 | 3.71 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253314 000 0 | 128.20 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253320 000 0 | 47.24 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253301 000 0 | 59.87 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253302 000 0 | 62.65 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253304 000 0 | 123.05 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253305 000 0 | 64.40 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253307 000 0 | 4.25 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253308 000 0 | 30.93 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253310 000 0 | 10.07 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253314 000 0 | 292.56 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
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| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253306 000 0 | 90.87 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253306 000 0 | 11.53 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253306 000 0 | 13.57 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253301 000 0 | 66.19 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253302 000 0 | 56.56 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253304 000 0 | 131.99 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253305 000 0 | 70.58 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253307 000 0 | 1.98 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253308 000 0 | 16.98 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253310 000 0 | 12.63 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253314 000 0 | 335.00 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253320 000 0 | 29.47 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253301 000 0 | 10.79 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253302 000 0 | 8.20 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253304 000 0 | 7.95 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253305 000 0 | 14.65 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253307 000 0 | 0.66 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253308 000 0 | 5.41 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253310 000 0 | 0.64 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253314 000 0 | 22.04 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253320 000 0 | 8.12 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253301 000 0 | 10.29 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253302 000 0 | 10.77 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253304 000 0 | 21.15 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253305 000 0 | 11.07 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253307 000 0 | 0.73 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253308 000 0 | 5.32 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253310 000 0 | 1.73 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253314 000 0 | 50.29 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253320 000 0 | 10.62 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253306 000 0 | 15.62 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253306 000 0 | 1.98 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253306 000 0 | 2.33 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253301 000 0 | 424.87 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253302 000 0 | 363.05 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253304 000 0 | 847.25 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253305 000 0 | 453.07 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253307 000 0 | 12.70 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253308 000 0 | 109.00 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253310 000 0 | 81.09 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253314 000 0 | 2,150.43 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253320 000 0 | 189.19 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253301 000 0 | 69.28 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253302 000 0 | 52.67 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253304 000 0 | 51.03 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253305 000 0 | 94.04 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253307 000 0 | 4.21 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253308 000 0 | 34.71 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253310 000 0 | 4.09 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253314 000 0 | 141.46 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253320 000 0 | 52.13 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253301 000 0 | 66.06 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253302 000 0 | 69.13 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253304 000 0 | 135.78 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253305 000 0 | 71.06 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
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| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253308 000 0 | 34.13 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253310 000 0 | 11.12 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253314 000 0 | 322.82 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253320 000 0 | 68.14 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253306 000 0 | 100.27 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253306 000 0 | 12.72 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253306 000 0 | 14.99 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253301 000 0 | 272.55 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253302 000 0 | 232.90 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253304 000 0 | 543.51 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253305 000 0 | 290.64 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253307 000 0 | 8.15 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253308 000 0 | 69.92 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253310 000 0 | 52.02 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253314 000 0 | 1,379.50 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253320 000 0 | 121.37 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253301 000 0 | 44.44 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253302 000 0 | 33.79 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253304 000 0 | 32.74 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253305 000 0 | 60.32 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253307 000 0 | 2.70 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253308 000 0 | 22.26 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253310 000 0 | 2.62 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253314 000 0 | 90.75 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253320 000 0 | 33.44 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253301 000 0 | 42.38 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253302 000 0 | 44.35 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253304 000 0 | 87.10 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253305 000 0 | 45.58 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253307 000 0 | 3.01 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253308 000 0 | 21.90 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253310 000 0 | 7.13 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253314 000 0 | 207.09 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253320 000 0 | 43.71 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253306 000 0 | 64.33 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253306 000 0 | 8.16 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253306 000 0 | 9.62 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253301 000 0 | 87.95 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253302 000 0 | 75.15 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253304 000 0 | 175.38 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253305 000 0 | 93.78 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253307 000 0 | 2.63 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253308 000 0 | 22.56 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253310 000 0 | 16.79 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253314 000 0 | 445.14 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253320 000 0 | 39.16 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253301 000 0 | 14.34 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253302 000 0 | 10.90 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253304 000 0 | 10.56 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253305 000 0 | 19.47 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253307 000 0 | 0.87 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253308 000 0 | 7.18 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253310 000 0 | 0.85 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253314 000 0 | 29.28 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253320 000 0 | 10.79 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
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| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253302 000 0 | 14.31 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253304 000 0 | 28.11 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253305 000 0 | 14.71 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253307 000 0 | 0.97 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253308 000 0 | 7.07 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253310 000 0 | 2.30 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253314 000 0 | 66.82 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253320 000 0 | 14.10 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253306 000 0 | 20.76 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253306 000 0 | 2.63 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253306 000 0 | 3.10 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253301 000 0 | 212.70 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253302 000 0 | 181.75 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253304 000 0 | 424.15 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253305 000 0 | 226.82 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253307 000 0 | 6.36 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253308 000 0 | 54.57 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253310 000 0 | 40.60 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253314 000 0 | 1,076.55 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253320 000 0 | 94.71 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253301 000 0 | 34.68 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253302 000 0 | 26.37 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253304 000 0 | 25.55 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253305 000 0 | 47.08 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253307 000 0 | 2.11 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253308 000 0 | 17.38 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253310 000 0 | 2.05 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253314 000 0 | 70.82 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253320 000 0 | 26.10 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253301 000 0 | 33.07 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253302 000 0 | 34.61 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253304 000 0 | 67.97 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253305 000 0 | 35.57 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253307 000 0 | 2.35 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253308 000 0 | 17.09 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253310 000 0 | 5.56 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253314 000 0 | 161.61 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253320 000 0 | 34.11 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253306 000 0 | 50.20 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253306 000 0 | 6.37 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253306 000 0 | 7.47 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253301 000 0 | 84.25 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253302 000 0 | 71.99 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253304 000 0 | 168.01 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253305 000 0 | 89.84 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253307 000 0 | 2.52 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253308 000 0 | 21.61 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253310 000 0 | 16.08 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253314 000 0 | 426.42 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253320 000 0 | 37.52 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253301 000 0 | 13.74 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253302 000 0 | 10.44 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253304 000 0 | 10.12 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253305 000 0 | 18.65 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253307 000 0 | 0.83 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
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| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253310 000 0 | 0.81 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253314 000 0 | 28.05 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253320 000 0 | 10.34 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253301 000 0 | 13.10 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253302 000 0 | 13.71 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253304 000 0 | 26.92 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253305 000 0 | 14.09 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253307 000 0 | 0.93 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253308 000 0 | 6.77 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253310 000 0 | 2.20 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253314 000 0 | 64.01 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253320 000 0 | 13.51 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253306 000 0 | 19.88 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253306 000 0 | 2.52 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253306 000 0 | 3.00 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253301 000 0 | 3.88 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253302 000 0 | 3.32 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253304 000 0 | 7.74 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253305 000 0 | 4.14 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253307 000 0 | 0.12 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253308 000 0 | 1.00 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253310 000 0 | 0.74 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253314 000 0 | 19.64 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253320 000 0 | 1.73 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253301 000 0 | 0.63 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253302 000 0 | 0.48 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253304 000 0 | 0.47 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253305 000 0 | 0.86 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253307 000 0 | 0.04 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253308 000 0 | 0.32 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253310 000 0 | 0.04 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253314 000 0 | 1.29 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253320 000 0 | 0.48 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253301 000 0 | 0.60 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253302 000 0 | 0.63 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253304 000 0 | 1.24 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253305 000 0 | 0.65 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253307 000 0 | 0.04 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253308 000 0 | 0.31 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253310 000 0 | 0.10 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253314 000 0 | 2.95 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253320 000 0 | 0.62 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253306 000 0 | 0.92 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253306 000 0 | 0.12 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253306 000 0 | 0.12 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253301 000 0 | 34.10 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253302 000 0 | 29.14 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253304 000 0 | 68.00 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253305 000 0 | 36.36 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253307 000 0 | 1.02 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253308 000 0 | 8.75 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253310 000 0 | 6.51 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253314 000 0 | 172.59 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253320 000 0 | 15.18 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253301 000 0 | 5.56 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
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| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253304 000 0 | 4.10 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253305 000 0 | 7.55 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253307 000 0 | 0.34 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253308 000 0 | 2.79 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253310 000 0 | 0.33 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253314 000 0 | 11.35 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253320 000 0 | 4.18 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253301 000 0 | 5.30 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253302 000 0 | 5.55 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253304 000 0 | 10.90 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253305 000 0 | 5.70 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253307 000 0 | 0.38 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253308 000 0 | 2.74 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253310 000 0 | 0.89 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253314 000 0 | 25.91 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253320 000 0 | 5.47 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253306 000 0 | 8.05 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253306 000 0 | 1.02 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253306 000 0 | 1.19 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253301 000 0 | 312.81 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253302 000 0 | 267.30 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253304 000 0 | 623.80 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253305 000 0 | 333.58 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253307 000 0 | 9.35 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253308 000 0 | 80.25 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253310 000 0 | 59.71 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253314 000 0 | 1,583.29 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253320 000 0 | 139.30 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253301 000 0 | 51.01 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253302 000 0 | 38.78 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253304 000 0 | 37.57 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253305 000 0 | 69.24 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253307 000 0 | 3.10 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253308 000 0 | 25.55 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253310 000 0 | 3.01 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253314 000 0 | 104.16 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253320 000 0 | 38.38 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253301 000 0 | 48.64 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253302 000 0 | 50.90 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253304 000 0 | 99.97 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253305 000 0 | 52.32 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253307 000 0 | 3.45 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253308 000 0 | 25.13 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253310 000 0 | 8.18 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253314 000 0 | 237.68 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253320 000 0 | 50.17 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253306 000 0 | 73.83 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253306 000 0 | 9.37 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253306 000 0 | 11.02 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253301 000 0 | 1,478.00 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253302 000 0 | 1,262.96 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253304 000 0 | 2,947.34 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253305 000 0 | 1,576.11 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253307 000 0 | 44.20 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253308 000 0 | 379.18 |

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| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253314 000 0 | 7,480.78 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253320 000 0 | 658.16 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253301 000 0 | 241.02 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253302 000 0 | 183.22 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253304 000 0 | 177.53 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253305 000 0 | 327.13 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253307 000 0 | 14.65 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253308 000 0 | 120.74 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253310 000 0 | 14.23 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253314 000 0 | 492.12 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253320 000 0 | 181.35 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253301 000 0 | 229.82 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253302 000 0 | 240.50 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253304 000 0 | 472.33 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253305 000 0 | 247.20 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253307 000 0 | 16.32 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253308 000 0 | 118.75 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253310 000 0 | 38.67 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253314 000 0 | 1,123.01 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253320 000 0 | 237.04 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253306 000 0 | 348.82 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253306 000 0 | 44.27 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253306 000 0 | 52.00 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253301 000 0 | 4.52 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253302 000 0 | 3.86 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253304 000 0 | 9.01 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253305 000 0 | 4.82 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253307 000 0 | 0.14 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253308 000 0 | 1.16 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253310 000 0 | 0.86 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253314 000 0 | 22.87 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253320 000 0 | 2.01 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253301 000 0 | 0.74 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253302 000 0 | 0.56 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253304 000 0 | 0.54 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253305 000 0 | 1.00 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253307 000 0 | 0.04 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253308 000 0 | 0.37 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253310 000 0 | 0.04 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253314 000 0 | 1.50 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253320 000 0 | 0.55 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253301 000 0 | 0.70 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253302 000 0 | 0.74 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253304 000 0 | 1.44 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253305 000 0 | 0.76 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253307 000 0 | 0.05 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253308 000 0 | 0.36 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253310 000 0 | 0.12 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253314 000 0 | 3.43 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253320 000 0 | 0.72 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253306 000 0 | 1.07 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253306 000 0 | 0.14 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253306 000 0 | 0.18 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253301 000 0 | 1.77 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253302 000 0 | 1.51 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
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| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253305 000 0 | 1.89 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253307 000 0 | 0.05 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253308 000 0 | 0.45 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253310 000 0 | 0.34 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253314 000 0 | 8.96 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253320 000 0 | 0.79 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253301 000 0 | 0.29 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253302 000 0 | 0.22 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253304 000 0 | 0.21 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253305 000 0 | 0.39 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253307 000 0 | 0.02 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253308 000 0 | 0.14 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253310 000 0 | 0.02 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253314 000 0 | 0.59 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253320 000 0 | 0.22 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253301 000 0 | 0.28 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253302 000 0 | 0.29 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253304 000 0 | 0.57 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253305 000 0 | 0.30 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253307 000 0 | 0.02 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253308 000 0 | 0.14 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253310 000 0 | 0.05 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253314 000 0 | 1.35 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253320 000 0 | 0.28 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253306 000 0 | 0.42 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253306 000 0 | 0.05 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253306 000 0 | 0.06 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253301 000 0 | 60.69 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253302 000 0 | 51.86 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253304 000 0 | 121.02 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253305 000 0 | 64.72 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253307 000 0 | 1.81 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253308 000 0 | 15.57 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253310 000 0 | 11.58 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253314 000 0 | 307.17 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253320 000 0 | 27.03 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253301 000 0 | 9.90 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253302 000 0 | 7.52 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253304 000 0 | 7.29 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253305 000 0 | 13.43 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253307 000 0 | 0.60 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253308 000 0 | 4.96 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253310 000 0 | 0.58 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253314 000 0 | 20.21 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253320 000 0 | 7.45 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253301 000 0 | 9.44 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253302 000 0 | 9.88 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253304 000 0 | 19.39 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253305 000 0 | 10.15 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253307 000 0 | 0.67 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253308 000 0 | 4.88 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253310 000 0 | 1.59 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253314 000 0 | 46.11 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253320 000 0 | 9.73 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 336 253306 000 0 | 14.32 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 337 253306 000 0 | 1.82 |
| 224822 | 02/13/2026 | RIVER FALLS MUNICIPA | 1/2/2026-2/2/2026 | 10 E 803 338 253306 000 0 | 2.14 |
| 224823 | 02/13/2026 | RIXMANN, JEFFREY | Driver Meals | 10 E 804 342 256240 000 0 | 140.00 |
| 224824 | 02/13/2026 | ROGERS, NANCY | Nancy January Mileage | 27 E 920 342 156100 341 0 | 212.79 |
| 224825 | 02/13/2026 | ROY, JAMES | January Mileage | 27 E 920 342 158001 341 0 | 53.08 |
| 224826 | 02/13/2026 | RUETZ, KEVIN | official; bbb jv2; 2/3/26, 2/6/26 | 10 E 708 310 162205 000 0 | 140.00 |
| 224827 | 02/13/2026 | SCIENCE MUSEUM OF MI | Science Museum of Minnesota- Payment for tickets and omni show tickets- Field trip budget for 6 gold | 10 E 200 943 256270 000 0 | 1,955.00 |
| 224828 | 02/13/2026 | SIGNIUS COMMUNICATIO | District Wide Call Center February 2026 | 10 E 803 310 254300 000 0 | 84.00 |
| 224829 | 02/13/2026 | SPARBY, JOSHUA | official; gbb jv & bbb jv2; 2/2/26, 2/3/26 | 10 E 708 310 162105 000 0 | 70.00 |
| 224829 | 02/13/2026 | SPARBY, JOSHUA | official; gbb jv & bbb jv2; 2/2/26, 2/3/26 | 10 E 708 310 162205 000 0 | 70.00 |
| 224830 | 02/13/2026 | STANAITIS, MICKAL | Driver Meals | 10 E 804 342 256240 000 0 | 19.00 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253301 000 0 | 117.29 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253302 000 0 | 79.95 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253304 000 0 | 211.93 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253305 000 0 | 122.44 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253307 000 0 | 10.90 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253308 000 0 | 22.92 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253310 000 0 | 5.44 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253314 000 0 | 225.25 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253320 000 0 | 42.07 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253306 000 0 | 17.99 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253301 000 0 | 167.29 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253302 000 0 | 114.04 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253304 000 0 | 302.29 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253305 000 0 | 174.63 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253307 000 0 | 15.55 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253308 000 0 | 32.68 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253310 000 0 | 7.75 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253314 000 0 | 321.28 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253320 000 0 | 60.00 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253306 000 0 | 25.68 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253301 000 0 | 1,300.40 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253302 000 0 | 886.42 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253304 000 0 | 2,349.71 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253305 000 0 | 1,357.45 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253307 000 0 | 120.86 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253308 000 0 | 254.06 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253310 000 0 | 60.28 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253314 000 0 | 2,497.33 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253320 000 0 | 466.40 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253306 000 0 | 199.57 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253301 000 0 | 35.42 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253302 000 0 | 24.15 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253304 000 0 | 64.01 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253305 000 0 | 36.98 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253307 000 0 | 3.29 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253308 000 0 | 6.92 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253310 000 0 | 1.64 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253314 000 0 | 68.03 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253320 000 0 | 12.71 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253306 000 0 | 5.44 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253301 000 0 | 1,380.94 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253302 000 0 | 941.32 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253304 000 0 | 2,495.23 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253305 000 0 | 1,441.52 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253307 000 0 | 128.34 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253308 000 0 | 269.80 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253310 000 0 | 64.01 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253314 000 0 | 2,651.99 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253320 000 0 | 495.29 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253306 000 0 | 211.93 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253301 000 0 | 764.25 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253302 000 0 | 520.96 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253304 000 0 | 1,380.94 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253305 000 0 | 797.78 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253307 000 0 | 71.03 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253308 000 0 | 149.32 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253310 000 0 | 35.42 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253314 000 0 | 1,467.69 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253320 000 0 | 274.11 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253306 000 0 | 117.29 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253301 000 0 | 274.11 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253302 000 0 | 186.84 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253304 000 0 | 495.29 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253305 000 0 | 286.14 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253307 000 0 | 25.48 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253308 000 0 | 53.55 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253310 000 0 | 12.71 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253314 000 0 | 526.40 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253320 000 0 | 98.31 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253306 000 0 | 42.07 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253301 000 0 | 22.39 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253302 000 0 | 15.26 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253304 000 0 | 40.45 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253305 000 0 | 23.37 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253307 000 0 | 2.08 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253308 000 0 | 4.37 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253310 000 0 | 1.04 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253314 000 0 | 42.99 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253320 000 0 | 8.03 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253306 000 0 | 3.43 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253301 000 0 | 520.96 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253302 000 0 | 355.11 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253304 000 0 | 941.32 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253305 000 0 | 543.81 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253307 000 0 | 48.42 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253308 000 0 | 101.78 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253310 000 0 | 24.15 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253314 000 0 | 1,000.46 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253320 000 0 | 186.85 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253306 000 0 | 79.94 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253301 000 0 | 797.78 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253302 000 0 | 543.81 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253304 000 0 | 1,441.52 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253305 000 0 | 832.78 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253307 000 0 | 74.15 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253308 000 0 | 155.87 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253310 000 0 | 36.98 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253314 000 0 | 1,532.08 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253320 000 0 | 286.13 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253306 000 0 | 122.43 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253301 000 0 | 71.03 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253302 000 0 | 48.42 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253304 000 0 | 128.34 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253305 000 0 | 74.15 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253307 000 0 | 6.60 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253308 000 0 | 13.88 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253310 000 0 | 3.29 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253314 000 0 | 136.41 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253320 000 0 | 25.48 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253306 000 0 | 10.89 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253301 000 0 | 126.93 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253302 000 0 | 86.52 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253304 000 0 | 229.35 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253305 000 0 | 132.50 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253307 000 0 | 11.80 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253308 000 0 | 24.80 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253310 000 0 | 5.88 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253314 000 0 | 243.76 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253320 000 0 | 45.52 |
| 224831 | 02/13/2026 | ST CROIX GAS | 1/1/2026-2/1/2026 | 10 E 803 331 253306 000 0 | 19.48 |
| 224832 | 02/13/2026 | STEMFINITY LLC | Stemfinity- Library Realia- Library CSF budget | 10 E 200 439 222200 031 0 | 613.95 |
| 224833 | 02/13/2026 | STUBBENDICK, MAIJA | Employee Reimbursement- Maija Stubbendick- Returning battery units- STEM budget | 10 E 200 411 124400 000 0 | 17.33 |
| 224834 | 02/13/2026 | TWIN CITY HARDWARE C | Maintenance Key Blanks | 10 E 803 411 254300 000 0 | 449.28 |
| 224835 | 02/13/2026 | ULINE INC | ROLLING CLOTHES RACK - WILEY'S WARDROBE - ANN MARIE GRANT | 21 E 400 411 160156 000 0 | 131.46 |
| 224835 | 02/13/2026 | ULINE INC | Shelving & Credit | 10 E 804 411 256210 000 0 | 437.21 |
| 224835 | 02/13/2026 | ULINE INC | Shelving & Credit | 10 E 804 411 256210 000 0 | -370.00 |
| 224836 | 02/13/2026 | VALLEY BOOKSELLER | Large Print Books | 27 E 920 411 158000 341 0 | 23.99 |
| 224836 | 02/13/2026 | VALLEY BOOKSELLER | Large Print Books | 27 E 920 411 158000 341 0 | 20.79 |
| 224837 | 02/13/2026 | WTlA | WTlA conference- Helen LaRoue | 10 E 701 310 122115 000 0 | 250.00 |
| 224837 | 02/13/2026 | WTlA | WTlA Conference Registration- Jeanne Kinney | 10 E 701 310 122115 000 0 | 250.00 |
| 224837 | 02/13/2026 | WTlA | WTlA conference- Julie Webb | 10 E 701 310 122115 000 0 | 250.00 |
| 224838 | 02/20/2026 | AMERICAN RED CROSS | LIFEGUARDING CERTIFICATIONS | 10 E 400 310 143000 000 0 | 384.00 |
| 224839 | 02/20/2026 | AT&T BUSINESS DIRECT | 831-000-4167 552 | 10 E 801 355 251000 000 0 | 1,084.87 |
| 224839 | 02/20/2026 | AT&T BUSINESS DIRECT | 831-001-5426 606 | 10 E 801 355 251000 000 0 | 753.38 |
| 224839 | 02/20/2026 | AT&T BUSINESS DIRECT | 831-001-5426 410 | 10 E 801 355 251000 000 0 | 1,731.18 |
| 224839 | 02/20/2026 | AT&T BUSINESS DIRECT | 831-000-4015 778 | 10 E 801 355 251000 000 0 | 838.26 |
| 224840 | 02/20/2026 | AUTO VALUE | Parts | 10 E 804 411 256210 000 0 | 80.99 |
| 224840 | 02/20/2026 | AUTO VALUE | Parts | 10 E 804 411 256210 000 0 | 368.14 |
| 224840 | 02/20/2026 | AUTO VALUE | Parts | 10 E 804 411 256210 000 0 | 10.99 |
| 224840 | 02/20/2026 | AUTO VALUE | Parts | 10 E 804 411 256210 000 0 | 31.98 |
| 224840 | 02/20/2026 | AUTO VALUE | Parts | 10 E 804 411 256210 000 0 | 17.99 |
| 224840 | 02/20/2026 | AUTO VALUE | Parts | 10 E 804 411 256210 000 0 | 13.90 |
| 224840 | 02/20/2026 | AUTO VALUE | Parts | 10 E 804 411 256210 000 0 | 8.34 |
| 224841 | 02/20/2026 | BOND TRUST SERVICES | $38,465,000.00 Gen Obligation | 10 E 801 940 251000 000 0 | 400.00 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| | | | Corporate Purpose Bonds, Series 2018A & $13,325,000.00 Gen Obligation Refunding Bonds, Series 2021A | | |
| 224841 | 02/20/2026 | BOND TRUST SERVICES | $38,465,000.00 Gen Obligation Corporate Purpose Bonds, Series 2018A & $13,325,000.00 Gen Obligation Refunding Bonds, Series 2021A | 10 E 801 940 251000 000 0 | 400.00 |
| 224842 | 02/20/2026 | BRICKHOUSE MUSIC LLC | Brickhouse Music- Inv for instrument repairs-Band budget | 10 E 200 310 125510 000 0 | 30.00 |
| 224842 | 02/20/2026 | BRICKHOUSE MUSIC LLC | Brickhouse Music- Inv for instrument repairs-Band budget | 10 E 200 310 125510 000 0 | 34.00 |
| 224843 | 02/20/2026 | BSN SPORTS | invoice#: 933133245; supplies | 21 E 400 411 160181 000 0 | 444.00 |
| 224844 | 02/20/2026 | CENTURYLINK COMMUNIC | 1/1/2026-1/31/2026 | 10 E 801 355 251000 000 0 | 8.01 |
| 224845 | 02/20/2026 | CESA 11 | CESA - Kai book, meal, and cancel fee | 10 E 104 386 221200 000 0 | 83.00 |
| 224846 | 02/20/2026 | CINTAS | Supplies | 10 E 804 411 256210 000 0 | 160.35 |
| 224847 | 02/20/2026 | CINTAS CORPORATION N | Uniforms | 10 E 803 420 254300 000 0 | 311.09 |
| 224847 | 02/20/2026 | CINTAS CORPORATION N | Uniforms | 10 E 803 420 254300 000 0 | 448.92 |
| 224847 | 02/20/2026 | CINTAS CORPORATION N | Uniforms | 10 E 803 420 254300 000 0 | 449.87 |
| 224848 | 02/20/2026 | EXPRESS SERVICES INC | Substitute teacher fulfillment for week of Feb 1-7, 2026. Inv#33494868 2.10.26 | 10 E 700 313 129000 000 0 | 576.00 |
| 224849 | 02/20/2026 | FOLLSTAD, JAMIESON | Reimbursement to Jamie Follstad for supplies he purchased for his classroom. Feb 16 2026 | 10 E 101 411 110501 000 0 | 10.80 |
| 224850 | 02/20/2026 | GILLES, HILLARY | Reimbursement to Hillary Gilles for classroom supplies. This money comes out of the 21 account from donations she received. Feb 16 2026 | 21 E 101 411 160179 000 0 | 132.94 |
| 224851 | 02/20/2026 | GURSTEL LAW FIRM PC | Payroll accrual | 10 L 811680 | 429.12 |
| 224852 | 02/20/2026 | HILLYARD INC MPLS | District Wide Supplies | 10 E 803 411 254300 000 0 | 584.70 |
| 224852 | 02/20/2026 | HILLYARD INC MPLS | District Wide Supplies | 10 E 803 411 254300 000 0 | 1,594.75 |
| 224852 | 02/20/2026 | HILLYARD INC MPLS | District Wide Supplies | 10 E 803 411 254300 000 0 | 2,867.78 |
| 224852 | 02/20/2026 | HILLYARD INC MPLS | District Wide Supplies | 10 E 803 411 254300 000 0 | 26.80 |
| 224852 | 02/20/2026 | HILLYARD INC MPLS | District Wide Supplies | 10 E 803 411 254300 000 0 | 1,680.54 |
| 224852 | 02/20/2026 | HILLYARD INC MPLS | District Wide Supplies | 10 E 803 411 254300 000 0 | 2,845.03 |
| 224853 | 02/20/2026 | LUEDTKE, JENNIFER | Employee Reimbursement- Jenny Luedtke- Purchasing supplies for activities in classroom- 6 Blue budget | 10 E 200 411 110600 000 0 | 41.69 |
| 224854 | 02/20/2026 | MARK'S PLUMBING PART | Maintenance Plumbing repair parts resupply | 10 E 803 411 254300 000 0 | 380.37 |
| 224855 | 02/20/2026 | MENARDS | HS Water Heater #2 Supplies | 10 E 803 411 254300 000 0 | 13.09 |
| 224856 | 02/20/2026 | MIDWEST BUS PARTS IN | Standing PO Parts | 10 E 804 411 256210 000 0 | 276.39 |
| 224856 | 02/20/2026 | MIDWEST BUS PARTS IN | Standing PO Parts | 10 E 804 411 256210 000 0 | 294.79 |
| 224857 | 02/20/2026 | MOBYMAX EDUCATION LL | MobyMax additional licenses for GW. Feb 2 2026 | 10 E 101 360 241000 000 0 | 137.00 |
| 224858 | 02/20/2026 | NASCO EDUCATION LLC | Nasco- Supplies for | 10 E 200 411 141000 000 0 | 13.80 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| | | | classroom- Health budget | | |
| 224858 | 02/20/2026 | NASCO EDUCATION LLC | Nasco- Supplies for classroom- Health budget | 10 E 200 411 141000 000 0 | 390.97 |
| 224858 | 02/20/2026 | NASCO EDUCATION LLC | Supply order for Salena White's Art Classroom at Westside. | 21 E 102 411 160510 000 0 | 618.20 |
| 224859 | 02/20/2026 | NASP INC | NASP- Arrows for class- PE budget | 10 E 200 411 143000 000 0 | 207.00 |
| 224860 | 02/20/2026 | NELSON'S BUS SERVICE | Standing PO - Parts | 10 E 804 411 256210 000 0 | 215.31 |
| 224861 | 02/20/2026 | O'REILLY AUTO PARTS | Standing PO - Parts | 10 E 804 411 256210 000 0 | 236.57 |
| 224861 | 02/20/2026 | O'REILLY AUTO PARTS | HS Air Filters for shop air compressor | 10 E 803 411 254300 000 0 | 73.90 |
| 224861 | 02/20/2026 | O'REILLY AUTO PARTS | Standing PO - Parts | 10 E 804 411 256210 000 0 | 4.66 |
| 224861 | 02/20/2026 | O'REILLY AUTO PARTS | Standing PO - Parts | 10 E 804 411 256210 000 0 | 102.55 |
| 224861 | 02/20/2026 | O'REILLY AUTO PARTS | Standing PO - Parts - CREDIT | 10 E 804 411 256210 000 0 | -236.57 |
| 224862 | 02/20/2026 | PLUM, SARAH | reimbursement; hotel | 21 E 400 943 160285 000 0 | 1,042.33 |
| 224863 | 02/20/2026 | PREMIER TRUCK GROUP | Standing PO - Parts | 10 E 804 411 256210 000 0 | 12.28 |
| 224864 | 02/20/2026 | REALITYWORKS | REAL CARE BABY - ACCOUNT 864 | 10 E 701 411 223700 864 0 | 1,361.29 |
| 224865 | 02/20/2026 | ROQUETTE, BRIAN | reimbursement; supplies | 21 E 400 411 160143 000 0 | 350.00 |
| 224866 | 02/20/2026 | SCHOOL HEALTH CORPOR | subscription to SH for free neffys | 10 E 709 411 214900 000 0 | 175.00 |
| 224867 | 02/20/2026 | SCHWAB-VOLLHABER-LUB | HS & Montessori Replacement Exhaust Fans | 10 E 803 542 255000 000 0 | 1,800.00 |
| 224868 | 02/20/2026 | SNAKE DISCOVERY LLC | ECO WEEK SNAKE DISCOVERY INVOICE | 10 E 103 943 256270 000 0 | 312.00 |
| 224869 | 02/20/2026 | ST CROIX SPORTS | supplies | 10 E 708 411 162223 000 0 | 144.00 |
| 224870 | 02/20/2026 | ULINE INC | HS Organizing Supplies | 10 E 803 411 254300 000 0 | 638.40 |
| 224871 | 02/20/2026 | UNITED WAY ST CROIX | Payroll accrual | 10 L 811640 | 110.00 |
| 224871 | 02/20/2026 | UNITED WAY ST CROIX | Payroll accrual | 27 L 811640 | 32.00 |
| 224871 | 02/20/2026 | UNITED WAY ST CROIX | Payroll accrual | 10 L 811640 | 20.00 |
| 224871 | 02/20/2026 | UNITED WAY ST CROIX | Payroll accrual | 80 L 811640 | 5.00 |
| 224871 | 02/20/2026 | UNITED WAY ST CROIX | Payroll accrual | 10 L 811640 | 10.00 |
| 224871 | 02/20/2026 | UNITED WAY ST CROIX | Payroll accrual | 27 L 811640 | 10.00 |
| 224872 | 02/20/2026 | UW-RIVER FALLS MUSIC | UW- River Falls Music Department- Registration payment for Joe Coughlin & Alex Plum- $225 per teacher- MMS Athletic budget | 10 E 208 310 162000 000 0 | 225.00 |
| 224872 | 02/20/2026 | UW-RIVER FALLS MUSIC | UW- River Falls Music Department- Registration payment for Joe Coughlin & Alex Plum- $225 per teacher- MMS Athletic budget | 10 E 208 310 162000 000 0 | 225.00 |
| 224873 | 02/20/2026 | VERIZON WIRELESS | 1/2/2026-2/1/2026 | 10 E 103 355 241000 000 0 | 56.81 |
| 224873 | 02/20/2026 | VERIZON WIRELESS | 1/2/2026-2/1/2026 | 10 E 400 355 241000 000 0 | 84.80 |
| 224873 | 02/20/2026 | VERIZON WIRELESS | 1/2/2026-2/1/2026 | 10 E 801 355 232100 000 0 | 50.48 |
| 224873 | 02/20/2026 | VERIZON WIRELESS | 1/2/2026-2/1/2026 | 10 E 801 355 251000 000 0 | 99.60 |
| 224873 | 02/20/2026 | VERIZON WIRELESS | 1/2/2026-2/1/2026 | 10 E 803 355 254300 000 0 | 900.53 |
| 224873 | 02/20/2026 | VERIZON WIRELESS | 1/2/2026-2/1/2026 | 10 E 804 355 256210 000 0 | 49.80 |
| 224873 | 02/20/2026 | VERIZON WIRELESS | 1/2/2026-2/1/2026 | 80 E 880 355 390000 000 0 | 472.61 |
| 224873 | 02/20/2026 | VERIZON WIRELESS | 1/2/2026-2/1/2026 | 80 E 890 355 310000 000 0 | 50.48 |
| 224873 | 02/20/2026 | VERIZON WIRELESS | 1/2/2026-2/1/2026 | 10 E 705 355 295000 000 0 | 297.05 |
| 224873 | 02/20/2026 | VERIZON WIRELESS | 1/2/2026-2/1/2026 | 10 E 709 355 212200 000 0 | 99.60 |
| 224873 | 02/20/2026 | VERIZON WIRELESS | 1/2/2026-2/1/2026 | 10 E 709 355 214900 000 0 | 49.80 |
| 224874 | 02/20/2026 | WAHRENBROCK, DANIELL | DACP COURSE REFUND | 10 E 400 387 219000 900 0 | 440.00 |
| 224875 | 02/20/2026 | WISCONSIN BUS SALES | DEF | 10 E 804 411 256210 000 0 | 1,114.11 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| 224876 | 02/24/2026 | LOOMIS, CAMERON | BWR; State Food Money; cash advance | 21 E 400 943 160181 000 0 | 539.00 |
| 224877 | 02/27/2026 | ALLINA HEALTH SYSTEM | CPR FOR 4 HEALTH CLASSES | 10 E 701 310 136620 577 0 | 1,020.00 |
| 224878 | 02/27/2026 | ANDERSON, DYLAN | official; bbb jv3 & jv2;2/13/26 | 10 E 708 310 162205 000 0 | 140.00 |
| 224878 | 02/27/2026 | ANDERSON, DYLAN | official; gbb jv & jv2; 2/20/26 | 10 E 708 310 162105 000 0 | 140.00 |
| 224879 | 02/27/2026 | ARRIOLA, MARK | official; gho jv & v; 2/12/26 | 10 E 708 310 162123 000 0 | 180.00 |
| 224880 | 02/27/2026 | AUTO VALUE | Parts | 10 E 804 411 256210 000 0 | 10.58 |
| 224881 | 02/27/2026 | BERNICK, THEODORE | official; gbb jv; 2/13/26 | 10 E 708 310 162105 000 0 | 70.00 |
| 224882 | 02/27/2026 | BINGENHEIMER, ASHLEY | REIMBURSEMENT FOR SNACK FOR LOUNGE | 10 E 103 411 129000 000 0 | 29.98 |
| 224883 | 02/27/2026 | BRICKHOUSE MUSIC LLC | Brickhouse Music- Inv for cable replacement- Drama 21 Account | 21 E 200 411 160136 000 0 | 159.96 |
| 224884 | 02/27/2026 | BSN SPORTS | invoice#: 933179061; supplies | 21 E 400 411 160181 000 0 | 1,175.00 |
| 224884 | 02/27/2026 | BSN SPORTS | invoice#: 933187355; supplies | 21 E 400 411 160243 000 0 | 185.00 |
| 224885 | 02/27/2026 | ST CROIX LANES | BOWLING INVOICE FOR KINDERGARTEN FIELD TRIP | 10 E 103 943 256270 000 0 | 265.00 |
| 224886 | 02/27/2026 | BUMP, CAMERON | official; gbb v; 2/20/26 | 10 E 708 310 162105 000 0 | 110.00 |
| 224887 | 02/27/2026 | CAMPBELL, GARY | official; gbb 8th & jv; 2/9/26, 2/10/26, 2/13/26 | 10 E 708 310 162105 000 0 | 290.00 |
| 224887 | 02/27/2026 | CAMPBELL, GARY | official; gbb jv & jv2; 2/20/26 | 10 E 708 310 162105 000 0 | 140.00 |
| 224888 | 02/27/2026 | CAREY, BARBARA | official; gbb 8th; 2/9/26 | 10 E 708 310 162105 000 0 | 110.00 |
| 224889 | 02/27/2026 | CARQUEST OF RIVER FA | Supplies | 10 E 804 411 256210 000 0 | 62.88 |
| 224890 | 02/27/2026 | CELT, JAMES | official; gbb v; 2/13/26 | 10 E 708 310 162105 000 0 | 110.00 |
| 224891 | 02/27/2026 | CESA 11 | Cesa DAC meeting for the Co-Directors of Academic Services | 10 E 701 386 221200 000 0 | 36.00 |
| 224891 | 02/27/2026 | CESA 11 | CESA PO for Erin Desvousges Winter Forum. Feb 17 2026 | 10 E 101 386 222200 000 0 | 18.00 |
| 224891 | 02/27/2026 | CESA 11 | CESA 11 INVOICE FOR LMS WINTER FORUM ERING FENTON | 10 E 103 386 221200 000 0 | 18.00 |
| 224891 | 02/27/2026 | CESA 11 | 1/29/2026 LMS Winter Forum for Jennifer Johansson. Invoice: 260477 | 10 E 102 386 222200 000 0 | 18.00 |
| 224891 | 02/27/2026 | CESA 11 | CESA- Inv for M Stubbendick LMS Winter Forum- CESA budget | 10 E 200 386 221200 000 0 | 18.00 |
| 224891 | 02/27/2026 | CESA 11 | CESA Touchscreen Mic | 27 E 920 386 254410 341 0 | 1,936.12 |
| 224894 | 02/27/2026 | CHRISTENSEN, CARLIE | official; bho jv & v; 2/10/26 | 10 E 708 310 162223 000 0 | 170.00 |
| 224895 | 02/27/2026 | CHURCHILL, ADAM | official; gbb v; 2/13/26 | 10 E 708 310 162105 000 0 | 110.00 |
| 224896 | 02/27/2026 | CINTAS | Supplies | 10 E 804 411 256210 000 0 | 160.35 |
| 224897 | 02/27/2026 | CLAY, ROSS | official; gbb v; 2/20/26 | 10 E 708 310 162105 000 0 | 110.00 |
| 224898 | 02/27/2026 | CPI INC | CPI Books | 27 E 920 411 158000 341 0 | 489.51 |
| 224898 | 02/27/2026 | CPI INC | Training for Dexheimer and Elsenpeter | 10 E 401 310 129575 000 0 | 54.39 |
| 224899 | 02/27/2026 | CRAIL, DAVID | reimbursement; supplies BRC | 10 E 708 342 162000 000 0 | 175.27 |
| 224900 | 02/27/2026 | DEVRIES, KYLE | official; gho jv2; 2/13/26 | 10 E 708 310 162123 000 0 | 280.00 |
| 224901 | 02/27/2026 | DUSEK, SAMANTHA | Employee Reimbursement- Sam Dusek- Supplies for Chill Week- MMS 21 Account | 21 E 200 411 160137 000 0 | 63.75 |
| 224902 | 02/27/2026 | EAU CLAIRE NORTH HIG | registration; entry fee; Steve Sparks Memorial Tournament | 10 E 708 943 162403 000 0 | 178.00 |
| 224903 | 02/27/2026 | EB ACADEMICS | All-Access Suite for | 10 E 701 360 122000 603 0 | 1,200.00 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| | | | remainder of current school year | | |
| 224904 | 02/27/2026 | EXPRESS SERVICES INC | Substitute Teacher fulfillment for week of Feb 2/8/26-2/14/26. Inv#33531755 2.18.26 | 10 E 700 313 129000 000 0 | 1,296.00 |
| 224905 | 02/27/2026 | FAST COPY CENTER | Brochures for state visit | 10 E 401 411 129575 000 0 | 55.17 |
| 224906 | 02/27/2026 | FLETCHER, LEAH | Employee Reimbursement- Leah Fletcher- Supplies for classroom-6 gold budget | 10 E 200 411 110660 000 0 | 50.21 |
| 224906 | 02/27/2026 | FLETCHER, LEAH | Employee Reimbursement- Leah Fletcher- Registration for the conference (WSST)-Marks budget | 10 E 200 310 129000 000 0 | 135.00 |
| 224907 | 02/27/2026 | GUSTAVUS ADOLPHUS CO | RFHS SENIOR LEGACY SCHOLARSHIP | 21 E 400 387 450588 000 0 | 500.00 |
| 224908 | 02/27/2026 | HAKALA, DANIEL | official; gho jv & v; 2/12/26 | 10 E 708 310 162123 000 0 | 180.00 |
| 224909 | 02/27/2026 | HALLBERG ENGINEERING | Professional Services through Jan. 31, 2026 | 49 E 200 310 254300 603 0 | 870.00 |
| 224909 | 02/27/2026 | HALLBERG ENGINEERING | Professional Services through Jan. 31, 2026 | 49 E 103 310 254300 605 0 | 4,350.00 |
| 224909 | 02/27/2026 | HALLBERG ENGINEERING | Professional Services through Jan. 31, 2026 | 49 E 102 310 254300 602 0 | 580.00 |
| 224910 | 02/27/2026 | HASKINS, MAXWELL | official; bbb jv; 2/13/26 | 10 E 708 310 162205 000 0 | 70.00 |
| 224910 | 02/27/2026 | HASKINS, MAXWELL | official; bbb jv; 2/20/26 | 10 E 708 310 162205 000 0 | 70.00 |
| 224911 | 02/27/2026 | HENNEPIN ARTS | Hennepin Arts- Inv for Wicked- Drama 21 Account | 21 E 200 943 160136 000 0 | 2,582.50 |
| 224912 | 02/27/2026 | HERMANN, SUSAN | RF4C February 16, 2026 Inservice - Susan Hermann | 10 E 100 310 110000 000 0 | 71.50 |
| 224913 | 02/27/2026 | HILLYARD INC MPLS | WS Supplies CREDIT | 10 E 803 411 254300 000 0 | -144.16 |
| 224913 | 02/27/2026 | HILLYARD INC MPLS | District Wide Supplies | 10 E 803 411 254300 000 0 | 60.36 |
| 224913 | 02/27/2026 | HILLYARD INC MPLS | District Wide Supplies | 10 E 803 411 254300 000 0 | 19.52 |
| 224913 | 02/27/2026 | HILLYARD INC MPLS | District Wide Supplies | 10 E 803 411 254300 000 0 | 1,837.24 |
| 224913 | 02/27/2026 | HILLYARD INC MPLS | District Wide Supplies | 10 E 803 411 254300 000 0 | 350.94 |
| 224913 | 02/27/2026 | HILLYARD INC MPLS | District Wide Supplies | 10 E 803 411 254300 000 0 | 175.47 |
| 224913 | 02/27/2026 | HILLYARD INC MPLS | District Wide Supplies | 10 E 803 411 254300 000 0 | 175.47 |
| 224913 | 02/27/2026 | HILLYARD INC MPLS | District Wide Supplies | 10 E 803 411 254300 000 0 | 396.34 |
| 224913 | 02/27/2026 | HILLYARD INC MPLS | HS & GW Supplies | 10 E 803 411 254300 000 0 | 2,538.00 |
| 224913 | 02/27/2026 | HILLYARD INC MPLS | HS & GW Supplies | 10 E 803 411 254300 000 0 | 134.93 |
| 224913 | 02/27/2026 | HILLYARD INC MPLS | HS & GW Supplies | 10 E 803 411 254300 000 0 | 371.51 |
| 224913 | 02/27/2026 | HILLYARD INC MPLS | District Wide Supplies CREDIT | 10 E 803 411 254300 000 0 | -191.66 |
| 224913 | 02/27/2026 | HILLYARD INC MPLS | WS Supplies | 10 E 803 411 254300 000 0 | 144.16 |
| 224913 | 02/27/2026 | HILLYARD INC MPLS | WS Supplies | 10 E 803 411 254300 000 0 | 37.10 |
| 224913 | 02/27/2026 | HILLYARD INC MPLS | MMS Supplies | 10 E 803 411 254300 000 0 | 52.18 |
| 224913 | 02/27/2026 | HILLYARD INC MPLS | MMS Supplies | 10 E 803 411 254300 000 0 | 0.00 |
| 224914 | 02/27/2026 | HOFFMAN, KALEENA | EMPLOYEE REIMBURSEMENT | 10 E 400 411 123219 000 0 | 16.50 |
| 224914 | 02/27/2026 | HOFFMAN, KALEENA | EMPLOYEE REIMBURSEMENT | 10 E 400 360 123219 000 0 | 342.75 |
| 224915 | 02/27/2026 | HUPPERT, HALEY | RF4C February 16, 2026 Inservice - Haley Huppert | 10 E 100 310 110000 000 0 | 71.50 |
| 224916 | 02/27/2026 | IGOU, KYLE | official; bbb jv3 & jv; 2/13/26 | 10 E 708 310 162205 000 0 | 140.00 |
| 224916 | 02/27/2026 | IGOU, KYLE | official; bbb jv; 2/20/26 | 10 E 708 310 162205 000 0 | 70.00 |
| 224917 | 02/27/2026 | JACKSON, DOMINICK | official; gho jv2; 2/13/26 | 10 E 708 310 162123 000 0 | 280.00 |
| 224918 | 02/27/2026 | JACKSON & ASSOCIATES | MMS Window Removal | 49 E 200 327 255000 603 0 | 4,167.00 |
| 224921 | 02/27/2026 | J H LARSON COMPANY | District Wide Lightbulb Stock | 10 E 803 411 254300 000 0 | 3,130.92 |
| 224922 | 02/27/2026 | KAUFMAN, TANNER | official; wr mms; 2/17/26 | 10 E 708 310 162222 000 0 | 100.00 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| 224923 | 02/27/2026 | KELSEY, DUSTIN | official; bho jv & v; 2/10/26 | 10 E 708 310 162223 000 0 | 180.00 |
| 224924 | 02/27/2026 | KEYSTONE INTERPRETIN | Payment to Keystone Interpreting for ASL class | 80 E 890 310 310000 000 0 | 227.72 |
| 224925 | 02/27/2026 | KROLL, KATIE | refund; overpayment activities | 10 R 801 292 500000 000 0 | 40.00 |
| 224926 | 02/27/2026 | LABADIE, EMILY | Labadie January Mileage | 27 E 920 342 159300 341 0 | 28.28 |
| 224927 | 02/27/2026 | LAMM, DYLAN | official; wr mms; 2/17/26 | 10 E 708 310 162222 000 0 | 100.00 |
| 224928 | 02/27/2026 | LAMOTHE, KATHRYN | CDL Reimb | 10 E 804 942 256210 000 0 | 112.00 |
| 224929 | 02/27/2026 | LIBERTY MUTUAL INSUR | Addl' premium for HS and TC Projects | 10 E 801 712 270007 000 0 | 5,171.00 |
| 224934 | 02/27/2026 | LIVINGSTON, PATRICK | official; Forensics; 2/14/26 | 10 E 708 310 162403 000 0 | 75.00 |
| 224935 | 02/27/2026 | LUEDTKE, KRISTOPHER | EMPLOYEE REIMBURSEMENT | 10 E 400 415 241000 000 0 | 80.30 |
| 224936 | 02/27/2026 | MADER, RACHEL | Reimbursement for Flower Arrangement Supplies - flowers/vases | 10 E 801 411 129000 000 0 | 143.88 |
| 224936 | 02/27/2026 | MADER, RACHEL | Reimbursement to Rachel Mader for Westside Staff March Madness teacher bracket - staff joy and climate. | 10 E 102 411 241000 000 0 | 56.57 |
| 224937 | 02/27/2026 | MARK'S PLUMBING PART | Maintenance Stock Faucets | 10 E 803 411 254300 000 0 | 336.91 |
| 224937 | 02/27/2026 | MARK'S PLUMBING PART | RB Part to repair faucet | 10 E 803 411 254300 000 0 | 747.68 |
| 224938 | 02/27/2026 | MENARDS | Supplies for home maintenance class | 10 E 401 411 129575 000 0 | 283.02 |
| 224939 | 02/27/2026 | MORNING, CHARLES IV | official; bbb v; 2/13/26 | 10 E 708 310 162205 000 0 | 110.00 |
| 224940 | 02/27/2026 | NELSON, PAUL | official; bbb v; 2/20/26 | 10 E 708 310 162205 000 0 | 110.00 |
| 224941 | 02/27/2026 | NELSON, RYAN | official; bbb v; 2/13/26 | 10 E 708 310 162205 000 0 | 110.00 |
| 224942 | 02/27/2026 | NELSON, TYLER | official; bbb v; 2/13/26 | 10 E 708 310 162205 000 0 | 110.00 |
| 224943 | 02/27/2026 | NORTHWOOD TECHNICAL | COURSES | 10 E 801 389 431000 000 0 | 1,091.10 |
| 224943 | 02/27/2026 | NORTHWOOD TECHNICAL | COURSES | 10 E 801 389 431000 000 0 | 1,091.10 |
| 224944 | 02/27/2026 | O'MALLEY, JENNA | reimbursement; supplies | 21 E 400 411 160270 000 0 | 44.95 |
| 224945 | 02/27/2026 | O'REILLY AUTO PARTS | Parts | 10 E 804 411 256210 000 0 | 8.34 |
| 224946 | 02/27/2026 | O'ROURKE MEDIA GROUP | Legal notices published in the Hudson Star-Observer for the 2025-2026 School Year. | 10 E 801 351 251000 000 0 | 77.48 |
| 224947 | 02/27/2026 | ORKIN | TC Pest Control February 2026 | 10 E 803 310 254300 000 0 | 70.00 |
| 224948 | 02/27/2026 | OTTO, BRIAN | official; gho v & jv; 2/12/26 | 10 E 708 310 162123 000 0 | 170.00 |
| 224949 | 02/27/2026 | PARR, TRENT | official; bbb v; 1/2/26 | 10 E 708 310 162205 000 0 | 110.00 |
| 224950 | 02/27/2026 | PECHACEK, ROBERT | official; gbb 8th; 2/10/26 | 10 E 708 310 162105 000 0 | 110.00 |
| 224951 | 02/27/2026 | PECHACEK, RYAN | reimbursement; supplies | 21 E 400 411 160142 000 0 | 840.00 |
| 224952 | 02/27/2026 | PEEK-A-BOO BOXING | Payment to Peek-A-Boo Boxing for 1st 1/2 of Youth class | 80 E 890 310 310000 000 0 | 152.50 |
| 224953 | 02/27/2026 | PROBST, TREVOR | official; bbb v; 2/20/26 | 10 E 708 310 162205 000 0 | 110.00 |
| 224954 | 02/27/2026 | RIGHT-WAY CAULKING I | HS Exterior Caulking | 10 E 803 327 255000 000 0 | 1,350.00 |
| 224955 | 02/27/2026 | RIVER FALLS TIRE CO | Tire Sensors | 10 E 804 411 256210 000 0 | 83.90 |
| 224956 | 02/27/2026 | SCHERZ, RYAN | reimbursement; hotel | 21 E 400 943 160146 000 0 | 179.00 |
| 224957 | 02/27/2026 | SISKO, RYAN | official; bho jv & v; 2/10/26 | 10 E 708 310 162223 000 0 | 180.00 |
| 224958 | 02/27/2026 | SMITH, AMBER | Amber Smith Dec-Jan Mileage | 27 E 920 342 152000 347 0 | 47.93 |
| 224959 | 02/27/2026 | SPLINTER, ROY | official; gbb v; 2/20/26 | 10 E 708 310 162105 000 0 | 110.00 |
| 224960 | 02/27/2026 | STARFALL EDUCATION F | Stephanie Heinen Starfall Account Renewal | 27 E 920 362 158001 341 0 | 195.00 |
| 224961 | 02/27/2026 | STANDARD SPRING PART | Supplies | 10 E 804 411 256210 000 0 | 850.15 |
| 224962 | 02/27/2026 | STEP SAVER INC | District Wide Salt | 10 E 803 411 254300 000 0 | 82.50 |
| 224962 | 02/27/2026 | STEP SAVER INC | District Wide Salt | 10 E 803 411 254300 000 0 | 58.50 |
| 224962 | 02/27/2026 | STEP SAVER INC | District Wide Salt | 10 E 803 411 254300 000 0 | 106.50 |
| 224962 | 02/27/2026 | STEP SAVER INC | District Wide Salt | 10 E 803 411 254300 000 0 | 291.00 |
| 224962 | 02/27/2026 | STEP SAVER INC | District Wide Salt | 10 E 803 411 254300 000 0 | 58.50 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| 224962 | 02/27/2026 | STEP SAVER INC | District Wide Salt | 10 E 803 411 254300 000 0 | 31.50 |
| 224963 | 02/27/2026 | SUN MOUNTAIN | supplies | 21 E 400 411 160116 000 0 | 1,126.00 |
| 224963 | 02/27/2026 | SUN MOUNTAIN | supplies | 21 E 400 411 160181 000 0 | 1,250.00 |
| 224964 | 02/27/2026 | SUSAN G KOMEN | Fundraiser Donation | 21 E 400 943 160135 000 0 | 1,035.00 |
| 224965 | 02/27/2026 | SWANSON, KAREN | Reimbursement to Karen Swanson for pizza party | 10 E 104 411 241000 000 0 | 74.91 |
| 224967 | 02/27/2026 | TASKER, SHERYL | reimbursement; supplies cheer clinic | 21 E 400 411 160118 000 0 | 162.15 |
| 224968 | 02/27/2026 | TEACHER SYNERGY LLC | Andrea TpT Supplies | 27 E 920 411 215200 341 0 | 3.64 |
| 224969 | 02/27/2026 | THAYER, ALBERT | official; bbb jv2; 2/13/26 | 10 E 708 310 162205 000 0 | 70.00 |
| 224970 | 02/27/2026 | THOMPSON, ERIK | official; gbb v; 2/13/26 | 10 E 708 310 162105 000 0 | 110.00 |
| 224971 | 02/27/2026 | THOMPSON, RICHARD | official; bbb v; 2/20/26 | 10 E 708 310 162205 000 0 | 110.00 |
| 224974 | 02/27/2026 | UNITED PARCEL SERVIC | 1/17/2026-2/14/2026 | 10 E 801 353 251000 000 0 | 74.44 |
| 224975 | 02/27/2026 | UNITED RENTALS (NORT | District Wide Lift Inspections | 10 E 803 411 254300 000 0 | 338.00 |
| 224975 | 02/27/2026 | UNITED RENTALS (NORT | District Wide Lift Inspections | 10 E 803 411 254300 000 0 | 485.00 |
| 224975 | 02/27/2026 | UNITED RENTALS (NORT | District Wide Lift Inspections | 10 E 803 411 254300 000 0 | 338.00 |
| 224975 | 02/27/2026 | UNITED RENTALS (NORT | District Wide Lift Inspections | 10 E 803 411 254300 000 0 | 338.00 |
| 224975 | 02/27/2026 | UNITED RENTALS (NORT | District Wide Lift Inspections | 10 E 803 411 254300 000 0 | 362.00 |
| 224976 | 02/27/2026 | VAN RANST, CHASE | official; gho jv2; 2/13/26 | 10 E 708 310 162123 000 0 | 280.00 |
| 224977 | 02/27/2026 | WCASS | WCASS Registration | 27 E 920 310 221300 341 0 | 465.00 |
| 224978 | 02/27/2026 | WEBB, JULIE | Reimbursement to Julie for student council pizza party | 10 E 104 411 241000 000 0 | 30.44 |
| 224979 | 02/27/2026 | WHITE, SALENA | Pizza for Westside's Creating Community puzzle competition night. Reimbursement to Salena White. | 10 L 815901 | 80.99 |
| 224980 | 02/27/2026 | WSCA ADMIN OFFICE | WSCA- Membership renewals for Jordan Seifert, Sam Dusek & Gary Campbell - Counseling budget | 10 E 200 942 213200 000 0 | 70.00 |
| 224980 | 02/27/2026 | WSCA ADMIN OFFICE | WSCA- Membership renewals for Jordan Seifert, Sam Dusek & Gary Campbell - Counseling budget | 10 E 200 942 213200 000 0 | 70.00 |
| 224980 | 02/27/2026 | WSCA ADMIN OFFICE | WSCA- Membership renewals for Jordan Seifert, Sam Dusek & Gary Campbell - Counseling budget | 10 E 200 942 213200 000 0 | 70.00 |
| 224736 | 02/06/2026 | T-MOBILE | 12/21/2025-1/20/2026 | 10 E 801 355 251000 000 0 | 303.40 |
| 224893 | 02/27/2026 | CHILD CENTER | RF4C March 1 Site Payout - CHILD Center - Payment 1 | 10 E 099 310 110000 000 0 | 11,020.00 |
| 224892 | 02/27/2026 | CHILD CENTER | RF4C March 1 Site Payout - CHILD Center - Payment 2 | 10 E 099 310 110000 000 0 | 380.00 |
| 224920 | 02/27/2026 | JACOB'S LADDER | RF4C March 1 Site Payout - Jacobs Ladder - Payment 1 | 10 E 099 310 110000 000 0 | 27,260.00 |
| 224919 | 02/27/2026 | JACOB'S LADDER | RF4C March 1 Site Payout - Jacobs Ladder - Payment 2 | 10 E 099 310 110000 000 0 | 940.00 |
| 224931 | 02/27/2026 | LITTLE ADVENTURES 1 | RF4C March 1 Site Payout - Little Adventures 1 - Payment 1 | 10 E 099 310 110000 000 0 | 8,700.00 |
| 224930 | 02/27/2026 | LITTLE ADVENTURES 1 | RF4C March 1 Site Payout - | 10 E 099 310 110000 000 0 | 300.00 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| | | | Little Adventures 1 - Payment 2 | | |
| 224933 | 02/27/2026 | LITTLE ADVENTURES 2 | RF4C March 1 Site Payout - Little Adventures 2 - Payment 1 | 10 E 099 310 110000 000 0 | 6,380.00 |
| 224932 | 02/27/2026 | LITTLE ADVENTURES 2 | RF4C March 1 Site Payout - Little Adventures 2 - Payment 2 | 10 E 099 310 110000 000 0 | 220.00 |
| 224966 | 02/27/2026 | T-MOBILE | WiFi | 10 E 804 355 256210 000 0 | 172.20 |
| 224973 | 02/27/2026 | THE UNIVERSITY PRESC | RF4C March 1 Site Payout - The University Preschool - Payment 1 | 10 E 099 310 110000 000 0 | 9,280.00 |
| 224972 | 02/27/2026 | THE UNIVERSITY PRESC | RF4C March 1 Site Payout - The University Preschool - Payment 2 | 10 E 099 310 110000 000 0 | 320.00 |
| 224624 | 02/06/2026 | OLSON, ERIC | official; bsw; 1/20/26 | 10 E 708 310 162201 000 0 | -110.00 |
| 224365 | 02/06/2026 | STOUGHTON AREA SCHOO | WIAA - WR - 12-20-25 GIRLS | 10 E 708 943 162222 000 0 | -300.00 |
| 224365 | 02/06/2026 | STOUGHTON AREA SCHOO | WIAA - WR - 12-20-25 BOYS | 10 E 708 943 162222 000 0 | -325.00 |
| 224189 | 02/13/2026 | FAST COPY CENTER | invoice#: 25-4048; supplies | 21 E 400 411 160133 000 0 | -1,823.84 |
| | | | | Totals for checks | 484,842.31 |

## F U N D  S U M M A R Y

| FUND | DESCRIPTION | BALANCE SHEET | REVENUE | EXPENSE | TOTAL |
|---|---|---|---|---|---|
| 10 | GENERAL FUND | 1,327.27 | 80.00 | 354,117.91 | 355,525.18 |
| 21 | SPECIAL REVENUE FUND | 0.00 | 0.00 | 43,234.12 | 43,234.12 |
| 27 | SPECIAL EDUCATION FUND | 84.00 | 0.00 | 46,845.87 | 46,929.87 |
| 49 | CONSTRUCTION ACCOUNT | 0.00 | 0.00 | 31,117.00 | 31,117.00 |
| 60 | CUSTODIAL FUND | 0.00 | 0.00 | 2,699.38 | 2,699.38 |
| 80 | COMMUNITY SERVICE FUND | 10.00 | 39.00 | 5,287.76 | 5,336.76 |
| *** Fund Summary Totals *** | | 1,421.27 | 119.00 | 483,302.04 | 484,842.31 |

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

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| 252600685 | 02/06/2026 | ADVANCED LIGHT & SOU | Labor for speakers | 10 E 705 310 295000 000 0 | 1,503.00 |
| 252600686 | 02/06/2026 | AIR COMMUNICATIONS O | Supply Repeater Rent | 10 E 804 411 256210 000 0 | 1,392.00 |
| 252600687 | 02/06/2026 | AMAZON CAPITAL SERVI | Amazon- Supplies- MMS Minicats 21 account | 21 E 200 411 160289 000 0 | 65.96 |
| 252600687 | 02/06/2026 | AMAZON CAPITAL SERVI | SUPPLIES FOR 5TH GRADE MORGAN | 10 E 103 411 129000 000 0 | 8.99 |
| 252600687 | 02/06/2026 | AMAZON CAPITAL SERVI | Amazon - Supply order for Jacobs Ladder | 10 E 100 411 110000 000 0 | 42.40 |
| 252600687 | 02/06/2026 | AMAZON CAPITAL SERVI | Amazon-Supplies for Musical-Drama 21 Account | 21 E 200 411 160136 000 0 | 23.99 |
| 252600687 | 02/06/2026 | AMAZON CAPITAL SERVI | Amazon- Supplies- MMS Minicats 21 Account | 21 E 200 411 160289 000 0 | 19.99 |
| 252600687 | 02/06/2026 | AMAZON CAPITAL SERVI | supplies | 21 E 400 411 160181 000 0 | 74.10 |
| 252600687 | 02/06/2026 | AMAZON CAPITAL SERVI | 3-D printer filament, office supplies, shop gloves | 10 E 401 411 129575 000 0 | 619.41 |
| 252600687 | 02/06/2026 | AMAZON CAPITAL SERVI | Amazon - Library Books-Library CSF budget | 10 E 200 432 222200 031 0 | 16.72 |
| 252600687 | 02/06/2026 | AMAZON CAPITAL SERVI | Magnatiles for the Westside Elementary Media Center through Common School Funds. | 10 E 102 439 222200 031 0 | 322.32 |
| 252600687 | 02/06/2026 | AMAZON CAPITAL SERVI | Supplies for the Westside Elementary Art Room. Square 1 Art Funds are being used for this purchase. CREDIT | 21 E 102 411 160510 000 0 | -19.27 |
| 252600687 | 02/06/2026 | AMAZON CAPITAL SERVI | Supplies for Lori Sather's 2nd Grade classroom at Westside Elementary. | 10 E 102 411 129000 000 0 | 171.46 |
| 252600687 | 02/06/2026 | AMAZON CAPITAL SERVI | Amazon- Supplies for classroom-Gate to Tech budget | 10 E 200 411 136000 000 0 | 18.98 |
| 252600687 | 02/06/2026 | AMAZON CAPITAL SERVI | Amazon OPEN PO for 2025-2026 | 80 E 880 411 390000 000 0 | 64.29 |
| 252600687 | 02/06/2026 | AMAZON CAPITAL SERVI | Amazon OPEN PO for 2025-2026 | 80 E 880 411 390000 000 0 | 13.50 |
| 252600687 | 02/06/2026 | AMAZON CAPITAL SERVI | Time Clocks for Project SEARCH | 27 E 920 411 159300 341 0 | 34.98 |
| 252600687 | 02/06/2026 | AMAZON CAPITAL SERVI | WJ Mouse | 27 E 920 411 158000 341 0 | 14.03 |
| 252600687 | 02/06/2026 | AMAZON CAPITAL SERVI | SUPPLIES FOR OFFICE - BINGENHEIMER | 10 E 103 411 129000 000 0 | 14.73 |
| 252600687 | 02/06/2026 | AMAZON CAPITAL SERVI | BATTERIES FOR THE OFFICE | 10 E 103 411 129000 000 0 | 26.99 |
| 252600687 | 02/06/2026 | AMAZON CAPITAL SERVI | Amazon- Library books-Library CSF budget | 10 E 200 432 222200 031 0 | 40.77 |
| 252600687 | 02/06/2026 | AMAZON CAPITAL SERVI | Amazon OPEN PO for 2025-2026 | 80 E 880 411 390000 000 0 | 84.81 |
| 252600687 | 02/06/2026 | AMAZON CAPITAL SERVI | Scat - Large Print | 27 E 920 411 158000 341 0 | 9.99 |
| 252600687 | 02/06/2026 | AMAZON CAPITAL SERVI | 3-D Printer for the library | 10 E 401 480 222200 031 0 | 1,119.00 |
| 252600687 | 02/06/2026 | AMAZON CAPITAL SERVI | 3-D Printer for the library CREDIT | 10 E 401 480 222200 031 0 | -1,119.00 |
| 252600687 | 02/06/2026 | AMAZON CAPITAL SERVI | USB Adapter | 10 E 803 411 254300 000 0 | 7.49 |
| 252600687 | 02/06/2026 | AMAZON CAPITAL SERVI | Books and Magnatiles for the Westside Elementary Media Center through Common School Funds. | 10 E 102 432 222200 031 0 | 159.56 |
| 252600687 | 02/06/2026 | AMAZON CAPITAL SERVI | Books and Magnatiles for the Westside Elementary Media Center through Common School Funds. | 10 E 102 439 222200 031 0 | 136.37 |
| 252600687 | 02/06/2026 | AMAZON CAPITAL SERVI | Driver appreciation snacks for drivers, wellness stuff | 10 E 804 419 256210 000 0 | 75.59 |
| 252600687 | 02/06/2026 | AMAZON CAPITAL SERVI | Amazon- Supplies for Chill Week- MMS 21 Account Change | 21 E 200 411 160137 000 0 | 150.55 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| | | | to Chill | | |
| 252600688 | 02/06/2026 | ARCHKEY TECHNOLOGIES | MMS November Service Call (Card Reader Issue) | 10 E 803 310 254300 000 0 | 987.50 |
| 252600689 | 02/06/2026 | BAKER TILLY US LLP | Progress billing for service provided in connection wit hthe June 30, 2025 single audit. | 10 E 801 310 251000 000 0 | 3,150.00 |
| 252600690 | 02/06/2026 | C & L COMMUNICATIONS | January 1-31, 2026 Locates | 10 E 801 310 251000 000 0 | 492.00 |
| 252600691 | 02/06/2026 | COMPUTER INTEGRATION | Prepaid Recurring retainer agreement $1760.00 per month | 10 E 705 360 295000 000 0 | 1,760.00 |
| 252600692 | 02/06/2026 | CORIANDER LIVING COL | Payment to C Hildebrandt for Self-Brainspotting | 80 E 890 310 310000 000 0 | 219.45 |
| 252600693 | 02/06/2026 | HORIZON COMMERCIAL P | HS Pair of diving board hinges | 10 E 803 411 254300 000 0 | 1,261.47 |
| 252600694 | 02/06/2026 | J W PEPPER & SON INC | JW Pepper- Inv for E print #368165456- Band budget | 10 E 200 411 125510 000 0 | 55.00 |
| 252600694 | 02/06/2026 | J W PEPPER & SON INC | JW Pepper- INV for Eprint of Thawing & Byzantine- Band budget | 10 E 200 411 125510 000 0 | 135.00 |
| 252600695 | 02/06/2026 | MASA | 2026 MASA Jobsite, online yearly subscription for job postings 1/1/26-12/31/26 | 10 E 707 360 264200 000 0 | 857.00 |
| 252600696 | 02/06/2026 | MISSISSIPPI WELDERS | TECH ED SUPPLIES | 10 E 400 411 136000 400 0 | 74.72 |
| 252600696 | 02/06/2026 | MISSISSIPPI WELDERS | TECH ED SUPPLIES | 10 E 400 411 136000 400 0 | 1,014.82 |
| 252600696 | 02/06/2026 | MISSISSIPPI WELDERS | TECH ED SUPPLIES | 10 E 400 411 136000 400 0 | 18.50 |
| 252600697 | 02/06/2026 | NATIONAL TIME & SIGN | HS Clocks | 10 E 803 411 254300 000 0 | 1,324.52 |
| 252600698 | 02/06/2026 | NEO ELECTRICAL SOLUT | Bus Garage Service Call (Replace Wallpacks) | 10 E 803 310 254300 000 0 | 476.00 |
| 252600698 | 02/06/2026 | NEO ELECTRICAL SOLUT | Bus Garage Service Call (Replace Wallpacks) | 10 E 803 411 254300 000 0 | 531.32 |
| 252600698 | 02/06/2026 | NEO ELECTRICAL SOLUT | INSTALLATION OF TV PLUG INS | 10 E 701 310 136620 577 0 | 1,674.21 |
| 252600699 | 02/06/2026 | NORELIUS, AMY | RF4C Teacher Inservice Jan 19, 2026 - Amy Norelius | 10 E 100 310 110000 000 0 | 63.00 |
| 252600700 | 02/06/2026 | NORTH CENTRAL INTERN | Parts | 10 E 804 411 256210 000 0 | 1,993.60 |
| 252600700 | 02/06/2026 | NORTH CENTRAL INTERN | Parts CREDIT | 10 E 804 411 256210 000 0 | -312.50 |
| 252600701 | 02/06/2026 | RIVER CITY DISPOSAL | District Wide Garbage/Recycling January 2026 | 10 E 803 329 253001 000 0 | 3,308.13 |
| 252600702 | 02/06/2026 | RIVER MOON COFFEE RO | COFFEE FOR WILEY'S COMMON GROUNDS | 21 E 400 411 160515 000 0 | 300.00 |
| 252600703 | 02/06/2026 | SECURITY CHECK ME LL | Background checks run for pre employment and alternate vehicle driver authorizations in January 2026. Inv#34589 2.1.2026 | 10 E 707 310 264200 000 0 | 287.00 |
| 252600704 | 02/06/2026 | STAPLES -(PAPER) | SPANISH SUPPLIES | 10 E 400 411 123219 000 0 | 16.58 |
| 252600704 | 02/06/2026 | STAPLES -(PAPER) | SPANISH SUPPLIES | 10 E 400 411 123219 000 0 | 32.37 |
| 252600704 | 02/06/2026 | STAPLES -(PAPER) | WORLD LANGUAGE SUPPLIES | 10 E 400 411 123219 000 0 | 19.78 |
| 252600704 | 02/06/2026 | STAPLES -(PAPER) | WORLD LANGUAGE SUPPLIES | 10 E 400 411 123219 000 0 | 314.07 |
| 252600704 | 02/06/2026 | STAPLES -(PAPER) | WORLD LANGUAGE SUPPLIES | 10 E 400 411 123219 000 0 | 119.66 |
| 252600704 | 02/06/2026 | STAPLES -(PAPER) | SOCIAL STUDIES SUPPLIES | 10 E 400 411 127000 000 0 | 18.15 |
| 252600704 | 02/06/2026 | STAPLES -(PAPER) | Staples PO for supplies for Kindergarten. Jan 19 2026 | 10 E 101 411 110901 000 0 | 20.42 |
| 252600704 | 02/06/2026 | STAPLES -(PAPER) | Staples PO for supplies for Kindergarten. Jan 19 2026 | 10 E 101 411 110901 000 0 | 129.48 |
| 252600704 | 02/06/2026 | STAPLES -(PAPER) | SOCIAL STUDIES SUPPLIES | 10 E 400 411 127000 000 0 | 41.79 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| 252600705 | 02/06/2026 | WASPA | Nate Schurman spring WASPA conference 2026. April 9 & 10, 2026, invoice#9341 1.28.26 | 10 E 707 310 264200 000 0 | 295.00 |
| 252600706 | 02/06/2026 | WILLIAM V MACGILL AN | Nebulizer | 10 E 709 411 214900 000 0 | 80.65 |
| 252600707 | 02/06/2026 | WSMA | WSMA- INV for Solo Ensemble Registrations for students- Choir 21 Account | 21 E 200 943 160127 000 0 | 1,069.00 |
| 252600708 | 02/06/2026 | YALE MECHANICAL LLC | District Wide Quarterly BAS Service (Payment 3 of 4) | 10 E 803 324 254300 000 0 | 6,051.25 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | VENDING SUPPLIES | 21 E 400 411 160520 000 0 | 110.38 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | SCIENCE SUPPLIES AND OFFICE SUPPLIES | 10 E 400 411 126000 000 0 | 88.68 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | SCIENCE SUPPLIES AND OFFICE SUPPLIES | 10 E 400 411 249000 000 0 | 5.97 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | Supplies | 21 E 400 411 160142 000 0 | 851.94 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | Hallie Supplies | 27 E 920 411 158001 341 0 | 174.22 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | TECH ED SUPPLIES | 10 E 400 411 136000 400 0 | 238.46 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | Supplies for Cassie Meyer's English Language classes at Westside Elementary. | 10 E 102 411 129000 000 0 | 122.03 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | Amazon- Supplies for Musical- Drama 21 Account | 21 E 200 411 160136 000 0 | 382.45 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | TUNDRA TALES FOR AMUNDSON | 21 E 103 411 160511 000 0 | 95.10 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | iPad & Case | 27 E 920 481 156600 341 0 | 325.98 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | TUNDRA TALES FOR AMUNDSON CREDIT | 21 E 103 411 160511 000 0 | -0.66 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | TUNDRA TALES MONEY FOR DAWN FOLLSTAD | 10 E 103 411 129000 000 0 | 87.72 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | Business Prime Annual Membership Fee - Medium | 10 E 801 360 251000 000 0 | 779.00 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | TUNDRA TALES FOR KLEINSCHMIDT | 21 E 103 411 160511 000 0 | 101.84 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | Wipes | 27 E 920 411 158001 341 0 | 29.99 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | supplies | 21 E 400 411 160142 000 0 | 236.92 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | supplies | 21 E 400 411 160142 000 0 | 87.16 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | supplies | 21 E 400 411 160124 000 0 | 69.00 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | FRAMES - ACCOUNT 864 | 10 E 701 411 223700 864 0 | 174.95 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | WATER FOR OFFICE | 10 E 400 411 241000 000 0 | 9.98 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | CSF LIBRARY BOOKS AND REALIA | 10 E 400 432 222200 031 0 | 48.40 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | CSF LIBRARY BOOKS AND REALIA | 10 E 400 439 222200 031 0 | 1,424.02 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | iPad | 27 E 920 481 158000 341 0 | 315.98 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | Supplies for the Westside Elementary Art Room, | 21 E 102 411 160510 000 0 | 128.36 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | Books and Magnatiles for the Westside Elementary Media Center through Common School Funds. | 10 E 102 432 222200 031 0 | 10.05 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | Books and Magnatiles for the Westside Elementary Media Center through Common School Funds. | 10 E 102 439 222200 031 0 | 8.58 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | Amazon- Supplies- Library budget | 10 E 200 411 222200 000 0 | 104.85 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | Amazon- Library Realia- Library CSF budget | 10 E 200 439 222200 031 0 | 237.41 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | Amazon-Supplies/whiteboard- 7 | 10 E 200 411 110700 000 0 | 15.75 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| | | | blue budget | | |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | Amazon- Colored paper- MMS Student Council | 60 E 200 997 440208 000 0 | 10.46 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | Books for RB Book Study | 27 E 920 411 158000 341 0 | 79.50 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | Amazon- Supplies for Student Council for popcorn orders- MMS Student Council | 60 E 200 997 440208 000 0 | 260.37 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | Amazon- Colored paper- MMS Student Council | 60 E 200 997 440208 000 0 | 11.17 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | LIBRARY SUPPLIES | 10 E 400 411 222200 000 0 | 119.99 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | Amazon - stapler for Sara and velcro for Julie | 10 E 104 411 241000 000 0 | 19.61 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | Amazon - RF4C Forward Foundation Grant Items | 10 E 500 411 110210 000 0 | 76.59 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | Sydney Supplies | 27 E 920 411 158001 341 0 | 89.99 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | Amazon- Supplies- 7 Blue budget | 10 E 200 411 110700 000 0 | 13.03 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | Becca Supplies | 27 E 920 411 158000 341 0 | 99.99 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | Hallie Supplies | 27 E 920 411 158001 341 0 | 64.53 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | Amazon- Supplies for classroom- Health budget | 10 E 200 411 141000 000 0 | 579.78 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | Monica Wipes | 27 E 920 411 158001 341 0 | 29.99 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | Sam Supplies | 27 E 920 411 156600 341 0 | 35.99 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | supplies | 21 E 400 411 160124 000 0 | 63.24 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | Filament for eggs sold at ACE | 10 E 401 411 129575 000 0 | 145.30 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | Hallie Supplies | 27 E 920 411 158001 341 0 | 8.49 |
| 252600709 | 02/13/2026 | AMAZON CAPITAL SERVI | Amazon - frame for poster | 10 E 104 411 241000 000 0 | 28.49 |
| 252600710 | 02/13/2026 | CESA 9 | WVS DECEMBER ENROLLMENTS | 10 E 801 386 431000 000 0 | 1,740.00 |
| 252600711 | 02/13/2026 | DOT & DAISY LLC | BALLOONS | 10 E 701 411 223700 864 0 | 375.00 |
| 252600712 | 02/13/2026 | FAMILYMEANS | Q4 Admin Fee & EAP Sessions | 10 E 801 310 251000 000 0 | 625.00 |
| 252600713 | 02/13/2026 | GOODIN COMPANY | Maintenance Stock ISE Baffles | 10 E 803 411 254300 000 0 | 296.00 |
| 252600714 | 02/13/2026 | GRAINGER | MMS Electric Strike | 10 E 803 411 254300 000 0 | 774.76 |
| 252600715 | 02/13/2026 | HUB 70 DESIGN AND PR | invoice#: 33653 & #33930; supplies | 21 E 400 411 160121 000 0 | 611.53 |
| 252600715 | 02/13/2026 | HUB 70 DESIGN AND PR | invoice#: 33653 & #33930; supplies | 21 E 400 411 160146 000 0 | 46.47 |
| 252600715 | 02/13/2026 | HUB 70 DESIGN AND PR | invoice#: 33653 & #33930; supplies | 21 E 400 411 160121 000 0 | 46.47 |
| 252600715 | 02/13/2026 | HUB 70 DESIGN AND PR | invoice#: 33653 & #33930; supplies | 21 E 400 411 160146 000 0 | 3.53 |
| 252600716 | 02/13/2026 | JUNIOR LIBRARY GUILD | CSF - LIBRARY BOOKS | 10 E 400 432 222200 031 0 | 1,917.14 |
| 252600717 | 02/13/2026 | MISSISSIPPI WELDERS | TECH ED | 10 E 400 411 136000 400 0 | 179.96 |
| 252600717 | 02/13/2026 | MISSISSIPPI WELDERS | TECH ED | 10 E 400 411 136000 400 0 | 21.39 |
| 252600718 | 02/13/2026 | NEO ELECTRICAL SOLUT | HS Repair upstairs locker bay ballasts | 10 E 803 310 254300 000 0 | 150.00 |
| 252600718 | 02/13/2026 | NEO ELECTRICAL SOLUT | HS Staff Lounge switch replaced | 10 E 803 310 254300 000 0 | 150.00 |
| 252600718 | 02/13/2026 | NEO ELECTRICAL SOLUT | HS Staff Lounge switch replaced | 10 E 803 411 254300 000 0 | 10.82 |
| 252600718 | 02/13/2026 | NEO ELECTRICAL SOLUT | HS Repair band hallway ballasts | 10 E 803 310 254300 000 0 | 380.00 |
| 252600719 | 02/13/2026 | NORTHWEST COUNSELING | AW 12-15 - 1-19 | 27 E 920 310 219000 341 0 | 1,700.00 |
| 252600719 | 02/13/2026 | NORTHWEST COUNSELING | AW 12-15 - 1-19 | 27 E 920 310 219000 341 0 | 2,500.00 |
| 252600720 | 02/13/2026 | OFFICE ENTERPRISES I | Quadient Ink Cartridge IX-3/5/7 Series | 10 E 801 411 251000 000 0 | 265.76 |
| 252600721 | 02/13/2026 | OVERDRIVE INC | Deposit on account for | 10 E 102 480 222200 031 0 | 50.00 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| | | | content purchases. Invoice:CD0788526027398 | | |
| 252600722 | 02/13/2026 | RIESTER REFRIGERATIO | WS Service Call (Reach In Cooler Warm) | 10 E 803 310 254300 000 0 | 960.00 |
| 252600722 | 02/13/2026 | RIESTER REFRIGERATIO | WS Service Call (Reach In Cooler Warm) | 10 E 803 411 254300 000 0 | 615.00 |
| 252600723 | 02/13/2026 | STAPLES -(PAPER) | Staples- Paper for printing- Marks budget | 10 E 200 411 241000 000 0 | 473.88 |
| 252600723 | 02/13/2026 | STAPLES -(PAPER) | Staples - white copy paper | 10 E 104 411 241000 000 0 | 254.94 |
| 252600723 | 02/13/2026 | STAPLES -(PAPER) | OPEN PO Staples | 80 E 880 411 390000 000 0 | 40.26 |
| 252600723 | 02/13/2026 | STAPLES -(PAPER) | OPEN PO Staples | 80 E 880 411 390000 000 0 | 30.39 |
| 252600723 | 02/13/2026 | STAPLES -(PAPER) | OPEN PO Staples | 80 E 880 411 390000 000 0 | 20.99 |
| 252600723 | 02/13/2026 | STAPLES -(PAPER) | OPEN PO Staples | 80 E 880 411 390000 000 0 | 142.25 |
| 252600723 | 02/13/2026 | STAPLES -(PAPER) | OPEN PO Staples | 80 E 880 411 390000 000 0 | 11.46 |
| 252600723 | 02/13/2026 | STAPLES -(PAPER) | SUPPLY FOR THE WORKROOM | 10 E 103 411 129000 000 0 | 113.44 |
| 252600724 | 02/13/2026 | TOTAL EXCAVATING AND | District Wide Snow Removal 1/31/26 | 10 E 803 329 253002 000 0 | 4,547.50 |
| 252600725 | 02/13/2026 | UWRF | invoice#: 59402; hockey ice rental | 10 E 708 328 255000 000 0 | 1,100.00 |
| 252600726 | 02/13/2026 | WSMA | Invoice#: 40793; student membership dues | 21 E 400 943 160109 000 0 | 7.11 |
| 252600726 | 02/13/2026 | WSMA | Invoice#: 40793; student membership dues | 21 E 400 943 160124 000 0 | 8.89 |
| 252600726 | 02/13/2026 | WSMA | Invoice#: 40793; student membership dues | 21 E 400 943 160109 000 0 | 715.89 |
| 252600726 | 02/13/2026 | WSMA | Invoice#: 40793; student membership dues | 21 E 400 943 160124 000 0 | 895.11 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | Amazon- Supplies- Yearbook budget | 10 E 200 411 161338 000 0 | 47.97 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | Supplies for Lauren Feyereisen's 4th grade classroom. | 10 E 102 411 129000 000 0 | 27.67 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | Amazon purchase for classroom supplies for McKenna Cook | 10 E 701 411 221970 335 0 | 85.70 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | Supplies for the Westside Elementary Art Classroom. | 21 E 102 411 160510 000 0 | 264.48 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | Amazon- Supplies for classroom- Gate to tech budget | 10 E 200 411 136000 000 0 | 31.08 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | LIBRARY BOOKS AND REALIA - CSF | 10 E 400 432 222200 031 0 | 103.11 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | LIBRARY BOOKS AND REALIA - CSF | 10 E 400 439 222200 031 0 | 474.47 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | WILDCAT DESIGN SUPPLIES | 21 E 400 411 160114 000 0 | 183.05 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | SCIENCE SUPPLIES | 10 E 400 411 126000 000 0 | 103.97 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | COFFEE SHOP SUPPLIES | 21 E 400 411 160515 000 0 | 99.62 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | Amazon- Supplies- Yearbook budget | 10 E 200 411 161338 000 0 | 78.73 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | DO Supplies | 10 E 801 411 251000 000 0 | 49.99 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | Jaimi Supplies | 27 E 920 411 158000 341 0 | 47.37 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | Laminating Roll and office supplies for Westside Elementary. | 10 E 102 411 129000 000 0 | 31.42 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | Laminating Roll and office supplies for Westside Elementary. | 10 E 102 411 129000 000 0 | 99.44 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | Michele Supplies | 27 E 920 411 158000 341 0 | 44.07 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | TUNDRA TALES FOR ELSENPETER | 21 E 103 411 160511 000 0 | 102.34 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | supplies | 10 E 708 411 162218 000 0 | 547.38 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | Construction paper for Abbey Owen's Kindergarten classroom. | 10 E 102 411 129000 000 0 | 10.38 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | Books and Magnatiles for the Westside Elementary Media Center through Common School Funds. | 10 E 102 432 222200 031 0 | 9.72 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | Books and Magnatiles for the Westside Elementary Media Center through Common School Funds. | 10 E 102 439 222200 031 0 | 8.31 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | SCIENCE SUPPLIES | 10 E 400 411 126000 000 0 | 89.78 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | TECH ED SUPPLIES | 10 E 400 411 136000 400 0 | 391.68 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | Amazon- Supplies for Student Council for popcorn orders- MMS Student Council | 60 E 200 997 440208 000 0 | 23.40 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | Amazon- Supplies for class- 6 Blue budget | 10 E 200 411 110600 000 0 | 43.98 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | number cards | 10 E 701 411 122115 000 0 | 17.10 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | Laminating Roll and office supplies for Westside Elementary. | 10 E 102 411 129000 000 0 | 68.02 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | Emma Supplies | 27 E 920 411 158001 341 0 | 7.97 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | Amazon- Supplies- 7 Gold budget | 10 E 200 411 110770 000 0 | 76.14 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | Amazon OPEN PO for 2025-2026 | 80 E 880 411 390000 000 0 | 76.71 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | supplies | 21 E 400 411 160142 000 0 | 113.36 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | Amazon- Supplies- Library budget | 10 E 200 411 222200 000 0 | 32.99 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | Amazon- Supplies for classroom- Health budget | 10 E 200 411 141000 000 0 | 229.40 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | WILDCAT DESIGN | 21 E 400 411 160114 000 0 | 11.46 |
| 252600727 | 02/20/2026 | AMAZON CAPITAL SERVI | COFFEE SHOP SUPPLIES | 21 E 400 411 160515 000 0 | 76.64 |
| 252600728 | 02/20/2026 | CHARTWELLS | CHARTWELLS INVOICE | 50 E 850 310 257200 000 0 | 101,144.45 |
| 252600728 | 02/20/2026 | CHARTWELLS | CHARTWELLS INVOICE | 50 E 850 415 257200 000 0 | 96,948.15 |
| 252600728 | 02/20/2026 | CHARTWELLS | CHARTWELLS INVOICE | 50 E 850 310 257201 000 0 | 9,635.39 |
| 252600728 | 02/20/2026 | CHARTWELLS | CHARTWELLS INVOICE | 50 E 850 940 257200 000 0 | 1,856.57 |
| 252600728 | 02/20/2026 | CHARTWELLS | CHARTWELLS INVOICE | 50 E 850 411 257201 000 0 | 4,561.18 |
| 252600728 | 02/20/2026 | CHARTWELLS | CHARTWELLS INVOICE | 50 E 850 411 257202 000 0 | 54.33 |
| 252600728 | 02/20/2026 | CHARTWELLS | CHARTWELLS INVOICE | 50 E 850 310 257202 000 0 | 1,590.35 |
| 252600729 | 02/20/2026 | CR SHRED | CO Shredding 2/2/2026 | 10 E 801 310 251000 000 0 | 62.06 |
| 252600729 | 02/20/2026 | CR SHRED | CR Shred- INV for shredding at MMS- Marks budget | 10 E 200 310 241000 000 0 | 49.76 |
| 252600730 | 02/20/2026 | FOLLETT SCHOOL SOLUT | Follett Software renewal | 10 E 102 360 222200 031 0 | 1,100.16 |
| 252600730 | 02/20/2026 | FOLLETT SCHOOL SOLUT | Follett Software renewal | 10 E 101 360 222200 031 0 | 1,100.16 |
| 252600730 | 02/20/2026 | FOLLETT SCHOOL SOLUT | Follett Software renewal | 10 E 103 360 222200 031 0 | 1,100.16 |
| 252600730 | 02/20/2026 | FOLLETT SCHOOL SOLUT | Follett Software renewal | 10 E 104 360 222200 031 0 | 1,100.16 |
| 252600730 | 02/20/2026 | FOLLETT SCHOOL SOLUT | Follett Software renewal | 10 E 200 360 222200 031 0 | 1,100.16 |
| 252600730 | 02/20/2026 | FOLLETT SCHOOL SOLUT | Follett Software renewal | 10 E 400 360 222200 031 0 | 1,100.16 |
| 252600730 | 02/20/2026 | FOLLETT SCHOOL SOLUT | Follett Software renewal | 10 E 705 360 295000 000 0 | 5,349.60 |
| 252600731 | 02/20/2026 | GALLAGHER BENEFIT SE | Feb 2026 Consulting Services | 10 E 801 310 251000 000 0 | 5,000.00 |
| 252600732 | 02/20/2026 | GEORGE SIEGFRIED CON | Renaissance Wall Protection | 10 E 803 327 255000 000 0 | 5,417.00 |
| 252600733 | 02/20/2026 | HUB 70 DESIGN AND PR | Hub70 PO for McKenna's work | 10 E 101 411 241000 000 0 | 23.76 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| | | | notepad. Feb 2 2026 | | |
| 252600733 | 02/20/2026 | HUB 70 DESIGN AND PR | Hub70 PO for Hillary Gilles posters for the art room. Money will come from the activities account where her square art funds are. Feb 3 2026 | 21 E 101 411 160179 000 0 | 6.75 |
| 252600734 | 02/20/2026 | ION INC | HS Radios | 10 E 803 411 254300 000 0 | 1,610.00 |
| 252600734 | 02/20/2026 | ION INC | TwoWayRadio (Ion, Inc) - 3 new radios | 10 E 104 411 241000 000 0 | 661.73 |
| 252600734 | 02/20/2026 | ION INC | WALKIE TALKIE FOR SPED | 10 E 103 411 129000 000 0 | 221.00 |
| 252600735 | 02/20/2026 | NEO ELECTRICAL SOLUT | MMS Service Call (Room 207) | 10 E 803 310 254300 000 0 | 150.00 |
| 252600735 | 02/20/2026 | NEO ELECTRICAL SOLUT | MMS Service Call (Room 207) | 10 E 803 411 254300 000 0 | 29.89 |
| 252600735 | 02/20/2026 | NEO ELECTRICAL SOLUT | MMS Remove receptacles and relocate switch | 10 E 803 310 254300 000 0 | 207.50 |
| 252600735 | 02/20/2026 | NEO ELECTRICAL SOLUT | MMS Remove receptacles and relocate switch | 10 E 803 411 254300 000 0 | 5.18 |
| 252600735 | 02/20/2026 | NEO ELECTRICAL SOLUT | HS Repair Light Fixture D107 | 10 E 803 310 254300 000 0 | 115.00 |
| 252600735 | 02/20/2026 | NEO ELECTRICAL SOLUT | MMS Service Call (Room 303 Outlets) | 10 E 803 310 254300 000 0 | 322.50 |
| 252600735 | 02/20/2026 | NEO ELECTRICAL SOLUT | MMS Service Call (Room 303 Outlets) | 10 E 803 411 254300 000 0 | 89.73 |
| 252600735 | 02/20/2026 | NEO ELECTRICAL SOLUT | MMS Service Call (PRV-8 not functional) | 10 E 803 310 254300 000 0 | 207.50 |
| 252600736 | 02/20/2026 | NORTH CENTRAL INTERN | Standing PO - Parts CREDIT | 10 E 804 411 256210 000 0 | -125.00 |
| 252600736 | 02/20/2026 | NORTH CENTRAL INTERN | Standing PO - Parts | 10 E 804 411 256210 000 0 | 211.80 |
| 252600736 | 02/20/2026 | NORTH CENTRAL INTERN | Standing PO - Parts | 10 E 804 411 256210 000 0 | 411.78 |
| 252600737 | 02/20/2026 | RF REN PROJECT LLC | March 2026 Base & Additional Rent | 10 E 801 678 281000 401 0 | 18,396.00 |
| 252600737 | 02/20/2026 | RF REN PROJECT LLC | March 2026 Base & Additional Rent | 10 E 801 712 270007 401 0 | 456.41 |
| 252600738 | 02/20/2026 | SECURLY INC | Securly for 30 students | 10 E 401 360 129575 000 0 | 85.28 |
| 252600739 | 02/20/2026 | STAPLES -(PAPER) | 10 cases of copy paper, Canary Yellow copy paper and additional office supplies. | 10 E 102 411 129000 000 0 | 464.71 |
| 252600740 | 02/20/2026 | TRAFERA LLC | PROMETHEAN BOARDS - CSF | 10 E 400 480 222200 031 0 | 6,056.00 |
| 252600741 | 02/27/2026 | ABUNDANT LIFE | RF4C March 1 Site Payout - Abundant Life - Payment 1 | 10 E 099 310 110000 000 0 | 13,920.00 |
| 252600741 | 02/27/2026 | ABUNDANT LIFE | RF4C March 1 Site Payout - Abundant Life - Payment 2 | 10 E 099 310 110000 000 0 | 480.00 |
| 252600742 | 02/27/2026 | ADVANCED LIGHT & SOU | S2 to PDK Conversion District Wide | 49 E 400 581 254300 604 0 | 131.70 |
| 252600742 | 02/27/2026 | ADVANCED LIGHT & SOU | S2 to PDK Conversion District Wide | 49 E 200 581 254300 603 0 | 131.70 |
| 252600742 | 02/27/2026 | ADVANCED LIGHT & SOU | S2 to PDK Conversion District Wide | 49 E 101 581 254300 601 0 | 131.70 |
| 252600742 | 02/27/2026 | ADVANCED LIGHT & SOU | S2 to PDK Conversion District Wide | 49 E 104 581 254300 606 0 | 131.70 |
| 252600742 | 02/27/2026 | ADVANCED LIGHT & SOU | S2 to PDK Conversion District Wide | 49 E 102 581 254300 602 0 | 131.70 |
| 252600742 | 02/27/2026 | ADVANCED LIGHT & SOU | S2 to PDK Conversion District Wide | 49 E 103 581 254300 605 0 | 131.70 |
| 252600742 | 02/27/2026 | ADVANCED LIGHT & SOU | S2 to PDK Conversion District Wide | 49 E 801 581 254300 801 0 | 131.70 |
| 252600742 | 02/27/2026 | ADVANCED LIGHT & SOU | S2 to PDK Conversion District Wide | 49 E 401 581 254300 401 0 | 131.70 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| 252600742 | 02/27/2026 | ADVANCED LIGHT & SOU | S2 to PDK Conversion District Wide | 49 E 804 581 254300 804 0 | 131.70 |
| 252600742 | 02/27/2026 | ADVANCED LIGHT & SOU | S2 to PDK Conversion District Wide | 49 E 803 581 254300 803 0 | 131.70 |
| 252600742 | 02/27/2026 | ADVANCED LIGHT & SOU | S2 to PDK Conversion District Wide | 49 E 400 581 254300 604 0 | 3.33 |
| 252600742 | 02/27/2026 | ADVANCED LIGHT & SOU | S2 to PDK Conversion District Wide | 49 E 200 581 254300 603 0 | 3.33 |
| 252600742 | 02/27/2026 | ADVANCED LIGHT & SOU | S2 to PDK Conversion District Wide | 49 E 101 581 254300 601 0 | 3.33 |
| 252600742 | 02/27/2026 | ADVANCED LIGHT & SOU | S2 to PDK Conversion District Wide | 49 E 104 581 254300 606 0 | 3.33 |
| 252600742 | 02/27/2026 | ADVANCED LIGHT & SOU | S2 to PDK Conversion District Wide | 49 E 102 581 254300 602 0 | 3.33 |
| 252600742 | 02/27/2026 | ADVANCED LIGHT & SOU | S2 to PDK Conversion District Wide | 49 E 103 581 254300 605 0 | 3.33 |
| 252600742 | 02/27/2026 | ADVANCED LIGHT & SOU | S2 to PDK Conversion District Wide | 49 E 801 581 254300 801 0 | 3.33 |
| 252600742 | 02/27/2026 | ADVANCED LIGHT & SOU | S2 to PDK Conversion District Wide | 49 E 401 581 254300 401 0 | 3.33 |
| 252600742 | 02/27/2026 | ADVANCED LIGHT & SOU | S2 to PDK Conversion District Wide | 49 E 804 581 254300 804 0 | 3.33 |
| 252600742 | 02/27/2026 | ADVANCED LIGHT & SOU | S2 to PDK Conversion District Wide | 49 E 803 581 254300 803 0 | 3.33 |
| 252600742 | 02/27/2026 | ADVANCED LIGHT & SOU | Supplemental Door Access System | 49 E 400 581 254300 604 0 | 32.58 |
| 252600742 | 02/27/2026 | ADVANCED LIGHT & SOU | Supplemental Door Access System | 49 E 200 581 254300 603 0 | 32.58 |
| 252600742 | 02/27/2026 | ADVANCED LIGHT & SOU | Supplemental Door Access System | 49 E 101 581 254300 601 0 | 32.58 |
| 252600742 | 02/27/2026 | ADVANCED LIGHT & SOU | Supplemental Door Access System | 49 E 104 581 254300 606 0 | 32.58 |
| 252600742 | 02/27/2026 | ADVANCED LIGHT & SOU | Supplemental Door Access System | 49 E 102 581 254300 602 0 | 32.58 |
| 252600742 | 02/27/2026 | ADVANCED LIGHT & SOU | Supplemental Door Access System | 49 E 103 581 254300 605 0 | 32.60 |
| 252600742 | 02/27/2026 | ADVANCED LIGHT & SOU | Replacement cameras for HS shops | 10 E 705 411 295000 000 0 | 2,050.00 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | Amazon- Supplies for musical part 2- Drama 21 account | 21 E 200 411 160136 000 0 | 94.30 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | HS Parking Tickets | 10 E 803 411 254300 000 0 | 60.62 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | Amazon- Supplies- Library budget | 10 E 200 411 222200 000 0 | 19.99 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | Amazon- Supplies for musical part 2- Drama 21 account | 21 E 200 411 160136 000 0 | 92.58 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | WILDCAT DESIGN SUPPLIES | 21 E 400 411 160114 000 0 | 27.85 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | Amazon OPEN PO for 2025-2026 | 80 E 880 411 390000 000 0 | 298.98 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | office supplies | 10 E 701 411 122115 000 0 | 25.96 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | OFFICE SUPPLIES | 10 E 400 411 241000 000 0 | 51.88 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | CSF LIBRARY BOOKS AND REALIA | 10 E 400 432 222200 031 0 | 1.59 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | CSF LIBRARY BOOKS AND REALIA | 10 E 400 439 222200 031 0 | 46.91 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | supplies | 10 E 708 411 162000 000 0 | 324.00 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | Gardening gloves -Service Learning - MMS: MD | 10 E 801 411 129000 000 0 | 49.99 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | Supplies for the Westside Elementary Office and | 10 E 102 411 129000 000 0 | 45.53 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| | | | workroom. | | |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | Treats for March Madness teacher bracket - staff joy and climate, requested by Rachel. | 10 E 102 411 241000 000 0 | 29.23 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | DO Supplies | 10 E 801 411 251000 000 0 | 5.99 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | Amazon- Supplies for classroom- 7 Gold budget | 10 E 200 411 110770 000 0 | 82.34 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | Hallie Supplies | 27 E 920 411 158001 341 0 | 25.64 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | Josie Supplies | 27 E 920 411 158000 341 0 | 79.89 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | Sydney Supplies | 27 E 920 411 158001 341 0 | 26.89 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | EC Supplies | 27 E 920 411 158001 341 0 | 24.96 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | Annie Supplies | 27 E 920 411 158001 341 0 | 32.99 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | Joe Supplies | 27 E 920 411 215200 341 0 | 39.99 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | Sydney Supplies | 27 E 920 411 158001 341 0 | 38.09 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | Amazon- Supplies for classroom- 7 blue budget | 10 E 200 411 110700 000 0 | 82.34 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | Amazon- Music books for class - Choir budget | 10 E 200 411 125400 000 0 | 31.98 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | Supplies for Lauren Feyereisen's 4th grade classroom. | 10 E 102 411 129000 000 0 | 9.99 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | Amazon - items for Julie & mavaus tape | 10 E 104 411 241000 000 0 | 126.01 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | Michele Supplies | 27 E 920 411 158000 341 0 | 56.99 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | supplies | 10 E 708 411 162010 000 0 | 72.34 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | AG SUPPLIES | 10 E 400 411 131000 400 0 | 239.92 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | LIBRARY BOOKS AND REALIA - CSF | 10 E 400 432 222200 031 0 | 2.14 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | LIBRARY BOOKS AND REALIA - CSF | 10 E 400 439 222200 031 0 | 9.85 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | Amazon - supply order for Erin a Jacobs Ladder | 10 E 100 411 110000 000 0 | 32.99 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | Amazon - RF4C order for Abundant Life | 10 E 100 411 110000 000 0 | 258.92 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | DO Supplies | 10 E 801 411 251000 000 0 | 82.70 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | CUPBOARD | 10 E 400 411 241000 000 0 | 95.99 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | ART SUPPLIES | 10 E 400 411 122100 000 0 | 39.92 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | COFFEE SHOP SUPPLIES | 21 E 400 411 160515 000 0 | 128.90 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | COFFEE SHOP SUPPLIES | 21 E 400 411 160515 000 0 | 73.60 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | ART SUPPLIES | 10 E 400 411 121000 000 0 | 98.85 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | MiKayla Supplies | 27 E 920 411 158001 341 0 | 25.64 |
| 252600743 | 02/27/2026 | AMAZON CAPITAL SERVI | Ali Timer | 27 E 920 411 218100 341 0 | 31.95 |
| 252600744 | 02/27/2026 | BOARDMAN & CLARK LLP | General Law - January 2026 | 10 E 801 310 231500 000 0 | 1,402.50 |
| 252600745 | 02/27/2026 | BRANDVOLD, KARIN | Karin January-Feb 13 Mileage | 10 E 709 342 214900 000 0 | 112.67 |
| 252600746 | 02/27/2026 | CESA 10 | Declining Enrollment Workshop - 2/4/26 - DB, LC, NS | 10 E 801 386 251000 000 0 | 500.00 |
| 252600747 | 02/27/2026 | COMPUTER INTEGRATION | Agreement Managed Backup-SIRIS 4-P4000 | 10 E 705 360 295000 000 0 | 832.00 |
| 252600747 | 02/27/2026 | COMPUTER INTEGRATION | Agreement managed services standard 2023.2 Site Monitoring Agreement DMARC Monitoring CIT Email Domain Monitoring $980.00 monthly payment | 10 E 705 360 295000 000 0 | 1,085.00 |
| 252600748 | 02/27/2026 | FULLER, KAHLA | RF4C February 16, 2026 | 10 E 100 310 110000 000 0 | 71.50 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| | | | Inservice - Kahla Fuller | | |
| 252600749 | 02/27/2026 | GEORGE SIEGFRIED CON | RB Security Walls | 49 E 103 327 255000 605 0 | 10,296.00 |
| 252600749 | 02/27/2026 | GEORGE SIEGFRIED CON | Montessori Security Door | 49 E 104 327 255000 606 0 | 11,604.00 |
| 252600750 | 02/27/2026 | GRAINGER | MMS Bleacher Control Pendant | 10 E 803 411 254300 000 0 | 155.09 |
| 252600751 | 02/27/2026 | HORIZON COMMERCIAL P | HS Pool Chemical | 10 E 803 411 254300 000 0 | 1,067.43 |
| 252600752 | 02/27/2026 | J W PEPPER & SON INC | JW Pepper- Inv for Sheet Music- MMS Athletic budget | 10 E 208 411 162000 000 0 | 123.00 |
| 252600753 | 02/27/2026 | KAISER-HOLBROOK, ANG | RF4C February 16, 2026 Inservice - Angela Kaiser | 10 E 100 310 110000 000 0 | 71.50 |
| 252600754 | 02/27/2026 | MITINET INC | Renewal BestMARC Plus, product ID: RBMP5M2; Quote ID: QUO-18623-T4QHQQ. Dates of service: 5/1/2026 - 5/1/2027 for the district. | 10 E 101 480 222200 031 0 | 247.50 |
| 252600754 | 02/27/2026 | MITINET INC | Renewal BestMARC Plus, product ID: RBMP5M2; Quote ID: QUO-18623-T4QHQQ. Dates of service: 5/1/2026 - 5/1/2027 for the district. | 10 E 102 480 222200 031 0 | 247.50 |
| 252600754 | 02/27/2026 | MITINET INC | Renewal BestMARC Plus, product ID: RBMP5M2; Quote ID: QUO-18623-T4QHQQ. Dates of service: 5/1/2026 - 5/1/2027 for the district. | 10 E 103 480 222200 031 0 | 247.50 |
| 252600754 | 02/27/2026 | MITINET INC | Renewal BestMARC Plus, product ID: RBMP5M2; Quote ID: QUO-18623-T4QHQQ. Dates of service: 5/1/2026 - 5/1/2027 for the district. | 10 E 104 480 222200 031 0 | 247.50 |
| 252600754 | 02/27/2026 | MITINET INC | Renewal BestMARC Plus, product ID: RBMP5M2; Quote ID: QUO-18623-T4QHQQ. Dates of service: 5/1/2026 - 5/1/2027 for the district. | 10 E 200 480 222200 031 0 | 247.50 |
| 252600754 | 02/27/2026 | MITINET INC | Renewal BestMARC Plus, product ID: RBMP5M2; Quote ID: QUO-18623-T4QHQQ. Dates of service: 5/1/2026 - 5/1/2027 for the district. | 10 E 400 480 222200 031 0 | 247.50 |
| 252600755 | 02/27/2026 | MONDOR, HOLLY | RF4C February 16, 2026 Inservice - Holly Mondor | 10 E 100 310 110000 000 0 | 71.50 |
| 252600756 | 02/27/2026 | NCS PEARSON INCORPOR | SSIS SEL Score Reports | 27 E 920 411 215200 341 0 | 120.00 |
| 252600757 | 02/27/2026 | NEO ELECTRICAL SOLUT | RB Outside Emergency Lighting | 10 E 803 327 255000 000 0 | 4,693.76 |
| 252600757 | 02/27/2026 | NEO ELECTRICAL SOLUT | HS Walk in Freezer Door Demo and Rewire | 10 E 803 310 254300 000 0 | 667.50 |
| 252600757 | 02/27/2026 | NEO ELECTRICAL SOLUT | HS Walk in Freezer Door Demo and Rewire | 10 E 803 411 254300 000 0 | 458.70 |
| 252600758 | 02/27/2026 | NIENHUIS MONTESSORI | Nienhuis - supplies per Kai | 10 E 104 411 241000 000 0 | 100.40 |
| 252600759 | 02/27/2026 | NORELIUS, AMY | RF4C February 16, 2026 Inservice - Amy Norelius | 10 E 100 310 110000 000 0 | 71.50 |
| 252600760 | 02/27/2026 | NORTH CENTRAL INTERN | Parts | 10 E 804 411 256210 000 0 | 378.10 |
| 252600761 | 02/27/2026 | NORTHWEST COUNSELING | AW 1/26 - 2/2 | 27 E 920 310 219000 341 0 | 1,250.00 |
| 252600761 | 02/27/2026 | NORTHWEST COUNSELING | AW 1/26 - 2/2 | 27 E 920 310 219000 341 0 | 1,250.00 |
| 252600762 | 02/27/2026 | PARAGON DEVELOPMENT | Paragon Development Systems- Laser Projector- Marks budget | 10 E 200 480 129000 000 0 | 2,548.00 |
| 252600763 | 02/27/2026 | RIVER CITY STITCH LL | invoice#: 34072; supplies | 21 E 400 411 160270 000 0 | 433.00 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| 252600764 | 02/27/2026 | SCHAEFFER MFG INC | Full Synthetic 0W-20 | 10 E 804 411 256210 000 0 | 332.28 |
| 252600765 | 02/27/2026 | SCHURMAN, NATHAN | Reimbursement for mileage and meal for HR Director's Networking Breakfast in Menomonie. 2.20.26 | 10 E 707 342 264200 000 0 | 81.98 |
| 252600766 | 02/27/2026 | SECURITY CHECK ME LL | Payment to SecurityCheckMe for Feb background checks | 80 E 890 310 310000 000 0 | 217.00 |
| 252600767 | 02/27/2026 | SIMPSON, RACHEL | RF4C February 16, 2026 Inservice - Rachel Simpson | 10 E 100 310 110000 000 0 | 71.50 |
| 252600768 | 02/27/2026 | ST CROIX VALLEY REST | Student therapy February Invoice | 10 E 709 310 213900 000 0 | 8,302.50 |
| 252600769 | 02/27/2026 | STAPLES -(PAPER) | Staples paper order for Greenwood. Feb 10 2026 | 10 E 101 417 241000 000 0 | 1,036.48 |
| 252600769 | 02/27/2026 | STAPLES -(PAPER) | PAPER FOR WORKROOM WHITE AND COLOR | 10 E 103 411 129000 000 0 | 944.75 |
| 252600769 | 02/27/2026 | STAPLES -(PAPER) | DO Supplies | 10 E 801 411 251000 000 0 | 337.07 |
| 252600769 | 02/27/2026 | STAPLES -(PAPER) | SPED CLASSROOM SUPPLIES | 10 E 400 411 128000 000 0 | 87.58 |
| 252600769 | 02/27/2026 | STAPLES -(PAPER) | SPED CLASSROOM SUPPLIES | 10 E 400 411 128000 000 0 | 4.39 |
| 252600769 | 02/27/2026 | STAPLES -(PAPER) | SPED CLASSROOM SUPPLIES | 10 E 400 411 128000 000 0 | 426.73 |
| 252600769 | 02/27/2026 | STAPLES -(PAPER) | SCIENCE SUPPLIES | 10 E 400 411 126000 000 0 | 209.38 |
| 252600769 | 02/27/2026 | STAPLES -(PAPER) | SCIENCE SUPPLIES | 10 E 400 411 126000 000 0 | 31.16 |
| 252600769 | 02/27/2026 | STAPLES -(PAPER) | SCIENCE SUPPLIES | 10 E 400 411 126000 000 0 | 8.32 |
| 252600769 | 02/27/2026 | STAPLES -(PAPER) | Payment to Staples for supplies | 80 E 890 411 310000 000 0 | 37.65 |
| 252600769 | 02/27/2026 | STAPLES -(PAPER) | SPANISH SUPPLIES | 10 E 400 411 123219 000 0 | 49.12 |
| 252600769 | 02/27/2026 | STAPLES -(PAPER) | SPED CLASSROOM SUPPLIES | 10 E 400 411 128000 000 0 | 31.79 |
| 252600769 | 02/27/2026 | STAPLES -(PAPER) | Staples- Supplies for classroom- 6 Blue budget | 10 E 200 411 110600 000 0 | 20.95 |
| 252600769 | 02/27/2026 | STAPLES -(PAPER) | Staples- Supplies for classroom-6 blue budget | 10 E 200 411 110600 000 0 | 78.32 |
| 252600769 | 02/27/2026 | STAPLES -(PAPER) | Staples- Supplies for classroom-6 blue budget | 10 E 200 411 110600 000 0 | 42.82 |
| 252600769 | 02/27/2026 | STAPLES -(PAPER) | Staples- Supplies for classroom-6 blue budget | 10 E 200 411 110600 000 0 | 227.58 |
| 252600769 | 02/27/2026 | STAPLES -(PAPER) | Staples- Supplies for classroom-6 blue budget | 10 E 200 411 110600 000 0 | 66.17 |
| 252600770 | 02/27/2026 | STEEL TOWNE RF | TECH ED SUPPLIES | 10 E 400 411 136000 400 0 | 241.59 |
| 252600771 | 02/27/2026 | TIMM, ERIN | RF4C February 16, 2026 Inservice - Erin Timm | 10 E 100 310 110000 000 0 | 71.50 |
| 252600772 | 02/27/2026 | TMS JOHNSON INC | HS GEF-3 (Replacement Fan) | 10 E 803 542 255000 000 0 | 2,090.00 |
| | | | | Totals for checks | 411,260.59 |

F U N D  S U M M A R Y

| FUND | DESCRIPTION | BALANCE SHEET | REVENUE | EXPENSE | TOTAL |
|---|---|---|---|---|---|
| 10 | GENERAL FUND | 0.00 | 0.00 | 153,992.16 | 153,992.16 |
| 21 | SPECIAL REVENUE FUND | 0.00 | 0.00 | 7,852.98 | 7,852.98 |
| 27 | SPECIAL EDUCATION FUND | 0.00 | 0.00 | 8,616.09 | 8,616.09 |
| 49 | CONSTRUCTION ACCOUNT | 0.00 | 0.00 | 23,445.80 | 23,445.80 |
| 50 | FOOD SERVICE FUND | 0.00 | 0.00 | 215,790.42 | 215,790.42 |
| 60 | CUSTODIAL FUND | 0.00 | 0.00 | 305.40 | 305.40 |
| 80 | COMMUNITY SERVICE FUND | 0.00 | 0.00 | 1,257.74 | 1,257.74 |
| *** Fund Summary Totals *** | | 0.00 | 0.00 | 411,260.59 | 411,260.59 |

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

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | AMOUNT |
|---|---|---|---|---|---|
| 202500544 | 02/09/2026 | UNITED STATES POSTAL | POSTAGE FOR POSTAGE MACHINE | 10 E 801 353 251000 000 0 | 1,800.00 |
| 202500542 | 02/17/2026 | HEALTH PARTNERS | DENTAL CLAIMS PAID FROM 2/1/2026-2/17/2026 | 10 L 811632 | 17,919.94 |
| 202500542 | 02/17/2026 | HEALTH PARTNERS | DENTAL CLAIMS PAID FROM 2/1/2026-2/17/2026 | 10 L 811618 | 2,150.14 |
| 202500545 | 02/23/2026 | HEALTH PARTNERS | DENTAL CLAIMS PAID FROM 2/12/2026-2/18/2026 | 10 L 811632 | 6,071.31 |
| 202500545 | 02/23/2026 | HEALTH PARTNERS | DENTAL CLAIMS PAID FROM 2/12/2026-2/18/2026 | 10 L 811618 | 142.22 |
| 202500543 | 02/23/2026 | WISCONSIN DEPT OF RE | BUSINESS TAX REGISTRATION | 10 E 801 941 251000 000 0 | 10.00 |
| 202500550 | 02/28/2026 | EYEMED | Ins. Tracking Billing | 10 L 811638 | 2,536.05 |
| 202500546 | 02/28/2026 | HEALTH PARTNERS | Ins. Tracking Billing | 10 L 811631 | 309,313.98 |
| 202500546 | 02/28/2026 | HEALTH PARTNERS | Ins. Tracking Billing | 10 L 811619 | 15,536.49 |
| 202500547 | 02/28/2026 | HEALTH PARTNERS | Ins. Tracking Billing | 10 L 811631 | 49,769.84 |
| 202500547 | 02/28/2026 | HEALTH PARTNERS | Ins. Tracking Billing | 10 L 811619 | 3,835.18 |
| 202500548 | 02/28/2026 | HEALTH PARTNERS | Ins. Tracking Billing | 10 L 811631 | 138,058.54 |
| 202500548 | 02/28/2026 | HEALTH PARTNERS | Ins. Tracking Billing | 10 L 811619 | 922.69 |
| 202500549 | 02/28/2026 | HEALTH PARTNERS | Ins. Tracking Billing | 10 L 811631 | 49,732.98 |
| 202500549 | 02/28/2026 | HEALTH PARTNERS | Ins. Tracking Billing | 10 L 811619 | 3,605.06 |
| 202500521 | 02/28/2026 | HEALTH PARTNERS | DENTAL FEES FEB 2026 | 10 L 811632 | 2,509.71 |
| 202500521 | 02/28/2026 | HEALTH PARTNERS | DENTAL FEES FEB 2026 | 10 L 811618 | 279.72 |
| 202500499 | 02/05/2026 | HSA BANK | Payroll accrual | 10 L 811637 | 10,159.81 |
| 202500499 | 02/05/2026 | HSA BANK | Payroll accrual | 27 L 811637 | 4,071.00 |
| 202500505 | 02/05/2026 | HSA BANK | Payroll accrual | 10 L 811637 | 5,735.86 |
| 202500505 | 02/05/2026 | HSA BANK | Payroll accrual | 27 L 811637 | 289.55 |
| 202500505 | 02/05/2026 | HSA BANK | Payroll accrual | 80 L 811637 | 530.00 |
| 202500511 | 02/05/2026 | HSA BANK | Payroll accrual | 10 L 811637 | 451.20 |
| 202500511 | 02/05/2026 | HSA BANK | Payroll accrual | 27 L 811637 | 810.78 |
| 202500511 | 02/05/2026 | HSA BANK | Payroll accrual | 80 L 811637 | 3.80 |
| 202500527 | 02/20/2026 | HSA BANK | Payroll accrual | 10 L 811637 | 9,983.81 |
| 202500527 | 02/20/2026 | HSA BANK | Payroll accrual | 27 L 811637 | 4,071.00 |
| 202500527 | 02/20/2026 | HSA BANK | Payroll accrual | 10 L 811637 | 600.00 |
| 202500533 | 02/20/2026 | HSA BANK | Payroll accrual | 10 L 811637 | 5,572.86 |
| 202500533 | 02/20/2026 | HSA BANK | Payroll accrual | 27 L 811637 | 289.55 |
| 202500533 | 02/20/2026 | HSA BANK | Payroll accrual | 80 L 811637 | 530.00 |
| 202500539 | 02/20/2026 | HSA BANK | Payroll accrual | 10 L 811637 | 1,469.33 |
| 202500539 | 02/20/2026 | HSA BANK | Payroll accrual | 27 L 811637 | 3,178.00 |
| 202500539 | 02/20/2026 | HSA BANK | Payroll accrual | 10 L 811637 | 449.61 |
| 202500539 | 02/20/2026 | HSA BANK | Payroll accrual | 27 L 811637 | 810.78 |
| 202500539 | 02/20/2026 | HSA BANK | Payroll accrual | 80 L 811637 | 5.39 |
| 202500494 | 02/05/2026 | GREAT WEST | Payroll accrual | 10 L 811639 | 479.00 |
| 202500500 | 02/05/2026 | GREAT WEST | Payroll accrual | 10 L 811639 | 397.21 |
| 202500500 | 02/05/2026 | GREAT WEST | Payroll accrual | 27 L 811639 | 0.00 |
| 202500494 | 02/05/2026 | GREAT WEST | Payroll accrual | 10 L 811639 | 500.00 |
| 202500494 | 02/05/2026 | GREAT WEST | Payroll accrual | 10 L 811639 | 32.97 |
| 202500500 | 02/05/2026 | GREAT WEST | Payroll accrual | 10 L 811639 | 175.00 |
| 202500500 | 02/05/2026 | GREAT WEST | Payroll accrual | 27 L 811639 | 1,354.15 |
| 202500506 | 02/05/2026 | GREAT WEST | Payroll accrual | 27 L 811639 | 94.14 |
| 202500500 | 02/05/2026 | GREAT WEST | Payroll accrual | 10 L 811639 | 75.00 |
| 202500500 | 02/05/2026 | GREAT WEST | Payroll accrual | 27 L 811639 | 0.00 |
| 202500500 | 02/05/2026 | GREAT WEST | Payroll accrual | 10 L 811639 | 397.21 |
| 202500500 | 02/05/2026 | GREAT WEST | Payroll accrual | 27 L 811639 | 0.00 |
| 202500506 | 02/05/2026 | GREAT WEST | Payroll accrual | 10 L 811639 | 50.00 |
| 202500522 | 02/20/2026 | GREAT WEST | Payroll accrual | 10 L 811639 | 520.00 |
| 202500528 | 02/20/2026 | GREAT WEST | Payroll accrual | 10 L 811639 | 397.21 |
| 202500528 | 02/20/2026 | GREAT WEST | Payroll accrual | 27 L 811639 | 0.00 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | | AMOUNT |
|---|---|---|---|---|---|---|
| 202500522 | 02/20/2026 | GREAT WEST | Payroll accrual | 10 L | 811639 | 500.00 |
| 202500522 | 02/20/2026 | GREAT WEST | Payroll accrual | 10 L | 811639 | 32.97 |
| 202500528 | 02/20/2026 | GREAT WEST | Payroll accrual | 10 L | 811639 | 175.00 |
| 202500528 | 02/20/2026 | GREAT WEST | Payroll accrual | 27 L | 811639 | 1,354.15 |
| 202500534 | 02/20/2026 | GREAT WEST | Payroll accrual | 27 L | 811639 | 84.73 |
| 202500528 | 02/20/2026 | GREAT WEST | Payroll accrual | 10 L | 811639 | 75.00 |
| 202500528 | 02/20/2026 | GREAT WEST | Payroll accrual | 27 L | 811639 | 0.00 |
| 202500528 | 02/20/2026 | GREAT WEST | Payroll accrual | 10 L | 811639 | 397.21 |
| 202500528 | 02/20/2026 | GREAT WEST | Payroll accrual | 27 L | 811639 | 0.00 |
| 202500534 | 02/20/2026 | GREAT WEST | Payroll accrual | 10 L | 811639 | 50.00 |
| 202500551 | 02/28/2026 | THE STANDARD | Ins. Tracking Billing | 10 L | 811641 | 865.52 |
| 202500552 | 02/28/2026 | THE STANDARD | Ins. Tracking Billing | 10 L | 811641 | 203.80 |
| 202500553 | 02/28/2026 | THE STANDARD | Ins. Tracking Billing | 10 L | 811641 | 6.60 |
| 202500554 | 02/28/2026 | THE STANDARD | Ins. Tracking Billing | 10 L | 811641 | 273.40 |
| 202500555 | 02/28/2026 | THE STANDARD | Ins. Tracking Billing | 10 L | 811641 | 37.95 |
| 202500556 | 02/28/2026 | THE STANDARD | Ins. Tracking Billing | 10 L | 811641 | 762.78 |
| 202500540 | 02/28/2026 | THE STANDARD | Ins. Tracking Billing | 10 L | 811633 | 7,969.85 |
| 202500541 | 02/28/2026 | THE STANDARD | Ins. Tracking Billing | 10 L | 811633 | 3,302.78 |
| 202500495 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811611 | 31,051.18 |
| 202500495 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811611 | 8,140.78 |
| 202500495 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811611 | 20.52 |
| 202500495 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811612 | 2,503.04 |
| 202500495 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811612 | 426.08 |
| 202500507 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811612 | 187.06 |
| 202500495 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811612 | 31,632.72 |
| 202500495 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811612 | 7,981.76 |
| 202500495 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811612 | 37.58 |
| 202500495 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811611 | 7,262.00 |
| 202500495 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811611 | 1,903.87 |
| 202500495 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811611 | 4.80 |
| 202500495 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811611 | 7,262.00 |
| 202500495 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811611 | 1,903.87 |
| 202500495 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811611 | 4.80 |
| 202500495 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811611 | 31,051.18 |
| 202500495 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811611 | 8,140.78 |
| 202500495 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811611 | 20.52 |
| 202500501 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811611 | 12,307.41 |
| 202500501 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811611 | 517.50 |
| 202500501 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811611 | 571.52 |
| 202500501 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811612 | 2,590.00 |
| 202500501 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811612 | 360.00 |
| 202500501 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811612 | 15,015.38 |
| 202500501 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811612 | 354.89 |
| 202500501 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811612 | 450.03 |
| 202500501 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811611 | 2,878.34 |
| 202500501 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811611 | 121.03 |
| 202500501 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811611 | 133.66 |
| 202500501 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811611 | 2,878.34 |
| 202500501 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811611 | 121.03 |
| 202500501 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811611 | 133.66 |
| 202500501 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811611 | 12,307.41 |
| 202500501 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811611 | 517.50 |
| 202500501 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811611 | 571.52 |
| 202500507 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811611 | 8,356.09 |
| 202500507 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811611 | 6,545.21 |
| 202500507 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 50 L | 811611 | 33.59 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | | AMOUNT |
|---|---|---|---|---|---|---|
| 202500507 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811611 | 636.49 |
| 202500507 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811612 | 1,463.23 |
| 202500507 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811612 | 946.03 |
| 202500507 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811612 | 3,691.16 |
| 202500507 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811612 | 4,011.25 |
| 202500507 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 50 L | 811612 | 0.00 |
| 202500507 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811612 | 133.80 |
| 202500507 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811611 | 1,954.26 |
| 202500507 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811611 | 1,530.71 |
| 202500507 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 50 L | 811611 | 7.86 |
| 202500507 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811611 | 148.88 |
| 202500507 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811611 | 1,954.26 |
| 202500507 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811611 | 1,530.71 |
| 202500507 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 50 L | 811611 | 7.86 |
| 202500507 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811611 | 148.88 |
| 202500507 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811611 | 8,356.09 |
| 202500507 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811611 | 6,545.21 |
| 202500507 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 50 L | 811611 | 33.59 |
| 202500507 | 02/05/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811611 | 636.49 |
| 202500523 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811611 | 31,283.83 |
| 202500523 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811611 | 8,358.85 |
| 202500523 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811611 | 9.88 |
| 202500523 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811612 | 2,502.17 |
| 202500523 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811612 | 426.95 |
| 202500535 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811612 | 118.69 |
| 202500523 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811612 | 31,799.10 |
| 202500523 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811612 | 8,139.23 |
| 202500523 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811612 | 12.79 |
| 202500523 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811611 | 7,316.40 |
| 202500523 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811611 | 1,954.87 |
| 202500523 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811611 | 2.31 |
| 202500523 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811611 | 7,316.40 |
| 202500523 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811611 | 1,954.87 |
| 202500523 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811611 | 2.31 |
| 202500523 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811611 | 31,283.83 |
| 202500523 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811611 | 8,358.85 |
| 202500523 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811611 | 9.88 |
| 202500529 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811611 | 12,243.15 |
| 202500529 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811611 | 517.50 |
| 202500529 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811611 | 571.52 |
| 202500529 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811612 | 2,590.00 |
| 202500529 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811612 | 360.00 |
| 202500529 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811612 | 14,880.92 |
| 202500529 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811612 | 354.89 |
| 202500529 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811612 | 450.03 |
| 202500529 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811611 | 2,863.32 |
| 202500529 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811611 | 121.03 |
| 202500529 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811611 | 133.66 |
| 202500529 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811611 | 2,863.32 |
| 202500529 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811611 | 121.03 |
| 202500529 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811611 | 133.66 |
| 202500529 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811611 | 12,243.15 |
| 202500529 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811611 | 517.50 |
| 202500529 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811611 | 571.52 |
| 202500535 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811611 | 8,861.81 |
| 202500535 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811611 | 5,535.07 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | | AMOUNT |
|---|---|---|---|---|---|---|
| 202500535 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 50 L | 811611 | 29.53 |
| 202500535 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811611 | 590.94 |
| 202500535 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811612 | 1,446.26 |
| 202500535 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811612 | 948.00 |
| 202500535 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811612 | 3,268.84 |
| 202500535 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811612 | 2,903.86 |
| 202500535 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 50 L | 811612 | 0.00 |
| 202500535 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811612 | 84.93 |
| 202500535 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811611 | 2,072.56 |
| 202500535 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811611 | 1,294.46 |
| 202500535 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 50 L | 811611 | 6.91 |
| 202500535 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811611 | 138.25 |
| 202500535 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811611 | 2,072.56 |
| 202500535 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811611 | 1,294.46 |
| 202500535 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 50 L | 811611 | 6.91 |
| 202500535 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811611 | 138.25 |
| 202500535 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 10 L | 811611 | 8,861.81 |
| 202500535 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 27 L | 811611 | 5,535.07 |
| 202500535 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 50 L | 811611 | 29.53 |
| 202500535 | 02/20/2026 | UNITED STATES TREASU | Payroll accrual | 80 L | 811611 | 590.94 |
| 202500498 | 02/05/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 10 L | 811639 | 8,219.00 |
| 202500498 | 02/05/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 27 L | 811639 | 3,295.00 |
| 202500498 | 02/05/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 10 L | 811639 | 2,525.83 |
| 202500498 | 02/05/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 10 L | 811639 | 4,813.00 |
| 202500498 | 02/05/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 27 L | 811639 | 2,558.33 |
| 202500498 | 02/05/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 10 L | 811639 | 4,129.39 |
| 202500498 | 02/05/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 27 L | 811639 | 601.04 |
| 202500504 | 02/05/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 10 L | 811639 | 6,165.56 |
| 202500504 | 02/05/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 27 L | 811639 | 429.36 |
| 202500504 | 02/05/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 10 L | 811639 | 1,375.00 |
| 202500504 | 02/05/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 27 L | 811639 | 679.15 |
| 202500504 | 02/05/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 10 L | 811639 | 343.60 |
| 202500504 | 02/05/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 27 L | 811639 | 0.00 |
| 202500504 | 02/05/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 10 L | 811639 | 1,590.00 |
| 202500504 | 02/05/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 27 L | 811639 | 675.00 |
| 202500504 | 02/05/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 80 L | 811639 | 10.00 |
| 202500504 | 02/05/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 10 L | 811639 | 1,014.03 |
| 202500504 | 02/05/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 27 L | 811639 | 0.00 |
| 202500504 | 02/05/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 80 L | 811639 | 945.78 |
| 202500510 | 02/05/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 10 L | 811639 | 50.00 |
| 202500510 | 02/05/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 27 L | 811639 | 1,200.00 |
| 202500510 | 02/05/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 10 L | 811639 | 47.71 |
| 202500510 | 02/05/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 27 L | 811639 | 167.63 |
| 202500510 | 02/05/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 10 L | 811639 | 170.00 |
| 202500510 | 02/05/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 27 L | 811639 | 150.00 |
| 202500510 | 02/05/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 27 L | 811639 | 96.35 |
| 202500526 | 02/20/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 10 L | 811639 | 7,889.00 |
| 202500526 | 02/20/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 27 L | 811639 | 3,085.00 |
| 202500526 | 02/20/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 10 L | 811639 | 2,075.08 |
| 202500526 | 02/20/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 10 L | 811639 | 5,165.00 |
| 202500526 | 02/20/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 27 L | 811639 | 2,558.33 |
| 202500526 | 02/20/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 10 L | 811639 | 4,129.39 |
| 202500526 | 02/20/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 27 L | 811639 | 601.04 |
| 202500532 | 02/20/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 10 L | 811639 | 6,165.56 |
| 202500532 | 02/20/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 27 L | 811639 | 429.36 |
| 202500532 | 02/20/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 10 L | 811639 | 1,375.00 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | | AMOUNT |
|---|---|---|---|---|---|---|
| 202500532 | 02/20/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 27 L | 811639 | 679.15 |
| 202500532 | 02/20/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 10 L | 811639 | 343.60 |
| 202500532 | 02/20/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 27 L | 811639 | 0.00 |
| 202500532 | 02/20/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 10 L | 811639 | 1,590.00 |
| 202500532 | 02/20/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 27 L | 811639 | 675.00 |
| 202500532 | 02/20/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 80 L | 811639 | 10.00 |
| 202500532 | 02/20/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 10 L | 811639 | 1,014.03 |
| 202500532 | 02/20/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 27 L | 811639 | 0.00 |
| 202500532 | 02/20/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 80 L | 811639 | 945.78 |
| 202500538 | 02/20/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 10 L | 811639 | 50.00 |
| 202500538 | 02/20/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 27 L | 811639 | 1,200.00 |
| 202500538 | 02/20/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 10 L | 811639 | 77.95 |
| 202500538 | 02/20/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 27 L | 811639 | 151.30 |
| 202500538 | 02/20/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 10 L | 811639 | 470.00 |
| 202500538 | 02/20/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 27 L | 811639 | 150.00 |
| 202500538 | 02/20/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 10 L | 811639 | 30.00 |
| 202500538 | 02/20/2026 | WEA TRUST MEMBER BEN | Payroll accrual | 27 L | 811639 | 116.43 |
| 202500496 | 02/05/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 10 L | 811613 | 21,695.16 |
| 202500496 | 02/05/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 27 L | 811613 | 5,651.79 |
| 202500496 | 02/05/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 80 L | 811613 | 15.71 |
| 202500496 | 02/05/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 10 L | 811613 | 77.10 |
| 202500496 | 02/05/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 27 L | 811613 | 57.90 |
| 202500508 | 02/05/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 10 L | 811613 | 105.78 |
| 202500502 | 02/05/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 10 L | 811613 | 8,581.44 |
| 202500502 | 02/05/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 27 L | 811613 | 263.41 |
| 202500502 | 02/05/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 80 L | 811613 | 348.06 |
| 202500502 | 02/05/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 10 L | 811613 | 205.00 |
| 202500502 | 02/05/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 80 L | 811613 | 210.00 |
| 202500508 | 02/05/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 10 L | 811613 | 3,382.29 |
| 202500508 | 02/05/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 27 L | 811613 | 3,443.87 |
| 202500508 | 02/05/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 50 L | 811613 | 5.22 |
| 202500508 | 02/05/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 80 L | 811613 | 135.66 |
| 202500508 | 02/05/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 10 L | 811613 | 231.97 |
| 202500508 | 02/05/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 27 L | 811613 | 118.03 |
| 202500524 | 02/20/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 10 L | 811613 | 21,836.11 |
| 202500524 | 02/20/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 27 L | 811613 | 5,767.31 |
| 202500524 | 02/20/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 80 L | 811613 | 7.08 |
| 202500524 | 02/20/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 10 L | 811613 | 77.10 |
| 202500524 | 02/20/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 27 L | 811613 | 57.90 |
| 202500536 | 02/20/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 10 L | 811613 | 98.51 |
| 202500530 | 02/20/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 10 L | 811613 | 8,517.24 |
| 202500530 | 02/20/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 27 L | 811613 | 263.41 |
| 202500530 | 02/20/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 80 L | 811613 | 348.06 |
| 202500530 | 02/20/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 10 L | 811613 | 205.00 |
| 202500530 | 02/20/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 80 L | 811613 | 210.00 |
| 202500536 | 02/20/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 10 L | 811613 | 3,242.18 |
| 202500536 | 02/20/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 27 L | 811613 | 2,663.23 |
| 202500536 | 02/20/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 50 L | 811613 | 2.91 |
| 202500536 | 02/20/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 80 L | 811613 | 95.66 |
| 202500536 | 02/20/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 10 L | 811613 | 241.97 |
| 202500536 | 02/20/2026 | WISCONSIN DEPT OF RE | Payroll accrual | 27 L | 811613 | 128.03 |
| 202500503 | 02/05/2026 | WISC RETIREMENT SYST | Payroll accrual | 10 L | 811623 | 10,405.18 |
| 202500503 | 02/05/2026 | WISC RETIREMENT SYST | Payroll accrual | 27 L | 811623 | 282.73 |
| 202500503 | 02/05/2026 | WISC RETIREMENT SYST | Payroll accrual | 80 L | 811623 | 799.70 |
| 202500497 | 02/05/2026 | WISC RETIREMENT SYST | Payroll accrual | 10 L | 811620 | 40,941.19 |
| 202500497 | 02/05/2026 | WISC RETIREMENT SYST | Payroll accrual | 27 L | 811620 | 10,749.07 |

| CHECK NUMBER | CHECK DATE | VENDOR | INVOICE DESCRIPTION | ACCOUNT NUMBER | | AMOUNT |
|---|---|---|---|---|---|---|
| 202500497 | 02/05/2026 | WISC RETIREMENT SYST | Payroll accrual | 80 L | 811620 | 27.09 |
| 202500503 | 02/05/2026 | WISC RETIREMENT SYST | Payroll accrual | 10 L | 811622 | 10,405.18 |
| 202500503 | 02/05/2026 | WISC RETIREMENT SYST | Payroll accrual | 27 L | 811622 | 282.73 |
| 202500503 | 02/05/2026 | WISC RETIREMENT SYST | Payroll accrual | 80 L | 811622 | 799.70 |
| 202500497 | 02/05/2026 | WISC RETIREMENT SYST | Payroll accrual | 10 L | 811621 | 40,941.19 |
| 202500497 | 02/05/2026 | WISC RETIREMENT SYST | Payroll accrual | 27 L | 811621 | 10,749.07 |
| 202500497 | 02/05/2026 | WISC RETIREMENT SYST | Payroll accrual | 80 L | 811621 | 27.09 |
| 202500509 | 02/05/2026 | WISC RETIREMENT SYST | Payroll accrual | 10 L | 811623 | 7,172.95 |
| 202500509 | 02/05/2026 | WISC RETIREMENT SYST | Payroll accrual | 27 L | 811623 | 8,325.55 |
| 202500509 | 02/05/2026 | WISC RETIREMENT SYST | Payroll accrual | 80 L | 811623 | 251.15 |
| 202500509 | 02/05/2026 | WISC RETIREMENT SYST | Payroll accrual | 50 L | 811623 | 42.03 |
| 202500503 | 02/05/2026 | WISC RETIREMENT SYST | Payroll accrual | 10 L | 811620 | 6,031.51 |
| 202500503 | 02/05/2026 | WISC RETIREMENT SYST | Payroll accrual | 27 L | 811620 | 420.03 |
| 202500509 | 02/05/2026 | WISC RETIREMENT SYST | Payroll accrual | 10 L | 811622 | 7,172.95 |
| 202500509 | 02/05/2026 | WISC RETIREMENT SYST | Payroll accrual | 27 L | 811622 | 8,325.55 |
| 202500509 | 02/05/2026 | WISC RETIREMENT SYST | Payroll accrual | 50 L | 811622 | 42.03 |
| 202500509 | 02/05/2026 | WISC RETIREMENT SYST | Payroll accrual | 80 L | 811622 | 251.15 |
| 202500503 | 02/05/2026 | WISC RETIREMENT SYST | Payroll accrual | 10 L | 811621 | 6,031.51 |
| 202500503 | 02/05/2026 | WISC RETIREMENT SYST | Payroll accrual | 27 L | 811621 | 420.03 |
| 202500509 | 02/05/2026 | WISC RETIREMENT SYST | Payroll accrual | 10 L | 811620 | 43.20 |
| 202500509 | 02/05/2026 | WISC RETIREMENT SYST | Payroll accrual | 27 L | 811620 | 47.54 |
| 202500509 | 02/05/2026 | WISC RETIREMENT SYST | Payroll accrual | 10 L | 811621 | 43.20 |
| 202500509 | 02/05/2026 | WISC RETIREMENT SYST | Payroll accrual | 27 L | 811621 | 47.54 |
| 202500525 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 27 L | 811623 | 282.91 |
| 202500525 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 10 L | 811620 | 41,176.01 |
| 202500525 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 27 L | 811620 | 10,744.33 |
| 202500525 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 80 L | 811620 | 12.69 |
| 202500525 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 27 L | 811622 | 282.91 |
| 202500525 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 10 L | 811621 | 41,176.01 |
| 202500525 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 27 L | 811621 | 10,744.33 |
| 202500525 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 80 L | 811621 | 12.69 |
| 202500531 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 10 L | 811623 | 10,312.11 |
| 202500531 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 27 L | 811623 | 282.73 |
| 202500531 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 80 L | 811623 | 799.70 |
| 202500531 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 10 L | 811620 | 6,031.51 |
| 202500531 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 27 L | 811620 | 420.03 |
| 202500531 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 10 L | 811622 | 10,312.11 |
| 202500531 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 27 L | 811622 | 282.73 |
| 202500531 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 80 L | 811622 | 799.70 |
| 202500531 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 10 L | 811621 | 6,031.51 |
| 202500531 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 27 L | 811621 | 420.03 |
| 202500537 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 10 L | 811623 | 6,499.84 |
| 202500537 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 27 L | 811623 | 7,190.68 |
| 202500537 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 80 L | 811623 | 226.05 |
| 202500537 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 50 L | 811623 | 36.96 |
| 202500537 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 10 L | 811620 | 199.48 |
| 202500537 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 27 L | 811620 | 53.36 |
| 202500537 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 10 L | 811622 | 6,499.84 |
| 202500537 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 27 L | 811622 | 7,190.68 |
| 202500537 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 50 L | 811622 | 36.96 |
| 202500537 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 80 L | 811622 | 226.05 |
| 202500537 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 10 L | 811621 | 199.48 |
| 202500537 | 02/20/2026 | WISC RETIREMENT SYST | Payroll accrual | 27 L | 811621 | 53.36 |

Totals for checks 1,662,035.05

## F U N D  S U M M A R Y

| FUND | DESCRIPTION | BALANCE SHEET | REVENUE | EXPENSE | TOTAL |
|---|---|---|---|---|---|
| 10 | GENERAL FUND | 1,412,012.60 | 0.00 | 1,810.00 | 1,413,822.60 |
| 27 | SPECIAL EDUCATION FUND | 231,492.80 | 0.00 | 0.00 | 231,492.80 |
| 50 | FOOD SERVICE FUND | 321.89 | 0.00 | 0.00 | 321.89 |
| 80 | COMMUNITY SERVICE FUND | 16,397.76 | 0.00 | 0.00 | 16,397.76 |
| *** Fund Summary Totals *** | | 1,660,225.05 | 0.00 | 1,810.00 | 1,662,035.05 |

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

## School District of River Falls - Payroll for February 2026

| Full Name | Check Number | Check Date | Net Pay Amount |
|---|---|---|---|
| AAMODT, KATHLEEN S | 997413754 | 02/05/2026 | 1,229.27 |
| AAMODT, KATHLEEN S | 997414395 | 02/20/2026 | 1,118.76 |
| ADAMS, SONJA | 997413960 | 02/05/2026 | 335.28 |
| ADAMS, SONJA | 997414608 | 02/20/2026 | 387.29 |
| ADELSDORF-NUDD, SAM MICHAEL | 997413608 | 02/05/2026 | 1,459.12 |
| ADELSDORF-NUDD, SAM MICHAEL | 997413608 | 02/05/2026 | 0.00 |
| ADELSDORF-NUDD, SAM MICHAEL | 997414249 | 02/20/2026 | 1,459.12 |
| ALLEN, ZACHARY S | 997414486 | 02/20/2026 | 128.94 |
| AMES, JENNIFER L | 997413687 | 02/05/2026 | 1,367.94 |
| AMES, JENNIFER L | 997414328 | 02/20/2026 | 1,367.94 |
| AMUNDSON, TESSA L | 997413609 | 02/05/2026 | 2,243.22 |
| AMUNDSON, TESSA L | 997414250 | 02/20/2026 | 2,243.22 |
| ANDERSON, CHRISTY N | 997413438 | 02/05/2026 | 1,822.04 |
| ANDERSON, CHRISTY N | 997414078 | 02/20/2026 | 1,822.04 |
| ANDERSON, MUFFI M | 997413755 | 02/05/2026 | 1,286.56 |
| ANDERSON, MUFFI M | 997414396 | 02/20/2026 | 1,172.03 |
| ANDERSON, TERRI L | 997413756 | 02/05/2026 | 1,081.68 |
| ANDERSON, TERRI L | 997414397 | 02/20/2026 | 1,081.68 |
| ANDLER, KELLEN G | 997413915 | 02/05/2026 | 194.29 |
| ANDLER, KELLEN G | 997414554 | 02/20/2026 | 262.85 |
| ANDREWS, HOLLY DOSDALL | 997413961 | 02/05/2026 | 549.17 |
| ANDREWS, HOLLY DOSDALL | 997414609 | 02/20/2026 | 184.70 |
| ANDRLE PITZEN, TAMMY MARIE | 997413676 | 02/05/2026 | 1,170.45 |
| ANDRLE PITZEN, TAMMY MARIE | 997414317 | 02/20/2026 | 1,170.45 |
| ANTON, SALLY M | 997414610 | 02/20/2026 | 130.56 |
| ARMBRUST, KYLEE MAE | 997413402 | 02/05/2026 | 1,213.35 |
| ARMBRUST, KYLEE MAE | 997414042 | 02/20/2026 | 1,213.35 |
| ARNE, CHERYL M | 997413845 | 02/05/2026 | 671.20 |
| ARNE, CHERYL M | 997414487 | 02/20/2026 | 545.40 |
| ARP, ROBERT EDWARD | 997413962 | 02/05/2026 | 1,179.55 |
| ARP, ROBERT EDWARD | 997414611 | 02/20/2026 | 1,309.66 |
| BAILEY, SARAH KATHLYN | 997413757 | 02/05/2026 | 978.24 |
| BAILEY, SARAH KATHLYN | 997414398 | 02/20/2026 | 1,109.48 |
| BARRETT, KRISTIN BRIANNE | 997413947 | 02/05/2026 | 1,082.48 |
| BARRETT, KRISTIN BRIANNE | 997414595 | 02/20/2026 | 1,012.31 |
| BARRY, RAINBOW A | 997413649 | 02/05/2026 | 1,857.56 |
| BARRY, RAINBOW A | 997414290 | 02/20/2026 | 1,857.56 |
| BARRY, WILLA MM | 997414460 | 02/20/2026 | 76.18 |
| BARTLEIN, SIRI JANE | 997413963 | 02/05/2026 | 92.35 |
| BARTLEIN, SIRI JANE | 997414612 | 02/20/2026 | 369.19 |
| BAUSCHELT, KADY A | 997413524 | 02/05/2026 | 2,143.22 |
| BAUSCHELT, KADY A | 997414165 | 02/20/2026 | 2,143.22 |

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|---|---|---|---|
| BEACHEY, BARBARA J | 997413964 | 02/05/2026 | 92.35 |
| BEAUCHMAN, EUNICE MARY | 997413821 | 02/05/2026 | 1,042.09 |
| BEAUCHMAN, EUNICE MARY | 997414461 | 02/20/2026 | 929.82 |
| BECHTOLD, HEATHER A. | 997413890 | 02/05/2026 | 1,075.00 |
| BECHTOLD, HEATHER A. | 997414530 | 02/20/2026 | 958.89 |
| BEHNKE, KEITH PATRICK | 997413670 | 02/05/2026 | 1,277.23 |
| BEHNKE, KEITH PATRICK | 997414311 | 02/20/2026 | 1,277.23 |
| BELL, DAVID T | 997413713 | 02/05/2026 | 5,269.55 |
| BELL, DAVID T | 997414354 | 02/20/2026 | 5,269.55 |
| BELL, KATRINA A | 997413470 | 02/05/2026 | 1,605.28 |
| BELL, KATRINA A | 997414110 | 02/20/2026 | 1,605.28 |
| BENNETT, RONALD J | 997413733 | 02/05/2026 | 2,171.59 |
| BENNETT, RONALD J | 997414374 | 02/20/2026 | 1,727.55 |
| BERES, TIMOTHY MICHAEL | 997414613 | 02/20/2026 | 1,321.76 |
| BERG, STEPHEN MYRON | 997413846 | 02/05/2026 | 1,307.05 |
| BERG, STEPHEN MYRON | 997414488 | 02/20/2026 | 1,179.69 |
| BERGER, OLIVIA CATHERINE | 997414614 | 02/20/2026 | 184.70 |
| BERGQUIST, ANDREW S | 997413847 | 02/05/2026 | 1,453.14 |
| BERGQUIST, ANDREW S | 997414489 | 02/20/2026 | 1,318.08 |
| BERNER, MELISSA A | 997413780 | 02/05/2026 | 399.38 |
| BERNER, MELISSA A | 997414420 | 02/20/2026 | 263.46 |
| BEYER, MEADOW ISABELLA | 997414555 | 02/20/2026 | 162.77 |
| BINGENHEIMER, ASHLEY MAE | 997414384 | 02/20/2026 | 3,884.85 |
| BINGENHEIMER, ASHLEY MAE | 997413743 | 02/05/2026 | 3,884.85 |
| BINGENHEIMER, NATHAN SCOTT | 997413525 | 02/05/2026 | 1,790.44 |
| BINGENHEIMER, NATHAN SCOTT | 997414166 | 02/20/2026 | 1,790.44 |
| BIRENBAUM, MICHAEL J | 997413526 | 02/05/2026 | 2,235.17 |
| BIRENBAUM, MICHAEL J | 997414167 | 02/20/2026 | 2,235.17 |
| BISHOP, BAILEE MAE | 997413965 | 02/05/2026 | 41.56 |
| BISHOP, BAILEE MAE | 997414615 | 02/20/2026 | 83.11 |
| BISHOP, RYAN D | 997413527 | 02/05/2026 | 2,260.87 |
| BISHOP, RYAN D | 997414168 | 02/20/2026 | 2,260.87 |
| BITTER, ERIN L | 997413948 | 02/05/2026 | 668.94 |
| BITTER, ERIN L | 997414596 | 02/20/2026 | 468.57 |
| BJORNSTAL, CARL J | 997413966 | 02/05/2026 | 158.17 |
| BJORNSTAL, CARL J | 997414616 | 02/20/2026 | 418.81 |
| BOCHE, AARON J | 997413471 | 02/05/2026 | 2,124.08 |
| BOCHE, AARON J | 997414111 | 02/20/2026 | 2,124.08 |
| BOHNERT, ANGELA D | 997413744 | 02/05/2026 | 1,758.97 |
| BOHNERT, ANGELA D | 997414385 | 02/20/2026 | 1,758.97 |
| BOLEMAN, HEATHER D | 997413528 | 02/05/2026 | 2,391.11 |
| BOLEMAN, HEATHER D | 997414169 | 02/20/2026 | 2,418.40 |
| BORCHARDT, KAYTE A | 997413529 | 02/05/2026 | 1,952.51 |
| BORCHARDT, KAYTE A | 997414170 | 02/20/2026 | 1,952.51 |

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|---|---|---|---|
| BOSSHART, MADISON MARIE | 997413610 | 02/05/2026 | 1,568.24 |
| BOSSHART, MADISON MARIE | 997414251 | 02/20/2026 | 1,568.24 |
| BOTELLO, EMMA BRAELYN | 997413916 | 02/05/2026 | 227.07 |
| BOTELLO, EMMA BRAELYN | 997414556 | 02/20/2026 | 129.17 |
| BOWERS HYNES, SOMMER L | 997413472 | 02/05/2026 | 2,048.53 |
| BOWERS HYNES, SOMMER L | 997414112 | 02/20/2026 | 2,048.53 |
| BOYER, LUCAS W | 997413734 | 02/05/2026 | 1,562.84 |
| BOYER, LUCAS W | 997414375 | 02/20/2026 | 1,562.84 |
| BRAGER, JOANNE M | 997413781 | 02/05/2026 | 944.71 |
| BRAGER, JOANNE M | 997414421 | 02/20/2026 | 822.95 |
| BRANDVOLD, DAVID DONALD | 997414617 | 02/20/2026 | 230.87 |
| BRANDVOLD, KARIN R | 997413600 | 02/05/2026 | 2,076.47 |
| BRANDVOLD, KARIN R | 997414241 | 02/20/2026 | 2,076.47 |
| BRAULT, KELLY A | 997414531 | 02/20/2026 | 1,280.35 |
| BRAULT, KELLY A | 997413891 | 02/05/2026 | 1,338.81 |
| BREDAHL, WAYNE ALAN | 997413848 | 02/05/2026 | 316.95 |
| BRENNAN-BOBERT, EMILY ELIZABETH | 997413611 | 02/05/2026 | 1,212.82 |
| BRENNAN-BOBERT, EMILY ELIZABETH | 997414252 | 02/20/2026 | 1,212.82 |
| BRIESE, BECKY A | 997413530 | 02/05/2026 | 2,304.34 |
| BRIESE, BECKY A | 997414171 | 02/20/2026 | 2,304.34 |
| BRILL, RYAN D | 997413531 | 02/05/2026 | 2,149.66 |
| BRILL, RYAN D | 997414172 | 02/20/2026 | 2,105.25 |
| BRITTAIN, CARRIE J | 997413403 | 02/05/2026 | 2,837.86 |
| BRITTAIN, CARRIE J | 997414043 | 02/20/2026 | 2,837.86 |
| BROWN, KATIE S | 997413758 | 02/05/2026 | 820.57 |
| BROWN, KATIE S | 997414399 | 02/20/2026 | 578.64 |
| BROWN, NATHAN M | 997413473 | 02/05/2026 | 1,598.02 |
| BROWN, NATHAN M | 997414113 | 02/20/2026 | 1,598.02 |
| BRUECKER, JACOB SCOTT | 997413822 | 02/05/2026 | 919.25 |
| BRUECKER, JACOB SCOTT | 997414462 | 02/20/2026 | 1,567.11 |
| BRUESEWITZ, KEVIN ERICK | 997414618 | 02/20/2026 | 358.80 |
| BRUESEWITZ, KIMBERLY SUE | 997413532 | 02/05/2026 | 2,139.89 |
| BRUESEWITZ, KIMBERLY SUE | 997414173 | 02/20/2026 | 1,652.01 |
| BUCK, BRIAN P | 997413677 | 02/05/2026 | 3,481.36 |
| BUCK, BRIAN P | 997414318 | 02/20/2026 | 3,481.36 |
| BURKHART, SUSAN MARY | 997413967 | 02/05/2026 | 159.70 |
| BURKHART, SUSAN MARY | 997414619 | 02/20/2026 | 344.40 |
| BURNAP, TODD A | 997413709 | 02/05/2026 | 2,627.72 |
| BURNAP, TODD A | 997414350 | 02/20/2026 | 2,627.72 |
| BUROW, MITCHEL D | 997414620 | 02/20/2026 | 849.64 |
| BYRAM, CHANTELLE MARIE | 997413782 | 02/05/2026 | 791.21 |
| BYRAM, CHANTELLE MARIE | 997414422 | 02/20/2026 | 670.09 |
| CABLE, CASSANDRA L | 997413799 | 02/05/2026 | 1,175.63 |
| CABLE, CASSANDRA L | 997414439 | 02/20/2026 | 1,055.07 |

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|---|---|---|---|
| CADMAN, ASHTON ANN | 997413474 | 02/05/2026 | 1,560.45 |
| CADMAN, ASHTON ANN | 997414114 | 02/20/2026 | 1,543.70 |
| CALLANDER, LILIANA ELIZABETH | 997413800 | 02/05/2026 | 1,116.51 |
| CALLANDER, LILIANA ELIZABETH | 997414440 | 02/20/2026 | 1,013.41 |
| CAMPBELL, GARY J | 997413475 | 02/05/2026 | 1,944.42 |
| CAMPBELL, GARY J | 997414115 | 02/20/2026 | 1,929.93 |
| CAMPBELL, PATRICIA M | 997413801 | 02/05/2026 | 961.07 |
| CAMPBELL, PATRICIA M | 997414441 | 02/20/2026 | 836.32 |
| CAMPBELL, STACEY L | 997413612 | 02/05/2026 | 2,321.88 |
| CAMPBELL, STACEY L | 997414253 | 02/20/2026 | 2,321.88 |
| CAMPBELL, ZACHARY R | 997413533 | 02/05/2026 | 2,037.09 |
| CAMPBELL, ZACHARY R | 997414174 | 02/20/2026 | 2,037.09 |
| CAMPEAU, TRISTAN JOE | 997414557 | 02/20/2026 | 100.71 |
| CARLEY, CHRISTOPHER W | 997413849 | 02/05/2026 | 1,519.72 |
| CARLEY, CHRISTOPHER W | 997414490 | 02/20/2026 | 1,373.23 |
| CARLSON, HOPE M | 997413534 | 02/05/2026 | 1,718.92 |
| CARLSON, HOPE M | 997414175 | 02/20/2026 | 1,718.92 |
| CARROLL, JOHN HENRY | 997413850 | 02/05/2026 | 1,124.30 |
| CARROLL, JOHN HENRY | 997414491 | 02/20/2026 | 1,114.25 |
| CARROLL, THOMAS A | 997413968 | 02/05/2026 | 107.75 |
| CARTIER, CHELSEA A | 997413476 | 02/05/2026 | 1,645.58 |
| CARTIER, CHELSEA A | 997414116 | 02/20/2026 | 1,645.58 |
| CASPAR, TRENTON JEFFREY | 997414621 | 02/20/2026 | 692.62 |
| CAVANESS, HEIDI MARIE | 997413892 | 02/05/2026 | 544.63 |
| CAVANESS, HEIDI MARIE | 997414532 | 02/20/2026 | 341.79 |
| CELT, JAMES | 997413851 | 02/05/2026 | 361.15 |
| CELT, JAMES | 997414492 | 02/20/2026 | 318.36 |
| CHAFFEE, ANDREA G | 997413535 | 02/05/2026 | 2,036.07 |
| CHAFFEE, ANDREA G | 997414176 | 02/20/2026 | 2,036.07 |
| CHAFFEE, LARA JEAN | 997414558 | 02/20/2026 | 102.91 |
| CHAFFEE, LUKE B | 997413536 | 02/05/2026 | 2,318.33 |
| CHAFFEE, LUKE B | 997414177 | 02/20/2026 | 2,318.33 |
| CHAPIN, MARK R | 997413678 | 02/05/2026 | 4,046.66 |
| CHAPIN, MARK R | 997414319 | 02/20/2026 | 4,046.66 |
| CHEEVER, LISA KAY | 997413949 | 02/05/2026 | 1,247.23 |
| CHEEVER, LISA KAY | 997414597 | 02/20/2026 | 1,126.07 |
| CLARK, ANNA A | 997413404 | 02/05/2026 | 1,791.47 |
| CLARK, ANNA A | 997414044 | 02/20/2026 | 1,791.47 |
| CLEVEN, AUDREY L | 997413537 | 02/05/2026 | 1,522.83 |
| CLEVEN, AUDREY L | 997414178 | 02/20/2026 | 1,522.83 |
| COLSON, CAROLYN | 997413969 | 02/05/2026 | 43.70 |
| CONLEY, CHARLES R | 997413538 | 02/05/2026 | 1,725.07 |
| CONLEY, CHARLES R | 997414179 | 02/20/2026 | 1,694.80 |
| COOK, LINDSAY D | 997413439 | 02/05/2026 | 1,286.97 |

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| COOK, LINDSAY D | 997414079 | 02/20/2026 | 1,354.27 |
| COOK, MCKENNA RENEE | 997413405 | 02/05/2026 | 1,566.28 |
| COOK, MCKENNA RENEE | 997414045 | 02/20/2026 | 1,566.28 |
| COPE JR, EDWARD CHARLIES | 997414622 | 02/20/2026 | 225.29 |
| COPPENBARGER, CURT S | 997413970 | 02/05/2026 | 300.39 |
| COPPENBARGER, CURT S | 997414623 | 02/20/2026 | 187.75 |
| CORNELL, SARAH M | 997413539 | 02/05/2026 | 1,539.55 |
| CORNELL, SARAH M | 997414180 | 02/20/2026 | 2,054.24 |
| COUGHLIN, JOSEPH D | 997413477 | 02/05/2026 | 2,217.24 |
| COUGHLIN, JOSEPH D | 997414117 | 02/20/2026 | 2,217.24 |
| COUGHLIN, MOLLY B | 997413540 | 02/05/2026 | 1,742.33 |
| COUGHLIN, MOLLY B | 997414181 | 02/20/2026 | 1,742.33 |
| COY, LYNETTE KATHERINE | 997413714 | 02/05/2026 | 3,644.13 |
| COY, LYNETTE KATHERINE | 997414355 | 02/20/2026 | 3,644.13 |
| CRAIG, KIM E | 997413541 | 02/05/2026 | 2,200.57 |
| CRAIG, KIM E | 997414182 | 02/20/2026 | 2,200.57 |
| CRAIL, DAVID T | 997413688 | 02/05/2026 | 3,180.34 |
| CRAIL, DAVID T | 997414329 | 02/20/2026 | 3,180.34 |
| CRUCIANI, EMMA J | 997413613 | 02/05/2026 | 1,604.97 |
| CRUCIANI, EMMA J | 997414254 | 02/20/2026 | 1,604.97 |
| CUMMINGS, BLAKE ASHLEY | 997413614 | 02/05/2026 | 1,453.11 |
| CUMMINGS, BLAKE ASHLEY | 997414255 | 02/20/2026 | 1,453.11 |
| CUNNINGHAM, REBECCA N | 997413440 | 02/05/2026 | 2,330.44 |
| CUNNINGHAM, REBECCA N | 997414080 | 02/20/2026 | 2,330.44 |
| CUPP, BROOKE J | 997413759 | 02/05/2026 | 1,214.74 |
| CUPP, BROOKE J | 997414400 | 02/20/2026 | 1,099.26 |
| CURTIS, KODY SCOTT | 997413917 | 02/05/2026 | 53.71 |
| CURTIS, KODY SCOTT | 997414559 | 02/20/2026 | 106.16 |
| CZAPLEWSKI, RANDY THOMAS | 997413971 | 02/05/2026 | 37.55 |
| DADO, BRIAN E | 997413715 | 02/05/2026 | 2,655.36 |
| DADO, BRIAN E | 997414356 | 02/20/2026 | 2,655.36 |
| DANIELSON, DAVID J | 997413735 | 02/05/2026 | 1,409.65 |
| DANIELSON, DAVID J | 997414376 | 02/20/2026 | 1,409.65 |
| DANIELSON, LARRY T | 997413972 | 02/05/2026 | 446.59 |
| DANIELSON, LARRY T | 997414624 | 02/20/2026 | 672.30 |
| DANKE, CYNTHIA J | 997414625 | 02/20/2026 | 83.11 |
| DANKE, CYNTHIA J | 997413973 | 02/05/2026 | 91.42 |
| DECKER, TODD M | 997413852 | 02/05/2026 | 91.29 |
| DECKER, TODD M | 997414493 | 02/20/2026 | 83.04 |
| DELUCA, JONATHAN P | 997413671 | 02/05/2026 | 1,315.88 |
| DELUCA, JONATHAN P | 997414312 | 02/20/2026 | 1,417.54 |
| DELUCA, KARI A | 997413478 | 02/05/2026 | 1,926.22 |
| DELUCA, KARI A | 997414118 | 02/20/2026 | 1,926.22 |
| DELWICHE, STACY L | 997413950 | 02/05/2026 | 891.57 |

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| DELWICHE, STACY L | 997414598 | 02/20/2026 | 746.08 |
| DENZER, ELLIE JOANNA | 997414560 | 02/20/2026 | 100.71 |
| DERUSHA, THERESA A | 997413974 | 02/05/2026 | 808.80 |
| DERUSHA, THERESA A | 997414626 | 02/20/2026 | 823.75 |
| DESVOUSGES, ERIN LEIGH | 997413406 | 02/05/2026 | 1,388.15 |
| DESVOUSGES, ERIN LEIGH | 997414046 | 02/20/2026 | 1,388.15 |
| DEXHEIMER, JILLIAN A | 997413740 | 02/05/2026 | 896.85 |
| DEXHEIMER, JILLIAN A | 997414381 | 02/20/2026 | 896.85 |
| DEZIEL, MALLORY C | 997413479 | 02/05/2026 | 1,937.40 |
| DEZIEL, MALLORY C | 997414119 | 02/20/2026 | 1,904.09 |
| DODGE, BETH M | 997413542 | 02/05/2026 | 2,205.16 |
| DODGE, BETH M | 997414183 | 02/20/2026 | 2,579.16 |
| DODGE, NICOLLE L | 997413893 | 02/05/2026 | 1,005.56 |
| DODGE, NICOLLE L | 997414533 | 02/20/2026 | 615.09 |
| DONAHUE, KAYLI ROSE | 997413407 | 02/05/2026 | 1,503.38 |
| DONAHUE, KAYLI ROSE | 997414047 | 02/20/2026 | 1,503.38 |
| DORADO, RACHEL OLIVE | 997414627 | 02/20/2026 | 128.94 |
| DORN, KEVIN E | 997413480 | 02/05/2026 | 2,187.59 |
| DORN, KEVIN E | 997414120 | 02/20/2026 | 2,187.59 |
| DOW, ISAAC M S | 997413760 | 02/05/2026 | 1,235.57 |
| DOW, ISAAC M S | 997414401 | 02/20/2026 | 1,119.89 |
| DRECKTRAH, KATHLEEN | 997414628 | 02/20/2026 | 277.88 |
| DREIFORT, JACOB EVAN | 997413543 | 02/05/2026 | 1,108.28 |
| DREIFORT, JACOB EVAN | 997414184 | 02/20/2026 | 1,589.41 |
| DRESSEN, BROOKE LINDSEY | 997413951 | 02/05/2026 | 792.43 |
| DRESSEN, BROOKE LINDSEY | 997414599 | 02/20/2026 | 934.68 |
| DREYER, LARISSA ANN | 997413408 | 02/05/2026 | 1,737.15 |
| DREYER, LARISSA ANN | 997414048 | 02/20/2026 | 1,737.15 |
| DRIER, THERON DUCHAMP | 997414629 | 02/20/2026 | 316.33 |
| DUCH, CLAIRE MARCELLA | 997414561 | 02/20/2026 | 356.78 |
| DULANEY, KATE L | 997413481 | 02/05/2026 | 2,209.85 |
| DULANEY, KATE L | 997413481 | 02/05/2026 | 0.00 |
| DULANEY, KATE L | 997414121 | 02/20/2026 | 2,510.38 |
| DULAS, CHANTELE M | 997413802 | 02/05/2026 | 1,436.21 |
| DULAS, CHANTELE M | 997414442 | 02/20/2026 | 1,434.08 |
| DULL, MADALYN MARIE | 997413918 | 02/05/2026 | 332.39 |
| DULL, MADALYN MARIE | 997414562 | 02/20/2026 | 289.46 |
| DUMOND, MONICA R | 997413482 | 02/05/2026 | 2,067.55 |
| DUMOND, MONICA R | 997414122 | 02/20/2026 | 2,067.55 |
| DUSEK, SAMANTHA L | 997413483 | 02/05/2026 | 2,069.22 |
| DUSEK, SAMANTHA L | 997414123 | 02/20/2026 | 2,085.89 |
| DUVALL, PAULA M | 997413803 | 02/05/2026 | 492.87 |
| DUVALL, PAULA M | 997414443 | 02/20/2026 | 453.77 |
| EATON, KRISTIN J.A. | 997413975 | 02/05/2026 | 990.71 |

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| EDELMAN, AMY M | 997413976 | 02/05/2026 | 914.26 |
| EDELMAN, AMY M | 997414630 | 02/20/2026 | 664.09 |
| EDMUNDSON, LORI L | 997413977 | 02/05/2026 | 547.99 |
| EDMUNDSON, LORI L | 997414631 | 02/20/2026 | 1,165.95 |
| EGGERT, AMANDA J | 997413544 | 02/05/2026 | 2,148.66 |
| EGGERT, AMANDA J | 997414185 | 02/20/2026 | 1,941.46 |
| EKHOLM, HATTIE LYN | 997413545 | 02/05/2026 | 2,254.35 |
| EKHOLM, HATTIE LYN | 997414186 | 02/20/2026 | 2,254.35 |
| EKSTROM, PAMELA J | 997413441 | 02/05/2026 | 1,948.31 |
| EKSTROM, PAMELA J | 997414081 | 02/20/2026 | 1,948.31 |
| ELLING, ANN M | 997413978 | 02/05/2026 | 116.36 |
| ELLING, ANN M | 997414632 | 02/20/2026 | 199.48 |
| ELLINGSON, TATUM GRACE | 997414463 | 02/20/2026 | 48.48 |
| ELLIOTT, MARYBETH ANN | 997413716 | 02/05/2026 | 2,255.23 |
| ELLIOTT, MARYBETH ANN | 997414357 | 02/20/2026 | 2,255.23 |
| ELLS, JAMES F | 997413853 | 02/05/2026 | 1,040.57 |
| ELLS, JAMES F | 997414494 | 02/20/2026 | 937.48 |
| ELORANTA, GARY A | 997413854 | 02/05/2026 | 665.06 |
| ELORANTA, GARY A | 997414495 | 02/20/2026 | 665.06 |
| ELORANTA, JOSEPH C | 997413679 | 02/05/2026 | 1,314.43 |
| ELORANTA, JOSEPH C | 997414320 | 02/20/2026 | 1,314.43 |
| ELSENPETER, ERIN LYNN | 997413615 | 02/05/2026 | 1,656.02 |
| ELSENPETER, ERIN LYNN | 997414256 | 02/20/2026 | 1,656.02 |
| ELSENPETER, LYNN MARIE | 997413889 | 02/05/2026 | 1,253.25 |
| ELSENPETER, LYNN MARIE | 997414529 | 02/20/2026 | 1,197.20 |
| ELWORTHY, TRICIA H | 997414633 | 02/20/2026 | 184.70 |
| EMHOLTZ, KAREN ADELLE | 997413804 | 02/05/2026 | 1,270.25 |
| EMHOLTZ, KAREN ADELLE | 997414444 | 02/20/2026 | 1,155.91 |
| EPSTEIN, GARY E | 997413855 | 02/05/2026 | 182.56 |
| EPSTEIN, GARY E | 997414496 | 02/20/2026 | 95.63 |
| ERICKSON, KARL E | 997413856 | 02/05/2026 | 533.97 |
| ERICKSON, KARL E | 997414497 | 02/20/2026 | 231.22 |
| ERICKSON, LYNN M | 997413857 | 02/05/2026 | 723.58 |
| ERICKSON, LYNN M | 997414498 | 02/20/2026 | 606.26 |
| ESTEB, SUZANNAH J | 997413663 | 02/05/2026 | 1,471.82 |
| ESTEB, SUZANNAH J | 997414304 | 02/20/2026 | 1,471.82 |
| EVERSON, AMY K | 997413442 | 02/05/2026 | 2,025.69 |
| EVERSON, AMY K | 997414082 | 02/20/2026 | 2,025.69 |
| FAGER, JENNIFER JOY | 997413783 | 02/05/2026 | 1,132.06 |
| FAGER, JENNIFER JOY | 997414423 | 02/20/2026 | 1,022.43 |
| FELLING, MEGAN C | 997413409 | 02/05/2026 | 250.19 |
| FELLING, MEGAN C | 997414049 | 02/20/2026 | 212.77 |
| FENTON, ERIN M | 997413616 | 02/05/2026 | 1,789.12 |
| FENTON, ERIN M | 997414257 | 02/20/2026 | 1,789.12 |

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| FEYEREISEN, LAUREN ASHLEY | 997413443 | 02/05/2026 | 1,668.68 |
| FEYEREISEN, LAUREN ASHLEY | 997414083 | 02/20/2026 | 1,668.68 |
| FIERRO, MELISSA K | 997413484 | 02/05/2026 | 2,352.06 |
| FIERRO, MELISSA K | 997414124 | 02/20/2026 | 2,352.06 |
| FILARSKY, SARA MARGARET | 997413979 | 02/05/2026 | 92.35 |
| FILARSKY, SARA MARGARET | 997414634 | 02/20/2026 | 277.05 |
| FLANAGAN, EVAN FRANCIS | 997413680 | 02/05/2026 | 1,214.44 |
| FLANAGAN, EVAN FRANCIS | 997414321 | 02/20/2026 | 1,329.07 |
| FLANIGAN, AMY J | 997413894 | 02/05/2026 | 900.82 |
| FLANIGAN, AMY J | 997414534 | 02/20/2026 | 820.25 |
| FLATTEN, SARA L | 997413750 | 02/05/2026 | 1,156.38 |
| FLATTEN, SARA L | 997414391 | 02/20/2026 | 1,156.38 |
| FLETCHER, LEAH R | 997413485 | 02/05/2026 | 1,469.14 |
| FLETCHER, LEAH R | 997414125 | 02/20/2026 | 1,468.43 |
| FOLLSTAD, DAWN L | 997413617 | 02/05/2026 | 2,334.24 |
| FOLLSTAD, DAWN L | 997414258 | 02/20/2026 | 2,334.24 |
| FOLLSTAD, JAMIESON C | 997413410 | 02/05/2026 | 2,464.47 |
| FOLLSTAD, JAMIESON C | 997414050 | 02/20/2026 | 2,486.04 |
| FORSTER, WILLIAM L | 997413980 | 02/05/2026 | 116.36 |
| FORSTER, WILLIAM L | 997414635 | 02/20/2026 | 199.48 |
| FOSTER, LINDA MARIE | 997413981 | 02/05/2026 | 1,043.11 |
| FOSTER, LUANN A | 997413982 | 02/05/2026 | 184.70 |
| FOUKS, MEGAN ELIZABETH | 997413761 | 02/05/2026 | 1,147.89 |
| FOUKS, MEGAN ELIZABETH | 997414402 | 02/20/2026 | 1,045.56 |
| FRANCIS, RONALD JOSEPH | 997413717 | 02/05/2026 | 1,710.73 |
| FRANCIS, RONALD JOSEPH | 997414358 | 02/20/2026 | 1,710.73 |
| FRANDRUP, MICHELE L | 997413444 | 02/05/2026 | 1,702.71 |
| FRANDRUP, MICHELE L | 997414084 | 02/20/2026 | 1,702.71 |
| FRANK, JANA S | 997413983 | 02/05/2026 | 595.89 |
| FRANK, JANA S | 997414636 | 02/20/2026 | 912.13 |
| FRANZ, KASHES KAYDEN | 997413984 | 02/05/2026 | 454.53 |
| FRANZ, KASHES KAYDEN | 997414637 | 02/20/2026 | 1,091.42 |
| FREDRICK, SILVIA H | 997413805 | 02/05/2026 | 968.29 |
| FREDRICK, SILVIA H | 997414445 | 02/20/2026 | 968.29 |
| FREDRICKSON, DESIREE ANN | 997413762 | 02/05/2026 | 504.22 |
| FREDRICKSON, DESIREE ANN | 997414403 | 02/20/2026 | 504.22 |
| FRIEDE, PAM K | 997413985 | 02/05/2026 | 207.79 |
| FRIEDE, PAM K | 997414638 | 02/20/2026 | 514.68 |
| FUGLESTAD, ELENA RAE | 997413919 | 02/05/2026 | 43.64 |
| FUGLESTAD, ELENA RAE | 997414563 | 02/20/2026 | 87.28 |
| FULLER, ALICIA RENEE | 997413672 | 02/05/2026 | 793.39 |
| FULLER, ALICIA RENEE | 997414313 | 02/20/2026 | 793.39 |
| FULLER, MICHAEL J | 997413986 | 02/05/2026 | 734.18 |
| GAARD, BRIANNE C | 997413486 | 02/05/2026 | 2,079.95 |

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| GAARD, BRIANNE C | 997414126 | 02/20/2026 | 2,063.31 |
| GAMACHE, GREGORY JOHN | 997414187 | 02/20/2026 | 2,624.93 |
| GAMACHE, GREGORY JOHN | 997413546 | 02/05/2026 | 2,602.39 |
| GANSKE, ANDREA M | 997413411 | 02/05/2026 | 1,931.33 |
| GANSKE, ANDREA M | 997414051 | 02/20/2026 | 1,983.50 |
| GANTT, PEGGY J | 997413601 | 02/05/2026 | 2,002.20 |
| GANTT, PEGGY J | 997414242 | 02/20/2026 | 2,026.39 |
| GEIGER, KAYDAN L | 997413547 | 02/05/2026 | 1,410.77 |
| GEIGER, KAYDAN L | 997414188 | 02/20/2026 | 1,410.77 |
| GEISER, CHRISTOPHER N | 997413681 | 02/05/2026 | 1,821.18 |
| GEISER, CHRISTOPHER N | 997414322 | 02/20/2026 | 1,821.18 |
| GERBER, LANCE GARRETT | 997413987 | 02/05/2026 | 290.33 |
| GERBER, LANCE GARRETT | 997414639 | 02/20/2026 | 349.01 |
| GHENCIU, ALEXANDRA VICTORIA | 997413920 | 02/05/2026 | 34.67 |
| GHENCIU, ALEXANDRA VICTORIA | 997414564 | 02/20/2026 | 50.42 |
| GIBLIN, SAMANTHA LYNN | 997413412 | 02/05/2026 | 1,774.19 |
| GIBLIN, SAMANTHA LYNN | 997413412 | 02/05/2026 | 0.00 |
| GIBLIN, SAMANTHA LYNN | 997414052 | 02/20/2026 | 1,774.19 |
| GIEDD, HATLEY HAZEL | 997413988 | 02/05/2026 | 183.06 |
| GIEDD, HATLEY HAZEL | 997414640 | 02/20/2026 | 75.10 |
| GILBERTSON, JORDAN AMBER | 997413989 | 02/05/2026 | 127.42 |
| GILBERTSON, JORDAN AMBER | 997414641 | 02/20/2026 | 127.42 |
| GILLES, HILLARY TRAYNOR | 997413413 | 02/05/2026 | 1,494.22 |
| GILLES, HILLARY TRAYNOR | 997414053 | 02/20/2026 | 1,494.22 |
| GJERDE, RACHAEL A | 997413548 | 02/05/2026 | 1,574.25 |
| GJERDE, RACHAEL A | 997414189 | 02/20/2026 | 1,574.25 |
| GLOVER, SHELBY SUSAN | 997413445 | 02/05/2026 | 1,763.98 |
| GLOVER, SHELBY SUSAN | 997414085 | 02/20/2026 | 1,763.98 |
| GOIHL, LISA M | 997413689 | 02/05/2026 | 3,063.93 |
| GOIHL, LISA M | 997414330 | 02/20/2026 | 3,063.93 |
| GOMEZ GUZMAN, ANDRES | 997413745 | 02/05/2026 | 1,336.30 |
| GOMEZ GUZMAN, ANDRES | 997414386 | 02/20/2026 | 1,336.30 |
| GOMEZ, NATALY C | 997413746 | 02/05/2026 | 1,619.05 |
| GOMEZ, NATALY C | 997414387 | 02/20/2026 | 1,619.05 |
| GORMAN, ASHLEY E | 997413414 | 02/05/2026 | 1,425.94 |
| GORMAN, ASHLEY E | 997414054 | 02/20/2026 | 1,425.94 |
| GOTELAERE, JORDAN MARIE | 997413990 | 02/05/2026 | 2,170.28 |
| GOTELAERE, JORDAN MARIE | 997414642 | 02/20/2026 | 1,667.80 |
| GOTTFREDSEN, CHRISTOPHER ERIC | 997413806 | 02/05/2026 | 477.17 |
| GOTTFREDSEN, CHRISTOPHER ERIC | 997414446 | 02/20/2026 | 430.75 |
| GRAHAM, JACQUELINE B | 997413602 | 02/05/2026 | 1,289.66 |
| GRAHAM, JACQUELINE B | 997414243 | 02/20/2026 | 1,437.39 |
| GRAVEN, LYNN M | 997413784 | 02/05/2026 | 1,194.80 |
| GRAVEN, LYNN M | 997414424 | 02/20/2026 | 1,079.40 |

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| GRAVES, DERICK WALTER | 997413895 | 02/05/2026 | 1,043.88 |
| GRAVES, DERICK WALTER | 997414535 | 02/20/2026 | 935.36 |
| GREGORY, EMILY K | 997413549 | 02/05/2026 | 1,166.07 |
| GREGORY, EMILY K | 997414190 | 02/20/2026 | 1,166.07 |
| GRESKE, AUBREE ANN | 997413415 | 02/05/2026 | 1,123.05 |
| GRESKE, AUBREE ANN | 997414055 | 02/20/2026 | 1,123.05 |
| GRIFFIN, AMY R | 997413896 | 02/05/2026 | 145.43 |
| GRIFFIN, AMY R | 997414536 | 02/20/2026 | 12.68 |
| GRINSTEAD, RICHARD A | 997413618 | 02/05/2026 | 2,018.35 |
| GRINSTEAD, RICHARD A | 997414259 | 02/20/2026 | 2,018.35 |
| GROTHOLSON, JARED M | 997413550 | 02/05/2026 | 2,248.38 |
| GROTHOLSON, JARED M | 997414191 | 02/20/2026 | 2,225.57 |
| GUCKENBERGER, JILL R | 997413416 | 02/05/2026 | 2,117.19 |
| GUCKENBERGER, JILL R | 997414056 | 02/20/2026 | 2,117.19 |
| GULICK, ELISE SARAH | 997413823 | 02/05/2026 | 140.60 |
| GULICK, ELISE SARAH | 997414464 | 02/20/2026 | 144.99 |
| GULLICKSON, TARYN ANN | 997413807 | 02/05/2026 | 1,173.52 |
| GULLICKSON, TARYN ANN | 997414447 | 02/20/2026 | 1,070.94 |
| GUNDERSON, ANNIKA SYDNEY | 997413991 | 02/05/2026 | 342.17 |
| GUNDERSON, ANNIKA SYDNEY | 997414643 | 02/20/2026 | 277.05 |
| GUNDERSON, JENNIFER MARIE | 997413763 | 02/05/2026 | 915.25 |
| GUNDERSON, JENNIFER MARIE | 997414404 | 02/20/2026 | 831.98 |
| GUNNELL, LAURA | 997413551 | 02/05/2026 | 2,094.99 |
| GUNNELL, LAURA | 997414192 | 02/20/2026 | 2,094.99 |
| GUTHMAN, JOSHUA SAMUEL | 997413992 | 02/05/2026 | 134.70 |
| GUTHMAN, JOSHUA SAMUEL | 997414644 | 02/20/2026 | 315.13 |
| HABISCH, ZANE DANIEL | 997413921 | 02/05/2026 | 175.35 |
| HABISCH, ZANE DANIEL | 997414565 | 02/20/2026 | 324.00 |
| HACKEL, DERRICK K | 997413552 | 02/05/2026 | 1,466.71 |
| HACKEL, DERRICK K | 997414193 | 02/20/2026 | 1,592.89 |
| HAFEMAN, AMY L | 997414086 | 02/20/2026 | 2,114.96 |
| HAFEMAN, AMY L | 997413446 | 02/05/2026 | 2,114.96 |
| HAKES, AUSTEN JOSEPH MITCHELL | 997414645 | 02/20/2026 | 1,334.46 |
| HALLING, SUSAN A | 997413690 | 02/05/2026 | 1,043.77 |
| HALLING, SUSAN A | 997414331 | 02/20/2026 | 1,043.77 |
| HALVORSON, OLIVE ANNE NOEL | 997413824 | 02/05/2026 | 79.09 |
| HALVORSON, OLIVE ANNE NOEL | 997414465 | 02/20/2026 | 48.33 |
| HAMES, CATHERINE M | 997413718 | 02/05/2026 | 1,577.55 |
| HAMES, CATHERINE M | 997414359 | 02/20/2026 | 1,577.55 |
| HAMES, JOSEPH W | 997413447 | 02/05/2026 | 2,040.75 |
| HAMES, JOSEPH W | 997414087 | 02/20/2026 | 1,938.01 |
| HAMILTON, LYNNE LOUISE | 997413993 | 02/05/2026 | 184.70 |
| HANSEN, CYNTHIA M | 997413952 | 02/05/2026 | 102.16 |
| HANSEN, MELISA A | 997413553 | 02/05/2026 | 2,845.27 |

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| HANSEN, MELISA A | 997414194 | 02/20/2026 | 2,845.27 |
| HANSEN, RICHARD A | 997413554 | 02/05/2026 | 2,173.89 |
| HANSEN, RICHARD A | 997414195 | 02/20/2026 | 2,173.89 |
| HANSEN, SYDNEY LYNN CERNOHOUS | 997413619 | 02/05/2026 | 1,556.77 |
| HANSEN, SYDNEY LYNN CERNOHOUS | 997414260 | 02/20/2026 | 1,863.16 |
| HANSON, JANEL M | 997413747 | 02/05/2026 | 1,414.94 |
| HANSON, JANEL M | 997414388 | 02/20/2026 | 1,414.94 |
| HANSON, JENNA R | 997413555 | 02/05/2026 | 2,102.34 |
| HANSON, JENNA R | 997414196 | 02/20/2026 | 2,102.34 |
| HANSON, KELLY J | 997413808 | 02/05/2026 | 967.64 |
| HANSON, KELLY J | 997414448 | 02/20/2026 | 111.94 |
| HARMON, CHRISTOPHER D | 997414646 | 02/20/2026 | 128.55 |
| HASELMAN, JOSEPH P | 997413736 | 02/05/2026 | 3,093.19 |
| HASELMAN, JOSEPH P | 997414377 | 02/20/2026 | 3,093.19 |
| HASELMAN, SHANNAN RAE | 997413809 | 02/05/2026 | 1,217.67 |
| HASELMAN, SHANNAN RAE | 997414600 | 02/20/2026 | 1,096.53 |
| HASKINS, MAXWELL D | 997413556 | 02/05/2026 | 1,227.31 |
| HASKINS, MAXWELL D | 997414197 | 02/20/2026 | 1,404.38 |
| HAUSCHILD, DAWN E | 997413487 | 02/05/2026 | 1,819.41 |
| HAUSCHILD, DAWN E | 997414127 | 02/20/2026 | 1,819.41 |
| HAYES, KAYLA ANNE | 997413417 | 02/05/2026 | 1,839.18 |
| HAYES, KAYLA ANNE | 997414057 | 02/20/2026 | 1,839.18 |
| HAYES, SOPHIA FRANCES | 997413557 | 02/05/2026 | 1,488.86 |
| HAYES, SOPHIA FRANCES | 997414198 | 02/20/2026 | 1,108.21 |
| HEINEN, STEPHANIE M | 997413418 | 02/05/2026 | 2,176.16 |
| HEINEN, STEPHANIE M | 997414058 | 02/20/2026 | 2,176.16 |
| HENRY, JAMES MICKEAL | 997413858 | 02/05/2026 | 283.09 |
| HENRY, JAMES MICKEAL | 997414499 | 02/20/2026 | 479.93 |
| HENRY, NELL F | 997413859 | 02/05/2026 | 1,683.56 |
| HENRY, NELL F | 997414500 | 02/20/2026 | 1,528.88 |
| HENSLEY, ANN M | 997413448 | 02/05/2026 | 2,354.46 |
| HENSLEY, ANN M | 997414088 | 02/20/2026 | 2,354.46 |
| HERMSEN, MATTHEW J | 997413691 | 02/05/2026 | 1,664.58 |
| HERMSEN, MATTHEW J | 997414332 | 02/20/2026 | 1,690.95 |
| HERUM, NATASHA R | 997413887 | 02/05/2026 | 308.72 |
| HERUM, NATASHA R | 997414527 | 02/20/2026 | 515.55 |
| HIRSCH, ANGELA M | 997413764 | 02/05/2026 | 887.67 |
| HIRSCH, ANGELA M | 997414405 | 02/20/2026 | 769.17 |
| HOEHN, ELIZABETH A | 997413488 | 02/05/2026 | 1,932.79 |
| HOEHN, ELIZABETH A | 997414128 | 02/20/2026 | 1,932.79 |
| HOERNKE, JAIMI L | 997413489 | 02/05/2026 | 2,040.69 |
| HOERNKE, JAIMI L | 997414129 | 02/20/2026 | 2,004.38 |
| HOFFMAN, KALEENA L | 997413558 | 02/05/2026 | 2,362.13 |
| HOFFMAN, KALEENA L | 997414199 | 02/20/2026 | 2,333.07 |

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| HOIKKA, MACKENZIE JEAN | 997413825 | 02/05/2026 | 74.70 |
| HOLEC, BETHANY J | 997413692 | 02/05/2026 | 904.30 |
| HOLEC, BETHANY J | 997414333 | 02/20/2026 | 904.30 |
| HOLLE, LIZA BURICH | 997413922 | 02/05/2026 | 1,124.40 |
| HOLLE, LIZA BURICH | 997414566 | 02/20/2026 | 962.87 |
| HOLLOWAY, GINA K | 997413994 | 02/05/2026 | 714.46 |
| HOLLOWAY, GINA K | 997414647 | 02/20/2026 | 635.65 |
| HOLUM, ELLA CHRISTINE | 997413620 | 02/05/2026 | 1,294.52 |
| HOLUM, ELLA CHRISTINE | 997414261 | 02/20/2026 | 1,294.52 |
| HOOPER, MEGAN ELIZABETH | 997413559 | 02/05/2026 | 1,542.50 |
| HOOPER, MEGAN ELIZABETH | 997414200 | 02/20/2026 | 1,542.50 |
| HORN, ANN ELVIRA | 997413765 | 02/05/2026 | 1,213.23 |
| HORN, ANN ELVIRA | 997414406 | 02/20/2026 | 1,104.84 |
| HORVATH, DANELL ELIZABETH | 997413923 | 02/05/2026 | 680.48 |
| HORVATH, DANELL ELIZABETH | 997414567 | 02/20/2026 | 402.68 |
| HOSSZU, RACHEL ELIZABETH | 997413419 | 02/05/2026 | 1,845.26 |
| HOSSZU, RACHEL ELIZABETH | 997414059 | 02/20/2026 | 1,845.26 |
| HOSTETLER, KATRINA KAY | 997413650 | 02/05/2026 | 1,784.71 |
| HOSTETLER, KATRINA KAY | 997414291 | 02/20/2026 | 1,784.71 |
| HUANG, SARAH A | 997413560 | 02/05/2026 | 1,650.18 |
| HUANG, SARAH A | 997414201 | 02/20/2026 | 1,650.18 |
| HUGHES, CHRISTOPHER MICHAEL | 997413995 | 02/05/2026 | 459.18 |
| HUGHES, CHRISTOPHER MICHAEL | 997414648 | 02/20/2026 | 369.40 |
| HUPPERT, AMANDA L | 997413719 | 02/05/2026 | 1,655.31 |
| HUPPERT, AMANDA L | 997414360 | 02/20/2026 | 1,655.31 |
| HUPPERT, ERIN K | 997413826 | 02/05/2026 | 1,433.76 |
| HUPPERT, ERIN K | 997414466 | 02/20/2026 | 1,295.53 |
| HUPPERT, LOGAN JOHN | 997413924 | 02/05/2026 | 60.42 |
| HUPPERT, LOGAN JOHN | 997414568 | 02/20/2026 | 67.14 |
| HUPPERT, RYAN WILLIAM | 997413490 | 02/05/2026 | 2,352.92 |
| HUPPERT, RYAN WILLIAM | 997414130 | 02/20/2026 | 2,352.92 |
| IGOU, ALISON R | 997413561 | 02/05/2026 | 1,893.55 |
| IGOU, ALISON R | 997414202 | 02/20/2026 | 1,854.69 |
| IMRIE, SCOTT J | 997413562 | 02/05/2026 | 1,994.01 |
| IMRIE, SCOTT J | 997414203 | 02/20/2026 | 1,971.78 |
| INOUYE, MARK T | 997413720 | 02/05/2026 | 1,531.15 |
| INOUYE, MARK T | 997414361 | 02/20/2026 | 1,531.15 |
| ISCHE, PHYLLIS ANN | 997413810 | 02/05/2026 | 455.34 |
| ISCHE, PHYLLIS ANN | 997414449 | 02/20/2026 | 411.20 |
| ISNARDI, GLENN R | 997413996 | 02/05/2026 | 184.70 |
| ISNARDI, GLENN R | 997414649 | 02/20/2026 | 92.35 |
| JAECKEL, BRYAN F | 997413563 | 02/05/2026 | 2,300.47 |
| JAECKEL, BRYAN F | 997414204 | 02/20/2026 | 2,300.47 |
| JARDINE, MCKENNA J | 997413666 | 02/05/2026 | 1,116.22 |

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| JARDINE, MCKENNA J | 997414307 02/20/2026 | 1,116.22 |
| JAROCKI, HANNAH M | 997413925 02/05/2026 | 362.37 |
| JAROCKI, HANNAH M | 997414569 02/20/2026 | 403.70 |
| JAROCKI, REBEKAH DIANE | 997413926 02/05/2026 | 57.07 |
| JAROCKI, REBEKAH DIANE | 997414570 02/20/2026 | 13.43 |
| JAROCKI, SARAH A | 997413673 02/05/2026 | 1,316.28 |
| JAROCKI, SARAH A | 997414314 02/20/2026 | 1,316.28 |
| JENSEN, NICHOLAS BRAVEN | 997413897 02/05/2026 | 1,184.35 |
| JENSEN, NICHOLAS BRAVEN | 997414537 02/20/2026 | 1,079.55 |
| JENTGES, AMY MARGARET | 997413997 02/05/2026 | 92.35 |
| JETMORE, ANNETTE K | 997413564 02/05/2026 | 2,073.55 |
| JETMORE, ANNETTE K | 997414205 02/20/2026 | 2,107.05 |
| JILK, RUTH ELLEN | 997414650 02/20/2026 | 959.50 |
| JOHANSON, MICHELLE NICOLE | 997413785 02/05/2026 | 1,115.07 |
| JOHANSON, MICHELLE NICOLE | 997414425 02/20/2026 | 920.77 |
| JOHANSSON, JENNIFER T | 997413449 02/05/2026 | 2,100.99 |
| JOHANSSON, JENNIFER T | 997414089 02/20/2026 | 2,100.99 |
| JOHNSON, ADELINE JUEL | 997413827 02/05/2026 | 79.09 |
| JOHNSON, ADELINE JUEL | 997414467 02/20/2026 | 39.55 |
| JOHNSON, AUDREY G | 997413621 02/05/2026 | 2,159.00 |
| JOHNSON, AUDREY G | 997414262 02/20/2026 | 2,159.00 |
| JOHNSON, CLIFTON A | 997413622 02/05/2026 | 2,350.99 |
| JOHNSON, CLIFTON A | 997414263 02/20/2026 | 2,350.99 |
| JOHNSON, ERIC WAYNE | 997413693 02/05/2026 | 1,208.15 |
| JOHNSON, ERIC WAYNE | 997414334 02/20/2026 | 1,208.15 |
| JOHNSON, KAYLA CAROLINE | 997414571 02/20/2026 | 359.25 |
| JOHNSON, LAUREN PAIGE | 997413898 02/05/2026 | 947.74 |
| JOHNSON, LAUREN PAIGE | 997414538 02/20/2026 | 855.75 |
| JOHNSON, LORI ANN | 997414651 02/20/2026 | 877.32 |
| JOHNSON, NICOLE M | 997413721 02/05/2026 | 1,623.26 |
| JOHNSON, NICOLE M | 997414362 02/20/2026 | 1,623.26 |
| JOHNSON, PETER F | 997413737 02/05/2026 | 1,880.91 |
| JOHNSON, PETER F | 997414378 02/20/2026 | 1,598.91 |
| JOHNSON, STACIA R | 997413450 02/05/2026 | 1,826.11 |
| JOHNSON, STACIA R | 997414090 02/20/2026 | 1,826.11 |
| JOHNSON, ZACHARY ROBERT | 997414652 02/20/2026 | 785.15 |
| JOHNSTON, NATHAN CONNER | 997413927 02/05/2026 | 63.79 |
| JOHNSTON, NATHAN CONNER | 997414572 02/20/2026 | 20.14 |
| JUETTEN, JENNA KATHLEEN | 997414653 02/20/2026 | 39.55 |
| KALLENBACH, MITCHELL ALAN | 997413603 02/05/2026 | 1,573.22 |
| KALLENBACH, MITCHELL ALAN | 997414244 02/20/2026 | 1,573.22 |
| KAMINSKI, LAUREN C | 997413694 02/05/2026 | 1,477.05 |
| KAMINSKI, LAUREN C | 997414335 02/20/2026 | 1,477.05 |
| KAMINSKI, SARAH J | 997413766 02/05/2026 | 484.80 |

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| KAMINSKI, SARAH J | 997414407 | 02/20/2026 | 426.74 |
| KAMRATH, SONJA CAROL | 997413623 | 02/05/2026 | 1,858.22 |
| KAMRATH, SONJA CAROL | 997414264 | 02/20/2026 | 1,858.22 |
| KANGAS, DAVID A | 997413695 | 02/05/2026 | 1,415.61 |
| KANGAS, DAVID A | 997414336 | 02/20/2026 | 1,415.61 |
| KANIA, TESSA E | 997413604 | 02/05/2026 | 1,858.15 |
| KANIA, TESSA E | 997414245 | 02/20/2026 | 1,670.25 |
| KAPITZ, MATTHEW KAYE | 997413565 | 02/05/2026 | 1,326.84 |
| KAPITZ, MATTHEW KAYE | 997414206 | 02/20/2026 | 1,326.84 |
| KARRAS, JENNIFER L | 997413722 | 02/05/2026 | 1,840.82 |
| KARRAS, JENNIFER L | 997414363 | 02/20/2026 | 1,840.82 |
| KAUFHOLD, ROBYN KELLY | 997413696 | 02/05/2026 | 1,370.70 |
| KAUFHOLD, ROBYN KELLY | 997414337 | 02/20/2026 | 1,370.70 |
| KAUFMAN, TANNER S | 997414654 | 02/20/2026 | 634.90 |
| KAUTH, AMANDA J | 997413624 | 02/05/2026 | 2,033.99 |
| KAUTH, AMANDA J | 997414265 | 02/20/2026 | 2,033.99 |
| KEEHR, AMANDA A | 997413786 | 02/05/2026 | 1,146.01 |
| KEEHR, AMANDA A | 997414426 | 02/20/2026 | 1,113.90 |
| KELLER, BAILEY S | 997413491 | 02/05/2026 | 1,341.21 |
| KELLER, BAILEY S | 997414131 | 02/20/2026 | 1,324.55 |
| KELLER, DALE ANTHONY WILLIAM | 997413625 | 02/05/2026 | 1,327.76 |
| KELLER, DALE ANTHONY WILLIAM | 997414266 | 02/20/2026 | 1,327.76 |
| KEMPF, GABRIELLA MAE | 997414573 | 02/20/2026 | 87.28 |
| KENDZIERSKI, JENNIFER L | 997413767 | 02/05/2026 | 1,207.48 |
| KENDZIERSKI, JENNIFER L | 997414408 | 02/20/2026 | 1,078.80 |
| KENNEALY, MORGAN MARIE | 997413998 | 02/05/2026 | 341.84 |
| KENNEALY, MORGAN MARIE | 997414655 | 02/20/2026 | 171.40 |
| KHOURY, HENRI NMI | 997413999 | 02/05/2026 | 270.39 |
| KHOURY, HENRI NMI | 997414656 | 02/20/2026 | 502.00 |
| KING, KELYN M | 997413492 | 02/05/2026 | 1,848.57 |
| KING, KELYN M | 997414132 | 02/20/2026 | 1,848.57 |
| KINNEY, JEANNE M | 997413451 | 02/05/2026 | 1,155.72 |
| KINNEY, JEANNE M | 997414091 | 02/20/2026 | 1,155.72 |
| KIRK, CARTER R | 997414000 | 02/05/2026 | 519.52 |
| KLECKER, STEPHANIE LYNN | 997413811 | 02/05/2026 | 731.80 |
| KLECKER, STEPHANIE LYNN | 997414450 | 02/20/2026 | 624.96 |
| KLEIN, TRACY A | 997413566 | 02/05/2026 | 1,733.65 |
| KLEIN, TRACY A | 997414207 | 02/20/2026 | 1,733.65 |
| KLEINSCHMIDT, LISA A | 997413626 | 02/05/2026 | 2,125.04 |
| KLEINSCHMIDT, LISA A | 997414267 | 02/20/2026 | 2,125.04 |
| KLISZCZ, BARBARA J | 997413787 | 02/05/2026 | 1,251.07 |
| KLISZCZ, BARBARA J | 997414427 | 02/20/2026 | 1,119.21 |
| KNUTSON, JESSICA L | 997413768 | 02/05/2026 | 1,176.38 |
| KNUTSON, JESSICA L | 997414409 | 02/20/2026 | 1,071.00 |

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| KOCER, ANNABELLE CATHERINE | 997414657 | 02/20/2026 | 369.40 |
| KOEBLER, GRACE KRISTINE | 997414001 | 02/05/2026 | 89.70 |
| KOEBLER, GRACE KRISTINE | 997414658 | 02/20/2026 | 89.70 |
| KOGER, ADAM JOSHUA | 997413567 | 02/05/2026 | 1,854.85 |
| KOGER, ADAM JOSHUA | 997414208 | 02/20/2026 | 1,880.95 |
| KOLB, EMILY FRANCES | 997413627 | 02/05/2026 | 1,516.12 |
| KOLB, EMILY FRANCES | 997414268 | 02/20/2026 | 1,516.12 |
| KONOLD, LORI RAE | 997413899 | 02/05/2026 | 1,168.94 |
| KONOLD, LORI RAE | 997414539 | 02/20/2026 | 1,061.08 |
| KRIZAK, KELLY MARIE | 997413769 | 02/05/2026 | 1,064.11 |
| KRIZAK, KELLY MARIE | 997414410 | 02/20/2026 | 960.22 |
| KRIZEK-SCORE, MADALYN MAUREEN | 997413568 | 02/05/2026 | 1,678.03 |
| KRIZEK-SCORE, MADALYN MAUREEN | 997414209 | 02/20/2026 | 1,678.03 |
| KRUEGER, THOMAS EDWARD | 997413697 | 02/05/2026 | 1,525.27 |
| KRUEGER, THOMAS EDWARD | 997414338 | 02/20/2026 | 1,525.27 |
| KUBERA, KYLA M | 997413928 | 02/05/2026 | 326.28 |
| KUBERA, KYLA M | 997414574 | 02/20/2026 | 254.50 |
| KUGEL, PEGGY L | 997413452 | 02/05/2026 | 2,399.40 |
| KUGEL, PEGGY L | 997414092 | 02/20/2026 | 2,399.40 |
| KULVICH, KAYLA ANN | 997414002 | 02/05/2026 | 744.72 |
| KULVICH, KAYLA ANN | 997414659 | 02/20/2026 | 819.86 |
| KUSS, KRISTIN K | 997413770 | 02/05/2026 | 737.67 |
| KUSS, KRISTIN K | 997414411 | 02/20/2026 | 637.65 |
| LABADIE, EMILY MARIE | 997413569 | 02/05/2026 | 1,982.86 |
| LABADIE, EMILY MARIE | 997414210 | 02/20/2026 | 1,982.86 |
| LACY, AARON E | 997413667 | 02/05/2026 | 1,500.11 |
| LACY, AARON E | 997414308 | 02/20/2026 | 1,500.11 |
| LALLEMONT, KAYLIN OLIVIA | 997413570 | 02/05/2026 | 1,511.58 |
| LALLEMONT, KAYLIN OLIVIA | 997414211 | 02/20/2026 | 1,511.58 |
| LAMOTHE, KATHRYN A | 997413860 | 02/05/2026 | 1,332.79 |
| LAMOTHE, KATHRYN A | 997414501 | 02/20/2026 | 1,201.63 |
| LANE, HEATHER DENISE | 997413828 | 02/05/2026 | 767.47 |
| LANE, HEATHER DENISE | 997414468 | 02/20/2026 | 632.58 |
| LANG, WESLEY DAVID | 997414660 | 02/20/2026 | 253.96 |
| LANSING, MYANNA M | 997413493 | 02/05/2026 | 1,773.84 |
| LANSING, MYANNA M | 997414133 | 02/20/2026 | 1,779.43 |
| LAROUE, HELEN T | 997413453 | 02/05/2026 | 1,525.87 |
| LAROUE, HELEN T | 997414093 | 02/20/2026 | 1,525.87 |
| LARSEN, TANYA L | 997413420 | 02/05/2026 | 2,319.03 |
| LARSEN, TANYA L | 997414060 | 02/20/2026 | 2,278.29 |
| LARSON, AMANDA LEIGH | 997413929 | 02/05/2026 | 26.86 |
| LARSON, AMANDA LEIGH | 997414575 | 02/20/2026 | 456.33 |
| LARSON, NICHOLE E | 997413628 | 02/05/2026 | 2,197.36 |
| LARSON, NICHOLE E | 997414269 | 02/20/2026 | 2,197.36 |

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| LARSON, WENDY L | 997413829 02/05/2026 | 803.49 |
| LARSON, WENDY L | 997414469 02/20/2026 | 736.59 |
| LAVOLD, PARKER JOHN | 997413830 02/05/2026 | 1,185.26 |
| LAVOLD, PARKER JOHN | 997414470 02/20/2026 | 1,079.07 |
| LAVOLD, TIMOTHY J | 997413571 02/05/2026 | 1,882.54 |
| LAVOLD, TIMOTHY J | 997414212 02/20/2026 | 1,810.23 |
| LEE, HEATHER MARIE | 997414003 02/05/2026 | 210.89 |
| LEE, LAURA E | 997413494 02/05/2026 | 1,632.48 |
| LEE, LAURA E | 997414134 02/20/2026 | 1,632.48 |
| LENIUS, DONNA JEANETTE | 997413788 02/05/2026 | 1,021.73 |
| LENIUS, DONNA JEANETTE | 997414428 02/20/2026 | 411.46 |
| LENSING, BRIDGETTE A | 997414061 02/20/2026 | 2,594.38 |
| LENSING, BRIDGETTE A | 997413421 02/05/2026 | 1,641.90 |
| LENTZ, JEFFREY S | 997413710 02/05/2026 | 2,029.54 |
| LENTZ, JEFFREY S | 997414351 02/20/2026 | 2,029.54 |
| LERUM, ABIGAIL MARIE | 997413495 02/05/2026 | 1,696.14 |
| LERUM, ABIGAIL MARIE | 997414135 02/20/2026 | 1,679.49 |
| LIETHA, PAULA JANE | 997413812 02/05/2026 | 1,251.56 |
| LIETHA, PAULA JANE | 997414451 02/20/2026 | 909.08 |
| LINDAMAN, JO ANNE L | 997413831 02/05/2026 | 1,083.41 |
| LINDAMAN, JO ANNE L | 997414471 02/20/2026 | 983.95 |
| LINDER, JESSICA L | 997414004 02/05/2026 | 708.23 |
| LINDER, JESSICA L | 997414661 02/20/2026 | 229.89 |
| LINDEVIG, KATHY A | 997413651 02/05/2026 | 1,507.44 |
| LINDEVIG, KATHY A | 997414292 02/20/2026 | 1,507.44 |
| LINDLOFF, ANDREW EW | 997414005 02/05/2026 | 105.44 |
| LINDQUIST, NANCY S | 997413900 02/05/2026 | 1,833.21 |
| LINEHAN, BETHANY R | 997413771 02/05/2026 | 1,152.31 |
| LINEHAN, BETHANY R | 997414412 02/20/2026 | 1,040.52 |
| LINEHAN, JEFFREY R | 997413861 02/05/2026 | 628.02 |
| LINEHAN, JEFFREY R | 997414502 02/20/2026 | 510.65 |
| LINK, HEIDI MICHELLE | 997413698 02/05/2026 | 2,528.39 |
| LINK, HEIDI MICHELLE | 997414339 02/20/2026 | 2,528.39 |
| LINK, KYLAH SUE | 997413930 02/05/2026 | 729.89 |
| LINK, KYLAH SUE | 997414576 02/20/2026 | 382.60 |
| LINN, MEGAN MAUREEN | 997413699 02/05/2026 | 919.94 |
| LINN, MEGAN MAUREEN | 997414340 02/20/2026 | 887.03 |
| LINNERUD, CRAIG S | 997413862 02/05/2026 | 1,380.28 |
| LINNERUD, CRAIG S | 997414503 02/20/2026 | 1,238.24 |
| LINTON, AMY B | 997413901 02/05/2026 | 1,112.92 |
| LINTON, AMY B | 997414540 02/20/2026 | 987.45 |
| LOCKWOOD, MARKELL L | 997413652 02/05/2026 | 2,229.87 |
| LOCKWOOD, MARKELL L | 997414293 02/20/2026 | 2,229.87 |
| LOGICK, DANA A | 997413789 02/05/2026 | 1,245.56 |

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| LOGICK, DANA A | 997414429 | 02/20/2026 | 1,264.36 |
| LOOMIS, GARRETT JAMES | 997414662 | 02/20/2026 | 541.86 |
| LOTZE, ERIN MARIE | 997414601 | 02/20/2026 | 706.49 |
| LOTZE, ERIN MARIE | 997413953 | 02/05/2026 | 694.84 |
| LOY, JOSHUA JAMES | 997413496 | 02/05/2026 | 2,360.70 |
| LOY, JOSHUA JAMES | 997414136 | 02/20/2026 | 3,181.78 |
| LOY, KATRINA S | 997413454 | 02/05/2026 | 2,067.79 |
| LOY, KATRINA S | 997414094 | 02/20/2026 | 2,067.79 |
| LUBICH, GARY F | 997413700 | 02/05/2026 | 1,143.63 |
| LUBICH, GARY F | 997414341 | 02/20/2026 | 1,143.63 |
| LUCKING, ANGELA M | 997413723 | 02/05/2026 | 1,600.75 |
| LUCKING, ANGELA M | 997414364 | 02/20/2026 | 1,600.75 |
| LUDWIG, MCKENZIE MARYA | 997414663 | 02/20/2026 | 834.23 |
| LUECK, LARISSA L | 997413422 | 02/05/2026 | 2,037.89 |
| LUECK, LARISSA L | 997414062 | 02/20/2026 | 2,037.89 |
| LUEDTKE, JENNIFER L | 997413497 | 02/05/2026 | 2,549.26 |
| LUEDTKE, JENNIFER L | 997414137 | 02/20/2026 | 2,549.26 |
| LUEDTKE, KRISTOPHER W | 997413701 | 02/05/2026 | 3,855.74 |
| LUEDTKE, KRISTOPHER W | 997414342 | 02/20/2026 | 3,855.74 |
| LUND, BRENDA K | 997413423 | 02/05/2026 | 2,170.91 |
| LUND, BRENDA K | 997414063 | 02/20/2026 | 2,170.91 |
| LUND, TIANNA L | 997413863 | 02/05/2026 | 1,342.26 |
| LUND, TIANNA L | 997414504 | 02/20/2026 | 1,180.89 |
| MACBETH, TORIN RUSSEL | 997413813 | 02/05/2026 | 1,009.90 |
| MACBETH, TORIN RUSSEL | 997414452 | 02/20/2026 | 907.88 |
| MADER, RACHEL A | 997413674 | 02/05/2026 | 3,733.70 |
| MADER, RACHEL A | 997414315 | 02/20/2026 | 3,733.70 |
| MAHUN, KARLEE ROSE | 997413902 | 02/05/2026 | 842.54 |
| MAHUN, KARLEE ROSE | 997414541 | 02/20/2026 | 765.05 |
| MAIER, TONYA M. | 997413424 | 02/05/2026 | 1,891.70 |
| MAIER, TONYA M. | 997414064 | 02/20/2026 | 1,891.70 |
| MAIONE, ELISSIA MARIE | 997413814 | 02/05/2026 | 1,037.01 |
| MAIONE, ELISSIA MARIE | 997414453 | 02/20/2026 | 907.51 |
| MAJERUS, KIMBERLY A | 997413629 | 02/05/2026 | 1,823.48 |
| MAJERUS, KIMBERLY A | 997414270 | 02/20/2026 | 1,823.48 |
| MANNING, BETSY JANE | 997413653 | 02/05/2026 | 1,529.59 |
| MANNING, BETSY JANE | 997414294 | 02/20/2026 | 1,529.59 |
| MARION, KAYLIE CATHERINE | 997413832 | 02/05/2026 | 937.93 |
| MARION, KAYLIE CATHERINE | 997414472 | 02/20/2026 | 937.93 |
| MARUSKA, TRAVIS DAVID | 997413864 | 02/05/2026 | 1,197.27 |
| MARUSKA, TRAVIS DAVID | 997414505 | 02/20/2026 | 1,081.10 |
| MASON, SEEGAR S | 997413865 | 02/05/2026 | 1,045.12 |
| MASON, SEEGAR S | 997414506 | 02/20/2026 | 1,054.96 |
| MATTI, JOSEPHINE VIOLET | 997414006 | 02/05/2026 | 184.70 |

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| MATZEK, DEBORA J | 997413790 | 02/05/2026 | 1,237.94 |
| MATZEK, DEBORA J | 997414430 | 02/20/2026 | 1,123.54 |
| MAUDE, CASEY ANDERSEN | 997414007 | 02/05/2026 | 184.70 |
| MAUDE, CASEY ANDERSEN | 997414664 | 02/20/2026 | 184.70 |
| MAZZEI, ABBY L | 997413425 | 02/05/2026 | 1,136.42 |
| MAZZEI, ABBY L | 997414065 | 02/20/2026 | 1,136.42 |
| MCALEAVEY, BECKY A | 997413654 | 02/05/2026 | 1,276.41 |
| MCALEAVEY, BECKY A | 997414295 | 02/20/2026 | 1,276.41 |
| MCDANIEL, BROOKE TAYLOR | 997414577 | 02/20/2026 | 26.86 |
| MCDONALD, CHELSEA R | 997414008 | 02/05/2026 | 92.35 |
| MCDONALD, CHELSEA R | 997414454 | 02/20/2026 | 46.31 |
| MCGRATH, TRICIA S | 997413724 | 02/05/2026 | 1,184.37 |
| MCGRATH, TRICIA S | 997414365 | 02/20/2026 | 1,184.37 |
| MCKENZIE, MAX WILLIAM | 997413682 | 02/05/2026 | 1,183.77 |
| MCKENZIE, MAX WILLIAM | 997414323 | 02/20/2026 | 1,183.77 |
| MCLAIN, LINDSAY J | 997413498 | 02/05/2026 | 2,030.97 |
| MCLAIN, LINDSAY J | 997414138 | 02/20/2026 | 2,014.30 |
| MCMEEKEN, CASSIDY RAE | 997414578 | 02/20/2026 | 43.64 |
| MCMILLAN, BROOKE L | 997413426 | 02/05/2026 | 1,638.73 |
| MCMILLAN, BROOKE L | 997414066 | 02/20/2026 | 1,638.73 |
| MCQUADE, JESSICA A | 997413455 | 02/05/2026 | 716.21 |
| MCQUADE, JESSICA A | 997414095 | 02/20/2026 | 716.21 |
| MCREYNOLDS, NATHAN C | 997413456 | 02/05/2026 | 1,749.84 |
| MCREYNOLDS, NATHAN C | 997414096 | 02/20/2026 | 1,749.84 |
| MEDINA, KENZIE L | 997413791 | 02/05/2026 | 1,285.81 |
| MEDINA, KENZIE L | 997414431 | 02/20/2026 | 1,180.87 |
| MEDINA, MICHAEL | 997413751 | 02/05/2026 | 1,553.36 |
| MEDINA, MICHAEL | 997414392 | 02/20/2026 | 1,553.36 |
| MEIER, ELLEN L | 997414665 | 02/20/2026 | 92.35 |
| MEIER, ELLEN L | 997414009 | 02/05/2026 | 184.70 |
| MELBY, EMERY LYNN | 997413931 | 02/05/2026 | 354.45 |
| MELBY, EMERY LYNN | 997414579 | 02/20/2026 | 208.36 |
| MEYER, CASSANDRA J | 997413630 | 02/05/2026 | 1,934.74 |
| MEYER, CASSANDRA J | 997414271 | 02/20/2026 | 1,934.74 |
| MICKE, EMILY PAIGE | 997413792 | 02/05/2026 | 1,093.64 |
| MICKE, EMILY PAIGE | 997414432 | 02/20/2026 | 1,017.00 |
| MICKELSON, NICKOLAS CLARENCE | 997414010 | 02/05/2026 | 685.41 |
| MICKELSON, NICKOLAS CLARENCE | 997414666 | 02/20/2026 | 240.28 |
| MIELKE, LISA L | 997413903 | 02/05/2026 | 901.29 |
| MIELKE, LISA L | 997414542 | 02/20/2026 | 838.50 |
| MILLER, ERIK JOHN | 997414011 | 02/05/2026 | 184.70 |
| MILLER, ISAIAH M | 997413499 | 02/05/2026 | 1,961.75 |
| MILLER, ISAIAH M | 997414139 | 02/20/2026 | 1,961.75 |
| MILLER, MARY E | 997413572 | 02/05/2026 | 1,771.94 |

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| MILLER, MARY E | 997414213 | 02/20/2026 | 1,771.94 |
| MINDER, ALLI NICOLE | 997413815 | 02/05/2026 | 1,155.06 |
| MINDER, ALLI NICOLE | 997414455 | 02/20/2026 | 1,053.77 |
| MISPLON, MIRIAN X | 997413683 | 02/05/2026 | 1,160.22 |
| MISPLON, MIRIAN X | 997414324 | 02/20/2026 | 1,265.56 |
| MITCHELL, AMY L | 997413655 | 02/05/2026 | 2,498.44 |
| MITCHELL, AMY L | 997414296 | 02/20/2026 | 2,498.44 |
| MITCHELL, BROOKE IRENE | 997413793 | 02/05/2026 | 1,147.92 |
| MITCHELL, BROOKE IRENE | 997414433 | 02/20/2026 | 1,040.36 |
| MOBILIA, DAVID | 997413866 | 02/05/2026 | 924.07 |
| MOBILIA, DAVID | 997414507 | 02/20/2026 | 826.71 |
| MOLBURG, JACOB NATHANIAL | 997414012 | 02/05/2026 | 719.64 |
| MOLBURG, JACOB NATHANIAL | 997414667 | 02/20/2026 | 521.41 |
| MONTPLAISIR, KAJA PAMELA | 997413573 | 02/05/2026 | 1,464.51 |
| MONTPLAISIR, KAJA PAMELA | 997414214 | 02/20/2026 | 1,464.51 |
| MONTY, ADDISON ELAINE | 997413772 | 02/05/2026 | 1,151.41 |
| MONTY, ADDISON ELAINE | 997414413 | 02/20/2026 | 1,047.20 |
| MORGAN, COLLEEN ELIZABETH | 997414013 | 02/05/2026 | 222.10 |
| MORGAN, COLLEEN ELIZABETH | 997414668 | 02/20/2026 | 33.25 |
| MORGAN, MADISON M | 997413631 | 02/05/2026 | 878.57 |
| MORGAN, MADISON M | 997414272 | 02/20/2026 | 878.57 |
| MORRIS, JACQUELINE R | 997413794 | 02/05/2026 | 1,136.90 |
| MORRIS, JACQUELINE R | 997414434 | 02/20/2026 | 1,035.78 |
| MORRISSETTE, JOLENE A | 997413773 | 02/05/2026 | 1,406.29 |
| MORRISSETTE, JOLENE A | 997414414 | 02/20/2026 | 1,279.03 |
| MORROW, BLAKE A | 997413833 | 02/05/2026 | 1,086.30 |
| MORROW, BLAKE A | 997414473 | 02/20/2026 | 1,058.33 |
| MORROW, RANDY J | 997413867 | 02/05/2026 | 1,186.71 |
| MORROW, RANDY J | 997414508 | 02/20/2026 | 1,127.75 |
| MRAVIK, TANYA JEAN | 997414014 | 02/05/2026 | 92.35 |
| MRAVIK, TANYA JEAN | 997414669 | 02/20/2026 | 1,394.81 |
| MULLER, GERALDINE R | 997413605 | 02/05/2026 | 1,486.57 |
| MULLER, GERALDINE R | 997414246 | 02/20/2026 | 1,684.82 |
| MUNOZ, CASSANDRA C | 997413457 | 02/05/2026 | 1,740.44 |
| MUNOZ, CASSANDRA C | 997414097 | 02/20/2026 | 1,740.44 |
| MURPHY, MELISSA A | 997413458 | 02/05/2026 | 1,522.65 |
| MURPHY, MELISSA A | 997414098 | 02/20/2026 | 1,522.65 |
| MURPHY, MICHAEL RICHARD | 997413702 | 02/05/2026 | 2,112.45 |
| MURPHY, MICHAEL RICHARD | 997414343 | 02/20/2026 | 2,331.77 |
| MURRAY, KATHERINE TAYLOR | 997413664 | 02/05/2026 | 1,575.92 |
| MURRAY, KATHERINE TAYLOR | 997414305 | 02/20/2026 | 1,575.92 |
| MURRAY, LEONARD JAMES | 997413703 | 02/05/2026 | 1,345.97 |
| MURRAY, LEONARD JAMES | 997414344 | 02/20/2026 | 1,345.97 |
| NABER, KAYTLYNN E | 997413816 | 02/05/2026 | 1,031.48 |

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| NABER, KAYTLYNN E | 997414456 | 02/20/2026 | 1,162.03 |
| NELSON, ANN M | 997413632 | 02/05/2026 | 1,145.58 |
| NELSON, ANN M | 997414273 | 02/20/2026 | 1,145.58 |
| NELSON, BRIAN T | 997413868 | 02/05/2026 | 327.92 |
| NELSON, BRIAN T | 997414509 | 02/20/2026 | 647.00 |
| NELSON, CHASE D | 997413500 | 02/05/2026 | 1,882.19 |
| NELSON, CHASE D | 997414140 | 02/20/2026 | 2,099.95 |
| NELSON, CRAIG EUGENE | 997413869 | 02/05/2026 | 487.40 |
| NELSON, CRAIG EUGENE | 997414510 | 02/20/2026 | 545.97 |
| NELSON, CRAIG ROBERT | 997413870 | 02/05/2026 | 369.84 |
| NELSON, CRAIG ROBERT | 997414511 | 02/20/2026 | 1,006.48 |
| NELSON, KATHI P | 997414015 | 02/05/2026 | 617.74 |
| NELSON, KATHI P | 997414670 | 02/20/2026 | 619.34 |
| NELSON, KELLEY ELIZE | 997413501 | 02/05/2026 | 1,324.19 |
| NELSON, KELLEY ELIZE | 997414141 | 02/20/2026 | 1,324.19 |
| NELSON, MADELINE ELSIE | 997414580 | 02/20/2026 | 234.47 |
| NELSON, MADELINE ELSIE | 997413932 | 02/05/2026 | 532.57 |
| NELSON, RONALD H | 997414016 | 02/05/2026 | 594.60 |
| NELSON, RONALD H | 997414671 | 02/20/2026 | 991.92 |
| NELSON, STEPHANIE S | 997413502 | 02/05/2026 | 1,868.53 |
| NELSON, STEPHANIE S | 997414142 | 02/20/2026 | 2,167.30 |
| NEUHAUS, HALLIE ERIN | 997413817 | 02/05/2026 | 4,060.85 |
| NEUHAUS, HALLIE ERIN | 997414143 | 02/20/2026 | 3,166.15 |
| NICKLESKI, KRISTINE L | 997413503 | 02/05/2026 | 1,943.67 |
| NICKLESKI, KRISTINE L | 997414144 | 02/20/2026 | 1,943.67 |
| NISWONGER, MALINDA M | 997413834 | 02/05/2026 | 1,309.28 |
| NISWONGER, MALINDA M | 997414474 | 02/20/2026 | 1,223.55 |
| NORD, ANNIKA HELEN | 997414017 | 02/05/2026 | 365.13 |
| NORD, LINDA B | 997413574 | 02/05/2026 | 1,630.30 |
| NORD, LINDA B | 997414215 | 02/20/2026 | 1,630.30 |
| NORTON, FRANCIS GERARD | 997414672 | 02/20/2026 | 458.00 |
| NUZUM, ANN M | 997413504 | 02/05/2026 | 1,829.83 |
| NUZUM, ANN M | 997414145 | 02/20/2026 | 1,829.83 |
| O'CONNOR, BRENNA L | 997413505 | 02/05/2026 | 1,681.54 |
| O'CONNOR, BRENNA L | 997414146 | 02/20/2026 | 1,664.88 |
| O'NEAL, AMY J | 997413704 | 02/05/2026 | 1,339.54 |
| O'NEAL, AMY J | 997414345 | 02/20/2026 | 1,339.54 |
| OIAN, ERIN E | 997413459 | 02/05/2026 | 1,794.81 |
| OIAN, ERIN E | 997414099 | 02/20/2026 | 1,794.81 |
| OLSON, JESSICA L | 997413506 | 02/05/2026 | 1,927.21 |
| OLSON, JESSICA L | 997414147 | 02/20/2026 | 1,927.21 |
| OLSON, JESSICA L | 997413684 | 02/05/2026 | 862.40 |
| OLSON, JESSICA L | 997414325 | 02/20/2026 | 862.40 |
| OLSON, KAREN G | 997413656 | 02/05/2026 | 492.80 |

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| OLSON, KAREN G | 997414297 | 02/20/2026 | 492.80 |
| OLSON, TAMI KAYE | 997413872 | 02/05/2026 | 737.79 |
| OLSON, TAMI KAYE | 997414513 | 02/20/2026 | 816.15 |
| OLSON-ALTON, KIM J | 997413871 | 02/05/2026 | 1,240.54 |
| OLSON-ALTON, KIM J | 997414512 | 02/20/2026 | 1,122.33 |
| OOSTERHUIS, ALISON ANN | 997413575 | 02/05/2026 | 1,686.34 |
| OOSTERHUIS, ALISON ANN | 997414216 | 02/20/2026 | 1,686.34 |
| OPATZ, RORY CHRISTINE | 997413933 | 02/05/2026 | 50.42 |
| OPATZ, RORY CHRISTINE | 997414581 | 02/20/2026 | 66.18 |
| OSBORNE, PATRICIA M | 997413888 | 02/05/2026 | 210.79 |
| OSBORNE, PATRICIA M | 997414528 | 02/20/2026 | 114.97 |
| OWEN, ABBEY L | 997413665 | 02/05/2026 | 1,391.11 |
| OWEN, ABBEY L | 997414306 | 02/20/2026 | 1,391.11 |
| PABLO, ZOE ISABELLE | 997413934 | 02/05/2026 | 43.64 |
| PABLO, ZOE ISABELLE | 997414582 | 02/20/2026 | 40.29 |
| PAPE, SCOTT HUBERT | 997413507 | 02/05/2026 | 1,126.35 |
| PAPE, SCOTT HUBERT | 997414148 | 02/20/2026 | 1,145.92 |
| PAPP, STEPHAN W | 997413427 | 02/05/2026 | 2,204.50 |
| PAPP, STEPHAN W | 997414067 | 02/20/2026 | 2,204.50 |
| PASCHKE, KELSEY CAROLINE | 997414673 | 02/20/2026 | 588.95 |
| PASSOFARO, JAMI L | 997413705 | 02/05/2026 | 1,363.28 |
| PASSOFARO, JAMI L | 997414346 | 02/20/2026 | 1,363.28 |
| PAYNE III, ULICE | 997413835 | 02/05/2026 | 378.09 |
| PAYNE III, ULICE | 997414475 | 02/20/2026 | 304.45 |
| PEARSON, ANNA C | 997413725 | 02/05/2026 | 1,787.08 |
| PEARSON, ANNA C | 997414366 | 02/20/2026 | 1,787.08 |
| PECHACEK, KORY A | 997413711 | 02/05/2026 | 2,157.00 |
| PECHACEK, KORY A | 997414352 | 02/20/2026 | 2,157.00 |
| PECHACEK, PATRICIA A | 997414018 | 02/05/2026 | 184.70 |
| PECHACEK, PATRICIA A | 997414674 | 02/20/2026 | 224.41 |
| PECHACEK, RYAN J | 997413576 | 02/05/2026 | 1,891.70 |
| PECHACEK, RYAN J | 997414217 | 02/20/2026 | 1,891.70 |
| PEREZ, JACQUELINE N | 997413954 | 02/05/2026 | 529.29 |
| PEREZ, JACQUELINE N | 997414602 | 02/20/2026 | 447.09 |
| PESHECK, SUSAN D | 997414675 | 02/20/2026 | 28.45 |
| PETER, COURTNEY LF | 997413578 | 02/05/2026 | 1,885.70 |
| PETER, COURTNEY LF | 997414219 | 02/20/2026 | 1,919.60 |
| PETERS, MEGAN L | 997414676 | 02/20/2026 | 1,303.10 |
| PETERSEN, BRIANA J | 997413577 | 02/05/2026 | 1,213.57 |
| PETERSEN, BRIANA J | 997414218 | 02/20/2026 | 1,213.57 |
| PFEFFER, CARLY MICHELLE | 997413428 | 02/05/2026 | 1,446.70 |
| PFEFFER, CARLY MICHELLE | 997414068 | 02/20/2026 | 1,446.70 |
| PHILLIPS-SCHRADLE, LESLEY D | 997414476 | 02/20/2026 | 1,272.79 |
| PHILLIPS-SCHRADLE, LESLEY D | 997413836 | 02/05/2026 | 1,305.19 |

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| PIETROSKE, KATELYN ROSE | 997413579 | 02/05/2026 | 1,503.51 |
| PIETROSKE, KATELYN ROSE | 997414220 | 02/20/2026 | 1,503.51 |
| PIETZ, TANNER JOHN | 997413508 | 02/05/2026 | 1,548.75 |
| PIETZ, TANNER JOHN | 997414149 | 02/20/2026 | 1,548.75 |
| PLACKNER, BRENT D | 997413873 | 02/05/2026 | 1,159.25 |
| PLACKNER, BRENT D | 997414514 | 02/20/2026 | 1,133.34 |
| PLUIM, DOUGLAS A | 997413874 | 02/05/2026 | 1,120.29 |
| PLUIM, DOUGLAS A | 997414515 | 02/20/2026 | 1,020.02 |
| PLUM, ALEXANDER G | 997413580 | 02/05/2026 | 1,672.06 |
| PLUM, ALEXANDER G | 997414221 | 02/20/2026 | 1,672.06 |
| PLUM, SARAH E | 997413581 | 02/05/2026 | 1,651.46 |
| PLUM, SARAH E | 997414222 | 02/20/2026 | 1,651.46 |
| POMRENING, ELLIE DELORES | 997413935 | 02/05/2026 | 20.14 |
| POMRENING, ELLIE DELORES | 997414583 | 02/20/2026 | 63.79 |
| POWELL, JENNIFER E | 997413582 | 02/05/2026 | 1,657.14 |
| POWELL, JENNIFER E | 997414223 | 02/20/2026 | 1,657.14 |
| PRUITT, DANA W | 997413675 | 02/05/2026 | 1,450.26 |
| PRUITT, DANA W | 997414316 | 02/20/2026 | 1,450.26 |
| PURINGTON, KATIE ELIZABETH | 997414019 | 02/05/2026 | 48.56 |
| QUADE, OLIVIA PAIGE | 997413583 | 02/05/2026 | 1,551.60 |
| QUADE, OLIVIA PAIGE | 997414224 | 02/20/2026 | 1,551.60 |
| RADOSEVICH, SHARON T | 997413904 | 02/05/2026 | 1,091.48 |
| RADOSEVICH, SHARON T | 997414543 | 02/20/2026 | 972.43 |
| RAHN, NATHAN A | 997413738 | 02/05/2026 | 1,588.39 |
| RAHN, NATHAN A | 997414379 | 02/20/2026 | 1,489.21 |
| RAND, AMANDA JO | 997413584 | 02/05/2026 | 1,552.91 |
| RAND, AMANDA JO | 997414225 | 02/20/2026 | 1,486.27 |
| RAND, MITCHELL RAYMOND | 997413905 | 02/05/2026 | 1,283.29 |
| RAND, MITCHELL RAYMOND | 997414544 | 02/20/2026 | 1,168.21 |
| RASMUSSEN, ANNE T | 997413429 | 02/05/2026 | 2,150.13 |
| RASMUSSEN, ANNE T | 997414069 | 02/20/2026 | 2,150.13 |
| RAUCH, TESSA KATHERINE | 997413460 | 02/05/2026 | 1,695.47 |
| RAUCH, TESSA KATHERINE | 997414100 | 02/20/2026 | 1,695.47 |
| READ-BENUSA, NATALIE A | 997413748 | 02/05/2026 | 1,129.97 |
| READ-BENUSA, NATALIE A | 997414389 | 02/20/2026 | 1,129.97 |
| REARDON, MICHAEL A | 997413875 | 02/05/2026 | 276.38 |
| REED, JAMES F | 997413876 | 02/05/2026 | 252.37 |
| REED, JAMES F | 997414516 | 02/20/2026 | 772.79 |
| REICHE, REBECCA LYNN | 997413633 | 02/05/2026 | 1,845.14 |
| REICHE, REBECCA LYNN | 997413633 | 02/05/2026 | 0.00 |
| REICHE, REBECCA LYNN | 997414274 | 02/20/2026 | 1,845.14 |
| REICHE, REBECCA LYNN | 997414274 | 02/20/2026 | 0.00 |
| REID, JADELYN JANE | 997413837 | 02/05/2026 | 1,161.42 |
| REID, JADELYN JANE | 997414477 | 02/20/2026 | 1,024.24 |

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| REID, MONICA LEN | 997413585 | 02/05/2026 | 2,325.46 |
| REID, MONICA LEN | 997414226 | 02/20/2026 | 2,325.46 |
| REYNAGA, CHELSEI LEI | 997413838 | 02/05/2026 | 1,188.08 |
| REYNAGA, CHELSEI LEI | 997414478 | 02/20/2026 | 1,108.06 |
| RIGG, MOLLY ANN | 997413936 | 02/05/2026 | 100.71 |
| RIGG, MOLLY ANN | 997414584 | 02/20/2026 | 26.86 |
| RIGHTMAN, HEIDI ANNE | 997413906 | 02/05/2026 | 1,165.19 |
| RIGHTMAN, HEIDI ANNE | 997414545 | 02/20/2026 | 848.86 |
| RINARTZ, DELLA RHOSE | 997413774 | 02/05/2026 | 493.09 |
| RINGDAHL, BROOKE A | 997413955 | 02/05/2026 | 394.23 |
| RINGDAHL, BROOKE A | 997414603 | 02/20/2026 | 677.31 |
| RITCHEY, REED HAZELINE | 997413907 | 02/05/2026 | 1,185.26 |
| RITCHEY, REED HAZELINE | 997414546 | 02/20/2026 | 1,075.50 |
| RIXMANN, JEFFREY L | 997413877 | 02/05/2026 | 225.51 |
| RIXMANN, JEFFREY L | 997414517 | 02/20/2026 | 342.38 |
| ROBERTS, JOY R | 997413818 | 02/05/2026 | 174.62 |
| ROBERTS, JOY R | 997414457 | 02/20/2026 | 57.20 |
| ROBUCK, NATALIE RAVEN | 997413430 | 02/05/2026 | 1,497.85 |
| ROBUCK, NATALIE RAVEN | 997414070 | 02/20/2026 | 1,497.85 |
| RODGERS, KAI ERIKA | 997413752 | 02/05/2026 | 2,602.91 |
| RODGERS, KAI ERIKA | 997414393 | 02/20/2026 | 2,602.91 |
| ROEMHILD, ALISSA MARIE | 997413431 | 02/05/2026 | 2,182.21 |
| ROEMHILD, ALISSA MARIE | 997414071 | 02/20/2026 | 2,182.21 |
| ROGACZEWSKI, MELANIE ANNE | 997413878 | 02/05/2026 | 1,142.45 |
| ROGACZEWSKI, MELANIE ANNE | 997414518 | 02/20/2026 | 1,163.89 |
| ROGERS, NANCY J | 997414150 | 02/20/2026 | 2,318.44 |
| ROGERS, NANCY J | 997413509 | 02/05/2026 | 2,318.44 |
| ROGERS, NANCY J | 997413509 | 02/05/2026 | 0.00 |
| ROGERS, NANCY J | 997413509 | 02/05/2026 | 0.00 |
| ROLLING, BRANDIE LEE | 997413819 | 02/05/2026 | 229.74 |
| ROLLING, BRANDIE LEE | 997414458 | 02/20/2026 | 251.66 |
| ROSENOW, LORI A | 997413461 | 02/05/2026 | 858.81 |
| ROSENOW, LORI A | 997414101 | 02/20/2026 | 858.81 |
| ROY, JAMES N | 997413586 | 02/05/2026 | 1,560.16 |
| ROY, JAMES N | 997414227 | 02/20/2026 | 1,560.16 |
| RUBLE, KATLIN CAROL | 997413432 | 02/05/2026 | 1,634.56 |
| RUBLE, KATLIN CAROL | 997414072 | 02/20/2026 | 1,634.56 |
| RUNDLE, DOYLE CLIFTON | 997414020 | 02/05/2026 | 631.39 |
| RUNDLE, DOYLE CLIFTON | 997414677 | 02/20/2026 | 386.89 |
| SANFORD, SHARI L | 997413839 | 02/05/2026 | 790.23 |
| SANFORD, SHARI L | 997414479 | 02/20/2026 | 715.39 |
| SANOCKI, MIKAYLA M | 997413433 | 02/05/2026 | 2,433.31 |
| SANOCKI, MIKAYLA M | 997414073 | 02/20/2026 | 2,433.31 |
| SATHER, LORI J | 997413462 | 02/05/2026 | 2,096.09 |

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| SATHER, LORI J | 997414102 | 02/20/2026 | 2,096.09 |
| SAUMER, ANNAH C | 997413685 | 02/05/2026 | 1,531.79 |
| SAUMER, ANNAH C | 997414326 | 02/20/2026 | 1,531.79 |
| SCHEMMEL, MARY | 997413706 | 02/05/2026 | 1,480.64 |
| SCHEMMEL, MARY | 997414347 | 02/20/2026 | 1,480.64 |
| SCHERZ, RYAN D | 997413587 | 02/05/2026 | 2,061.95 |
| SCHERZ, RYAN D | 997414228 | 02/20/2026 | 2,061.95 |
| SCHLOTTKE, KLAUDIA R | 997413956 | 02/05/2026 | 799.25 |
| SCHLOTTKE, KLAUDIA R | 997414604 | 02/20/2026 | 492.05 |
| SCHLUESSLER, ALYSSA J | 997413463 | 02/05/2026 | 1,895.60 |
| SCHLUESSLER, ALYSSA J | 997414103 | 02/20/2026 | 1,895.60 |
| SCHOMMER, PATRICIA JEAN | 997413775 | 02/05/2026 | 987.72 |
| SCHOMMER, PATRICIA JEAN | 997414415 | 02/20/2026 | 852.91 |
| SCHRACK, LISA M | 997413795 | 02/05/2026 | 973.73 |
| SCHRACK, LISA M | 997414435 | 02/20/2026 | 872.17 |
| SCHREIBER, JOY MARIE | 997413588 | 02/05/2026 | 2,042.33 |
| SCHREIBER, JOY MARIE | 997414229 | 02/20/2026 | 2,042.33 |
| SCHROEDER, RACHELLE D | 997413634 | 02/05/2026 | 2,387.87 |
| SCHROEDER, RACHELLE D | 997414275 | 02/20/2026 | 2,273.27 |
| SCHULTE, ALEXA ROSE | 997413434 | 02/05/2026 | 1,588.89 |
| SCHULTE, ALEXA ROSE | 997414074 | 02/20/2026 | 1,588.89 |
| SCHULTZ, ALEXIS MIRANDA | 997413937 | 02/05/2026 | 256.36 |
| SCHULTZ, ALEXIS MIRANDA | 997414585 | 02/20/2026 | 23.46 |
| SCHUMAN, HEATHER NICOLE | 997414021 | 02/05/2026 | 360.27 |
| SCHUMAN, HEATHER NICOLE | 997414678 | 02/20/2026 | 347.18 |
| SCHURMAN, AMBER M. | 997413635 | 02/05/2026 | 2,277.21 |
| SCHURMAN, AMBER M. | 997414276 | 02/20/2026 | 2,277.21 |
| SCHURMAN, NATHAN J | 997413726 | 02/05/2026 | 4,368.64 |
| SCHURMAN, NATHAN J | 997414367 | 02/20/2026 | 4,368.64 |
| SCOBEY, MARI J | 997414022 | 02/05/2026 | 365.13 |
| SCOBEY, MARI J | 997414679 | 02/20/2026 | 628.64 |
| SCOTT, RASHELL MARIE | 997413957 | 02/05/2026 | 1,160.08 |
| SCOTT, RASHELL MARIE | 997414605 | 02/20/2026 | 927.41 |
| SCOTT, SERINA REBECCA | 997413908 | 02/05/2026 | 991.59 |
| SCOTT, SERINA REBECCA | 997414547 | 02/20/2026 | 887.65 |
| SEIFERT, JORDAN E | 997413510 | 02/05/2026 | 1,720.91 |
| SEIFERT, JORDAN E | 997414151 | 02/20/2026 | 1,692.99 |
| SERENE, KIMBERLY J | 997413589 | 02/05/2026 | 2,548.37 |
| SERENE, KIMBERLY J | 997414230 | 02/20/2026 | 2,548.37 |
| SEVERSON, CAITLYN M | 997413636 | 02/05/2026 | 1,436.40 |
| SEVERSON, CAITLYN M | 997414277 | 02/20/2026 | 1,239.51 |
| SHAFER, JOHN JOSEPH | 997414680 | 02/20/2026 | 634.06 |
| SHEDORE, VICKIE F | 997413840 | 02/05/2026 | 951.57 |
| SHEDORE, VICKIE F | 997414480 | 02/20/2026 | 841.47 |

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| SHEPHERD, MARA L | 997413637 | 02/05/2026 | 2,331.00 |
| SHEPHERD, MARA L | 997414278 | 02/20/2026 | 2,331.00 |
| SHEWCZYK, PIPER | 997413938 | 02/05/2026 | 141.81 |
| SHEWCZYK, PIPER | 997414586 | 02/20/2026 | 122.91 |
| SIEVERS, BRADY D | 997414681 | 02/20/2026 | 600.27 |
| SIMONSON, TERESA M | 997413958 | 02/05/2026 | 1,040.23 |
| SIMONSON, TERESA M | 997414606 | 02/20/2026 | 948.19 |
| SIMPSON, NATALIE MARIE | 997414023 | 02/05/2026 | 105.44 |
| SIMPSON, NICHOLAS D | 997413776 | 02/05/2026 | 1,036.89 |
| SIMPSON, NICHOLAS D | 997414416 | 02/20/2026 | 1,187.45 |
| SISKO, RYAN MICHAEL | 997414024 | 02/05/2026 | 472.07 |
| SISKO, RYAN MICHAEL | 997414682 | 02/20/2026 | 632.06 |
| SKAPPEL, ASHLEIGH RUTH | 997414025 | 02/05/2026 | 493.99 |
| SKAPPEL, KATHRYN JO | 997413668 | 02/05/2026 | 3,504.78 |
| SKAPPEL, KATHRYN JO | 997414309 | 02/20/2026 | 3,504.78 |
| SKOW, CANDICE R | 997413638 | 02/05/2026 | 2,569.29 |
| SKOW, CANDICE R | 997414279 | 02/20/2026 | 2,569.29 |
| SLAGHT, TERRY J | 997413841 | 02/05/2026 | 1,547.19 |
| SLAGHT, TERRY J | 997414481 | 02/20/2026 | 1,382.84 |
| SLATTERY, MARK FRANK | 997413727 | 02/05/2026 | 374.54 |
| SLATTERY, MARK FRANK | 997414368 | 02/20/2026 | 374.54 |
| SLOWIAK, HANNAH PV | 997413639 | 02/05/2026 | 1,639.18 |
| SLOWIAK, HANNAH PV | 997414280 | 02/20/2026 | 1,639.18 |
| SMITH, AMBER | 997413909 | 02/05/2026 | 1,104.45 |
| SMITH, AMBER | 997414548 | 02/20/2026 | 1,001.07 |
| SMITH, DELANEY ROSE | 997413590 | 02/05/2026 | 1,398.58 |
| SMITH, DELANEY ROSE | 997414231 | 02/20/2026 | 1,080.61 |
| SMITH, DEVIN ALEXANDER | 997413939 | 02/05/2026 | 465.51 |
| SMITH, DEVIN ALEXANDER | 997414587 | 02/20/2026 | 20.14 |
| SMITH, DONOVAN ANDREW | 997413940 | 02/05/2026 | 525.44 |
| SMITH, DONOVAN ANDREW | 997414588 | 02/20/2026 | 46.90 |
| SMITH, FORRESTER K | 997414683 | 02/20/2026 | 543.34 |
| SMITH, MARK J | 997413464 | 02/05/2026 | 2,348.69 |
| SMITH, MARK J | 997414104 | 02/20/2026 | 2,348.69 |
| SMITH, MICHELLE L | 997413657 | 02/05/2026 | 2,154.62 |
| SMITH, MICHELLE L | 997414298 | 02/20/2026 | 2,154.62 |
| SMITH, RILEE CATHERINE | 997413941 | 02/05/2026 | 428.37 |
| SMITH, RILEE CATHERINE | 997414589 | 02/20/2026 | 268.08 |
| SMITH, SARA JANINE | 997413658 | 02/05/2026 | 2,012.14 |
| SMITH, SARA JANINE | 997414299 | 02/20/2026 | 2,012.14 |
| SOLUM, ZACHARY A | 997413739 | 02/05/2026 | 1,935.40 |
| SOLUM, ZACHARY A | 997414380 | 02/20/2026 | 2,000.89 |
| SORENSON, DEBRA L | 997413749 | 02/05/2026 | 1,482.35 |
| SORENSON, DEBRA L | 997414390 | 02/20/2026 | 1,482.35 |

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| SORENSON, SHELLY C | 997413728 | 02/05/2026 | 1,774.70 |
| SORENSON, SHELLY C | 997414369 | 02/20/2026 | 1,774.70 |
| SOWA, COLLEEN A | 997414232 | 02/20/2026 | 2,150.48 |
| SOWA, COLLEEN A | 997413591 | 02/05/2026 | 2,111.34 |
| SPAFFORD, KIMBERLY K | 997414549 | 02/20/2026 | 1,003.18 |
| SPAFFORD, KIMBERLY K | 997413910 | 02/05/2026 | 1,086.90 |
| ST JOHN, CLINTON | 997414684 | 02/20/2026 | 408.42 |
| STACEY, MATTHEW STEVEN | 997413879 | 02/05/2026 | 1,203.55 |
| STACEY, MATTHEW STEVEN | 997414519 | 02/20/2026 | 1,089.89 |
| STAMMERS, CAROLINE C | 997414026 | 02/05/2026 | 458.00 |
| STAMMERS, CAROLINE C | 997414685 | 02/20/2026 | 988.67 |
| STANAITIS, MICKAL R | 997413880 | 02/05/2026 | 1,611.16 |
| STANAITIS, MICKAL R | 997414520 | 02/20/2026 | 1,420.05 |
| STANAITIS, ROCK A | 997413881 | 02/05/2026 | 1,168.21 |
| STANAITIS, ROCK A | 997414521 | 02/20/2026 | 1,054.18 |
| STAPLETON, KYLE I | 997413606 | 02/05/2026 | 2,081.07 |
| STAPLETON, KYLE I | 997414247 | 02/20/2026 | 2,108.83 |
| STEINER, DOUGLAS P | 997413882 | 02/05/2026 | 1,200.62 |
| STEINER, DOUGLAS P | 997414522 | 02/20/2026 | 1,088.13 |
| STELLRECHT, LISA M | 997413842 | 02/05/2026 | 1,400.98 |
| STELLRECHT, LISA M | 997414482 | 02/20/2026 | 1,279.07 |
| STENEMAN, SALLY ANN | 997414027 | 02/05/2026 | 504.80 |
| STENEMAN, SALLY ANN | 997414686 | 02/20/2026 | 323.64 |
| STERN, AMY L | 997413796 | 02/05/2026 | 1,416.81 |
| STERN, AMY L | 997414436 | 02/20/2026 | 1,289.55 |
| STEVENS, CLOVER B | 997413797 | 02/05/2026 | 1,401.85 |
| STEVENS, CLOVER B | 997414437 | 02/20/2026 | 1,385.48 |
| STEVENS-NUDD, TAYLOR C | 997413592 | 02/05/2026 | 1,582.86 |
| STEVENS-NUDD, TAYLOR C | 997414233 | 02/20/2026 | 1,582.86 |
| STICHT, IAN M | 997413511 | 02/05/2026 | 1,636.08 |
| STICHT, IAN M | 997414152 | 02/20/2026 | 1,636.08 |
| STOCKER, REAGAN NICOLE | 997413593 | 02/05/2026 | 1,566.26 |
| STOCKER, REAGAN NICOLE | 997414234 | 02/20/2026 | 1,566.26 |
| STOECKEL, HELEN AMANDA | 997413465 | 02/05/2026 | 1,727.63 |
| STOECKEL, HELEN AMANDA | 997414105 | 02/20/2026 | 1,727.63 |
| STOFFEL, JOSEPH JOHN | 997414687 | 02/20/2026 | 507.92 |
| STOGDILL, BRANDON LEE | 997413669 | 02/05/2026 | 1,349.08 |
| STOGDILL, BRANDON LEE | 997414310 | 02/20/2026 | 1,349.08 |
| STOJAN, AMANDA H | 997414483 | 02/20/2026 | 1,112.59 |
| STOJAN, AMANDA H | 997413843 | 02/05/2026 | 1,230.29 |
| STRAUB, ANITA ELAINE | 997413753 | 02/05/2026 | 1,464.02 |
| STRAUB, ANITA ELAINE | 997414394 | 02/20/2026 | 1,464.02 |
| STREHLOW, MARTINA ANN | 997414688 | 02/20/2026 | 699.96 |
| STROBEL, DEREK J | 997413883 | 02/05/2026 | 1,040.13 |

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| STROBEL, DEREK J | 997414523 | 02/20/2026 | 912.35 |
| STUBBENDICK, MAIJA LYNN | 997413512 | 02/05/2026 | 2,271.61 |
| STUBBENDICK, MAIJA LYNN | 997414153 | 02/20/2026 | 2,271.61 |
| STUEVEN, LANCE EDELBERT | 997414028 | 02/05/2026 | 369.40 |
| STUEVEN, LANCE EDELBERT | 997414689 | 02/20/2026 | 184.70 |
| SULLIVAN, THEODORE SAMUEL | 997414029 | 02/05/2026 | 138.94 |
| SULLIVAN, THEODORE SAMUEL | 997414690 | 02/20/2026 | 138.94 |
| SUTTON, SCOTT | 997414030 | 02/05/2026 | 1,171.09 |
| SUTTON, SCOTT | 997414691 | 02/20/2026 | 1,207.26 |
| SWANSON, CATHERINE MARIE | 997413513 | 02/05/2026 | 2,131.77 |
| SWANSON, CATHERINE MARIE | 997414154 | 02/20/2026 | 2,131.77 |
| SWANSON, ELIZABETH MARY | 997414031 | 02/05/2026 | 1,166.34 |
| SWANSON, ELIZABETH MARY | 997414692 | 02/20/2026 | 992.71 |
| SWANSON, KAREN M | 997413659 | 02/05/2026 | 1,785.57 |
| SWANSON, KAREN M | 997414300 | 02/20/2026 | 1,785.57 |
| SWANSON, KIMBERLY A | 997413686 | 02/05/2026 | 1,263.38 |
| SWANSON, KIMBERLY A | 997414327 | 02/20/2026 | 1,263.38 |
| SWENSON, KAREN J | 997413712 | 02/05/2026 | 1,428.12 |
| SWENSON, KAREN J | 997414353 | 02/20/2026 | 1,428.12 |
| SYLTE, RODAL I | 997413707 | 02/05/2026 | 2,588.35 |
| SYLTE, RODAL I | 997414348 | 02/20/2026 | 1,955.36 |
| TALAFOUS RUHLAND, ALISON LOREN | 997413777 | 02/05/2026 | 1,145.75 |
| TALAFOUS RUHLAND, ALISON LOREN | 997414417 | 02/20/2026 | 1,094.94 |
| TARASEWICZ, KATHRYN M | 997413729 | 02/05/2026 | 1,251.64 |
| TARASEWICZ, KATHRYN M | 997414370 | 02/20/2026 | 1,251.64 |
| TAYLOR, AMANDA J | 997413730 | 02/05/2026 | 1,852.37 |
| TAYLOR, AMANDA J | 997414371 | 02/20/2026 | 1,923.35 |
| TERRELL, BRYAN JAMES | 997413844 | 02/05/2026 | 347.89 |
| TERRELL, BRYAN JAMES | 997414484 | 02/20/2026 | 314.09 |
| THEISEN, AMY K | 997414550 | 02/20/2026 | 1,139.27 |
| THEISEN, AMY K | 997413911 | 02/05/2026 | 1,412.99 |
| THEISEN, EVERETT MITCHELL | 997413942 | 02/05/2026 | 124.21 |
| THEISEN, EVERETT MITCHELL | 997414590 | 02/20/2026 | 57.07 |
| THELEN, HANNA J | 997414485 | 02/20/2026 | 314.35 |
| THOMPSON, ANNA N | 997413640 | 02/05/2026 | 1,250.49 |
| THOMPSON, ANNA N | 997414281 | 02/20/2026 | 1,187.65 |
| THOMPSON, KRISTOPHER R | 997414693 | 02/20/2026 | 85.70 |
| THOMPSON, SEAN L | 997413708 | 02/05/2026 | 1,279.71 |
| THOMPSON, SEAN L | 997414349 | 02/20/2026 | 1,279.71 |
| THOMPSON, STEPHANIE M | 997413660 | 02/05/2026 | 1,773.42 |
| THOMPSON, STEPHANIE M | 997414301 | 02/20/2026 | 1,773.42 |
| TIAN, MENGMENG | 997414032 | 02/05/2026 | 17.83 |
| TIAN, MENGMENG | 997414694 | 02/20/2026 | 47.56 |
| TIFFANY, JILL K | 997413641 | 02/05/2026 | 1,938.05 |

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| TIFFANY, JILL K | 997414282 | 02/20/2026 | 1,938.05 |
| TOPPEL, BENJAMIN A | 997413642 | 02/05/2026 | 2,220.94 |
| TOPPEL, BENJAMIN A | 997414283 | 02/20/2026 | 2,220.94 |
| TORREZ, THERESA M | 997414033 | 02/05/2026 | 613.79 |
| TORREZ, THERESA M | 997414695 | 02/20/2026 | 361.41 |
| TREBIAN, JULIA E | 997413514 | 02/05/2026 | 1,727.03 |
| TREBIAN, JULIA E | 997414155 | 02/20/2026 | 539.81 |
| TROUT, WENDY M | 997413466 | 02/05/2026 | 1,605.47 |
| TROUT, WENDY M | 997414106 | 02/20/2026 | 1,605.47 |
| TURPIN, ZACHARY A | 997413594 | 02/05/2026 | 2,073.76 |
| TURPIN, ZACHARY A | 997414235 | 02/20/2026 | 3,319.66 |
| TWEDT, SYLVIA ELIDA | 997413943 | 02/05/2026 | 110.78 |
| TWEDT, SYLVIA ELIDA | 997414591 | 02/20/2026 | 187.99 |
| USGAARD, HEIDI MARIE | 997413643 | 02/05/2026 | 2,838.29 |
| USGAARD, HEIDI MARIE | 997414284 | 02/20/2026 | 2,622.04 |
| VAN MOORLEHEM, BARBARA A | 997413435 | 02/05/2026 | 2,480.23 |
| VAN MOORLEHEM, BARBARA A | 997414075 | 02/20/2026 | 2,375.13 |
| VAN PELT, GABRIEL T | 997413595 | 02/05/2026 | 1,910.61 |
| VAN PELT, GABRIEL T | 997414236 | 02/20/2026 | 1,910.61 |
| VANGEN, NICOLE MARIE | 997413912 | 02/05/2026 | 243.06 |
| VANGEN, NICOLE MARIE | 997414551 | 02/20/2026 | 116.63 |
| VERGES, RACHEL C | 997413820 | 02/05/2026 | 1,016.59 |
| VERGES, RACHEL C | 997414459 | 02/20/2026 | 904.95 |
| VESSEY, JOSEPHINE GRACE | 997413515 | 02/05/2026 | 1,587.88 |
| VESSEY, JOSEPHINE GRACE | 997414156 | 02/20/2026 | 1,587.88 |
| VITT, PETER M | 997413516 | 02/05/2026 | 2,242.21 |
| VITT, PETER M | 997414157 | 02/20/2026 | 2,895.90 |
| VOGEL, SOPHIA NOELLE | 997413517 | 02/05/2026 | 1,522.93 |
| VOGEL, SOPHIA NOELLE | 997414158 | 02/20/2026 | 1,522.93 |
| VOLD, HEATHER I | 997413798 | 02/05/2026 | 1,035.18 |
| VOLD, HEATHER I | 997414438 | 02/20/2026 | 945.77 |
| VRIEZE, MARK D | 997414696 | 02/20/2026 | 369.40 |
| WAALEN, BROOKE ELLEN | 997413944 | 02/05/2026 | 345.81 |
| WAALEN, BROOKE ELLEN | 997414592 | 02/20/2026 | 403.61 |
| WACHTLER, HANNAH MARIE | 997413596 | 02/05/2026 | 1,451.46 |
| WACHTLER, HANNAH MARIE | 997414237 | 02/20/2026 | 1,451.46 |
| WACHTLER, TERA L | 997413731 | 02/05/2026 | 1,297.48 |
| WACHTLER, TERA L | 997414372 | 02/20/2026 | 1,297.48 |
| WAGNER, ABIGAIL BAILEY | 997413913 | 02/05/2026 | 1,207.54 |
| WAGNER, ABIGAIL BAILEY | 997414552 | 02/20/2026 | 1,099.18 |
| WAGNER, JACOB RUSSELL | 997414034 | 02/05/2026 | 66.50 |
| WAGNER, JACOB RUSSELL | 997414697 | 02/20/2026 | 66.50 |
| WAGNER, JOANNE MARIE | 997414035 | 02/05/2026 | 58.27 |
| WALKER, JACY K | 997413518 | 02/05/2026 | 1,717.49 |

| | | | |
|---|---|---|---|
| WALKER, JACY K | 997414159 | 02/20/2026 | 1,717.49 |
| WALTERS, HANNAH BEATRICE | 997413945 | 02/05/2026 | 44.09 |
| WALTH, CHRISTINE EMILY | 997413644 | 02/05/2026 | 1,845.82 |
| WALTH, CHRISTINE EMILY | 997414285 | 02/20/2026 | 1,845.82 |
| WARD, SHEILA ANN | 997413959 | 02/05/2026 | 1,053.22 |
| WARD, SHEILA ANN | 997414607 | 02/20/2026 | 955.30 |
| WASHBURN, GAIL C | 997413597 | 02/05/2026 | 1,717.18 |
| WASHBURN, GAIL C | 997414238 | 02/20/2026 | 1,602.58 |
| WASKO, NICHOLAS CHRISTOPHER | 997414593 | 02/20/2026 | 161.13 |
| WATERS, MARY C | 997413884 | 02/05/2026 | 1,507.37 |
| WATERS, MARY C | 997414524 | 02/20/2026 | 1,356.94 |
| WATSON, MARGARET L | 997413661 | 02/05/2026 | 1,699.53 |
| WATSON, MARGARET L | 997414302 | 02/20/2026 | 1,699.53 |
| WAYNE, NATALIE N | 997413645 | 02/05/2026 | 2,243.23 |
| WAYNE, NATALIE N | 997414286 | 02/20/2026 | 2,243.23 |
| WEBB, JULIE JEAN | 997413662 | 02/05/2026 | 1,272.51 |
| WEBB, JULIE JEAN | 997414303 | 02/20/2026 | 1,272.51 |
| WEBB, PEGGY ROSE | 997413741 | 02/05/2026 | 918.33 |
| WEBB, PEGGY ROSE | 997414382 | 02/20/2026 | 918.33 |
| WEDEBRAND, ASHLEY MARIE | 997413778 | 02/05/2026 | 864.44 |
| WEDEBRAND, ASHLEY MARIE | 997414418 | 02/20/2026 | 825.58 |
| WEISS, JOSHUA MICHAEL | 997413607 | 02/05/2026 | 1,907.95 |
| WEISS, JOSHUA MICHAEL | 997414248 | 02/20/2026 | 1,924.62 |
| WELLMAN, KARA AMBER | 997413519 | 02/05/2026 | 1,809.08 |
| WELLMAN, KARA AMBER | 997414160 | 02/20/2026 | 1,789.73 |
| WELLS, NATHAN J | 997413646 | 02/05/2026 | 2,401.38 |
| WELLS, NATHAN J | 997414287 | 02/20/2026 | 2,401.38 |
| WELTZIEN, BRIAN RICK | 997413598 | 02/05/2026 | 1,608.08 |
| WELTZIEN, BRIAN RICK | 997414239 | 02/20/2026 | 1,608.08 |
| WENDLANDT, LANCE MATTHEW | 997414036 | 02/05/2026 | 138.94 |
| WESTMAN, SARAH M | 997413467 | 02/05/2026 | 1,793.45 |
| WESTMAN, SARAH M | 997414107 | 02/20/2026 | 1,793.45 |
| WEYENBERG, ASIA MARIE | 997413436 | 02/05/2026 | 1,565.42 |
| WEYENBERG, ASIA MARIE | 997414076 | 02/20/2026 | 1,565.42 |
| WHITE, ANNA ROSE | 997413946 | 02/05/2026 | 440.84 |
| WHITE, ANNA ROSE | 997414594 | 02/20/2026 | 415.08 |
| WHITE, ROBERT W | 997413520 | 02/05/2026 | 2,401.90 |
| WHITE, ROBERT W | 997414161 | 02/20/2026 | 2,401.90 |
| WHITE, SALENA L | 997413468 | 02/05/2026 | 1,882.05 |
| WHITE, SALENA L | 997414108 | 02/20/2026 | 1,882.05 |
| WHITEHEAD, CONNOR LYNN | 997413742 | 02/05/2026 | 1,339.88 |
| WHITEHEAD, CONNOR LYNN | 997414383 | 02/20/2026 | 1,339.88 |
| WICKBOLDT, KRISTINE A | 997413469 | 02/05/2026 | 1,941.91 |
| WICKBOLDT, KRISTINE A | 997414109 | 02/20/2026 | 1,941.91 |

| | | | |
|---|---|---|---|
| WILD, ERIK R | 997414037 | 02/05/2026 | 409.69 |
| WILD, ERIK R | 997414698 | 02/20/2026 | 968.37 |
| WILDMAN, JAMES LESLEY | 997414038 | 02/05/2026 | 1,077.72 |
| WILDMAN, JAMES LESLEY | 997414699 | 02/20/2026 | 546.81 |
| WILKINS, LEANN FUNDERBURK | 997414700 | 02/20/2026 | 105.53 |
| WILLIAMS, SAVANNAH GRACE | 997413914 | 02/05/2026 | 910.14 |
| WILLIAMS, SAVANNAH GRACE | 997414553 | 02/20/2026 | 826.55 |
| WILLIAMSON, EMILY N | 997413437 | 02/05/2026 | 1,699.36 |
| WILLIAMSON, EMILY N | 997414077 | 02/20/2026 | 1,699.36 |
| WINKELHAKE, SARA ELIZABETH | 997413599 | 02/05/2026 | 2,136.17 |
| WINKELHAKE, SARA ELIZABETH | 997414240 | 02/20/2026 | 2,136.17 |
| WISE, AMY RUTH | 997413732 | 02/05/2026 | 1,857.61 |
| WISE, AMY RUTH | 997414373 | 02/20/2026 | 1,857.61 |
| WITT, JOHN C | 997414039 | 02/05/2026 | 807.30 |
| WITT, JOHN C | 997414701 | 02/20/2026 | 814.42 |
| WITTSTOCK, KATIE JO | 997413779 | 02/05/2026 | 650.00 |
| WITTSTOCK, KATIE JO | 997414419 | 02/20/2026 | 555.83 |
| WOLF, GERALD L | 997413885 | 02/05/2026 | 1,575.72 |
| WOLF, GERALD L | 997414525 | 02/20/2026 | 1,425.67 |
| WOLF, JENNIFER A | 997413521 | 02/05/2026 | 1,998.23 |
| WOLF, JENNIFER A | 997414162 | 02/20/2026 | 1,981.58 |
| WOLF, NATHAN JED | 997414040 | 02/05/2026 | 2,061.91 |
| WOLF, NATHAN JED | 997414702 | 02/20/2026 | 1,965.06 |
| WOLFF, GREGORY BIERLY | 997413886 | 02/05/2026 | 655.75 |
| WOLFF, GREGORY BIERLY | 997414526 | 02/20/2026 | 527.62 |
| YOUNG-SUBERA, RACHEL A | 997413647 | 02/05/2026 | 1,542.69 |
| YOUNG-SUBERA, RACHEL A | 997414288 | 02/20/2026 | 1,542.69 |
| ZALUSKY, ANNA M | 997413648 | 02/05/2026 | 1,636.02 |
| ZALUSKY, ANNA M | 997414289 | 02/20/2026 | 1,636.02 |
| ZEPCZYK, PAIGE IDAMAE | 997414041 | 02/05/2026 | 166.23 |
| ZEPCZYK, PAIGE IDAMAE | 997414703 | 02/20/2026 | 96.97 |
| ZIBROWSKI, VIENNA MARIE | 997413522 | 02/05/2026 | 1,523.81 |
| ZIBROWSKI, VIENNA MARIE | 997414163 | 02/20/2026 | 1,523.81 |
| ZILLMER, BRYANNA ALLICE | 997414704 | 02/20/2026 | 659.38 |
| ZUBER, BERNADETTE R | 997413523 | 02/05/2026 | 2,055.25 |
| ZUBER, BERNADETTE R | 997414164 | 02/20/2026 | 2,055.25 |
| | | | 1,709,393.41 |

| Receipt | Trans Date | Reference | Acct Nbr | Description | Amount |
|---|---|---|---|---|---|
| 48 | 02/13/2026 | | 21 R 103 279 160511 000 0 | RB - YOUNG AUTHORS | 28.00 |
| 93 | 02/13/2026 | | 21 R 200 291 160286 000 0 | MS - HAT DAY | 110.25 |
| 97 | 02/13/2026 | | 60 R 200 262 160208 000 0 | MS - POPCORN SALES | 111.25 |
| 98 | 02/13/2026 | | 21 R 200 279 160136 000 0 | MS - WICKED TICKETS | 290.00 |
| 104 | 02/13/2026 | | 60 R 200 262 160208 000 0 | MS - MIDWEST VENDING | 98.26 |
| 105 | 02/13/2026 | | 10 E 200 480 222200 031 0 | MS - TOYBOX REIMB | 399.00 |
| 107 | 02/13/2026 | | 60 R 200 262 160208 000 0 | MS - DEC POPCORN SALES | 60.50 |
| 108 | 02/13/2026 | | 21 R 200 279 160127 000 0 | MS - SOLO ENSEMBLE | 27.00 |
| 112 | 02/13/2026 | | 60 R 200 291 160208 000 0 | MS - DONA | 205.88 |
| 117 | 02/13/2026 | | 21 R 200 279 160127 000 0 | MS - SOLO ENSEMBLE | 118.00 |
| 119 | 02/13/2026 | | 60 R 200 262 160208 000 0 | MS - DEC ACTIVITY PM | 1,805.00 |
| 130 | 02/13/2026 | | 21 R 400 279 160142 000 0 | HS - RODEO TICKETS | 560.00 |
| 131 | 02/13/2026 | | 21 R 400 262 160181 000 0 | HS - GIRLS BBB CONESS | 335.00 |
| 133 | 02/13/2026 | | 10 R 801 292 500000 000 0 | HS - ACTIVITY FEES | 85.00 |
| 143 | 02/13/2026 | | 10 R 801 293 500000 000 0 | HS - RENTALS | 1,012.50 |
| 148 | 02/13/2026 | | 21 R 400 262 160142 000 0 | HS - FRUIT SALES | 677.00 |
| 161 | 02/13/2026 | | 21 R 400 291 160142 000 0 | HS - ALUMNI PLEDGE DONA | 283.88 |
| 161 | 02/13/2026 | | 21 R 400 279 160142 000 0 | HS - GRANTS, LDRSHP, ETC | 8,000.00 |
| 161 | 02/13/2026 | | 21 R 400 262 160142 000 0 | HS - ALUMNI RAFFLE | 33,110.37 |
| 163 | 02/13/2026 | | 21 R 400 279 160205 000 0 | HS - BANQUET FEES | 160.00 |
| 164 | 02/13/2026 | | 10 R 801 292 500000 900 0 | HS - DACP | 440.00 |
| 167 | 02/13/2026 | | 21 R 400 262 160181 000 0 | HS - GBB CONESS | 435.00 |
| 182 | 02/13/2026 | | 21 R 400 262 160181 000 0 | HS - BBB CONCESS | 476.75 |
| 183 | 02/13/2026 | | 21 R 400 262 160142 000 0 | HS - FRUIT SALES | 95.00 |
| 189 | 02/13/2026 | | 10 R 801 292 500000 000 0 | HS - PARKING HANGER | 80.00 |
| 191 | 02/13/2026 | | 10 R 801 271 500000 000 0 | HS - GOFAN TICKETS | 3,009.00 |
| 195 | 02/13/2026 | | 21 R 400 291 160143 000 0 | HS - FISHING RAFFLE | 3,345.00 |
| 197 | 02/13/2026 | | 21 R 400 262 160181 000 0 | HS - GYMN CONC | 70.00 |
| 229 | 02/13/2026 | | 10 E 401 411 129575 000 0 | REN - TEST SITE PYMT | 13.75 |
| 230 | 02/13/2026 | | 10 R 801 292 500000 500 0 | REN - CHROMEBOOK FEE | 20.00 |
| 231 | 02/13/2026 | | 21 R 401 262 160888 000 0 | REN - WOODWORKING SALES | 160.00 |
| 341 | 02/13/2026 | | 21 R 400 279 160272 000 0 | HS - COACH BUS | 1,543.76 |
| 343 | 02/13/2026 | | 21 R 400 262 160142 000 0 | HS - FRUIT SALES RC | 193.00 |
| 346 | 02/13/2026 | | 21 R 400 291 160133 000 0 | HS - ARTS SCHOLARSHIP | 1,000.00 |
| 353 | 02/13/2026 | | 21 R 400 291 160133 000 0 | HS - GRANT DONA | 4,000.00 |
| 403 | 02/13/2026 | | 21 R 400 262 160515 000 0 | HS - WILEY'S COFFEE | 26.50 |
| 407 | 02/13/2026 | | 21 R 400 262 160520 000 0 | HS - WILEY'S VENDING | 649.00 |
| 413 | 02/13/2026 | | 21 R 400 262 160515 000 0 | HS - WILEY'S COFFEE | 39.00 |
| 413 | 02/13/2026 | | 21 R 400 291 160515 000 0 | HS - WILEY'S TIPS | 1.75 |
| 421 | 02/13/2026 | | 21 R 400 262 160520 000 0 | HS - STAFF VENDING | 111.40 |
| 422 | 02/13/2026 | | 21 R 400 262 160515 000 0 | HS - WILEY'S COFFEE | 24.75 |
| 422 | 02/13/2026 | | 21 R 400 291 160515 000 0 | HS - WILEY'S TIPS | 0.75 |
| 423 | 02/13/2026 | | 21 R 400 262 160515 000 0 | HS - WILEY'S COFFEE | 127.50 |
| 423 | 02/13/2026 | | 21 R 400 291 160515 000 0 | HS - WILEY'S TIPS | 7.50 |
| 259 | 02/16/2026 | | 80 R 880 272 500000 000 0 | KC - PARENT PAYMENTS | 4,729.00 |
| 92683889 | 02/16/2026 | | 50 L 816901 | FS - CATERING | 2,315.15 |
| 92683890 | 02/16/2026 | | 50 L 816901 | FS - LUNCH ACCOUNTS | 13,382.50 |
| 76 | 02/16/2026 | | 10 E 102 432 222200 031 0 | WS - LIBRARY FINES | 30.00 |
| 77 | 02/16/2026 | | 21 R 102 291 160510 000 0 | WS - FRONTSTREAM DONA | 10.70 |
| 111 | 02/16/2026 | | 60 R 200 262 160208 000 0 | MS - VENDING SALES | 849.00 |
| 116 | 02/16/2026 | | 10 R 801 292 500000 500 0 | MS - CHROMEBOOK FEE | 20.00 |
| 134 | 02/16/2026 | | 21 R 400 279 160189 000 0 | HS - APPLETON FEES | 225.00 |
| 137 | 02/16/2026 | | 21 R 400 262 160181 000 0 | HS - CONCESS | 780.00 |

| Receipt | Trans Date | Reference | Acct Nbr | Description | Amount |
|---|---|---|---|---|---|
| 139 | 02/16/2026 | | 21 R 400 291 160132 000 0 | HS - LIND, REID DONA | 150.00 |
| 140 | 02/16/2026 | | 21 R 400 279 160109 000 0 | HS - SOLO ENSEMBLE | 1,335.00 |
| 152 | 02/16/2026 | | 21 R 400 279 160181 000 0 | HS - N.BADGER FEE | 285.00 |
| 160 | 02/16/2026 | | 10 R 801 271 500000 000 0 | HS - GOFAN TICKETS | 2,464.00 |
| 172 | 02/16/2026 | | 21 R 400 262 160142 000 0 | HS - FRUIT SALES | 196.00 |
| 173 | 02/16/2026 | | 21 R 400 279 160285 000 0 | HS - ICHSA TRIP | 850.00 |
| 177 | 02/16/2026 | | 21 R 400 279 160142 000 0 | HS - RODEO TICKETS | 40.00 |
| 179 | 02/16/2026 | | 21 R 400 279 160181 000 0 | HS - N.BADGER FEE | 285.00 |
| 186 | 02/16/2026 | | 21 R 400 262 160181 000 0 | HS - CONCESS | 964.00 |
| 199 | 02/16/2026 | | 10 R 801 271 500000 000 0 | HS - GOFAN TICKETS | 1,966.00 |
| 317 | 02/16/2026 | | 80 R 890 272 500000 000 0 | COMM ED - CLASS REVENUE | 342.00 |
| 330 | 02/16/2026 | | 80 R 890 291 500000 000 0 | COMM ED - ADVERTISING | 45.00 |
| 332 | 02/16/2026 | | 21 R 200 291 160298 000 0 | CO - BOOSTER DONA | 380.99 |
| 337 | 02/16/2026 | | 10 E 102 411 129000 000 0 | CO - SCHOOL SPEC REIMB | 50.24 |
| 344 | 02/16/2026 | | 27 E 103 170 159100 011 0 | CO - BRAULT WORK COMP | 1,591.71 |
| 344 | 02/16/2026 | | 80 E 880 170 390000 000 0 | CO - BRAULT WORK COMP | 106.11 |
| 400 | 02/16/2026 | | 21 R 400 262 160515 000 0 | HS - COFFEE CART | 16.00 |
| 401 | 02/16/2026 | | 21 R 400 262 160520 000 0 | HS - STAFF VENDING | 55.00 |
| 402 | 02/16/2026 | | 21 R 400 262 160515 000 0 | HS - WILEY'S COFFEE | 32.25 |
| 402 | 02/16/2026 | | 21 R 400 291 160515 000 0 | HS - WILEY'S TIPS | 17.75 |
| 406 | 02/16/2026 | | 21 R 400 291 160140 000 0 | HS - OHIOPYLE DONA | 119.45 |
| 408 | 02/16/2026 | | 21 R 400 262 160520 000 0 | HS - WILEY'S VENDING | 743.25 |
| 409 | 02/16/2026 | | 21 R 400 291 160515 000 0 | HS - CHAMBER TIPS | 45.75 |
| 410 | 02/16/2026 | | 21 R 400 262 160515 000 0 | HS - WILEY'S COFFEE | 99.75 |
| 412 | 02/16/2026 | | 21 R 400 262 160515 000 0 | HS - WILEY'S COFFEE | 46.00 |
| 417 | 02/16/2026 | | 21 R 400 262 160515 000 0 | HS - WILEY'S COFFEE | 27.00 |
| 417 | 02/16/2026 | | 21 R 400 291 160515 000 0 | HS - WILEY'S TIPS | 1.75 |
| 420 | 02/16/2026 | | 21 R 400 262 160515 000 0 | HS - COFFEE CART | 10.00 |
| 92683891 | 02/16/2026 | | 50 L 816901 | FS - LUNCH ACCOUNTS | 10,446.50 |
| 16 | 02/25/2026 | | 21 R 101 291 160179 000 0 | GW - TUNDRA TALES | 100.00 |
| 113 | 02/25/2026 | | 10 R 801 292 500000 500 0 | MS - CHROMEBOOK FEES | 140.00 |
| 132 | 02/25/2026 | | 21 R 400 262 160181 000 0 | HS - CONCESSIONS | 1,101.00 |
| 136 | 02/25/2026 | | 21 R 400 291 160118 000 0 | HS - CHEER CLINIC REG | 1,920.00 |
| 138 | 02/25/2026 | | 21 R 400 279 160181 000 0 | HS - HOCKEY INVITE | 200.00 |
| 141 | 02/25/2026 | | 21 R 400 279 160181 000 0 | HS - HOCKEY INVITE | 200.00 |
| 144 | 02/25/2026 | | 21 R 400 279 160191 000 0 | HS - REG FEES | 30.00 |
| 151 | 02/25/2026 | | 21 R 400 262 160114 000 0 | HS - CHILL WEEK SHIRTS | 50.00 |
| 157 | 02/25/2026 | | 21 R 400 279 160181 000 0 | HS - N.BADGER FEES | 1,575.00 |
| 194 | 02/25/2026 | | 10 R 801 292 500000 500 0 | HS - CHROMEBOOK FEES | 60.00 |
| 194 | 02/25/2026 | | 10 R 801 292 500000 000 0 | HS - COURSE FEES | 370.00 |
| 194 | 02/25/2026 | | 10 R 801 292 500000 000 0 | HS - PARKING FEES | 70.00 |
| 194 | 02/25/2026 | | 10 R 801 292 500000 000 0 | HS - OUTDOOR ED | 200.00 |
| 194 | 02/25/2026 | | 10 E 400 411 241000 000 0 | HS - TEXT BOOKS | 35.00 |
| 194 | 02/25/2026 | | 10 E 400 943 143000 000 0 | HS - LIFEGUARD FEES | 85.00 |
| 401 | 02/25/2026 | | 21 R 400 262 160515 000 0 | HS - WILEY'S COFFEE | 65.75 |
| 401 | 02/25/2026 | | 21 R 400 291 160515 000 0 | HS - WILEY'S TIPS | 4.75 |
| 404 | 02/25/2026 | | 21 R 400 262 160515 000 0 | HS - COFFEE CART | 12.00 |
| 411 | 02/25/2026 | | 21 R 400 262 160520 000 0 | HS - WILEY'S VENDING | 446.25 |
| 416 | 02/25/2026 | | 21 R 400 262 160515 000 0 | HS - COFFEE CART | 41.00 |
| 419 | 02/25/2026 | | 21 R 400 262 160515 000 0 | HS - WILEY'S COFFEE | 95.51 |
| 419 | 02/25/2026 | | 21 R 400 291 160515 000 0 | HS - WILEY'S TIPS | 2.84 |
| 420 | 02/25/2026 | | 21 R 400 262 160515 000 0 | HS - WILEY'S COFFEE | 23.25 |
| 425 | 02/25/2026 | | 21 R 400 262 160515 000 0 | HS - WILEY'S COFFEE | 21.25 |

| Receipt | Trans Date | Reference | Acct Nbr | Description | Amount |
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| 92683892 | 02/25/2026 | | 50 L 816901 | FS - CATERING | 1,004.75 |
| 92683893 | 02/25/2026 | | 50 L 816901 | FS - VENDING | 95.00 |
| 92683894 | 02/25/2026 | | 50 L 816901 | FS - LUNCH ACCOUNTS | 7,690.80 |
| 77 | 03/02/2026 | | 21 R 102 279 160510 000 0 | WS - YOUNG AUTHOR'S | 28.00 |
| 104 | 03/02/2026 | | 21 R 200 262 160289 000 0 | MS - COFFEE | 25.00 |
| 105 | 03/02/2026 | | 10 R 801 292 500000 500 0 | MS - CHROMEBOOK FEE | 20.00 |
| 108 | 03/02/2026 | | 21 R 200 262 160136 000 0 | MS - MUSICAL T-SHIRTS | 195.00 |
| 111 | 03/02/2026 | | 21 R 200 279 160127 000 0 | MS - SOLO ENSEMBLE | 74.00 |
| 112 | 03/02/2026 | | 21 R 200 279 160136 000 0 | MS - WICKED TICKETS | 500.00 |
| 116 | 03/02/2026 | | 21 R 200 262 160136 000 0 | MS - MUSICAL T-SHIRTS | 75.00 |
| 146 | 03/02/2026 | | 21 R 400 262 160142 000 0 | HS - FRUIT SALES | 587.00 |
| 147 | 03/02/2026 | | 21 R 400 279 160181 000 0 | HS - N.BADGER FEES | 330.00 |
| 158 | 03/02/2026 | | 21 R 400 279 160181 000 0 | HS - N.BADGER FEES | 405.00 |
| 159 | 03/02/2026 | | 10 R 801 271 500000 000 0 | HS - RFSD GOFAN TICKETS | 4,325.00 |
| 160 | 03/02/2026 | | 10 R 801 292 500000 000 0 | HS - COURSE FEE | 30.00 |
| 162 | 03/02/2026 | | 21 R 400 279 160181 000 0 | HS - N.BADGER FEES | 1,910.00 |
| 229 | 03/02/2026 | | 10 E 401 411 129575 000 0 | REN - MISSING LOCK | 7.50 |
| 231 | 03/02/2026 | | 21 R 401 262 160888 000 0 | REN - ACE HARDWARE SALES | 410.10 |
| 332 | 03/02/2026 | | 21 R 400 279 160109 000 0 | CO - REPLACEMENT CHK | 118.00 |
| 337 | 03/02/2026 | | 10 E 103 411 129000 000 0 | CO - FOX DEN DISCOUNT | 36.00 |
| 338 | 03/02/2026 | | 10 R 801 990 500000 000 0 | CO - MEDICAL RECORDS FEE | 52.00 |
| 341 | 03/02/2026 | | 10 R 801 348 500000 000 0 | CO - HOMELESS TRANSPORT | 234.56 |
| 342 | 03/02/2026 | | 10 R 801 249 500000 000 0 | CO - UWRF OCT BUSING | 1,846.60 |
| 343 | 03/02/2026 | | 27 E 103 170 159100 011 0 | CO - BRAULT WORK COMP | 530.57 |
| 343 | 03/02/2026 | | 80 E 880 170 390000 000 0 | CO - BRAULT WORK COMP | 35.37 |
| 344 | 03/02/2026 | | 21 R 400 262 160114 000 0 | CO - ROBOTICS T-SHIRTS | 300.00 |
| 346 | 03/02/2026 | | 27 E 103 170 159100 011 0 | CO - BRAULT WORK COMP | 530.57 |
| 346 | 03/02/2026 | | 80 E 880 170 390000 000 0 | CO - BRAULT WORK COMP | 35.37 |
| 353 | 03/02/2026 | | 10 R 801 990 500000 000 0 | CO - GARNISHMENT FEES | 15.00 |
| 402 | 03/02/2026 | | 21 R 400 262 160520 000 0 | HS - WILEY'S VENDING | 55.30 |
| 403 | 03/02/2026 | | 21 R 400 262 160515 000 0 | HS - WILEY'S COFFEE | 52.75 |
| 403 | 03/02/2026 | | 21 R 400 291 160515 000 0 | HS - WILEY'S TIPS | 2.85 |
| 407 | 03/02/2026 | | 21 R 400 262 160515 000 0 | HS - COFFEE CART | 14.00 |
| 409 | 03/02/2026 | | 10 R 801 292 500000 000 0 | HS - COURSE FEE | 20.00 |
| 413 | 03/02/2026 | | 21 R 400 262 160515 000 0 | HS - WILEY'S COFFEE | 65.75 |
| 413 | 03/02/2026 | | 21 R 400 291 160515 000 0 | HS - WILEY'S TIPS | 3.15 |
| 421 | 03/02/2026 | | 21 R 400 262 160520 000 0 | HS - WILEY'S VENDING | 388.00 |
| 422 | 03/02/2026 | | 21 R 400 262 160520 000 0 | HS - STAFF LOUNGE | 133.00 |
| 423 | 03/02/2026 | | 21 R 400 262 160515 000 0 | HS - COFFEE CART | 9.00 |
| 92683895 | 03/02/2026 | | 50 L 816901 | FS - LUNCH ACCOUNTS | 11,068.85 |
| | 02/28/2026 | | 10 R 801 211 500000 000 0 | City of River Falls - Pierce | 2,889,272.68 |
| | 02/28/2026 | | 10 R 801 212 500000 000 0 | City of River Falls - Pierce | 269.60 |
| | 02/28/2026 | | 39 R 830 211 500000 000 0 | City of River Falls - Pierce | 1,021,598.21 |
| | 02/28/2026 | | 80 R 890 211 500000 000 0 | City of River Falls - Pierce | 31,854.11 |
| | 02/28/2026 | | 10 R 801 211 500000 000 0 | Town of Clifton | 756,645.49 |
| | 02/28/2026 | | 10 R 801 212 500000 000 0 | Town of Clifton | 70.60 |
| | 02/28/2026 | | 39 R 830 211 500000 000 0 | Town of Clifton | 267,537.11 |
| | 02/28/2026 | | 80 R 890 211 500000 000 0 | Town of Clifton | 8,341.98 |
| | 02/28/2026 | | 10 R 801 211 500000 000 0 | Town of Martell | 229,742.13 |
| | 02/28/2026 | | 10 R 801 212 500000 000 0 | Town of Martell | 21.44 |
| | 02/28/2026 | | 39 R 830 211 500000 000 0 | Town of Martell | 81,232.96 |
| | 02/28/2026 | | 80 R 890 211 500000 000 0 | Town of Martell | 2,532.90 |
| | 02/28/2026 | | 10 R 801 211 500000 000 0 | Town of River Falls | 1,024,370.04 |

| Receipt | Trans Date | Reference | Acct Nbr | Description | Amount |
|---|---|---|---|---|---|
| | 02/28/2026 | | 10 R 801 212 500000 000 0 | Town of River Falls | 95.59 |
| | 02/28/2026 | | 39 R 830 211 500000 000 0 | Town of River Falls | 362,200.01 |
| | 02/28/2026 | | 80 R 890 211 500000 000 0 | Town of River Falls | 11,293.64 |
| | 02/28/2026 | | 10 R 801 211 500000 000 0 | City of River Falls - St Croix | 1,268,024.89 |
| | 02/28/2026 | | 10 R 801 212 500000 000 0 | City of River Falls - St Croix | 118.32 |
| | 02/28/2026 | | 39 R 830 211 500000 000 0 | City of River Falls - St Croix | 448,352.26 |
| | 02/28/2026 | | 80 R 890 211 500000 000 0 | City of River Falls - St Croix | 13,979.92 |
| | 02/28/2026 | | 10 R 801 211 500000 000 0 | Town of Kinnickinnic | 565,796.85 |
| | 02/28/2026 | | 10 R 801 212 500000 000 0 | Town of Kinnickinnic | 52.80 |
| | 02/28/2026 | | 39 R 830 211 500000 000 0 | Town of Kinnickinnic | 200,056.25 |
| | 02/28/2026 | | 80 R 890 211 500000 000 0 | Town of Kinnickinnic | 6,237.89 |
| | 02/28/2026 | | 10 R 801 211 500000 000 0 | Town of Pleasant Valley | 48,244.90 |
| | 02/28/2026 | | 10 R 801 212 500000 000 0 | Town of Pleasant Valley | 4.50 |
| | 02/28/2026 | | 39 R 830 211 500000 000 0 | Town of Pleasant Valley | 17,058.58 |
| | 02/28/2026 | | 80 R 890 211 500000 000 0 | Town of Pleasant Valley | 531.90 |
| | 02/28/2026 | | 10 R 801 211 500000 000 0 | Town of Rush River | 920.61 |
| | 02/28/2026 | | 10 R 801 212 500000 000 0 | Town of Rush River | 0.09 |
| | 02/28/2026 | | 39 R 830 211 500000 000 0 | Town of Rush River | 325.52 |
| | 02/28/2026 | | 80 R 890 211 500000 000 0 | Town of Rush River | 10.15 |
| | 02/28/2026 | | 10 R 801 211 500000 000 0 | Town of Troy | 1,465,137.55 |
| | 02/28/2026 | | 10 R 801 212 500000 000 0 | Town of Troy | 136.71 |
| | 02/28/2026 | | 39 R 830 211 500000 000 0 | Town of Troy | 518,047.98 |
| | 02/28/2026 | | 80 R 890 211 500000 000 0 | Town of Troy | 16,153.08 |
| | 02/28/2026 | | 10 R 801 660 500000 000 0 | River Falls Township - PILT | 9,351.72 |
| | 02/28/2026 | | 10 R 801 660 500000 000 0 | Kinnickinnic Township - PILT | 23,004.94 |
| | 02/28/2026 | | 27 R 701 611 500000 000 0 | Special Ed & School Aige Parents Aids | 359,108.00 |
| | 02/28/2026 | | 10 R 801 284 500000 000 0 | FNB MMkt Interest | 32,928.77 |
| | 02/28/2026 | | 10 R 801 284 500000 000 0 | FNB Payroll Interest | 5.15 |
| | 02/28/2026 | | 10 R 801 284 500000 000 0 | Gen NOW Interest | 627.46 |
| | 02/28/2026 | | 50 R 850 284 500000 000 0 | FNB Food Service Interest | 1.00 |
| | 02/28/2026 | | 80 R 880 284 500000 000 0 | FNB Kids Club Interest | 0.51 |
| | 02/28/2026 | | 80 R 890 284 500000 000 0 | RCU MMkt Interest | 486.16 |
| | 02/28/2026 | | 10 R 801 284 500000 000 0 | RCU Savings Interest | 0.01 |
| | 02/28/2026 | | 46 R 801 284 500000 000 0 | F 46 interest | 2,448.73 |
| | 02/28/2026 | | 21 R 400 262 160114 000 0 | Wildcat Design | 294.30 |
| | 02/28/2026 | | 21 R 400 262 160132 000 0 | CATS | 43.54 |
| | 02/28/2026 | | 21 R 400 262 160181 000 0 | Activities - R Club | 1,056.99 |
| | 02/28/2026 | | 21 R 400 262 160515 000 0 | Wiley's Coffee Shop | 1,180.90 |
| | 02/28/2026 | | 21 R 400 262 160520 000 0 | Wiley's Vending | 1,651.51 |
| | 02/28/2026 | | 80 R 880 272 500000 000 0 | Kids Club Credit Card Payments | 53,011.46 |
| | 02/28/2026 | | 80 R 890 272 500000 000 0 | Merchant Bank Deposits - Community Ed | 5,573.49 |
| | 02/28/2026 | | 10 R 801 292 500000 000 0 | Merchant Bank Deposits - Activities | 15,264.30 |
| | 02/28/2026 | | 49 R 801 284 500000 000 0 | WISC PMA - F49 - Interest | 15,687.67 |
| | 02/28/2026 | | 50 L 816901 | Food Service Cash Receipts - Efund | 84,000.10 |
| | 02/28/2026 | | 10 R 801 292 500000 000 0 | COURSE FEES | 1,220.00 |
| | 02/28/2026 | | 10 R 801 292 500000 000 0 | BAND MAINTENANCE FEE | 75.00 |
| | 02/28/2026 | | 10 R 801 292 500000 500 0 | CHROMEBOOK FEES | 520.00 |
| | 02/28/2026 | | 10 R 801 292 500000 000 0 | OUTDOOR ED | 600.00 |
| | 02/28/2026 | | 10 R 801 292 500000 000 0 | Field Trips | 20.00 |
| | 02/28/2026 | | 21 R 400 262 160181 000 0 | Gym Lock | 7.50 |
| | 02/28/2026 | | 10 R 801 292 500000 000 0 | Parking Ticket | 10.00 |
| | 02/28/2026 | | 10 E 400 943 143000 000 0 | LIFEGUARD TRAINING | 85.00 |
| | 02/28/2026 | | 10 E 801 941 251001 000 0 | Transaction Fees | -96.87 |

| Receipt | Trans Date | Reference | Acct Nbr | Description | Amount |
|---|---|---|---|---|---|
| | 02/28/2026 | | 21 R 400 262 160181 000 0 | Activities - R Club | -1,056.99 |
| | 02/28/2026 | | 21 R 400 262 160181 000 0 | Activities - R Club | 1,157.55 |
| | | | | Total for Cash Receipts | 12,013,043.73 |

**F U N D  S U M M A R Y**

| FUND | DESCRIPTION | BALANCE SHEET | REVENUE | EXPENSE | TOTAL |
|---|---|---|---|---|---|
| 10 | GENERAL FUND | 0.00 | 8,349,031.80 | 644.62 | 8,349,676.42 |
| 21 | SPECIAL REVENUE FUND | 0.00 | 78,626.60 | 0.00 | 78,626.60 |
| 27 | SPECIAL EDUCATION FUND | 0.00 | 359,108.00 | 2,652.85 | 361,760.85 |
| 39 | REFERENDUM APPROVED DEBT SRVC | 0.00 | 2,916,408.88 | 0.00 | 2,916,408.88 |
| 46 | LONG TERM CAPTL IMPVMNT TRUST | 0.00 | 2,448.73 | 0.00 | 2,448.73 |
| 49 | CONSTRUCTION ACCOUNT | 0.00 | 15,687.67 | 0.00 | 15,687.67 |
| 50 | FOOD SERVICE FUND | 130,003.65 | 1.00 | 0.00 | 130,004.65 |
| 60 | CUSTODIAL FUND | 0.00 | 3,129.89 | 0.00 | 3,129.89 |
| 80 | COMMUNITY SERVICE FUND | 0.00 | 155,123.19 | 176.85 | 155,300.04 |
| *** Fund Summary Totals *** | | 130,003.65 | 11,879,565.76 | 3,474.32 | 12,013,043.73 |

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

Fd T Loc Obj Func Prj Y

| Date | Src | Sub | Batch | Vendor Name/Ref | PO#/Line# | Description | Inv#/Desc2 | Inv Date | Chk#/Rec# | Check Date | Amount |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 10 L 811618 | | | | | | | | | | | |
| 02/28/26 | ITCR | | EBC | ANDERSON SUSAN L | | HPDEN/ Retire/ Family | | | | | -122.72 |
| 02/28/26 | ITCR | | EBC | BAKER JUDITH CAROL | | HPDEN/ Retire/ Single | | | | | -47.84 |
| 02/28/26 | ITCR | | EBC | BAKER JUDITH CAROL | | HPDEN/ Retire/ Single | | | | | -47.84 |
| 02/28/26 | ITCR | | EBC | BERNARD DARLENE C | | HPDEN/ Retire/ Single | | | | | -47.84 |
| 02/28/26 | ITCR | | EBC | BUCHHOLZ ANNE M | | HPDEN/ Retire/ Family | | | | | -122.72 |
| 02/28/26 | ITCR | | EBC | CASHMAN CYNTHIA L | | HPDEN/ Retire/ Family | | | | | -122.72 |
| 02/28/26 | ITCR | | EBC | CASKEY LYNDA W | | HPDEN/ Retire/ Single | | | | | -47.84 |
| 02/28/26 | ITCR | | EBC | CERNI LINDA A | | HPDEN/ Retire/ Single | | | | | -47.84 |
| 02/28/26 | ITCR | | EBC | CLAYCOMB NANCY J | | HPDEN/ Retire/ Single | | | | | -47.84 |
| 02/28/26 | ITCR | | EBC | DAVENPORT-HENK CAROLINE A | | HPDEN/ Retire/ Family | | | | | -122.72 |
| 02/28/26 | ITCR | | EBC | DESMITH SHANNON K | | HPDEN/ Retire/ Single | | | | | -47.84 |
| 02/28/26 | ITCR | | EBC | ERICKSON KARL E | | HPDEN/ Retire/ Single | | | | | -47.84 |
| 02/28/26 | ITCR | | EBC | FOGERTY KAREN A | | HPDEN/ Retire/ Single | | | | | -47.84 |
| 02/28/26 | ITCR | | EBC | GILLIS CECILY A | | HPDEN/ Retire/ Family | | | | | -122.72 |
| 02/28/26 | ITCR | | EBC | HELGESON JIMMY L | | HPDEN/ Retire/ Family | | | | | -122.72 |
| 02/28/26 | ITCR | | EBC | JANTSCHER BRIDGET S | | HPDEN/ Retire/ Single | | | | | -47.84 |
| 02/28/26 | ITCR | | EBC | KELLER DEBBIE M | | HPDEN/ Retire/ Single | | | | | -47.84 |
| 02/28/26 | ITCR | | EBC | KLEPPEN DENISE L | | HPDEN/ Retire/ Single | | | | | -47.84 |
| 02/28/26 | ITCR | | EBC | KORNMANN CYNTHIA S | | HPDEN/ Retire/ Family | | | | | -122.72 |
| 02/28/26 | ITCR | | EBC | KRASIN MARGRET E | | HPDEN/ Retire/ Family | | | | | -122.72 |
| 02/28/26 | ITCR | | EBC | LEHNERTZ JAN MARIE | | HPDEN/ Retire/ Family | | | | | -122.72 |
| 02/28/26 | ITCR | | EBC | MCCARTHY JILL R | | HPDEN/ Retire/ Family | | | | | -122.72 |
| 02/28/26 | ITCR | | EBC | MOELTER JEAN A | | HPDEN/ Retire/ Single | | | | | -47.84 |
| 02/28/26 | ITCR | | EBC | MOYER LAURIE A | | HPDEN/ Retire/ Single | | | | | -47.84 |
| 02/28/26 | ITCR | | EBC | NELSON KATHI P | | HPDEN/ Retire/ Single | | | | | -47.84 |
| 02/28/26 | ITCR | | EBC | OWENS KARI J | | HPDEN/ Retire/ Family | | | | | -122.72 |
| 02/28/26 | ITCR | | EBC | PETERSON TERESA L | | HPDEN/ Retire/ Single | | | | | -47.84 |
| 02/28/26 | ITCR | | EBC | SANVIDGE LUCINDA C | | HPDEN/ Retire/ Single | | | | | -47.84 |
| 02/28/26 | ITCR | | EBC | SCHILS BRIAN J | | HPDEN/ Retire/ Family | | | | | -122.72 |
| 02/28/26 | ITCR | | EBC | SOMMERFELDT RITA MAE | | HPDEN/ Retire/ Single | | | | | -47.84 |
| 02/28/26 | ITCR | | EBC | STEINHOFF JACQUELYN J | | HPDEN/ Retire/ Family | | | | | -122.72 |
| 02/28/26 | ITCR | | EBC | VADOS MARY VOS | | HPDEN/ Retire/ Single | | | | | -47.84 |
| 02/28/26 | ITCR | | EBC | VERBURG DEBRA L | | HPDEN/ Retire/ Single | | | | | -47.84 |
| 02/28/26 | ITCR | | EBC | WACHHOLZ JUDITH K | | HPDEN/ Retire/ Family | | | | | -122.72 |
| 02/28/26 | ITCR | | EBC | WEBB JANE ELIZABETH | | HPDEN/ Retire/ Single | | | | | 47.84 |
| 02/28/26 | ITCR | | EBC | WEBB JANE ELIZABETH | | HPDEN/ Retire/ Single | | | | | -30.86 |
| 02/28/26 | ITCR | | EBC | WESTRUM GAYLE M | | HPDEN/ Retire/ Single | | | | | -47.84 |
| 02/28/26 | ITCR | | EBC | WESTRUM LARRY B | | HPDEN/ Retire/ Single | | | | | -47.84 |

Fd T Loc Obj Func Prj Y

10 L 811618 (continued)

| Date | Src | Sub | Batch | Vendor Name/Ref | PO#/Line# | Description | Inv#/Desc2 | Inv Date | Chk#/Rec# | Check Date | Amount |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | February | | | | | -2,753.58 |
| | | | | | | *10 L 811618 | | | | | -2,753.58 |
| | | | | | | *Insurance Tracking Csh Recpts | | | | | -2,753.58 |
| 10 L | 811619 | | | | | | | | | | |
| 02/28/26 | ITCR | EBC | | ANDERSEN MARY L | | HPHLTH3/ Retire/ Family | | | | | -1,802.53 |
| 02/28/26 | ITCR | EBC | | CASHMAN CYNTHIA L | | HPHLTH/ Retire/ Single | | | | | -981.59 |
| 02/28/26 | ITCR | EBC | | CLEARY RICHARD L | | HPHLTH/ Retire/ Family | | | | | -2,234.06 |
| 02/28/26 | ITCR | EBC | | CLEARY RICHARD L | | HPHLTH/ Retire/ Family | | | | | -2,234.06 |
| 02/28/26 | ITCR | EBC | | ERICKSON KARL E | | HPHLTH/ Retire/ Single | | | | | -981.59 |
| 02/28/26 | ITCR | EBC | | GILDSETH JOHN R | | HPHLTH/ Retire/ Single | | | | | -981.59 |
| 02/28/26 | ITCR | EBC | | GILLIS CECILY A | | HPHLTH/ Retire/ Family | | | | | -2,234.06 |
| 02/28/26 | ITCR | EBC | | HELGESON JIMMY L | | HPHLTH/ Retire/ Single | | | | | -981.59 |
| 02/28/26 | ITCR | EBC | | HUMPHREY KALLEY MAE | | HPHLTH/ Retire/ Single | | | | | -981.59 |
| 02/28/26 | ITCR | EBC | | JANTSCHER BRIDGET S | | HPHLTH/ Retire/ Single | | | | | -981.59 |
| 02/28/26 | ITCR | EBC | | KELLER DEBBIE M | | HPHLTH/ Retire/ Single | | | | | -981.59 |
| 02/28/26 | ITCR | EBC | | KORNMANN CYNTHIA S | | HPHLTH2/ Retire/ Single | | | | | -922.69 |
| 02/28/26 | ITCR | EBC | | MCCARTHY JILL R | | HPHLTH1/ Retire/ Family | | | | | -1,917.59 |
| 02/28/26 | ITCR | EBC | | NELSON KATHI P | | HPHLTH3/ Retire/ Family | | | | | -1,802.53 |
| 02/28/26 | ITCR | EBC | | OWENS KARI J | | HPHLTH1/ Retire/ Family | | | | | -1,917.59 |
| 02/28/26 | ITCR | EBC | | STEINHOFF JACQUELYN J | | HPHLTH/ Retire/ Family | | | | | -2,234.06 |
| | | | | | | February | | | | | -24,170.30 |
| | | | | | | *10 L 811619 | | | | | -24,170.30 |
| | | | | | | *Insurance Tracking Csh Recpts | | | | | -24,170.30 |
| | | | | | | Total for Insurance Tracking Cash Recpts | | | | | -26,923.88 |
| | | | | | | Grand Total | | | | | -26,923.88 |

**Number of Accounts:** 2

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

Fd T Loc Obj Func Prj Y

| Date | Src | Sub | Batch | Vendor Name/Ref | PO#/Line# | Description | Inv#/Desc2 | Inv Date | Chk#/Rec# | Check Date | Amount |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 10 L 811631 | | | | | | | | | | | |
| 02/28/26 | ITCR | | Feb 2026 | DEBRIYN CANDICE NICHOLE | | HPHLTH2/ Tchrs 20/ Single | | | | | -63.80 |
| 02/28/26 | ITCR | | Feb 2026 | DEBRIYN CANDICE NICHOLE | | HPHLTH2/ Tchrs 20/ Single | | | | | -922.69 |
| | | | | | | February | | | | | -986.49 |
| | | | | | | *10 L 811631 | | | | | -986.49 |
| | | | | | | *Insurance Tracking Csh Recpts | | | | | -986.49 |
| 10 L 811632 | | | | | | | | | | | |
| 02/28/26 | ITCR | | Feb 2026 | DEBRIYN CANDICE NICHOLE | | HPDEN/ Tchrs 20/ Single | | | | | -5.98 |
| 02/28/26 | ITCR | | Feb 2026 | DEBRIYN CANDICE NICHOLE | | HPDEN/ Tchrs 20/ Single | | | | | -47.84 |
| | | | | | | February | | | | | -53.82 |
| | | | | | | *10 L 811632 | | | | | -53.82 |
| | | | | | | *Insurance Tracking Csh Recpts | | | | | -53.82 |
| 10 L 811633 | | | | | | | | | | | |
| | | | | | | *10 L 811633 | | | | | 0.00 |
| 10 L 811634 | | | | | | | | | | | |
| | | | | | | *10 L 811634 | | | | | 0.00 |
| 10 L 811635 | | | | | | | | | | | |
| | | | | | | *10 L 811635 | | | | | 0.00 |
| 10 L 811636 | | | | | | | | | | | |
| | | | | | | *10 L 811636 | | | | | 0.00 |
| 10 L 811637 | | | | | | | | | | | |
| | | | | | | *10 L 811637 | | | | | 0.00 |
| 10 L 811638 | | | | | | | | | | | |
| 02/28/26 | ITCR | | Feb 2026 | DEBRIYN CANDICE NICHOLE | | VIS/ Tchrs 20/ Single | | | | | -8.34 |
| 02/28/26 | ITCR | | Feb 2026 | DEBRIYN CANDICE NICHOLE | | VIS/ Tchrs 20/ Single | | | | | -8.34 |
| | | | | | | February | | | | | -16.68 |
| | | | | | | *10 L 811638 | | | | | -16.68 |
| | | | | | | *Insurance Tracking Csh Recpts | | | | | -16.68 |
| | | | | | | Total for Insurance Tracking Cash Recpts | | | | | -1,056.99 |
| | | | | | | Grand Total | | | | | -1,056.99 |

Fd T Loc Obj Func Prj Y

| Date | Src | Sub | Batch | Vendor Name/Ref | PO#/Line# | Description | Inv#/Desc2 | Inv Date | Chk#/Rec# | Check Date | Amount |
|---|---|---|---|---|---|---|---|---|---|---|---|

**Number of Accounts:** 8

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

**RIVER FALLS BOARD OF EDUCATION MEETING**

Monday, March 23, 2026

**Personnel Agenda:**

1. Recommended approval of the employment of Carly Raddant as 1.0 FTE Kindergarten Teacher Long Term Substitute at Greenwood Elementary School effective approximately April 6, 2026 through June 8, 2026 (for Katlin Ruble).

2. Recommended approval of the employment of Siri Bartlein as 1.0 FTE Grade 1 Teacher Long Term Substitute at Greenwood Elementary School effective approximately April 24, 2026 through June 9, 2026 (for Emily Williamson).

3. Recommended approval of the transfer of employment for Donna Lenius from Bilingual Paraprofessional to English Language Teacher Long Term Substitute effective approximately April 15, 2026 through June 9, 2026 (for Cassie Meyer).

4. Recommended acceptance of the resignation of Candice DeBriyn as 1.0 FTE Grade 5 Teacher at Westside Elementary School effective April 6, 2026..

5. Recommended acceptance of the resignation of Sara Winkelhake as 1.0 FTE Spanish Teacher at River Falls High School effective the end of the 2025-26 year.

6. Recommended acceptance of the resignation of Gail Washburn as 1.0 FTE Special Education Teacher at River Falls High School effective the end of the 2025-26 year.

7. Recommended acceptance of the resignation of Tanya Larsen as 1.0 FTE Instructional Coach at Greenwood Elementary School effective the end of the 2025-26 year. Ms. Larsen will retire after 31 years of service with the district.

| | |
|---|---|
| Book | Clean Copies for Discussion/Approval |
| Section | 4000 Support Staff Templates |
| Title | CREATING A POSITION |
| Code | po4111 |
| Status | |
| Legal | Immigration Reform and Control Act of 1986<br>8 U.S.C. 1255a |

4111 - **CREATING A POSITION**

The School Board recognizes the need to establish positions which, when filled by competent, qualified support staff, will assist the District in achieving the educational goals set by the School Board. The District employs only persons authorized to work in the United States.

The Director of Human Resources and Leadership Development will verify all new full-time and part-time employees' and substitutes' identity and authorization to work in the United States according to Federal law.

The School Board reserves the right to:

A. create new positions;

B. specify the number of persons within each job category; and

C. set the initial salary for a new position.

The School Board may create a new position or increase the number of support staff in an existing position.

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|---|---|
| Book | Clean Copies for Discussion/Approval |
| Section | 4000 Support Staff Templates |
| Title | SCHOOL BOARD-STAFF COMMUNICATIONS |
| Code | po4112 |
| Status | |
| Legal | Garcetti v. Ceballos, 547 U.S. 410 (2006)<br>Samuelson v. LaPorte Comm. Sch. Dist., 526 F.3d 1046 (7th Cir. 2008) |

4112 - **SCHOOL BOARD-STAFF COMMUNICATIONS**

The School Board welcomes collegial conversations and interactions with employees that further the interest and insight into the District and its operation. Typically, School Board members rely on an invitation from staff for school and building visits or a suggestion from the Superintendent. The School Board has a legitimate interest in facilitating the efficient resolution of concerns by directing that employee communications to the School Board move initially through the chain of command to the Superintendent. Employees are expected to follow the established chain of communication as described in this policy.

A. **Staff Communications to the School Board**

All communications from staff members related to the performance of their job duties or responsibilities to the School Board, or its committees, will be submitted through the Superintendent. This procedure is not intended to deny any staff member the right to raise matters of concern regarding District operations to the School Board through established procedures when no resolution is reached by the administration.

B. **School Board Communications to Staff**

All official communications, policies, and directives of the School Board, that are of interest and concern to the staff, will be communicated through the Superintendent, who will also keep staff members fully informed of the School Board's challenges, concerns, and actions. School Board member communications with staff will also be consistent with the expectations in School Board Bylaw 0144.5 - School Board Member Behavior, Communications, and Code of Conduct.

C. **Social Interaction**

Both staff and School Board members share a keen interest in the schools and in education generally, and it is to be expected that when they meet at social affairs and other functions, they will informally discuss such matters as educational trends, issues, innovations, and general activities of the District. However, since individual School Board members have no special authority, except when they are convened at a legal meeting of the School Board, or vested with special authority by School Board action, discussions between staff and School Board members related to the performance of job duties or responsibilities may be violations of the chain of command.

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| | |
|---|---|
| Book | Clean Copies for Discussion/Approval |
| Section | 4000 Support Staff Templates |
| Title | EMPLOYMENT OF SUPPORT STAFF |
| Code | po4120 |
| Status | |
| Legal | 20 U.S.C. 6319 |

4120 - **EMPLOYMENT OF SUPPORT STAFF**

The School Board recognizes that it is vital to the successful operation of the District that positions created by the School Board be filled with qualified and competent support staff.

All employees other than the Superintendent or professional staff members (Policy 0100 – Definitions) are considered support staff.

The School Board will approve the employment, fix the compensation, and establish the terms of employment for each support staff member employed by this District.

The Human Resources Department will provide a description of the work schedule, hours of work per week, and a determination of whether the employee is exempt or non-exempt for purposes of overtime eligibility (See Policy 6700 - Fair Labor Standards Act (FLSA)). For non-exempt employees, there will be a clear statement in the employee handbook which states the following: "In order for employees to work beyond their contract hours in any week, prior approval must be obtained from the immediate supervisor. Exceptional cases requiring overtime may be approved after the overtime is worked when all administrators/principals/immediate supervisors are unavailable and such pre-approval may cause harm to students, staff, the community, or District property.

Such approval will be given only to those candidates for employment recommended by the Superintendent.

Such approval will be given only to those candidates for employment chosen by the School Board from a group selected by the Superintendent.

When any recommended candidate has been rejected by the School Board, the Superintendent will make a substitute recommendation.

All applications for employment will be referred to the Human Resources Department.

Relatives of staff members may be employed by the School Board, provided the staff member being employed is not placed in a position in which they would be supervised directly by the relative staff member.

Any support staff member's intentional misstatement of fact material to their qualifications for employment or the determination of salary will constitute grounds for dismissal.

The employment of support staff members prior to approval by the School Board is authorized when their employment is required to maintain continuity in District operations. Employment will be recommended to the School Board at the next regular meeting.

No candidate for employment as a support staff member will receive a recommendation for such employment without having proffered visual evidence of proper certification, when appropriate, or that the application for such certification is in process. There must also be verification that a satisfactory background check has been conducted in compliance with District procedures.

The Director of Human Resources and Leadership Development will prepare procedures for the recruitment and selection of all support staff.

**REQUIREMENTS FOR TITLE I PARAPROFESSIONALS**

All paraprofessionals hired for a Title I supported program must have a secondary school diploma or its recognized equivalent and one of the following:

A. Completed two (2) years of study at an institution of higher education; or

B. Obtained at least an associate's degree; or

C. Met a rigorous standard of quality and demonstrated through a formal State or local academic assessment:

1. knowledge of and the ability to assist in instructing, reading, writing, and mathematics; or

2. knowledge of and the ability to assist in instructing, reading readiness, writing readiness, and mathematics readiness, as appropriate.

Existing paraprofessionals – All current paraprofessionals working for a Title I supported program must:

A. Have a secondary school diploma or its recognized equivalent;

B. Meet the requirements for newly hired paraprofessionals as described above.

Exceptions – These requirements do not apply to a paraprofessional:

A. Who is proficient in English and a second language and serves as a translator primarily to enhance the participation of children in Title I programs; or

B. Whose duties consist solely of conducting parental involvement activities.

Paraprofessional duties – Paraprofessionals working for a Title I supported program may be assigned to:

A. provide one-on-one tutoring for eligible students during times when the teacher would not otherwise be instructing the student;

B. assist with classroom management, such as organizing instructional and other materials;

C. provide assistance in a computer laboratory;

D. provide support in a library or media center;

E. conduct parental involvement activities;

F. act as a translator;

G. provide instructional services to students, if working under the direct supervision of a teacher;

H. perform limited duties beyond classroom instruction or that do not benefit program participants, so long as those duties are also assigned to non-Title I paraprofessionals. Title I paraprofessionals may not be assigned to more of these duties, proportional to their total work time, than the amount assigned to similar non-Title I paraprofessionals in the same school.

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| Title | JOB DESCRIPTIONS |
| Code | po4120.01 |
| Status | |

4120.01 - **JOB DESCRIPTIONS**

The School Board recognizes that it is essential for District and employee accountability that staff members are fully aware of the duties and responsibilities of their position. Job descriptions document and describe the essential functions for support staff positions and thereby promote organizational effectiveness and efficiency. Therefore, the Human Resources Department will maintain a current, comprehensive, and coordinated set of job descriptions for support staff positions.

The job description of the Superintendent will be included in the School Board policy manual.

As long as the provisions of the job descriptions are not inconsistent with School Board policies or with Federal/State law, they will be considered to be an extension of the policy manual and binding upon all employees.

Employees will be evaluated, at least in part, against their job descriptions. Additional evaluation considerations are addressed in School Board Policy 4220 Staff Evaluation and Educator Effectiveness.

Each job description will include a statement that reserves authority to the supervisor to assign additional duties and responsibilities as necessary within the scope of the employment position.

Upon employment by the School Board, staff members will receive a copy of the current job description for the position for which they have been employed. The Director of Human Resources and Leadership Development will review this job description with the staff member as part of the employment orientation process.

From time-to-time, the School Board recognizes that the Superintendent may find it necessary to revise job descriptions. Revisions and updates will be facilitated by the Human Resources Department.

Following the revision of a job description, staff members who hold the positions for which the essential functions are described in that revised job description will be provided access to the updated version and the opportunity to discuss the revisions therein with their immediate supervisor.

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| Section | 4000 Support Staff Templates |
| Title | EMPLOYMENT OF SUBSTITUTES |
| Code | po4120.04 |
| Status | |
| Legal | 118.19, Wis. Stats.<br>P.I. 3.03(8), Wis. Adm. Code |

4120.04 - **EMPLOYMENT OF SUBSTITUTES**

The School Board recognizes its responsibility to procure the services of substitute support staff in order to prevent the interruption of the operation of the schools.

The names of potential substitute personnel and the positions in which they may substitute will be maintained by the Human Resources Department.

Proper certification will be on file if the position requires certification. A satisfactory background check will be conducted consistent with Policy 4121 - Criminal History Record Check and Employee Self-Reporting Requirements.

Prior to the end of the school year, District-employed substitutes, who the District intends to employ for the ensuing school year, will receive a letter of reasonable assurance of continued employment.

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| Book | Clean Copies for Discussion/Approval |
| Section | 4000 Support Staff Templates |
| Title | CRIMINAL HISTORY RECORD CHECK AND EMPLOYEE SELF-REPORTING REQUIREMENTS |
| Code | po4121 |
| Status | |
| Legal | 111.335, Wis. Stats. |

4121 - **CRIMINAL HISTORY RECORD CHECK AND EMPLOYEE SELF-REPORTING REQUIREMENTS**

To ensure the safety of students and staff, it is the policy of the School Board that criminal background investigations be conducted on any paid staff member. Criminal background investigations will also be conducted on university interns and student teachers, and on those wishing to volunteer in the District. Background investigations will be completed prior to paid or volunteer service beginning.

Employment may be offered pending the return and disposition of such background checks. All offers of employment are contingent upon the results of such checks. If an applicant has committed a crime that substantially relates to the circumstances of the particular position for which the applicant is applying, the District may take that offense into consideration when deciding whether to employ the individual. The District may refuse to employ an individual who has been convicted of a felony and who has not been pardoned for that felony.

Knowingly falsifying any of the information in pre-employment documents, such as an application for employment or background check questionnaire, will be sufficient grounds for not being hired or for discharge.

Criminal background investigation paperwork, including forms and records obtained through processing, will be considered confidential and will not be released or disseminated unless required by law.

All District employees will notify their immediate supervisor or building principal as soon as possible, but no more than three calendar days after any arrest, indictment, conviction, no contest or guilty plea, or other adjudication of the employee for any felony, any offense involving moral turpitude, and any of the other offenses as indicated below:
1) crimes involving school property or funds;
2) crimes involving fraudulent or unauthorized attempt to obtain or alter any certificate or permit that would entitle any person to hold or obtain a position as an educator;
3) crimes that occur wholly or in part on school property or at a school-sponsored activity;
4) a misdemeanor which involves moral turpitude [e.g., an act or behavior that gravely violates moral sentiments or accepted moral standards of the community];
5) a misdemeanor which violates the public trust; or
6)major traffic offenses (e.g., operating under the influence of an intoxicant or other drug, reckless driving, operating after suspension/revocation, failure to report an accident, refusal to take a breath test). Minor traffic offenses (e.g., non-moving violations, speeding, failure to yield, failure to obey a traffic signal, unattended vehicle, illegal parking) do not need to be reported. However, if an employee drives or operates a District vehicle or piece of mobile equipment or transports students or staff, other than the staff member's own family, in any vehicle, they must report any traffic offense (not including parking tickets).

Per the School District of River Falls Employee Handbook, employees who notify their supervisor or building principal of an arrest, indictment, conviction, no contest or guilty plea, or other adjudication of the employee for any felony, any offense involving moral turpitude, and any of the offenses as indicated above will be subject to being placed on administrative leave, suspension, or termination as permitted by law.  Failure to report under this section may result in disciplinary action.

up to and including termination. All employment decisions by the District based on such information must comply with Wisconsin's arrest and conviction discrimination law.

Adopted from retired policy 533.1

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| Book | Clean Copies for Discussion/Approval |
| Section | 4000 Support Staff Templates |
| Title | NONDISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITY |
| Code | po4122 |
| Status | |
| Legal | 111.31 et seq., Wis. Stats.<br>111.335(d)(2), Wis. Stats.<br>118.195, Wis. Stats.<br>118.20, Wis. Stats.<br>Fourteenth Amendment, U.S. Constitution<br>20 U.S.C. Section 1701 et seq., Equal Educational Opportunities Act of 1974<br>20 U.S.C. Section 7905, Boy Scouts of America Equal Access Act<br>29 U.S.C. 701 et seq., Rehabilitation Act of 1973, as amended<br>38 U.S.C. 4301 et seq., Uniformed Services Employment and Reemployment Rights Act<br>42 U.S.C. 2000 et seq., Civil Rights Act of 1964<br>42 U.S.C. 2000d et seq., Title VI of the Civil Rights Act of 1964<br>42 U.S.C. 2000e et seq., Title VII of the Civil Rights Act of 1964<br>42 U.S.C. 2000ff et seq., The Genetic Information Nondiscrimination Act of 1973, as amended<br>42 U.S.C. 6101 et seq., Age Discrimination Act of 1975<br>42 U.S.C. 12101 et seq., The Americans with Disabilities Act of 1990, as amended<br>29 C.F.R. Part 1635, The GINA Regulations<br>34 C.F.R. Part 110, The Age Discrimination Act Regulations |

4122 - **NONDISCRIMINATION AND EQUAL EMPLOYMENT OPPORTUNITY**

The School Board does not discriminate in the employment of support staff on the basis of race, color, national origin, age, sex (including gender status, change of sex, sexual orientation, or gender identity) pregnancy, creed or religion, genetic information, handicap or disability, marital status, citizenship status, veteran status, military service (as defined in 111.32, Wis. Stats.), ancestry, arrest record, conviction record, use or non-use of lawful products off the District’s premises during non-working hours, declining to attend an employer-sponsored meeting or to participate in any communication with the employer about religious matters or political matters, or any other legally protected category in its programs and activities, including employment opportunities.

Notice of the School Board's policy on nondiscrimination and the identity of the District's Compliance Officer(s) (see below) will be published on the District's website, posted throughout the District, and included in the District's recruitment statements or general information publications.

**Definitions**

Words used in this policy will have those meanings defined herein; words not defined herein will be construed according to their plain and ordinary meanings.

**Compliance Officer (CO)** an employee designated by the School Board to be responsible for coordinating the District's efforts to comply with state and federal nondiscrimination laws and for receiving formal complaints of pupil discrimination.

**Complainant** is the individual who alleges, or is alleged, to have been subjected to discrimination/retaliation, regardless of whether the person files a formal complaint or is pursuing an informal resolution to the alleged discrimination/retaliation.

**Day(s)**: Unless expressly stated otherwise, the term "day" or "days" as used in this policy means business day(s) (i.e., a day(s) that the District office is open for normal operating hours, Monday – Friday, excluding State-recognized holidays).

**Military status** refers to a person's status in the uniformed services, which includes the performance of duty on a voluntary or involuntary basis in a uniformed service, including active duty, active duty for training, initial active duty for training, inactive duty for training, full-time National Guard duty, Reserve Duty, and performance of duty or training by a member of Wisconsin organized militia. It also includes the period of time for which a person is absent from employment for the purpose of an examination to determine the fitness of the person to perform any duty listed above.

**Respondent** is the individual who has been alleged to have engaged in discrimination/retaliation, regardless of whether the Reporting Party files a formal complaint or is seeking an informal resolution to the alleged discrimination/retaliation.

**District community** means students and employees (i.e., administrators, professional and support staff), as well as School Board members, agents, volunteers, contractors, or other persons subject to the control and supervision of the School Board.

**Third Parties** include, but are not limited to, guests and/or visitors on District property (e.g., visiting speakers, participants on opposing athletic teams, parents), vendors doing business with, or seeking to do business with, the School Board, and other individuals who come in contact with members of the District community at school-related events/activities (whether on or off District property).

**District Compliance Officers**

The School Board designates the following individuals to serve as the District's Compliance Officers (also known as Civil Rights Coordinator; hereinafter referred to as the COs).

Mark Inouye

Director of Student Services/Title IX Coordinator - Students

715-425-1800

852 E. Division Street
River Falls, WI 54022

mark.inouye@rfsd.k12.wi.us

Nate Schurman

Director of Human Resources/Title IX Coordinator - Staff

715-425-1800

852 E. Division Street
River Falls, WI 54022

nate.schurman@rfsd.k12.wi.us

The names, titles, and contact information of these individuals will be published annually:

A. on the School District's website.

B. in the Employee Handbook.

The COs are responsible for coordinating the District’s efforts to comply with the applicable Federal and State laws and regulations, including the District’s duty to address in a prompt and equitable manner any inquiries or complaints regarding discrimination, retaliation, or denial of equal access. The COs will also verify that proper notice of nondiscrimination has been given for for Title II of the Americans with Disabilities Act (as amended), Title VI and Title VII of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973 (as amended), the Age Discrimination in Employment Act of 1975, and the Genetic Information Nondiscrimination Act (GINA) to students, their parents, staff members, and the general public. A copy of each of the Acts and regulations on which this notice is based is available upon request from the CO.

**Reports and Complaints of Discrimination and Retaliation**

Employees are required to report incidents of discrimination and/or retaliation to an administrator, supervisor, or other supervisory employee so that the School Board may address the conduct. Any administrator, supervisor, or other supervisory employee who receives such a report will provide it to the CO within two (2) days.

Discrimination against an individual based on their sex (including gender status, sexual orientation, and gender identity) is discrimination in violation of Title VII. Specifically, discrimination on the basis of sex stereotyping/gender-nonconformity constitutes sex discrimination. This is true irrespective of the cause of the person's gender non-conforming behavior. Employment actions based upon an individual's sex could be suspect and potentially impermissible.

COs are required to investigate allegations of conduct involving the discrimination or harassment of an employee or applicant based upon gender status, sexual orientation, and gender identity.

Any questions concerning whether alleged conduct might violate this prohibition should be brought to the CO's attention promptly.

Employees who believe they have been discriminated/retaliated against are entitled to utilize the complaint process set forth below. Initiating a complaint will not adversely affect the Complainant's employment. While there are no time limits for initiating complaints under this policy, individuals should make every effort to file a complaint as soon as possible after the conduct occurs while the facts are known and potential witnesses are available.

The COs will be available during regular school/work hours to discuss concerns related to discrimination/retaliation. COs will accept reports of discrimination/retaliation directly from any member of the District community or a Third Party, or receive reports that are initially filed with another District employee. Upon receipt of a report of alleged discrimination/retaliation, the CO will contact the Complainant and begin either an informal or formal complaint process (depending on the Complainant's request and the nature of the alleged discrimination/retaliation), or the CO(s) will designate a specific individual to conduct such a process as identified in a pre-defined list of investigations.

The CO will provide a copy of this policy to the Complainant and the Respondent. All members of the District community must report incidents of discrimination/retaliation that are reported to them to the CO within two (2) days of learning of the incident/conduct.

Any District employee who directly observes discrimination/retaliation is obligated, in accordance with this policy, to report such observations to one (1) of the COs within two (2) days. Additionally, any District employee who observes an act of discrimination/retaliation is expected to intervene to stop the misconduct, unless circumstances make such an intervention dangerous, in which case the staff member should immediately notify other District employees and/or local law enforcement officials, as necessary, to stop the misconduct. Thereafter, the CO or designee must contact the Complainant within two (2) business days to advise the Complainant of the District's intent to investigate the alleged wrongdoing.

**Investigation and Complaint Procedure**

Except for sex discrimination and/or sexual harassment that is covered by Policy 2266 - Nondiscrimination on the Basis of Sex in Education Programs or Activities, any employee who alleges to have been subjected to discrimination or retaliation may seek resolution of the complaint through the procedures described below. The complaint procedures involve an investigation of the individual’s claims of discrimination/retaliation and a process for rendering a decision regarding whether the charges are substantiated.

Once the complaint process begins, the investigation will be completed in a timely manner (ordinarily, within fifteen (15) days of the complaint being received).

The procedures set forth below are not intended to interfere with the rights of any individual to pursue a complaint of discrimination or retaliation with the United States Department of Education Office for Civil Rights (OCR), the Wisconsin Equal Rights Division, or the Equal Employment Opportunity Commission (EEOC).

**Complaint Procedure**

A Complainant who alleges discrimination/retaliation may file a complaint, either orally or in writing with: 1) a Principal; 2) the CO; or 3) the Superintendent or other supervisory employee. Any complaint received regarding the Superintendent or a School Board member will be referred to the School Board's legal counsel, who will assume the role of the CO for such complaints. Additionally, if the complaint is regarding a CO, the complaint will be reported to the Superintendent, who will coordinate with the other appointed/designated CO, or, if appropriate, appoint/designate another individual to serve as CO for the complaint regarding a CO.

Due to the sensitivity surrounding complaints of discrimination and retaliation, timelines are flexible for initiating the complaint process; however, individuals are encouraged to file a complaint within thirty (30) days after the conduct occurs while the facts are known and potential witnesses are available. If a Complainant informs a Principal, Superintendent, or other supervisory employee, either orally or in writing, about any complaint of discrimination or retaliation, that employee must report such information to the CO within two (2) days.

Throughout the course of the process, the CO should keep the parties reasonably informed of the status of the investigation and the decision-making process.

All complaints must include the following information to the extent known: the identity of the Respondent; a detailed description of his/her understanding of the facts upon which the complaint is based (i.e., when, where, and what occurred); a list of potential witnesses; and the resolution sought by the Complainant.

If the Complainant is unwilling or unable to provide a written statement including the information set forth above, the CO will ask for such details in an oral interview. Thereafter, the CO will prepare a written summary of the oral interview, and the Complainant will be asked to verify the accuracy of the reported charge by signing the document.

Upon receiving a complaint, the CO will consider whether any action should be taken in the investigatory phase to protect the Complainant from further discrimination or retaliation, including, but not limited to, a change of work assignment or schedule for the Complainant and/or the Respondent. In making such a determination, the CO should consult the Complainant to assess whether the individual agrees with the proposed action. If the Complainant is unwilling to consent to the proposed change, the CO may still take whatever actions deemed appropriate in consultation with the Superintendent.

Within two (2) days of receiving the complaint, the CO or designee will initiate an investigation by at a minimum confirming receipt of the complaint with the Complainant and informing the Complainant of the investigation process.

Simultaneously, the CO will inform the Respondent that a formal complaint has been received. The Respondent will be informed about the nature of the allegations and provided with a copy of any relevant policies and/or administrative guidelines, including this Policy. The Respondent must also be informed of the opportunity to submit a written response to the complaint within five (5) days.

Investigations will be completed promptly. What constitutes promptness will depend on the complexity of the issues, the number of incidents or factual elements, the number of witnesses and documents to be consulted, and the availability of witnesses and other evidence. The CO will keep the complainant reasonably informed of the investigation's progress.

The investigation will include:

A. interview(s) with the Complainant;

B. interview(s) with the Respondent;

C. interviews with any witnesses who may reasonably be expected to have any information relevant to the allegations, as determined by the CO;

D. consideration of any documentation or other information presented by the Complainant, Respondent, or any other witness that is reasonably believed to be relevant to the allegations, as determined by the CO.

At the conclusion of the investigation, the CO or designee will prepare and deliver a written report to the Superintendent that summarizes the evidence gathered during the investigation and provides recommendations based on the evidence and the definition of discrimination/retaliation as provided in School Board policy and State and Federal law as to whether the

Respondent has engaged in harassment/retaliation of the Complainant. The CO's recommendations must be based upon the totality of the circumstances. In determining if discrimination or retaliation occurred, a preponderance of evidence standard will be used.

The CO may consult with the School Board's attorney during the course of the investigatory process and/or before finalizing the report to the Superintendent.

In cases where no District CO is able to investigate a complaint due to concerns regarding conflicts, bias or partiality, or for other reasons that impair the CO's ability to conduct an investigation, the CO may in consultation with the Superintendent, or School Board President if the matter involves the Superintendent, engage outside legal counsel to conduct the investigation consistent with this policy.

Absent extenuating circumstances, within five (5) business days of receiving the report of the CO, the Superintendent must either issue a written decision regarding whether the charges have been substantiated or request further investigation. A summary of the Superintendent's final decision will be provided to both the Complainant and the Respondent.

If the Superintendent requests additional investigation, the Superintendent must specify the additional information that is to be gathered, and such additional investigation must be completed within five (5) days, or as quickly as possible if additional time is necessary due to the availability of necessary witness(es) or documents. At the conclusion of the additional investigation, the Superintendent must issue a final written decision as described above.

If the Superintendent determines the Respondent engaged in discrimination/retaliation toward the Complainant, the Superintendent must identify what corrective action will be taken to stop, remedy, and prevent the recurrence of the discrimination/retaliation. The corrective action should be reasonable, timely, age-appropriate, effective, and tailored to the specific situation.

A Complainant or Respondent who is dissatisfied with the final decision of the Superintendent may appeal through a signed written statement to the School Board within five (5) business days of the party's receipt of the Superintendent's decision. The written statement of appeal must be submitted to the Superintendent, who will forward the request to the School Board President.
In an attempt to resolve the complaint, the School Board will meet with the concerned parties and their representatives within twenty (20) days of the receipt of such an appeal. A copy of the School Board's disposition of the appeal will be sent to each concerned party within ten (10) days of its decision. The decision of the School Board will be final.

The School Board reserves the right to investigate and resolve a complaint or report of discrimination/retaliation regardless of whether the Complainant pursues the complaint. The School Board also reserves the right to have the complaint investigation conducted by an external person in accordance with this policy or in such other manner as deemed appropriate by the School Board or its designee.

The parties may be represented, at their own cost, at any of the above-described interviews/meetings.

The right of a person to a prompt and equitable resolution of the complaint will not be impaired by the person’s pursuit of other remedies such as the filing of a complaint with the Office for Civil Rights, the filing of charges with local law enforcement, or the filing of a civil action in court. Use of this internal complaint process is not a prerequisite to the pursuit of other remedies.

**Privacy/Confidentiality**

The District will employ all reasonable efforts to protect the rights of the Complainant, the Respondent(s), and the witnesses as much as possible, consistent with the School Board’s legal obligations to investigate, to take appropriate action, and to conform with any discovery or disclosure obligations.

All records generated under the terms of this policy will be maintained as confidential to the extent permitted by law. Confidentiality, however, cannot be guaranteed. Respondents must be provided an opportunity to meaningfully respond to allegations, which may include disclosure of the Complainant's identity.

During the course of an investigation, the CO will instruct each person who is interviewed about the importance of maintaining confidentiality. Any individual who is interviewed as part of an investigation is expected not to disclose to third parties any information that is learned or provided during the course of the investigation.

**Remedial Action Monitoring**

If warranted, appropriate remedial action will be determined and implemented on behalf of the Complainant, including but not limited to counseling services, reinstatement of leave taken due to the discrimination, or other appropriate action.

The School Board may appoint an individual, who may be a District employee, to follow up with the Complainant to ensure no further discrimination or retaliation has occurred and to take action to address any reported occurrences promptly.

**Sanctions and Disciplinary Action**

The School Board will vigorously enforce its prohibitions against discrimination by taking appropriate action reasonably calculated to stop and prevent further misconduct.

While observing the principles of due process, a violation of this policy may result in disciplinary action up to and including the discharge of an employee. All disciplinary action will be taken in accordance with applicable State law.

When imposing discipline, the Superintendent will consider the totality of the circumstances involved in the matter. In those cases where discrimination/retaliation is not substantiated, the School Board may consider whether the alleged conduct nevertheless warrants discipline in accordance with other School Board policies,  and/or the Employee Handbook.

Where the School Board becomes aware that a prior disciplinary action has been taken against the Respondent, all subsequent sanctions imposed by the School Board and/or Superintendent will be reasonably calculated to end such conduct, prevent its recurrence, and remedy its effect.

**Retaliation**

Retaliation against a person who makes a report or files a complaint alleging discrimination/retaliation, or participates as a witness in an investigation, is prohibited. Neither the School Board nor any other person may intimidate, threaten, coerce or interfere with any individual because the person opposed any act or practice made by any Federal or State civil rights law, or because that individual made a report, formal complaint, testified, assisted or participated or refused to participate in any manner in an investigation, proceeding, or hearing under those laws and/or this policy, or because that individual exercised, enjoyed, aided or encouraged any other person in the exercise or enjoyment of any right granted or protected by those laws and/or this policy.

Retaliation against a person for making a report of discrimination, filing a formal complaint, or participating in an investigation or meeting is a serious violation of this policy that can result in the imposition of disciplinary sanctions/consequences and/or other appropriate remedies.

Formal complaints alleging retaliation may be filed according to the internal complaint process set forth above.

The exercise of rights protected under the First Amendment of the United States Constitution does not constitute retaliation prohibited under this policy.

**Education and Training**

In support of this policy, the School Board promotes preventative educational measures to create greater awareness of discriminatory practices. The Superintendent will provide appropriate information to all members of the District community related to the implementation of this policy and will provide training for District staff where appropriate. All training, as well as all information provided regarding the School Board's policy and discrimination in general, will be age and content appropriate.

**Retention of Investigatory Records and Materials**

The Compliance Officer(s) is responsible for overseeing retention of all records that must be maintained pursuant to this policy. All individuals charged with conducting investigations under this policy will retain all documents, electronically stored information (ESI), and electronic media (as defined in Policy 8315 - Information Management) created and/or received as part of an investigation, which may include but is not limited to:

A. all written reports/allegations/complaints/statements;

B. narratives of all verbal reports, allegations, complaints, and statements collected;

C. a narrative of all actions taken by District personnel;

D. any written documentation of actions taken by District personnel or individuals contracted or appointed by the School Board to fulfill its responsibilities;

E. narratives of, notes from, or audio, video, or digital recordings of witness statements;

F. all documentary evidence;

G. e-mails, texts, or social media posts pertaining to the investigation;

H. contemporaneous notes in whatever form made (e.g., handwritten, keyed into a computer or tablet, etc.) pertaining to the investigation;

I. written disciplinary sanctions issued to students or employees and a narrative of verbal disciplinary sanctions issued to students or employees for violations of the policies and procedures prohibiting discrimination or harassment;

J. dated written determinations to the parties;

K. dated written descriptions of verbal notifications to the parties;

L. written documentation of any supportive measures offered and/or provided to the Complainant and/or the Respondent, including no contact orders issued to both parties, the dates issued, and the dates the parties acknowledged receipt;

M. documentation of all actions taken, both individual and systemic, to stop the discrimination or harassment, prevent its recurrence, eliminate any hostile environment, and remedy its discriminatory effects;

N. copies of the School Board policy and/or procedures/guidelines used by the District to conduct the investigation, and any documents used by the District at the time of the alleged violation to communicate the School Board's expectations to students and staff with respect to the subject of this policy (e.g., Student Codes of Conduct and/or Employee Handbooks);

O. copies of any documentation that memorializes any formal or informal resolutions to the alleged discrimination or harassment;

P. documentation of any training provided to District personnel related to this policy, including but not limited to, notification of the prohibitions and expectations of staff set forth in this policy and the role and responsibility of all District personnel involved in enforcing this policy, including their duty to report alleged violations of this policy and/or conducting an investigation of an alleged violation of this policy.

The documents, ESI, and electronic media (as defined in Policy 8315 - Information Management) retained may include public records and records exempt from disclosure under Federal and/or State law (e.g., student records).

The documents, ESI, and electronic media (as defined in Policy 8315 - Information Management) created or received as part of an investigation will be retained in accordance with Policy 8310 - Public Records, Policy 8315- Information Management, Policy 8320 - Personnel Records, and Policy 8330 - Student Records for not less than three (3) years, but longer if required by the District's records retention schedule.

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| Book | Clean Copies for Discussion/Approval |
| Section | 4000 Support Staff Templates |
| Title | DRUG-FREE WORKPLACE |
| Code | po4122.01 |
| Status | |
| Legal | Drug-Free Workplace Act of 1988, 41 U.S.C. 8101 et seq. |

4122.01 - **DRUG-FREE WORKPLACE**

The School District of River Falls is committed to maintaining an alcohol and drug-free workplace. Therefore, the following activities and conduct by employees are strictly prohibited:

1. Manufacturing, distributing, dispensing, possession, using, or selling of alcohol and controlled or illegal substances at the workplace;
2. Using or possessing drug paraphernalia (e.g., water pipes, pot pipes, roach clips, joint rollers) at the workplace for purposes prohibited by the state controlled substances law;
3. Being under the influence of alcohol and/or controlled or illegal substances at the workplace;
4. Using prescription medication at the workplace in an unauthorized or illegal manner.

For the purposes of this policy, 'workplace' includes any school building, school-owned vehicle, school property, or school-related activity in which students are under the supervision of employees.

Employees engaged in the performance of a grant received directly from the federal government will notify the Superintendent of any criminal drug statute conviction occurring in the workplace within the time period specified by law. The Superintendent will notify the appropriate federal agency of the conviction.

Adherence to the District's drug-free workplace policy is a condition of employment. Any employee who violates this policy will be subject to disciplinary action, including, but not limited to referral for a drug or alcohol evaluation, referral to the Employee Assistance Program, reassignment, suspension, or termination. In addition, employees who violate this policy may be referred for prosecution.

If a supervisor reasonably suspects that an employee has violated this policy, the District reserves the right to require an alcohol or drug test. Reasonable suspicion must be based on specific and accurate observations made by a supervisor. Observations include, but are not limited to, appearance, behavior, speech, or body odors of the employee. The test will be conducted in a confidential manner. Refusal to consent to testing may result in disciplinary action.

This policy does not prohibit:

- administering medication to students in alignment to Policy 5330 - Administration of Medication/Emergency Care.
- the use of prescription medication by an employee to whom it is prescribed and in the amount prescribed.

The Employee Handbook will include reference to this policy and information related to: the dangers of drug and alcohol abuse in the workplace, available drug or alcohol counseling, rehabilitation and employee assistance programs, and the penalties that may be imposed upon employees for drug or alcohol abuse policy violations.

Adopted from retired Policy 522.1

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| Book | Clean Copies for Discussion/Approval |
| Section | 4000 Support Staff Templates |
| Title | NONDISCRIMINATION BASED ON GENETIC INFORMATION OF THE EMPLOYEE |
| Code | po4122.02 |
| Status | |
| Legal | 42 U.S.C. 2000ff et seq.<br>Title II, The Genetic Information Nondiscrimination Act of 2008<br>29 C.F.R. Part 1635 |

4122.02 - **NONDISCRIMINATION BASED ON GENETIC INFORMATION OF THE EMPLOYEE**

The School Board prohibits discrimination on the basis of genetic information in all aspects of employment, including hiring, firing, compensation, job assignments, promotions, layoffs, training, fringe benefits, or any other terms, conditions, or privileges of employment. The School Board also does not limit, segregate, or classify applicants or employees in any way that would deprive or tend to deprive them of employment opportunities or otherwise adversely affect the status of the person as an employee, based on genetic information. Harassment of a person because of genetic information is also prohibited. Likewise, retaliation against a person for identifying, objecting to, or filing a complaint concerning a violation of this policy is prohibited.

The identity of the Compliance Officer (see Policy 4122 - Nondiscrimination and Equal Employment Opportunity) will be posted throughout the District and published in any District statement regarding the prohibition of discrimination on the basis of genetic information in all aspects of employment, in any employee handbooks, in general information publications of the District as required by Federal and State law, and on the District website.

In accordance with Title II of the Genetic Information Nondiscrimination Act of 2008, 42 U.S.C. 2000ff, et seq., and 29 C.F.R. Part 1635 ("GINA"), the School Board will not request, require, or purchase genetic information of employees, their family members or applicants for employment. Further, in compliance with GINA, applicants and employees are directed not to provide any genetic information, including the individual's family medical history, in response to necessary requests for medical information, with the exception that family medical history may be provided as part of the certification process for FMLA leave, or when an employee is asking for leave to care for an immediate family member with a serious health condition. Applicants for employment are directed not to provide any genetic information, including the individual's family medical history, in response to requests for medical information as part of the District's application for employment process. Employees and applicants for employment will not be penalized for providing genetic information in good faith in response to a request from a District employee or agent, unless that applicant or employee refuses to delete the information at the request of the employee or agent of the District.

As used in this policy, "genetic information" means information about: (a) an individual's genetic tests; (b) the genetic tests of that individual's family members; (c) the manifestation of disease or disorder in family members of the individual (i.e., family medical history); (d) an individual's request for, or receipt of, genetic services or the participation in clinical research that includes genetic services by the individual or a family member of the individual; or (e) the genetic information of a fetus carried by an individual or a pregnant woman who is a family member of the individual and the genetic information of an embryo legally held by an individual or family member using assistive reproductive technology.

The term "genetic information" does not include information about the sex or age of the individual, the sex or age of family members, or information about the race or ethnicity of the individual or family member that is not derived from a genetic test.

As used in this policy, "genetic test" means an analysis of human DNA, RNA, chromosomes, proteins, or metabolites that detects genotypes, mutations, or chromosomal changes. The term includes any test of a person's DNA/RNA.

If the District's employees, or agents, legally and/or inadvertently receive genetic information about an employee or applicant, it will be treated as a confidential medical record in accordance with the law.

The District's Compliance Officer (see Policy 4122 - Nondiscrimination and Equal Employment Opportunity) is responsible for overseeing the District's compliance with this policy and GINA and proposing revisions and additions to this policy as necessary to ensure the District's compliance with GINA. This person will be responsible for working with the School Board's legal counsel to fully implement the requirements of GINA in all activities of the District. The Compliance Officer will also verify that proper notice of nondiscrimination for Title II of GINA is provided to staff members, and that all requests for health-related information (e.g., to support an employee's request for reasonable accommodation under the ADA or a request for sick leave) are accompanied by a written warning that directs the employee or health care provider not to collect or provide genetic information. The warning will read as follows:

> **Genetic Information Nondiscrimination Act of 2008 (GINA) Disclosure Requirement**
>
> The Genetic Information Nondiscrimination Act of 2008, or "GINA," prohibits employers and other entities covered by the law, including the School Board, from requesting or requiring genetic information of an employee or applicant, or family member of an employee or applicant, except as specifically allowed by law. To comply with GINA, do not provide any genetic information when responding to this request for medical information (unless the request pertains to a request for FMLA leave for purposes of caring for an immediate family member with a serious health condition). "Genetic information," as defined by GINA, includes an individual's family medical history, the results of an individual's or family member's genetic test, the fact that an individual or an individual's family member sought or received genetic services or participated in clinical research that includes genetic services, and genetic information of a fetus carried by an individual or an individual's family member or an embryo lawfully held by an individual or family member receiving assistive reproductive services. Questions concerning compliance with the requirements of GINA may be directed to the Compliance Officer at 715-425-1800**.**

The grievance procedure for complaints of discrimination in Policy 4122 applies to complaints of discrimination, including harassment, or retaliation prohibited by GINA, and may be utilized if a District employee alleges discrimination or harassment on the basis of genetic information or retaliation for identifying, objecting to, or filing a complaint concerning a violation of GINA or this policy.

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| Book | Clean Copies for Discussion/Approval |
| Section | 4000 Support Staff Templates |
| Title | NOTICE OF REASONABLE ASSURANCE OF EMPLOYMENT |
| Code | po4124 |
| Status | |
| Legal | 108.04 (17)(d), Wis. Stats. |

4124 - **NOTICE OF REASONABLE ASSURANCE OF EMPLOYMENT**

Prior to the conclusion of each school year, support staff employed in instructional year positions will be notified, in writing, of reasonable assurance of continued employment for the subsequent school year when such employment is anticipated.

A school year employee of an educational institution who performs services other than in an instructional, research, or principal administrative capacity is ineligible for benefits based on such services performed for the District during any week of unemployment that occurs between two (2) successive academic years or terms. This applies if the employee performed such services in the first year or term and has reasonable assurance of performing them in the second.

Issuance of a notice of reasonable assurances to any employee as described in this policy will not constitute a guarantee of employment in any successive academic term.

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| Section | 4000 Support Staff Templates |
| Title | ASSIGNMENT AND TRANSFER |
| Code | po4130 |
| Status | |

4130 - **ASSIGNMENT AND TRANSFER**

The School Board believes that the appropriate placement of qualified and competent staff is essential to the successful functioning of the District.

The Superintendent will be responsible for the proper assignment and transfer of support staff members and will attempt to effect the optimum assignment of the support staff in conformance with any applicable contractual or legal requirements and certification requirements. The processes used for the assignment and transfer of support staff will be outlined in the Employee Handbook.

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| Section | 4000 Support Staff Templates |
| Title | REDUCTION IN STAFF |
| Code | po4131 |
| Status | |

4131 - **REDUCTION IN STAFF**

It is the responsibility of the School Board to provide the staff necessary for the implementation of the educational program of the District and the operation of the schools and to do so efficiently and economically.

The School Board reserves the right to abolish positions in the District and to reduce staff whenever reasons of decreased enrollment of students, return to duty of regular staff members after leaves of absence, suspension of schools or territorial changes affecting the District, or other circumstances warrant. The Superintendent will be responsible for recommending reductions in staff in alignment with the processes outlined in the Employee Handbook.

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| Book | Clean Copies for Discussion/Approval |
| Section | 4000 Support Staff Templates |
| Title | STAFF DISCIPLINE |
| Code | po4139 |
| Status | |
| Legal | 66.0509(1m)(a), Wis. Stats.<br>Franklin v. City of Evanston, 384 F.3d 838 (7th Cir. 2004)<br>Garrity v. New Jersey, 385 U.S. 493 (1967) |

4139 - **STAFF DISCIPLINE**

The School Board retains the right and the responsibility to manage the District's workforce. When the discipline of a staff member becomes necessary, such action will be consistent with the requirements of any applicable School Board policy, and State and Federal law. The Superintendent may issue discipline when deemed appropriate. This policy does not cover decisions for termination of a staff member's employment or accepting a staff member's resignation (see Policy 4140 - Termination and Resignation).

**Investigation of Possible Criminal Activity**

The District may be required to investigate potential wrongdoings on the part of its employees, and such wrongdoing in some cases may involve potential criminal conduct and/or co-occurring law enforcement investigations. Such investigations still require that the employee answer questions relating to the activity, and employees who refuse to answer such questions may be disciplined for failure to cooperate in the investigation. Employees required to respond to questions regarding potential criminal activity are permitted to do so without waiving any Constitutional right against self-incrimination that may apply during the course of a criminal investigation. Employees should be advised of this right, often referred to as a "Garrity Warning". The Garrity Warning informs the employee that the employee is required to respond to questions posed during the investigation and that answers to questions relating to the employee's conduct may be used by the District for determining appropriate discipline, but will not be provided to law enforcement officials in the course of their independent criminal investigation, unless otherwise required by law.

Staff members may be disciplined for violations of School Board policy or failing to meet the expectations and obligations of their position. No staff member may be subject to arbitrary or capricious disciplinary action, or disciplinary action that is otherwise in violation of law.

The Superintendent may issue discipline to staff members when deemed appropriate. The level of discipline may range from oral reprimands to suspension and may lead to termination consistent with Policy 4140 - Termination and Resignation. The level of discipline will be consistent with the seriousness of the offense as determined by the Superintendent.

Management efforts designed to improve an employee's job performance or address specific performance concerns, including letters of direction, performance improvement plans, mandatory training, etc., are not disciplinary in nature and are not subject to this policy or to Policy 4340 - Grievance Procedure.

All instances of staff discipline are subject to the employee grievance procedure, set forth in Policy 4340 - Grievance Procedure.



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| Section | 4000 Support Staff Templates |
| Title | TERMINATION AND RESIGNATION |
| Code | po4140 |
| Status | |

4140 - **TERMINATION AND RESIGNATION**

**TERMINATION**

Employment may be terminated upon a majority vote of the School Board.

Support staff employees subject to termination may be given an opportunity to resign.

**RESIGNATION**

A support staff member may resign by filing a written resignation with the Superintendent.

A resignation, once accepted, may not then be rescinded.

The Superintendent may act for the School Board in the acceptance of a resignation.

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| Section | 4000 Support Staff Templates |
| Title | PHYSICAL EXAMINATION |
| Code | po4160 |
| Status | |
| Legal | 118.25, Wis. Stats.<br>118.25(2)(a), Wis. Stats.<br>121.52(3), Wis. Stats.<br>29 C.F.R. Part 1630<br>29 C.F.R. Part 1635<br>42 U.S.C. 12101 et seq., Americans with Disabilities Act of 1990, as amended<br>42 U.S.C. 2000ff et seq., The Genetic Information Nondiscrimination Act |

4160 - **PHYSICAL EXAMINATION**

Upon initial employment, employees will be required to have a health examination, including tuberculin screening. An employee can submit proof of an examination, chest x-ray, or tuberculin test, which was taken within the 90 days prior to an offer of employment. In the event a TB test is conducted and the employee has a positive reaction to the skin test, a chest x-ray will be done at a facility selected by the District. Anyone who has a known automatic positive reaction to the skin test may have a chest x-ray without first undergoing the skin test.

Freedom from tuberculosis in a communicable form is a condition of employment. Those employees who have positive reactions to the skin test will be required to undergo a follow-up examination with a physician. A copy of the results of this examination will be kept on file in the District administrative offices.

An employee may be exempt from the physical examination requirement for religious reasons if an affidavit has been filed with the School Board claiming such exemption. No employee may be discriminated against by reason of the employee filing such an affidavit.

Notwithstanding the filing of an affidavit, if there is reasonable cause to believe that an employee is suffering from an illness detrimental to the health of students, the School Board may require the employee to undergo a health examination sufficient to indicate whether or not the employee is suffering from such an illness.

The cost of the examination, including tuberculin skin test or chest x-ray, will be paid out of District funds for all permanent and substitute employees. The medical examination report will be completed by a facility selected by the District.

Additional physical exams, for certain employee groups based on job expectations, may be required in accordance with state law.

In addition to the aforementioned, school bus drivers will be required to complete a medical examination report as prescribed by state law. Completion of this report is mandatory prior to being tested for a school bus driver’s license.

Certificates of examination will be maintained in separate files within the District, along with any restrictions from the employee’s physician. They will be treated as confidential medical records and will only be available to those individuals specifically authorized by law.



Adopted in alignment to Retired Policy 523.1

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| Book | Clean Copies for Discussion/Approval |
| Section | 4000 Support Staff Templates |
| Title | UNREQUESTED LEAVES OF ABSENCE/FITNESS FOR DUTY |
| Code | po4161 |
| Status | |
| Legal | 111.32 et seq. the Wisconsin Fair Employment Act<br>29 C.F.R. Part 1630<br>29 C.F.R. Part 1635<br>42 U.S.C. 12101 et seq., Americans with Disabilities Act of 1990, as amended<br>42 U.S.C. 2000ff et seq., The Genetic Information Nondiscrimination Act |

4161 - **UNREQUESTED LEAVES OF ABSENCE/FITNESS FOR DUTY**

It is the policy of the School Board to protect the students and employees of this District from the effects of contagious diseases and other circumstances that render support staff members unable to perform their duties.

The School Board authorizes the Superintendent to place a support staff member on sick leave or suspend a support staff member for physical or mental disability if unable to perform assigned duties in conformance with the law.

The Superintendent may require that the support staff member submit to an appropriate examination by a healthcare provider designated by the support staff member, a healthcare provider designated and compensated by the District, or both.

The staff member will be required to execute a release that complies with the requirements of the Health Insurance Portability and Accountability Act (HIPAA) in order to allow the report of the medical examination to be released to the School Board/Superintendent and to allow the Superintendent to speak to the health care provider who conducted the medical examination in order to get clarification. Refusal to submit to an appropriate examination or to execute the HIPAA release will be grounds for disciplinary action, up to and including termination.

As required by Federal law and regulation, and School Board Policy 4122.02 - Nondiscrimination Based on Genetic Information of the Employee, the Superintendent will direct the provider designated by the School Board to conduct the examination, not to collect genetic information or provide any genetic information, including the individual's family medical history, in the report of the medical examination.

Pursuant to State law and in accordance with the Americans with Disabilities Act (ADA), as amended and the Genetic Information Nondiscrimination Act (GINA), the results of any such examination will be treated as a confidential medical record and will be exempt from release, except as provided by law. If the District inadvertently receives genetic information about an individual who is required to submit to an appropriate examination from the medical provider, it will be treated as a confidential medical record as required by the ADA.

If, as a result of such examination, the support staff member is found to be unable to perform assigned duties, the support staff member will be placed on a leave of absence pending further determination of ability to perform duties, including evaluation of any reasonable accommodations in the event of the existence of a disability.

Should a support staff member refuse to submit to the examination requested by the Superintendent, such refusal will subject the support staff member to disciplinary action. Disciplinary action can include, but is not limited to, suspension or termination.

The Superintendent may designate any period of leave under this policy as qualifying leave under State and/or Federal FMLA leave entitlement consistent with Policy 4430.01 - Family & Medical Leave of Absence ("FMLA") as provided by law.

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| Section | 4000 Support Staff Templates |
| Title | WHISTLEBLOWER PROTECTION |
| Code | po4211 |
| Status | |

4211 - **WHISTLEBLOWER PROTECTION**

The School Board expects all of its employees to be honest and ethical in their conduct, and to comply with applicable State and Federal law, and School Board policies. The School Board expects employees to report to their immediate supervisors any violation or suspected violation of any Federal, State or local law, policy, or regulation committed by any employee, agent of an agency, or independent contractor which is doing business with the District, which creates and presents a substantial or specific danger to the public's health, safety, or welfare. Additionally, employees are expected to report any act or suspected act of gross mismanagement, malfeasance, misfeasance, gross waste of public funds, suspected or actual Medicaid fraud or abuse, or gross neglect of duty committed by an employee, agent of an agency, or independent contractor which is doing business with the District.

It is the responsibility of an employee who is aware of conduct on the part of any School Board member or employee that possibly violates Federal or State law, or School Board policy, to call this conduct to the attention of the employee's immediate supervisor. If the employee's immediate supervisor is not responsive or is the employee whose behavior is in question, the employee should report the alleged misconduct to the Superintendent.

After such a report is made, the immediate supervisor will ask that the report be put in writing.

Any employee making such a report will be protected from discipline, retaliation, or reprisal for making such a report as long as the employee made such a report based on a reasonable and good faith belief that the report was accurate and not based on the employee's intent to harm, harass, intimidate, or retaliate against another individual.

Employees are subject to disciplinary action, up to and including termination, for purposely, knowingly, or recklessly making a false report under this policy. Conversely, employees are subject to disciplinary action, up to and including termination, if they are aware of a violation of Federal, State, or local law that the School Board has the authority to correct, and they do not make a report confirmed in writing to their immediate supervisor.

If the alleged misconduct that is reported involves a School Board member, the employee will report to the Superintendent, who is authorized to engage the School Board’s legal counsel to manage an investigation concerning the matter. If the report concerns the Superintendent, the employee will make the report to the School Board President, who is authorized to engage the School Board’s legal counsel to manage the investigation.

Upon receipt of a report made by a staff member pursuant to this policy, an investigation will commence as soon as possible and will be handled expeditiously.

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| Book | Clean Copies for Discussion/Approval |
| Section | 4000 Support Staff Templates |
| Title | STUDENT SUPERVISION AND WELFARE |
| Code | po4213 |
| Status | |
| Legal | 48.981, 948, 948.095, Wis. Stats. |

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 School 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 will 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.

Each District support staff member will 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 will 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 will report unsafe, potentially harmful, dangerous, violent, or criminal activities, or threat of these activities, by students to the Superintendent, the School Resource Officer (SRO). and/or local public safety agencies and/or school officials in accordance with Policy 8420 - School Safety.

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 will not send students on any personal errands.

E. A support staff member will 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 will 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 will not transport students for school-related activities in a private vehicle without the approval of the Human Resources Department 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. A student will not be required to perform work or services that may be detrimental to their health.

I. Support staff will not engage students in social media and online networking media (see also Policy 7544), except for appropriate academic, extra-curricular, and/or professional uses only.

J. In the scope of their responsibilities, support staff are expressly prohibited from posting any picture, video, meme, or other visual depiction, 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's own child or other relative.

K. In the scope of their responsibilities, support staff are authorized to communicate with students through District email and through the use of District approved notifications applications (apps). Examples of notification apps include but are not limited to: Remind, Teamsnap, or SportsYou. The Activities Director, High School Principal, and Middle School Principal have the authority to approve notification apps for District use. Texting or communicating with students from a device using any other method is prohibited.

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.

Pursuant to the laws of the State and School Board Policy 8462 - Child Abuse and Neglect, each support staff member will report to the proper legal authorities immediately, any sign of suspected child abuse, abandonment, or neglect.

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| Section | 4000 Support Staff Templates |
| Title | STAFF GIFTS |
| Code | po4214 |
| Status | |

4214 - **STAFF GIFTS**

The School Board generally discourages the presentation of gifts to staff members by students and their parents beyond nominal value to avoid the appearance of favoritism and to avoid the embarrassment of students who are unable, or whose parents are unable, or unwilling to provide support staff with gifts.

Support staff may only accept gifts of nominal value (the amount as defined in Policy 4230 - Ethics and Conflict of Interest) from students and their parents, or token items often distributed by companies through their public relations or marketing programs. Other gifts must be graciously declined for compliance with this policy.

It will not be considered a violation of this policy for an employee to receive entertainment, food, refreshments, meals, health screenings, amenities, or beverages that are provided in connection with a conference sponsored by an established or recognized educational organization, or as may be approved by the Superintendent.

Gifts that are intended for the benefit of the District will be referred to the Superintendent for proper processing in accordance with Policy 7230 - Gifts, Grants, and Bequests.

The Superintendent may approve acts of generosity to individual staff members in special situations.

Upon the recommendation of the Superintendent, the School Board will consider, as appropriate, the presentation of recognition gifts to members of the staff who have rendered service for a period of time.

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| Section | 4000 Support Staff Templates |
| Title | USE OF TOBACCO AND NICOTINE BY SUPPORT STAFF |
| Code | po4215 |
| Status | |
| Legal | 111.321, Wis. Stats.<br>120.12(20), Wis. Stats.<br>20 U.S.C. 6081 et seq.<br>20 U.S.C. 7182 |

4215 - **USE OF TOBACCO AND NICOTINE BY SUPPORT STAFF**

The School Board recognizes that the use of tobacco products, as well as other nicotine delivery systems, such as electronic smoking devices, are a health, safety, and environmental hazard for students, staff, visitors, and school facilities. The School Board is acutely aware of the serious health risks associated with the use of these products, both to users and non-users, and that their use or promotion on school grounds and at off-campus school-sponsored events is detrimental to the health and safety of students, staff, and visitors. The School Board also believes accepting tobacco industry gifts or materials will send an inconsistent message to students, staff, and visitors.

It will be a violation of this policy for any support staff of the District to use, consume, display, promote, or sell any tobacco products, tobacco industry brand, tobacco-related devices, imitation tobacco products, or electronic smoking or vaping devices, regardless of content, including smoking as defined in this policy, at any time on school property or at off-campus, school-sponsored events. The School Board authorizes the Superintendent to take reasonable measures related to the School Board's expectation that the promotion and display of tobacco and related products on school property or at off-campus, school-sponsored events is prohibited.

It will be a violation of this policy for the District to solicit or accept any contributions, gifts, money, curricula, or materials from the tobacco industry or from any tobacco products retailer. This includes, but is not limited to, donations, monies for sponsorship, advertising, promotions, loans, or support for equipment, uniforms, and sports and/or training facilities. It will be a violation of this policy to participate in any type of service funded by the tobacco industry while in the scope of employment for the District.

**Exceptions**

It will not be a violation of this policy for tobacco products, tobacco-related devices, imitation tobacco products, or lighters to be included in instructional or work-related activities in school buildings if the activity is conducted by a staff member or an approved visitor and the activity does not include smoking, chewing, or otherwise ingesting the product.

FDA-approved cessation products or tobacco dependence products are exempt from this policy for adults and staff eighteen (18) years and older. Staff using such products and bringing them to any school property or school-sponsored activity are responsible for the safekeeping of these products at all times and are responsible for assuring that no students are able to obtain access to these products.

**Policy Specific Definitions**

“Any time” means during normal school and non-school hours: twenty-four (24) hours a day, seven (7) days a week.

“Electronic smoking device” means any product containing or delivering nicotine, or any other substance, whether natural or synthetic, intended for human consumption through the inhalation of aerosol or vapor from the product. The term electronic smoking device includes, but is not limited to, devices manufactured, marketed, or sold as e-cigarettes, e-cigars, e-pipes, vape pens, mods, tank systems, JUUL, or under any other product name or descriptor. The term electronic smoking device includes any component part of a product, whether or not marketed or sold separately, including but not limited to e-liquids, e-juice, cartridges, and pods.

“Imitation tobacco product” means any edible non-tobacco product designed to resemble a tobacco product, or non-edible, non-tobacco product designed to resemble a tobacco product that is intended to be used by children as a toy. Examples of imitation tobacco products include, but are not limited to: candy or chocolate cigarettes, bubble gum cigars, shredded bubble gum resembling chewing tobacco, pouches containing flavored substances packaged similar to snuff, shredded beef jerky in containers resembling snuff tins, plastic cigars, and puff cigarettes.

“Off-campus, school-sponsored event” means any event sponsored by the school or District that is not on school property, including but not limited to, sporting events, day camps, field trips, entertainment seminars, dances, or theatrical productions.

“School property” means all facilities and property, including land, whether owned, rented, or leased by the District, and all vehicles owned, leased, rented, contracted for, or controlled by the District used for transporting students, staff, and visitors.

“Smoking” means inhaling, exhaling, burning, or carrying any lighted or heated cigar, cigarette or pipe, or any other lighted or heated product containing, made, or derived from nicotine, tobacco, marijuana, or other plant, whether natural or synthetic, that is intended for inhalation. This specifically includes marijuana and hemp plant-derived substances, whether or not legally sold in Wisconsin, including CBD products, Delta 8 THC, Delta 9 THC, or any other variation thereof. “Smoking” also includes carrying or using an activated electronic smoking device.

"Tobacco products retailer" means retailers whose primary business is to sell tobacco and/or tobacco-related products.

“Tobacco industry” means manufacturers, distributors or wholesalers of tobacco products, electronic smoking devices, or tobacco-related devices; this includes parent companies and subsidiaries.

“Tobacco industry brand” means any corporate name, trademark, logo, symbol, motto, selling message, recognizable pattern of colors, or any other indication of product identification identical or similar to those used for any brand of tobacco product, company, or manufacturer of tobacco products.

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| Section | 4000 Support Staff Templates |
| Title | SUPPORT STAFF DRESS AND APPEARANCE |
| Code | po4216 |
| Status | |

4216 - **SUPPORT STAFF DRESS AND APPEARANCE**

The School Board believes that support staff members set an example in dress and appearance for their students to follow.

The School Board authorizes the development of standards for staff dress and appearance that promote a professional educational atmosphere that gives consideration to the impact on the educational process and the diversity of the District's staff.

Staff members are expected to dress professionally at all times, except when engaged in an activity that would require other attire. Fridays or other special days can be more casual.

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| Section | 4000 Support Staff Templates |
| Title | WEAPONS PROHIBITED FOR SUPPORT STAFF |
| Code | po4217 |
| Status | |
| Legal | 120.13(1), Wis. Stats.<br>175.60, Wis. Stats.<br>939.22(10), Wis. Stats.<br>941.295, Wis. Stats.<br>943.13, Wis. Stats.<br>948.605, Wis. Stats.<br>948.61, Wis. Stats.<br>18 U.S.C. 921(a)(3)<br>18 U.S.C. 922<br>20 U.S.C. 7151 |

4217 - **WEAPONS PROHIBITED FOR SUPPORT STAFF**

The School Board prohibits support staff members from possessing, storing, making, or using a weapon in any setting that is under the control and supervision of the District for the purpose of school activities approved and authorized by the District including, but not limited to, property leased, owned, or contracted for by the District, a school-sponsored event, or in a District vehicle, to the extent permitted by law without the permission of the Superintendent.

**Concealed Carry Permit Holders**

Nothing in this policy prohibits employees with a properly issued permit to carry a concealed weapon from exercising their rights consistent with Wisconsin's concealed carry law and the State and Federal gun-free school zones laws. However, a staff member who is the holder of a concealed carry permit license issued or recognized by the State of Wisconsin may not, by virtue of Wis. Stat. 948.605(2)(b)1r, possess a concealed weapon anywhere in or on school grounds, including parking areas.

Staff members who are concealed carry permit licensees may not carry a concealed weapon or otherwise store a weapon or ammunition in their personal vehicle while transporting students for school-sponsored events or school-related purposes in their own vehicle.

**Definition of "Weapon"**

For this policy, the term "weapon" means any object which, in the manner in which it is used, is intended to be used, or is represented, is capable of inflicting serious bodily harm or property damage, as well as endangering the health and safety of persons. Weapons include, but are not limited to firearms (including, but not limited to, firearms as defined in 18 U.S.C.

921(a)(3)), guns of any type, including air and gas-powered guns (whether loaded or unloaded), knives (subject to the exceptions below), razors with unguarded blades, clubs, electric weapons (as defined in 941.295(1c)(a), Wis. Stats.), metallic knuckles, martial arts weapons, chemical agents, ammunition, and explosives.

Exceptions to this policy include:

A. weapons under the control of law enforcement personnel while on duty, or qualified former law enforcement officers, off-duty law enforcement officers, or out-of-state law enforcement officers;

B. items approved by the Superintendent, as part of a class or individual presentation under adult supervision, including but not limited to hunters' education course, if used for the purpose of and in the manner approved (working firearms, except those protected at all times by a cable or trigger lock, and live ammunition will never be approved);

C. theatrical props used in appropriate settings when approved by the Superintendent;

D. starter pistols used in appropriate sporting events; and

E. a knife lawfully used for food consumption or preparation, or a knife used for a lawful purpose within the scope of the person’s employment.

The Superintendent may refer a staff member who violates this policy to law enforcement officials. The staff member may also be subject to disciplinary action, up to and including termination, as permitted by applicable School Board policy.

Any staff member who has reason to believe that a person has or will violate this policy will report to the building Principal or their supervisor immediately. Failure to report such information may subject the staff member to disciplinary action, up to and including termination. The staff member may also confront the person if the staff member believes the risk of injury to self or others is minimal or if immediate action is necessary to prevent injury to any person.

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| Title | EVALUATION OF SUPPORT STAFF |
| Code | po4220 |
| Status | |

4220 - **EVALUATION OF SUPPORT STAFF**

The School Board recognizes the importance of implementing a program of support staff member evaluations for the purpose of promoting individual job performance and improving services to students.

The goals of the School Board's evaluation plan for support staff are:

A. to improve and reinforce the skills, attitudes, and abilities which enable a support staff member to be effective in achieving assigned job goals;

B. to identify and remediate weaknesses which prevent a support staff member from achieving the goals of assigned duties.

The Superintendent will develop and implement a plan for support staff member evaluations.

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| Section | 4000 Support Staff Templates |
| Title | ETHICS AND CONFLICT OF INTEREST |
| Code | po4230 |
| Status | |
| Legal | 19.59, 19.42(7), 946.13, Wis. Stats.<br>2 C.F.R. 200.12<br>2 C.F.R. 200.113<br>2 C.F.R. 200.318<br>7 C.F.R. 3016.36(b)(3)<br>7 C.F.R. 3019.42 |

4230 - **ETHICS AND CONFLICT OF INTEREST**

The proper performance of school business is dependent upon the maintenance of unusually high standards of honesty, integrity, impartiality, and professional conduct by School Board members and the District's employees and is essential to the School Board's commitment to earn and keep public confidence in the District.

For these reasons, the School Board adopts the following guidelines designed to avoid the occurrence or appearance of any conflicts of interest. These guidelines apply to all District employeesincluding members of the School Board. These guidelines are not intended to be all inclusive, nor to substitute for good judgment on the part of all support employees. Support employees are expected to perform their duties in an ethical manner and free from an actual conflict of interest or from situations that create the appearance of a conflict of interest, in a manner consistent with 19.59, Wis. Stats. The School Board's interest in enforcing this policy is to assure that the decisions and actions of public employees retain the public's trust. Therefore, even a conflict relationship that can be viewed as beneficial to the District or that was intended to be beneficial to the District, may still be a violation of this policy.

A. No support employee will engage in or have a personal, financial, or other interest, directly or indirectly, in any activity that conflicts or raises a reasonable question of conflict with the employee'sand responsibilities in the school system. Specifically, support employees must perform their duties in a manner that does not violate criminal conflict of interest laws pursuant to 946.13, Wis. Stats. by having a private pecuniary interest in an amount that exceeds $15,000, but also lesser valued conflicts that nonetheless create the appearance of using one's public position to secure a private pecuniary interest and/or benefit.

B. Support staff employees will not directly supervise a relative employed by the District or employed in a position contracted for by the District.

C. Support employees will not engage in business, private practice of their profession, the rendering of services, anything of substantial value, or the sale of goods of any type where advantage is taken of any professional relationship they may have with any employee, student, client, or parents of such students or clients in the course of their employment or professional relationship with the District.

   Included, by way of illustration, rather than limitation, are the following:

1. the provision of any private lessons or services for a fee, unless the provision of services is arranged outside of school and is separate from and in addition to regular support provided to students as part of the staff member's regular duties ;

2. soliciting on school premises or under circumstances which are coercive for the private sale of goods or services to students or other employees;

3. the use, sale, or improper divulging of any privileged information about a student or client granted in the course of the employee's employment or professional relationship with the District through their access to District records;

4. the referral of any student or client for lessons or services to any private business or professional practitioner if there is any expectation of reciprocal referrals, sharing of fees, or other remuneration for such referrals;

5. the requirement of employees, students, or clients to purchase any private goods or services provided by an employeeor any business or professional practitioner with whom any employee has a financial or other relationship, as a condition of receiving any grades, credits, promotions, approvals, or recommendations.

D. Should exceptions to this policy be necessary in order to provide mandatory services to students or clients of the District, all such exceptions will be made known to the employee's supervisor and will be disclosed to the Superintendent before entering into any private relationship.

E. Support employees will not make use of materials, equipment, or facilities of the District for their own personal financial gain or business interest. Examples would be the use of facilities before, during, or after regular business hours for service to private practice clients, or the use of school-owned curriculum items for private practice.

F. Support employeeswill not participate in the selection, award, and administration of any contract to an entity in which they have a pecuniary interest or from which they derive a profit, or in which a dependent of the employee has a pecuniary interest or from which the dependent derives a profit. "Dependent" includes the employee's spouse; unemancipated child, stepchild, or adopted child under the age of eighteen (18); or individual for whom the employee provides more than one-half (1/2) of the individual's support during a year. A "pecuniary interest" means an interest in a contract or purchase that will result or is intended to result in an ascertainable increase in the income or net worth of the employee or the employee's dependent who is under the direct or indirect administrative control of the professional employee or who receives a contract or purchase order that is reviewed, approved, or directly or indirectly administered by the employee.

   Support employeesmay not solicit or accept gratuities, favors, or anything of monetary value from contractors or parties to subcontracts.

   However, pursuant to Federal rules, the District has set standards for when an employeemay accept a gift of an unsolicited item of nominal value.

G. Support employees must disclose any potential conflict of interest which may lead to a violation of this policy to the District. Upon discovery of any potential conflict of interest, the District will disclose, in writing, the potential conflict of interest to the appropriate Federal awarding agency or, if applicable, the pass-through entity.

   The District will also disclose, in a timely manner, all violations of Federal criminal law involving fraud, bribery, or gratuity that affect a Federal award to the appropriate Federal awarding agency or, if applicable, the pass-through entity.

H. Support employeesfound to be in violation of this conflict of interest policy will be subject to

   discipline in accordance with Policy 4139 - Staff Discipline.

In the event that, within the course of administering a Federally funded grant program or service to the District, any employee that identifies a conflict of interest, a potential conflict of interest, or that the appearance of a conflict of interest may arise in the course of administering the Federal grant funds, the employee must immediately notify either the Federal agency administering the grant in a manner consistent with that particular agencies rules on conflict of interests, or the District employee directly responsible for grant compliance. Such notice will be provided at the earliest possible time.

It is a violation of this policy to take action or to refrain from taking action, or for an employee to otherwise use the employee's public position to obtain a financial gain or anything of substantial value for oneself or the employee's immediate family, as defined in 19.42(7), Wis. Stats.

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| Title | OUTSIDE ACTIVITIES OF SUPPORT STAFF |
| Code | po4231 |
| Status | |

4231 - **OUTSIDE ACTIVITIES OF SUPPORT STAFF**

The School Board expects support staff members to avoid situations in which their personal interests, activities, and associations may conflict with the interests of the District. If such situations threaten an employee's effectiveness within the District, the Superintendent will evaluate the impact of such interest, activity, or association upon the support staff member's responsibilities. Staff members are expected to notify the Superintendent of involvement in any outside organization, association, or the like if the staff member's role as a member of the District's staff is tied directly to involvement in the identified outside activity. Additionally, staff members are expected to notify the Superintendent of involvement in any outside activity if the staff member will receive compensation for any outside activities (refer also to Policy 4230 - Ethics and Conflict of Interest).

A. Staff members should not give work time to an outside interest, activity, or association without a valid reason to be excused from assigned duties.

B. Staff members will not use school property or school time to solicit or accept customers for private enterprises without written administrative permission.

C. Staff members will not engage in business transactions on behalf of private enterprises in which the staff member may profit by virtue of the staff member's official position or authority or benefit financially from confidential information which the staff member has obtained or may obtain by reason of the staff member's position or authority.

D. Staff members will not campaign on school property on behalf of any political issue or candidate for local, State, or National office.

E. Staff members should avoid conduct and associations outside the school which, if known, could have an adverse or harmful effect upon the school community.

F. Staff members should refrain from expressions that would disrupt harmony among their co-workers or interfere with the maintenance of discipline by school officials.

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| Section | 4000 Support Staff Templates |
| Title | EMPLOYEE EXPRESSION IN NONINSTRUCTIONAL SETTINGS |
| Code | po4310 |
| Status | |
| Legal | Pickering v Board of Ed., 391 U.S. 563 (1968)<br>Connick v Myers, 461 U.S. 138 (1983)<br>Heffernan v City of Paterson, 136 S.Ct. 1412 (2016)<br>Garcetti v Ceballous, 547 U.S. 410 (2006) |

4310 - **EMPLOYEE EXPRESSION IN NONINSTRUCTIONAL SETTINGS**

The School Board acknowledges the right of its support staff members, as citizens in a democratic society, to speak out on issues of public concern. When those issues are related to the District, however, including matters related to the performance of their job duties or responsibilities, the support staff member's expression must be balanced against the interests of the District.

The following employee expectations are adopted by the School Board to help clarify and, therefore, avoid situations in which the support staff member's expression could conflict with the District's interests. In such situations, the employee should:

A. state clearly that the expression represents personal views and not necessarily those of the District;

B. refrain from expressions that would disrupt harmony among co-workers or interfere with the maintenance of discipline by school officials;

C. not make threats or abusive or personally-defamatory comments about co-workers, administrators, or officials of the District; and

D. refrain from making public expressions which the employee knows to be false or are made without regard for truth or accuracy.

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| Section | 4000 Support Staff Templates |
| Title | GRIEVANCE PROCEDURE |
| Code | po4340 |
| Status | |
| Legal | 66.0509(1m), 118.22, 118.24, Wis. Stats. |

4340 - **GRIEVANCE PROCEDURE**

Pursuant to state law, the School Board will provide a grievance procedure for the orderly resolution of employee grievances related to employee discipline, employee terminations, and workplace safety. Any employee of the District has the right to access the grievance procedure provided the grievance is filed in writing within the applicable timelines, and provided that the issue presented by the grievance properly concerns a grievable complaint. However, nothing within this policy or within the written rules and procedures implementing this policy will be construed to:

1. Prevent an employee and the District from voluntarily resolving, or attempting to resolve, an employee's grievance, complaint, concern, or other dispute using informal methods separate from the formal grievance process, such as a mediated resolution or other similar outcome;

2. Grant or confer to any employee any substantive rights or employment protections that would not exist in the absence of this policy and its implementing rules, except for those primarily procedural rights inherent and minimally necessary to an employee's ability to access and use the grievance procedure in the manner defined by state law and by the School Board.

No employee is required to pursue a formal grievance using the procedures established pursuant to this policy, and supervisors and administrators are expected to fulfill their supervisory role(s) with respect to managing employee complaints and concerns, even where an employee is unable to or elects not to pursue a grievance under the formal procedures established by the School Board.

The grievance procedure will provide for grievances to be handled in a timely manner. The procedure will also include an opportunity for a grievant to present their grievance before an impartial hearing officer, as well as an appeals process in which the highest level of appeal is to the School Board.

No employee or District official will, or attempt to, restrain, interfere with, coerce, discriminate against, and/or retaliate against any employee who files or processes a grievance in good faith. The same protections apply to any person who otherwise participates in the presentation, processing, or resolution of a grievance (e.g., a witness), regardless of whether the allegations presented by the grievance are ultimately sustained. Action taken in bad faith, such as engaging in abuse of the process, providing false information, or engaging in libel or slander in connection with a grievance, is not protected. Violations of this paragraph may lead to disciplinary action, up to and including termination.

In the event a grievance proceeds to a hearing before an impartial hearing officer, the Superintendent or designee will identify an impartial hearing officer consistent with minimum requirements set forth by the School Board. The role of the hearing officer will include adherence to the following:

1. A hearing officer must agree to comply with all relevant laws and with all applicable School Board policies and District procedures to the extent it is consistent with the law, including laws and policies covering public records, personnel records, and student records.

2. An impartial hearing officer will neither add to, delete from, nor modify any School Board policies or administrative rules or regulations, although it will be within the purview of a hearing officer to reach a conclusion that a given policy, rule or regulation violates applicable law (upholding the determination of the impartial hearing officer is subject to the agreement of the School Board). The following defines a timely and orderly review process of decisions concerning: a) employee terminations; b) employee discipline; and c) workplace safety.

Purpose and Applicability:

This procedure provides an employee with the opportunity to address concerns regarding their discipline, termination, or workplace safety matters. Only one subject may be covered in any one grievance. The procedure also outlines how a grievance will be reviewed by an impartial hearing officer, and to appeal to the School Board, where appropriate. The District expects employees and management to exercise reasonable efforts to resolve questions, problems, or misunderstandings prior to utilizing the grievance procedure. A determined effort will be made to settle any grievance at the lowest possible level in the grievance procedure.

If an employee is subject to a contractual grievance procedure, the contractual grievance procedure must be followed as applicable. This procedure does not replace or supersede any statutory provision which is applicable to an employee's employment with the District. Any grievance, or part of a grievance, that is subject to the jurisdiction of a different governmental body or Wisconsin statute, or subject to a different dispute resolution process, is excluded from this grievance procedure. This grievance procedure does not create a legally binding contract or a contract of employment.

Definitions:

Employee: For purposes of discipline and termination under this grievance procedure, an employee is defined to include regular full-time, part-time, and limited term employees. All other individuals employed by the district, including casual employees, temporary employees, and short-term substitutes as well as independent contractors, are specifically excluded from the definition of employee and, therefore, this grievance procedure is not available to them. For purposes of workplace safety under this grievance procedure, an employee will be defined to include regular full-time, part-time, limited term, casual, and temporary employees. All other individuals employed by the District are specifically excluded from the definition of employee and, therefore, this grievance procedure is not available to them.

Discipline: For purposes of this procedure, "discipline" means an employee action that results in a disciplinary suspension or disciplinary demotion. Discipline for purposes of access to this grievance procedure does not include any written or verbal notices, warnings, reprimands, reminders, documentation of staff member acts, and/or omissions placed in a personnel file, non-disciplinary wage, salary, or benefit adjustments, improvement plans, or suspensions with pay; verbal disciplines will be documented, but are not subject to the grievance procedure. The purpose of written and verbal notices, warnings, reprimands, or reminders is to alert the employee that failure to correct the behavior may result in disciplinary suspension, without pay, disciplinary termination, or disciplinary demotion.

Termination: For purposes of this procedure, termination means a separation from employment by the employer for disciplinary or quality of performance reasons. Termination does not include layoff, reduction in workday, furlough, reduction in workforce, job transfer or reassignment, or the end or completion of temporary employment, which are not subject to the grievance procedure. Unless required by law, where separation from employment results from the District's use of specific statutory procedures for the nonrenewal of a fixed-term employment contract, such separation via nonrenewal is not grievable as a termination.

Workplace Safety: For purposes of this procedure, workplace safety includes any conditions, or anticipated conditions, of employment related to the physical health and safety of the employee filing the grievance, including the safety of the physical work environment, the safe operation of workplace equipment and tools, provision of personal protective equipment, and accident risks. Workplace Safety does not include conditions of employment unrelated to physical health and safety matters, including, but not limited to, hours, overtime, assignments, and work schedules.

General Provisions:

A. Role and Appointment of "Impartial Hearing Officer": For purposes of this procedure, the role of the "Impartial Hearing Officer" will be to define the issues, identifying areas of agreement between the parties and identifying the issues in dispute, and to hear the parties' respective arguments. The impartial hearing officer will be appointed by the Superintendent based upon the nature of the matter in dispute.
B. Time Limits: Failure to submit or process a grievance by the employee within the time limits specified below, or agreed upon extensions, will constitute waiver of the grievance. Failure of a District representative to meet the time limits specified below will cause the grievance to move automatically to the next step in the procedure within seven (7) days of such failure. A grievance or decision or appeal is considered timely if received by the employer during normal business hours or if postmarked, or emailed, by 12:00 midnight on the due date. The time limits contained in this procedure are to be strictly observed and may only be extended upon the express written consent of the parties.
C. Days: The term "days" as used in this provision means calendar days, excluding holidays. If the last day on which a grievance is to be filed or a decision is to be appealed is a Saturday, Sunday, or holiday, the time limit is the next day that is not a Saturday, Sunday, or holiday.
D. Scheduling: Grievance meetings and hearings will typically be held during the employee's off-duty hours. Time spent in grievance meetings and hearings will not be considered as compensable work time.
E. Representation: The employee will have the right to representation during the grievance procedure at the employee's expense.

Procedure for Grievances Concerning Employee Terminations and Employee Discipline:

The employer and employee may mutually agree, in writing, to waive any step to facilitate or expedite resolution of the grievance.

Step 1: An earnest effort will be made to settle the matter informally between the aggrieved employee and the employee's immediate supervisor. If the grievance is not resolved informally, then it will be reduced to writing by the employee who will submit it to the employee's immediate supervisor within fourteen (14) days after the facts upon which the grievance is

based first became known, or should have become known, to the employee. The written grievance will provide a detailed statement concerning the subject of the grievance, the facts upon which the grievance is based, and indicate the specific relief being sought. The supervisor will reply in writing to the employee within fourteen (14) days after receipt of the written grievance.

Step 2: If the grievance is not settled in Step 1, and the employee wishes to appeal the decision of the supervisor, the employee will submit in writing a request for administrative reconsideration to the Superintendent or designee within fourteen (14) days of the date the employee received the initial administrative denial of the grievance, or, if no initial response was provided, within fourteen (14) days of the deadline for providing written grievance. The written grievance must include the name and job title of the grievant and a detailed statement of the grievance, including the issue involved, the relief sought, the time and date the alleged incident or violation took place, the signature of the grievant, and the date the grievance was filed.

The Superintendent or designee will provide a final administrative response to the grievant in writing within twenty (20) days of the District's receipt of the request for reconsideration. If the grievance has not been resolved and either (1) has been denied in the form of a final administrative response from the Superintendent or designee; or (2) no final administrative response has been provided by the Superintendent or designee by the applicable deadline for such a response, the grievant may continue to pursue the grievance by filing a request for a hearing as provided under Step 3, below.

Step 3: If the grievance is not settled in Step 2, and the employee wishes to appeal the decision of the Superintendent or designee, the employee will submit the written grievance to the Superintendent or designee within seven (7) days after receipt of the Superintendent's written answer to request a hearing before an impartial hearing officer. The impartial hearing officer will be appointed by the Superintendent or designee. If timely requested, the hearing will normally be scheduled within thirty (30) days of receipt of the request for hearing. The impartial hearing officer may require the parties to submit documents and witness lists in advance of the hearing in order to expedite the hearing. The impartial hearing officer will have the authority to administer oaths, issue subpoenas at the request of either party, and decide if a transcript is necessary. At the conclusion of the hearing, the impartial hearing officer will render a written decision indicating the reasons for one of four possible decisions:

1. Sustaining the discipline/termination.
2. Modifying the discipline/termination.
3. Denying the discipline/termination.
4. Recommending additional investigation prior to final determination.

The impartial hearing officer will issue the written decision to the employee and employer within thirty (30) calendar days from the date of the hearing or submission of post-hearing briefs. In cases where the impartial hearing officer recommends additional investigation, at the conclusion of the additional investigation, a second, follow-up hearing will be scheduled. The impartial hearing officer may apply relaxed standards for the admission of evidence and mayrequest oral or written arguments and replies.Step 4: The employer or employee may appeal the decision of the impartial hearing officer to the School Board in writing within seven (7) days of receipt of the written decision of the impartial hearing officer. The decision of the governing body will be final and binding upon the parties.

Level of Review: The role of the School Board, in reviewing the decision of the impartial hearing officer, is to solely address the following questions:

1. Did the impartial hearing officer follow a fair and impartial process?
2. Is there evidence of corruption, fraud, or misconduct by the impartial hearing officer?
3. Did the impartial hearing officer make an error of law which makes the award invalid?
4. Did the impartial hearing officer make an error of fact which makes the award invalid?

After answering the above questions, the School Board will decide to uphold, modify, or reverse the decision of the impartial hearing officer. The School Board will issue its written decision within sixty (60) days from receipt of the appeal.

Procedure for Grievances Concerning Employee Workplace Safety:

The employer and employee may mutually agree, in writing, to waive any step to facilitate or expedite resolution of the grievance.

Step 1: Employees who personally identifies, or is given information about, a workplace safety issue or incident must notify their immediate supervisor of the issue or incident as soon as reasonably practicable. All workplace safety issues and incidents, no matter how insignificant the situation may appear to be, must bereported by an employee to their immediate supervisor within 24 hours after the incident or issue was raised in order to be addressed as part of the grievance procedure.

A written report of the incident or issue, by the person experiencing or anticipating physical health or safety concerns, outlining the events that transpired and proposed resolution, if any, will be submitted to the building principal or direct supervisor for review and consideration within seven (7) days of the incident or issue.

Step 2: After receipt of the written report, the building principal, direct supervisor, or designee will conduct additional investigation, as required, and issue a final report on its findings and conclusions within thirty (30) days of receipt of the written report. Copies of the report will be given to the persons who signed the written incident report as well as to the Superintendent or designee.

Step 3: The employee may appeal the findings and conclusions of the building principal or direct supervisor by submitting a request for administrative reconsideration by the Superintendent or designee within fourteen (14) days of the date the employee received the initial administrative denial of the grievance, or, if no initial response was provided, within fourteen (14) days of the deadline for providing written grievance.

The Superintendent or designee will provide a final administrative response to the grievant in writing within twenty (20) days of the District's receipt of the request for reconsideration. If the grievance has not been resolved and either (1) has been denied in the form of a final administrative response from the Superintendent or designee; or (2) no final administrative response has been provided by the Superintendent or designee by the applicable deadline for such a response, the grievant may continue to pursue the grievance by filing a request for a hearing as provided under Step 4, below.

Step 4: The employee may appeal the findings and conclusions of the Superintendent or designee and request the appointment of an impartial hearing officer within seven (7) days after receipt of the Superintendent's report. The impartial hearing officer will be appointed by the Superintendent or designee.

If timely requested, the hearing will normally be scheduled within thirty (30) days of receipt of the request for hearing. The impartial hearing officer may require the parties to submit documents and witness lists in advance of the hearing in order to expedite the hearing. The impartial hearing officer will have the authority to administer oaths, issue subpoenas at the request of either party, and decide if a transcript is necessary. At the conclusion of the hearing, the impartial hearing officer will render a written decision indicating one of three outcomes:

1. Sustain the conclusions of the building principal or direct supervisor.
2. Deny the conclusions of the building principal or direct supervisor and ordering additional or alternative remedial measures.
3. Recommend additional investigation prior to final determination. The impartial hearing officer will issue the written decision to the employee and employer within thirty (30) calendar days from the date of the hearing or submission of post-hearing briefs. In cases where the impartial hearing officer recommends additional investigation, at the conclusion of the additional investigation, a second, follow-up hearing will be scheduled. The impartial hearing officer may apply relaxed standards for the admission of evidence and mayrequest oral or written arguments and replies.

Step 5: The employer or employee may appeal the decision of the impartial hearing officer to the School Board in writing within seven (7) days of receipt of the written decision of the impartial hearing officer. The decision of the School Board will be final and binding upon the parties.

Level of Review: The role of the School Board, in reviewing the decision of the impartial hearing officer, is to solely address the following questions:

1. Did the impartial hearing officer follow a fair and impartial process?
2. Is there evidence of corruption, fraud, or misconduct by the impartial hearing officer?
3. Did the impartial hearing officer make an error of law which makes the award invalid?
4. Did the impartial hearing officer make an error of fact which makes the award invalid?

After answering the above questions, the School Board will decide to uphold, modify, or reverse the decision of the impartial hearing officer. The School Board will issue its written decision within sixty (60) days from receipt of the appeal.

Impartial Hearing Officer Selection Procedures:

In the event an employee grievance related to employee discipline, termination or workplace safety proceeds to a hearing before an impartial hearing officer, the Superintendent or designee will identify an impartial hearing officer consistent with the following minimum requirements:

- The hearing officer will be (1) an attorney who is licensed to practice in the State of Wisconsin; or (2) a current or former school administrator who remains licensed by the Department of Public Instruction as either a superintendent or principal, provided the person demonstrates to the satisfaction of the Superintendent sufficient familiarity with the procedures for conducting a fair and impartial hearing; or (3) such another individual deemed qualified by the School Board provided that the School Board, upon recommendation by the Superintendent, affirmatively approves the individual's alternative qualifications prior to the person serving as a hearing officer.
- If the hearing officer is an attorney, that individual may be an attorney who (or whose firm) represents the District in another capacity only if (1) there is no evidence of bias toward either party; and (2) the attorney, or another attorney from the same firm, is not representing the District in any capacity in connection with the grievance in question.
- The hearing officer will not be an employee of the District.
- Hearing officers may be identified based on their suitability to hear grievances over particular issues (due to their background and experience). (e.g., an individual may be deemed well-qualified to hear a grievance over a "workplace safety" issue, or perhaps well-suited for grievances other than a grievance over a "workplace safety" issue).
- The hearing officer assigned to any pending grievance must be available to hear the case and render a decision in a timely manner. To the extent that the District has compiled a list of two or more potential impartial hearing officers who the District deems qualified to serve as a hearing officer with respect to any pending grievance, the Superintendent or designee may use a rotational system, random drawing, or similar system to identify the hearing officer who will be contacted first and asked about their availability. However, the failure to use such a system will not be deemed an error unless the individual selected as the hearing officer fails to satisfy the statutory requirement of impartiality.

Adapted from Retired Policy 527, 527-Rule (1), and 527 Rule (2)

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| Book | Clean Copies for Discussion/Approval |
| Section | 4000 Support Staff Templates |
| Title | EMPLOYEE ANTI-HARASSMENT |
| Code | po4362 |
| Status | |
| Legal | 111.31, 118.195, 118.20, Wis. Stats.<br>29 U.S.C. 621 et seq., Age Discrimination in Employment Act of 1967<br>29 U.S.C. 794, Rehabilitation Act of 1973<br>42 U.S.C. 1983<br>42 U.S.C. 2000d et seq., Title VI of the Civil Rights Act of 1964<br>42 U.S.C. 2000e et seq., Title VII of the Civil Rights Act of 1964<br>42 U.S.C. 2000ff et seq., The Genetic Information Nondiscrimination Act<br>42 U.S.C. 6101 et seq., Age Discrimination Act of 1975<br>42 U.S.C. 12101 et seq., Americans with Disabilities Act of 1990, as amended<br>29 C.F.R. Part 1635<br>National School Boards Association Inquiry and Analysis - May 2008 |

4362 - **EMPLOYEE ANTI-HARASSMENT**

**Prohibited Harassment**

The School Board is committed to a work environment that is free of harassment of any form. The District will not tolerate any form of harassment and will take all necessary and appropriate action to eliminate it. Any member of the District community who violates this policy will be subject to disciplinary action, up to and including termination of employment. Additionally, appropriate action will be taken to stop and otherwise deal with any third party who engages in harassment against our employees.

The School Board will vigorously enforce its prohibition against harassment based on race, color, national origin, age, sex (including sexual orientation or gender identity), pregnancy, creed or religion, genetic information, handicap or disability, marital status, citizenship status, veteran status, military service (as defined in 111.32, Wis. Stats.), ancestry, arrest record, conviction record, use or non-use of lawful products off the District's premises during non-working hours, declining to attend an employer-sponsored meeting or to participate in any communication with the employer about religious matters or political matters (collectively, Protected Classes), or any other characteristic protected by law in its employment practices (hereinafter referred to as harassment), and encourages those within the District community as well as Third Parties, who feel aggrieved to seek assistance to rectify such problems. The School Board prohibits harassment that affects tangible job benefits, interferes unreasonably with an individual's work performance, or creates an intimidating, hostile, or offensive working environment. Harassment may occur between employee-and-employee or employee-and-student.

The School Board ensures procedures will be in place to investigate all allegations of harassment and, in those cases where harassment is substantiated, take immediate steps to end the harassment, prevent its reoccurrence, and remedy its effects.

Individuals who are found to have engaged in harassment will be subject to appropriate disciplinary action.

**Notice**

Notice of the School Board's policy on anti-harassment related to employment practices and the identity of the District's Compliance Officers will be posted throughout the District and published in any District statement regarding the availability of employment, staff handbooks, and general information publications of the District as required by Federal and State law and this policy.

**Definitions**

Words used in this policy will have those meanings defined herein; words not defined herein will be construed according to their plain and ordinary meanings.

**Compliance Officer:** an employee designated by the School Board to be responsible for coordinating the District's efforts to comply with state and federal nondiscrimination laws and for receiving formal complaints of employee discrimination.

**Complainant** is the individual who alleges, or is alleged, to have been subjected to harassment, regardless of whether the person files a formal complaint or is pursuing an informal resolution to the alleged harassment.

**Day(s)**: Unless expressly stated otherwise, the term "day" or "days" as used in this policy means business day(s) (i.e., a day(s) that the District office is open for normal operating hours, Monday – Friday, excluding State-recognized holidays).

**Respondent** is the individual who has been alleged to have engaged in harassment, regardless of whether the Reporting Party files a formal complaint or is seeking an informal resolution to the alleged harassment.

**District community** means students and District employees (i.e., administrators, professional and support staff), as well as School Board members, agents, volunteers, contractors, or other persons subject to the control and supervision of the School Board.

**Third Parties** include, but are not limited to, guests and/or visitors on District property (e.g., visiting speakers, participants on opposing athletic teams, parents), vendors doing business with, or seeking to do business with, the District, and other individuals who come in contact with members of the District community at school-related events/activities (whether on or off District property).

**Bullying**

Bullying is defined as deliberate or intentional behavior using words or actions, intended to cause fear, intimidation, or harm. Bullying may be a repeated behavior and involves an imbalance of power. Furthermore, it may be serious enough to negatively impact the employee's physical or emotional well-being. Bullying need not be based on any Protected Class. Staff members should report complaints of bullying behavior to their supervisor. If their supervisor is the subject of the behavior, the complaint should be reported to the Superintendent. If the Superintendent is the subject of the behavior, the complaint should be reported to the School Board President. These complaints will be investigated in alignment to Policy 3362.01/4362.01 Threatening Behavior Towards Staff Members. Bullying behavior rises to the level of harassment when the prohibited conduct is based upon the employee's protected class and will be investigated in alignment with procedures in this policy.

**Harassment**

Harassment means any threatening, insulting, or dehumanizing gesture, use of data or computer software, or written, verbal or physical conduct directed against an employee based on one or more of the employee's Protected Class that:

A. places an employee in reasonable fear of harm to their person or damage to their property;

B. has the effect of substantially interfering with an employee's work performance, opportunities, or benefits; or

C. has the effect of substantially disrupting the orderly operation of a school.

Harassment also includes "hate speech" directed against an employee—the use of language, behavior, or images/symbols that express prejudice against a particular group or groups on the basis of any protected characteristic(s).



Examples are:

A. making statements that promote violence toward a racial or ethnic group;

B. drawing, displaying, or posting images or symbols of prejudice.

**Sexual Harassment**

For purposes of this policy and consistent with Title VII of the Civil Rights Act of 1964, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other physical, verbal, or visual conduct based on sex. Examples include, but are not limited to:

A. a supervisory employee engages in harassing behavior towards a subordinate employee, regardless of whether such conduct creates a hostile work environment;

B. acquiescence in or submission to such conduct is an explicit or implicit term or condition of employment;

C. an individual's acquiescence in, submission to, or rejection of such conduct becomes the basis for employment decisions affecting that individual;

D. such conduct is sufficiently severe, pervasive, and persistent such that it has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment;

E. consensual sexual relationships where such a relationship leads to favoritism of a subordinate employee with whom the superior is sexually involved and where such favoritism results in an adverse employment action for another employee or otherwise creates a hostile work environment;

F. inappropriate boundary invasions by a District employee or other adult member of the District into a student's personal space and personal life.

Sexual harassment may involve the behavior of a person of any gender against a person of the same or another gender.

Sexual Harassment covered by Policy 2266 – Nondiscrimination on the Basis of Sex in Education Programs or Activities, i.e., sexual harassment prohibited by Title IX, is not included in this policy. Allegations of such conduct will be addressed solely by Policy 2266- Nondiscrimination on the Basis of Sex in Education Programs or Activities.

Prohibited acts that constitute sexual harassment under this policy may take a variety of forms. Examples of the kinds of conduct that may constitute sexual harassment include, but are not limited to:

A. unwelcome sexual propositions, invitations, solicitations, and flirtations;

B. unwanted physical and/or sexual contact;

C. threats or insinuations that a person's employment, wages, promotion, assignments, or other conditions of employment may be adversely affected by not submitting to sexual advances;

D. unwelcome verbal expressions, including graphic sexual commentaries about a person's body, dress, appearance, or sexual activities; the unwelcome use of sexually degrading language, profanity, jokes, or innuendoes; unwelcome suggestive or insulting sounds or whistles; obscene telephone calls, text messages, or social media postings;

E. sexually suggestive objects, pictures, graffiti, videos, posters, audio recordings, or literature placed in the work environment that reasonably may embarrass or offend individuals;

F. unwelcome and inappropriate touching, patting, or pinching; obscene gestures;

G. asking or telling about sexual fantasies, sexual preferences, or sexual activities;

H. speculation about a person's sexual activities or sexual history or remarks about one's own sexual activities or sexual history;

I. giving unwelcome personal gifts, such as lingerie, that suggest the desire for a romantic relationship;

J. leering or staring at someone in a sexual way, such as staring at a person's breasts, buttocks, or groin;

K. consensual sexual relationships where such a relationship leads to favoritism of a subordinate employee with whom the superior is sexually involved and where such favoritism adversely affects other employees or otherwise creates a hostile work environment;

L. inappropriate boundary invasions by a District employee or other adult member of the District community into a student's personal space and personal life; and

M. verbal, nonverbal or physical aggression, intimidation, or hostility based on sex or sex-stereotyping that does not involve conduct of a sexual nature.

Sexual relationships between staff members, where one staff member has supervisory responsibilities over the other, are discouraged as a matter of School Board policy. Such relationships have an inherent possibility of being construed as sexual harassment because the consensual aspect of the relationship may be the result of implicit or explicit duress caused by uncertainty regarding the consequences of non-compliance.

Romantic or sexual relationships between District staff (teachers, aides, administrators, coaches, or other school authorities) and a student are expressly prohibited. Any school staff member who engages in sexual conduct with a student may also be guilty of a crime and any information regarding such instances will be reported to law enforcement authorities.

**Boundary Invasions**

Boundary invasions may be appropriate or inappropriate. Appropriate boundary invasions make medical or educational sense. For example, a teacher or aide assisting a kindergartner after a toileting accident or a coach touching a student during wrestling or football can be appropriate. However, other behaviors might be going too far, are inappropriate and may be signs of sexual grooming.  Inappropriate boundary invasions may include, but are not limited to, the following:

A. hugging, kissing, or other physical contact with a student;

B. telling sexual jokes to students;

C. engaging in talk containing sexual innuendo or banter with students;

D. talking about sexual topics that are not related to curriculum;

E. showing pornography to a student;

F. taking an undue interest in a student (i.e., having a special friend or a special relationship);

G. initiating or extending contact with students beyond the school day for personal purposes;

H. using e-mail, text messaging, or websites to discuss personal topics or interests with students;

I. giving students rides in the staff member's personal vehicle or taking students on personal outings without administrative approval;

J. 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);

K. going to a student's home for non-educational purposes;

L. inviting students to the staff member's home without proper chaperones (i.e., another staff member or parent of the student);

M. giving gifts or money to a student for no legitimate educational purpose;

N. accepting gifts or money from a student for no legitimate educational purpose;

O. being overly touchy with students;

P. favoring certain students by inviting them to come to the classroom at non-class times;

Q. getting a student out of class to visit with the staff member;

R. 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;

S. talking to a student about problems that would normally be discussed with adults (i.e., marital issues);

T. being alone with a student behind closed doors without a legitimate educational purpose;

U. telling a student secrets and having secrets with a student;

V. other similar activities or behavior.

Inappropriate boundary invasions are prohibited and must be reported promptly to one of the District Compliance Officers, as designated in this policy, the Building Principal, or the Superintendent.

**Religious (Creed) Harassment**

Prohibited religious harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's religion or creed and when the conduct has the purpose or effect of interfering with the individual's work performance; or of creating an intimidating, hostile, or offensive working environment. Such harassment may occur where conduct is directed at the characteristics of a person's religious tradition, clothing, surnames, and/or involves religious slurs.

**National Origin/Ancestry Harassment**

Prohibited national origin/ancestry harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's national origin or ancestry and when the conduct has the purpose or effect of interfering with the individual's work performance; or of creating an intimidating, hostile, or offensive working environment. Such harassment may occur where conduct is directed at the characteristics of a person's national origin or ancestry, such as negative comments regarding customs, manner of speaking, language, surnames, or ethnic slurs.

**Age Harassment**

Prohibited age-based harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's age, being over age forty (40), and when the conduct has the purpose or effect of interfering with the individual's work performance; or of creating an intimidating, hostile, or offensive working environment.

**Race/Color Harassment**

Prohibited race/color-based harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's race and/or color and when the conduct has the purpose or effect of interfering with the individual's work performance; or of creating an intimidating, hostile, or offensive working environment. Such harassment may occur where conduct is directed at the characteristics of a person's race or color, such as racial slurs, nicknames implying stereotypes, epithets, and/or negative references regarding racial customs.

**Disability Harassment**

Prohibited disability harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's disability, perceived disability, or record of disability, and when the conduct has the purpose or effect of interfering with the individual's work performance; or of creating an intimidating, hostile, or offensive working environment. Such harassment may occur where conduct is directed at the characteristics of a person's current or past disability or a perceived condition, such as negative comments about speech patterns, movement, physical impairments or defects/appearances, or the like. Such harassment may further occur where conduct is directed at or pertains to a person's genetic information.

**Anti-Harassment Compliance Officers**

The following individual(s) will serve as the District's Anti-Harassment Compliance Officer(s) (hereinafter, "the Compliance Officer(s)" or CO or COs):

Mark Inouye
Director of Student Services/Title IX Coordinator - Students
715-425-1800
852 E. Division Street

River Falls, WI 54022
mark.inouye@rfsd.k12.wi.us

Nate Schurman
Director of Human Resources and Leadership Development/Title IX Coordinator - Staff
715-425-1800
852 E. Division Street
River Falls, WI 54022
nate.schurman@rfsd.k12.wi.us

The names, titles, and contact information of these individuals will be published annually:

A. on the District's website.

B. in the Employee Handbook-.

The Compliance Officer(s) are responsible for coordinating the District’s efforts to comply with applicable Federal and State laws and regulations, including the District’s duty to address in a prompt and equitable manner any inquiries or complaints regarding harassment.

**Reports and Complaints of Harassing Conduct**

The Compliance Officer(s) will be available during regular school/work hours to discuss concerns related to harassment, to assist students, other members of the District community, and third parties who seek support or advice when informing another individual about unwelcome conduct, or to intercede informally on behalf of the individual in those instances where concerns have not resulted in the filing of a formal complaint and where all parties are in agreement to participate in an informal process.

Compliance Officers will accept reports of harassment directly from any member of the District community, or a Third Party, or receive reports that are initially filed with an administrator, supervisor, or other District-level official. Upon receipt of a report of alleged harassment, the Compliance Officer(s) will contact the Complainant and begin either an informal or formal complaint process (depending on the request of the Complainant or the nature of the alleged harassment), or the CO(s) will designate a specific individual to conduct such a process as identified in a pre-defined list of investigators. The Compliance Officer(s) will provide a copy of this policy to the Complainant and Respondent. In the case of a formal complaint, the Compliance Officer(s) will prepare recommendations for the Superintendent or will oversee the preparation of such recommendations by a designee. All employees must report incidents of harassment that are reported to them to the Compliance Officer within two (2) days of learning of the incident.

Any employee who directly observes harassment is obligated, in accordance with this policy, to report such observations to the Compliance Officer(s) within two (2) days. Additionally, any employee who observes an act of harassment is expected to intervene to stop the harassment, unless circumstances make such an intervention dangerous, in which case the staff member should immediately notify other employees and/or local law enforcement officials, as necessary, to stop the harassment. Thereafter, the Compliance Officer(s) or designee must contact the Complainant, if age eighteen (18) or older, or Complainant's parents/guardians if the Complainant is under the age eighteen (18), within two (2) days to advise of the District's intent to investigate the alleged wrongdoing.

Members of the District community, along with Third Parties, are encouraged to promptly report incidents of harassing conduct to an administrator, supervisor, or other District official so that the District may address the conduct before it becomes severe, pervasive, or persistent. Any administrator, supervisor, or other District official who receives such a report will file it with the Compliance Officer within two (2) days of receiving the report of harassment.

Members of theDistrict community and Third Parties who believe they have been harassed by another member of the District community or a Third Party are entitled to utilize the School Board's complaint process that is set forth below. Initiating a complaint, whether formally or informally, will not adversely affect the Complainant's employment unless the complaining individual makes the complaint maliciously or with the knowledge that it is false.

Reporting procedures are as follows:

A. Employees who believe they have been the victim of harassment prohibited under this policy are encouraged to report the alleged harassment to the appropriate school official as identified in D below.

B. Teachers, administrators, and other District officials who have knowledge of or receive notice that an employee has or may have been the victim of harassment prohibited under this policy will immediately report the alleged harassment to the appropriate school official as defined in D below.

C. Any other person with knowledge or belief that an employee has or may have been the victim of harassment prohibited by this policy will be encouraged to immediately report the alleged acts to an appropriate school official as identified in D below.

D. Appropriate District officials are as follows:

1. Any complaint under this policy will be reported to the District's Compliance Officer unless the complaint is regarding the Compliance Officer. In such cases, the complaints will be reported to the Superintendent, who will coordinate with the other appointed/designated CO or, if appropriate, appoint/designate another individual to serve as CO for the complaint regarding a CO.

2. Any complaint under this policy regarding the Superintendent or a School Board Member that is received by the District Compliance Officer will be referred to the School Board's legal counsel, who will assume the role of the District Compliance Officer for such complaints.

E. The reporting party or Complainant will be encouraged to use a **report form** (**LINKED FORM WILL NEED TO BE UPDATED)**available from the Principal of each building or available from the District office, but oral reports will be considered complaints as well. ***Use of formal reporting forms will not be mandated.*** However, all oral complaints will be reduced to writing. Further, nothing in this policy will prevent any person from reporting harassment directly to the Superintendent or other supervisory employee.

If during an investigation of alleged bullying, aggressive behavior, and/or harassment in accordance with Policy 5517.01 - Bullying, the Principal believes that the reported misconduct may have created a hostile work environment and may have constituted discriminatory harassment based on a Protected Class, the Principal will report the act of bullying, aggressive behavior and/or harassment to the Compliance Officer(s) who will investigate the allegation in accordance with this policy. If the alleged harassment involves Sexual Harassment as defined by Policy 2266, the matter will be investigated in accordance with the grievance process and procedures outlined in Policy 2266. While the Compliance Officer investigates the allegation, or the matter is being addressed pursuant to Policy 2266, the Principal will suspend the Policy 5517.01 investigation to await the Compliance Officer's written report or the determination of responsibility pursuant to Policy 2266. The Compliance Officer will keep the Principal informed of the status of the Policy 1662 investigation and provide the Principal with a copy of the resulting written report. Likewise, the Title IX Coordinator will provide the Principal with the determination of responsibility that results from the Policy 2266 grievance process.

**Investigation and Complaint Procedure**

Except for Sexual Harassment that is covered by Policy 2266 - Nondiscrimination on the Basis of Sex in Education Program or Activities, any employee or other member of the District community or Third Party (e.g., visitor to the District) who believes that they have been subjected to harassment or has witnessed harassment of another may seek resolution of the complaint through the procedures described below. The complaint process involves an investigation of the Complainant's claims of harassment or retaliation and a process for rendering a decision regarding whether the charges are substantiated.

The procedures set forth below are not intended to interfere with the rights of any individual to pursue a complaint of harassment or retaliation with the United States Department of Education Office for Civil Rights (OCR), the Wisconsin Equal Rights Division, and/or the Equal Employment Opportunity Commission (EEOC). The Chicago Office of the OCR can be reached at John C. Kluczynski Federal Building, 230 S. Dearborn Street, 37th Floor, Chicago, IL 60604; Telephone: 312-730-1560; FAX: 312-730-1576; TDD: 800-877-8339; Email: OCR.Chicago@ed.gov; Web: http://www.ed.gov/ocr.

**Complaint Procedure**

A Complainant who alleges harassment based on a protected class or retaliation may file a complaint, either orally or in writing: 1) with a Principal; 2) directly to one of the COs; or 3) to the Superintendent or other supervisory employee. As noted above, any complaint received regarding the Superintendent or a School Board member will be referred to the School Board's legal counsel, who will assume the role of the CO for such complaints. Additionally, if the complaint is regarding a CO, the complaint will be reported to the Superintendent, who will consult with the other appointed/designated CO, if any, and if necessary, appoint/designate another individual to serve in the role of CO for a complaint regarding a CO.

Due to the sensitivity surrounding complaints of harassment and retaliation, timelines are flexible for initiating the complaint process; however, individuals should make every effort to file a complaint within thirty (30) days after the conduct occurs while the facts are known and potential witnesses are available. If a Complainant informs a Principal, Superintendent, or other supervisory employee, either orally or in writing, about any complaint of discrimination or retaliation, that employee must report such information to the CO within two (2) days.

Throughout the course of the process as described herein, the CO should keep the parties reasonably informed of the status of the investigation and the decision-making process.

All written complaints must include the following information to the extent known: the identity of the Respondent; a detailed description of their understanding of the facts upon which the complaint is based (i.e., when, where, and what occurred); a list of potential witnesses; and the resolution sought by the Complainant.

If the Complainant is unwilling or unable to provide a written statement including the information set forth above, the CO will ask for such details in an oral interview. Thereafter the CO will prepare a written summary of the oral interview, and the Complainant will be asked to verify the accuracy of the reported charge by signing the document.

Upon receiving a complaint, the CO will consider whether any action should be taken in the investigatory phase to protect the Complainant from further harassment or retaliation, including but not limited to, a change of work assignment or schedule for the Complainant and/or the Respondent. In making such a determination, the CO should consult the Complainant to assess whether the individual agrees with the proposed action. If the Complainant is unwilling to consent to the proposed change, the CO may still take whatever actions deemed appropriate in consultation with the Superintendent. No temporary arrangements will be disciplinary to either the Complainant or Respondent.

Within two (2) days of receiving a complaint, the CO will inform the Respondent that a complaint has been received.

The Respondent is not entitled to receive a copy of any written complaint unless the CO determines it is appropriate to do so; however, the Respondent will be informed about the nature of the allegations. The CO will inform the Respondent of the requirements of this policy, which may include providing the Respondent with a copy of this policy or information about where to find it. Respondent will be afforded the opportunity to submit a written response to the complaint. The CO will inform the Respondent of the Respondent's deadline to provide the CO with the written response to the allegations in the complaint.

Within two (2) days of receiving the complaint, the CO will initiate an investigation by at a minimum confirming receipt of the complaint with the Complainant and informing the Complainant of the investigation process.

Investigations will be completed promptly. What constitutes promptness will depend on the complexity of the issues, the number of incidents or factual elements, the number of witnesses and documents to be consulted, and the availability of witnesses and other evidence. The CO will keep the Complainant reasonably informed of the investigation's progress.

The investigation will include:

A. interview(s) with the Complainant;

B. interview(s) with the Respondent;

C. interviews with any other witnesses who reasonably may be expected to have any information relevant to the allegations, as determined by the CO;

D. consideration of any documentation including, but not limited to, evaluations and prior disciplinary actions, or other evidence presented by the Complainant, Respondent, or any other witness which is reasonably believed to be relevant to the allegations, as determined by the CO.

At the conclusion of the investigation, the CO or designee will prepare and deliver a written report to the Superintendent that summarizes the evidence gathered during the investigation and provides recommendations based on the evidence and the definition of harassment as provided in this policy and State and Federal law as to whether the Respondent engaged in harassment of or retaliation toward the Complainant. The CO's recommendations must be based upon the totality of the circumstances, including the ages and maturity levels of those involved. In determining if discriminatory harassment or retaliation occurred, a preponderance of evidence standard will be used.

The CO may consult with the School Board's attorney during the course of the investigatory process and/or before finalizing the report to the Superintendent.

In cases where no District CO is able to investigate a complaint due to concerns regarding conflicts, bias or partiality, or for other reasons that impair the CO's ability to conduct an investigation, the CO may in consultation with the Superintendent, or School Board President if the matter involves the Superintendent, engage outside legal counsel to conduct the investigation consistent with this policy.

Absent extenuating circumstances, within five (5) days of receiving the report of the CO, the Superintendent must either issue a written decision regarding whether or not the complaint of harassment has been substantiated or request further investigation. A copy of the Superintendent's final decision will be delivered to both the Complainant and the Respondent.

If the Superintendent requests additional investigation, the Superintendent must specify the additional information that is to be gathered, and such additional investigation must be completed within five (5) days. At the conclusion of the additional investigation, the Superintendent must issue a final written decision as described above.

If the Superintendent determines the Respondent engaged in harassment of or retaliation toward the Complainant, the Superintendent must identify what corrective action will be taken to stop, remedy, and prevent the recurrence of the harassment or retaliation. The corrective action should be reasonable, timely, effective, and tailored to the specific situation.

The decision of the Superintendent will be final. If the investigation results in disciplinary action, the employee subject to discipline is entitled to file a grievance pursuant to School Board Policy 3340. Nothing in this policy will be construed to prevent an employee from bringing a complaint before the Equal Employment Opportunity Commission or the Wisconsin Equal Rights Division.

The School Board reserves the right to investigate and resolve a complaint or report of harassment regardless of whether the member of the District community or a Third Party alleging the harassment pursues the complaint. The School Board also reserves the right to have the formal complaint investigation conducted by an external person in accordance with this policy or in such other manner as deemed appropriate by the School Board.

The parties may be represented, at their own cost, at any of the above-described meetings/hearings.

The right of a person to a prompt and equitable resolution of the complaint will not be impaired by the person’s pursuit of other remedies, such as the filing of a complaint with the Office for Civil Rights, the filing of charges with local law enforcement, or the filing of a civil action in court. Use of this internal complaint procedure is not a prerequisite to the pursuit of other remedies.

All timelines pertinent to the investigation process are intended to be guidelines to assure that the investigation proceeds with all deliberate efficiency. Failure of the CO to meet any specific timeline does not invalidate the investigation or provide a defense to the allegations.

**Privacy/Confidentiality**

The District will employ reasonable efforts to protect the rights of the Complainant, the Respondent(s), and all the witnesses as much as possible, consistent with the School Board’s legal obligations to investigate, to take appropriate action, and to conform with any discovery or disclosure obligation in an investigation of harassment. The District will respect the privacy of the Complainant, the Respondent, and all witnesses in a manner consistent with the District's legal obligations under State and Federal law. Confidentiality, however, cannot be guaranteed. Additionally, the Respondent must be provided with the Complainant's identity.

During the course of an investigation, the CO will determine whether confidentiality during the investigation process is necessary to protect the interests and reputations of those involved and/or to protect the integrity of the investigation and if so, will instruct all members of the District community and third parties who are interviewed about the importance of maintaining confidentiality. Any individual who is interviewed as part of a harassment investigation is expected not to disclose any information that is learned or provided during the course of the investigation.

**Directives During Investigation**

The CO may recommend to the Superintendent placing any employee involved in an investigation under this Policy on administrative leave pending resolution of the matter. If the Superintendent is the Respondent, the CO will make such a recommendation to the School Board. Administrative leave may be appropriate in situations in which protecting the safety of any individual or the integrity of the investigation necessitates such action.

The CO will determine whether any witnesses in the course of an investigation should be provided a *Garrity* warning apprising the person of their obligations to answer questions truthfully and honestly while preserving the right against self-incrimination in the context of any resulting criminal investigation or prosecution.

Every employee interviewed in the course of an investigation is required to provide truthful responses to all questions. Failure to do so may result in disciplinary action.



**Remedial Action and Monitoring**

If warranted, appropriate remedial action will be determined and implemented on behalf of the Complainant, including but not limited to counseling services, reinstatement of leave taken due to the discrimination, or other appropriate action.

The School Board may appoint an individual, who may be an employee, to follow up with the Complainant to ensure no further discrimination or retaliation has occurred and to take action to address any reported occurrences promptly.

**Sanctions and Disciplinary Action**

The School Board will vigorously enforce its prohibitions against harassment/retaliation by taking appropriate action reasonably calculated to stop the harassment and prevent further misconduct.

While observing the principles of due process, a violation of this policy may result in disciplinary action up to and including the discharge of an employee. All disciplinary action will be taken in accordance with applicable law.

When imposing discipline, the Superintendent will consider the totality of the circumstances. In those cases where harassment is not substantiated, the School Board may consider whether the alleged conduct nevertheless warrants discipline in accordance with other School Board policies.

Where the School Board becomes aware that a prior disciplinary action has been taken against the Respondent, all subsequent sanctions imposed by the School Board and/or Superintendent will be reasonably calculated to end such conduct, prevent its reoccurrence, and remedy its effects.

**Retaliation**

Retaliation against a person who makes a report or files a complaint alleging harassment/retaliation or participates as a witness in an investigation is prohibited. Neither the School Board nor any other person may intimidate, threaten, coerce or interfere with any individual because the person opposed any act or practice made by any Federal or State civil rights law, or because that individual made a report, formal complaint, testified, assisted or participated or refused to participate in any manner in an investigation, proceeding, or hearing under those laws and/or this policy, or because that individual exercised, enjoyed, aided or encouraged any other person in the exercise or enjoyment of any right granted or protected by those laws and/or this policy.

Retaliation against a person for making a report of discrimination, filing a formal complaint, or participating in an investigation or meeting is a serious violation of this policy that can result in the imposition of disciplinary sanctions/consequences and/or other appropriate remedies.

Formal complaints alleging retaliation may be filed according to the internal complaint process set forth above.

The exercise of rights protected under the First Amendment of the United States Constitution does not constitute retaliation prohibited under this policy.

**Allegations Constituting Criminal Conduct**

If the CO has reason to believe that the Complainant has been the victim of criminal conduct, such knowledge should be reported to local law enforcement. After such report has been made, the Superintendent will be advised that local law enforcement was notified.

If the Complainant has been the victim of criminal conduct and the accused is the Superintendent, such knowledge should be reported by the CO to local law enforcement. After such report has been made, the School Board President will be advised that local law enforcement was notified.

Any reports made to local law enforcement will not terminate the COs obligation and responsibility to continue to investigate a complaint of harassment. While the COs may work cooperatively with outside agencies to conduct concurrent investigations, the harassment investigation will not be stopped due to the involvement of outside agencies without good cause after consultation with the Superintendent.

**Reprisal**

Submission of a good faith complaint or report of harassment will not affect the Complainant's or reporter's work status or work environment. However, the School Board also recognizes that false or fraudulent claims of harassment or false or fraudulent information about such claims may be filed. The School Board reserves the right to discipline any person filing a false or fraudulent claim of harassment or false or fraudulent information about such a claim.

The District will discipline or take appropriate action against any member of the District community who retaliates against any person who reports an incident of harassment prohibited by this policy or participates in a proceeding, investigation, or hearing relating to such harassment. Retaliation includes, but is not limited to, any form of intimidation, reprisal, or harassment.

**Miscellaneous**

The District will conspicuously post a notice including this policy against harassment in each school in a place accessible to the District community and members of the public. This notice will also include the name, mailing address, and telephone number of the COs, the name, mailing address, and telephone number of the State agency responsible for investigating allegations of discrimination in educational employment, and the mailing address and telephone number of the United States Equal Employment Opportunity Commission.

A link to this policy will appear in the Employee Handbook and a copy will be made available upon request of employees and other interested parties.

**Education and Training**

In support of this policy, the School Board promotes preventative educational measures to create greater awareness of harassment. The Superintendent will provide appropriate information to all members of the District community related to the implementation of this policy and will provide training for District staff at such times as the School Board in consultation with the Superintendent determines is necessary or appropriate.

The School Board will respect the privacy of the Complainant, the individuals against whom the complaint is filed, and the witnesses as much as practicable, consistent with the School Board's legal obligations to investigate, to take appropriate action, and to conform with any discovery, disclosure, or other legal obligations.

**Retention of Investigatory Records and Materials**

The CO(s) is responsible for overseeing retention of all records that must be maintained pursuant to this policy. All individuals charged with conducting investigations under this policy will retain all documents, electronically stored information (ESI), and electronic media (as defined in Policy 8315 - Information Management) created and/or received as part of an investigation, which may include but are not limited to:

A. all written reports/allegations/complaints/statements;

B. narratives of all verbal reports, allegations, complaints, and statements collected;

C. a narrative of all actions taken by District personnel;

D. any written documentation of actions taken by District personnel or individuals contracted or appointed by the School Board to fulfill its responsibilities;

E. narratives of, notes from, or audio, video, or digital recordings of witness statements;

F. all documentary evidence;

G. e-mails, texts, or social media posts pertaining to the investigation;

H. contemporaneous notes in whatever form made (e.g., handwritten, keyed into a computer or tablet, etc.) pertaining to the investigation;

I. written disciplinary sanctions issued to employees and a narrative of verbal disciplinary sanctions issued to employees for violations of the policies and procedures prohibiting discrimination or harassment;

J. dated written determinations to the parties;

K. dated written descriptions of verbal notifications to the parties;

L. written documentation of any supportive measures offered and/or provided to Complainant and/or the Respondent, including no contact orders issued to both parties, the dates issued, and the dates the parties acknowledged receipt; and

M. documentation of all actions taken, both individual and systemic, to stop the discrimination or harassment, prevent its recurrence, eliminate any hostile environment, and remedy its discriminatory effects;

N. copies of the School Board policy and/or procedures/guidelines used by the District to conduct the investigation, and any documents used by the District at the time of the alleged violation to communicate the School Board's expectations to staff with respect to the subject of this policy (e.g., Employee Handbook);

O. copies of any documentation that memorializes any formal or informal resolutions to the alleged discrimination or harassment;

P. documentation of any training provided to District personnel related to this policy, including but not limited to, notification of the prohibitions and expectations of staff set forth in this policy and the role and responsibility of all District personnel involved in enforcing this policy, including their duty to report alleged violations of this policy and/or conducting an investigation of an alleged violation of this policy.

The documents, ESI, and electronic media (as defined in Policy 8315 - Information Management) retained may include public records and records exempt from disclosure under Federal and/or State law.

The documents, ESI, and electronic media (as defined in Policy 8315 - Information Management) created or received as part of an investigation will be retained in accordance with Policy 8310 - Public Records, Policy 8315- Information Management, and Policy 8320 - Personnel Records for not less than three (3) years, but longer if required by the District's records retention schedule.

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| Book | Clean Copies for Discussion/Approval |
| Section | 4000 Support Staff Templates |
| Title | THREATENING BEHAVIOR TOWARD STAFF MEMBERS |
| Code | po4362.01 |
| Status | |
| Legal | Chapter 947, Wis. Stats. |

4362.01 - **THREATENING BEHAVIOR TOWARD STAFF MEMBERS**

The School Board believes that a staff member should be able to work in an environment free of threatening speech or actions.

Threatening behavior consisting of any words or deeds that intimidate, or are intended to intimidate a staff member or are reasonably likely to cause concern for his/her physical and/or psychological well-being is strictly forbidden. Such actions by any student, parent, visitor, staff member, School Board member, contractor, or agent of the School Board are prohibited, and the School Board authorizes appropriate corrective and remedial action, including disciplinary action where appropriate, referral to law enforcement, or pursuit of other remedies, including injunctive relief if appropriate. This policy should be read consistently with, and in conjunction with, school safety and the mandatory reporting of threats of violence in Policy 8462.01 - Threats of Violence.

Staff members should report complaints of threatening behavior to their supervisor. If their supervisor is the subject of the threatening behavior, the complaint should be reported to the Superintendent. If the Superintendent is the subject of the threatening behavior, the complaint should be reported to the School Board President.

The supervisor or Superintendent will implement procedures for the investigation and resolution of threatening behavior complaints.

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| Book | Clean Copies for Discussion/Approval |
| Section | 4000 Support Staff Templates |
| Title | COMPENSATION FOR PART-TIME STAFF |
| Code | po4410.01 |
| Status | |

4410.01 - **COMPENSATION FOR PART-TIME STAFF**

The School Board requires that part-time support staff be compensated in an amount appropriate to the position's duties and responsibilities and the portion of time worked, whether it be a fraction of a day or a fraction of a year. The Superintendent will ensure that such arrangements are consistent with any applicable terms of the Employee Handbook.

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| Book | Clean Copies for Discussion/Approval |
| Section | 4000 Support Staff Templates |
| Title | BENEFITS |
| Code | po4425 |
| Status | |
| Legal | Consolidated Omnibus Budget Reconciliation Act of 1985 Pub. L. 99-272 |

4425 - **BENEFITS**

It is the School Board's policy to provide a competitive and comprehensive package of employee benefits to its employees to effectively attract and retain high-quality employees.

The specific design and development of employee benefit plans, including health insurance, dental and vision insurance, short-term and long-term disability insurance, and life insurance benefits, will be determined by the Superintendent with approval by the School Board. These programs will be reviewed no less than annually, and where necessary or appropriate, the Superintendent will solicit bids from potential vendors to provide employee benefits or analyze alternative options, such as self-funding insurance plans. The Superintendent will present to the School Board for its approval any proposed changes or contract extensions for such benefits.

A schedule of current benefits will be available in the Human Resources Department.

Covered employees will be provided continuation rights to the extent required under applicable provisions of the Consolidated Omnibus Budget Reconciliation Act (COBRA).

The School Board retains final authority to establish, modify, rescind, add, or in any way affect employee benefits.

The School Board will determine annually, in conjunction with the budget process, the anticipated shared cost of all employee benefits, specifying both employee and employer share of applicable premiums through School Board action.

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| Book | Clean Copies for Discussion/Approval |
| Section | 4000 Support Staff Templates |
| Title | FAMILY & MEDICAL LEAVE OF ABSENCE ("FMLA") |
| Code | po4430.01 |
| Status | |
| Legal | 29 U.S.C. 2601 et seq.<br>29 C.F.R. Part 825<br>103.10, Wis. Stats.<br>Wis. Admin. Department of Workforce Development (DWD) 225<br>National Defense Authorization Act of 2010 |

4430.01 - **FAMILY & MEDICAL LEAVE OF ABSENCE ("FMLA")**

**Introduction**

In accordance with Federal and State law, the School Board will provide family and medical leave to support staff. The School Board's Family and Medical Leave Act policy is intended to conform to and comply with, but not exceed, the requirements of the Federal Family and Medical Leave Act of 1993 ("FMLA") and the Wisconsin Family and Medical Leave Act ("WFMLA"). To the extent that this policy is ambiguous or conflicts with the FMLA or the WFMLA, the FMLA and the WFMLA will govern.

Family and medical leave taken under this policy may be covered by Federal law, State law, or both. When leave taken by a staff member under this policy is governed by both Federal and State law, the more generous provision will control in the event of a conflict. However, when leaves are governed by State or Federal law, but not both, the applicable law will control under this policy. In this regard, staff members should note that certain leaves may be covered by both State and Federal law for only a portion of the leave. To the extent permitted by law, leave under the FMLA, leave under the WFMLA and leave granted under the School Board's other policies will run concurrently (at the same time).

**Eligibility Requirements**

To be eligible for leave under the FMLA, a staff member must have been employed by the School Board for at least twelve (12) months iand must have worked at least 1,250 hours during the twelve (12) month period immediately preceding the commencement of the requested leave.

To be eligible for leave under the WFMLA, a staff member must have been employed for more than fifty-two (52) consecutive weeks and have worked or been paid for at least 1,000 hours in the preceding fifty-two (52) weeks. The kind and amount of leave available to the staff member under this policy, as well as the staff member's rights during leave, dependupon whether the staff member satisfies the above requirements.

**Qualifying Reasons for Leave**

The School Board provides family and medical leave for eligible staff members under the following circumstances:

A. for the birth of the eligible staff member's child and to care for a newborn child;

B. for placement with the eligible staff member of a child for adoption or foster care;

C. to care for an eligible staff member's spouse, child, or parent with a "serious health condition";

The term "child" generally includes a legal ward or a biological, adopted, foster, or stepchild. For leaves governed exclusively by the FMLA, the term also includes a son or daughter for whom the staff member has assumed the day-to-day obligations of a parent. A child must be either under eighteen (18) years of age or unable to care for themselves due to a physical or mental disability or, for leave under State law only, unable to care for themselves due to a serious health condition.

"Parent" includes a staff member's spouse's parent or guardian only if the staff member is requesting leave under the WFMLA.

"Spouse" includes a qualified domestic partner for leaves governed by the WFMLA. Domestic partnerships must be registered with the county of residence and proof of such registration may be requested prior to approval of leave. Unregistered domestic partners must demonstrate that they are 1) both over age eighteen (18); 2) not in a domestic partnership or marriage with another individual; 3) they share a common residence; 4) they are not related in any way that would prohibit marriage under Wisconsin law; 5) they consider each other to be immediate family members and agree to be responsible for the other's living expenses.

D. because of a serious health condition that makes the eligible staff member unable to perform the essential functions of the staff member's position;

E. because of a qualifying exigency resulting from active military service of the employee's spouse, son, daughter, or parent in covered active duty or call to covered active duty in the United States Armed Forces including the National Guard and Reserves;

Qualifying exigencies, as defined by Federal regulations, include: 1) short-notice deployment; 2) military events and related activities; 3) childcare and school activities; 4) financial and legal arrangements; 5) counseling; 6) rest and recuperation; (maximum fifteen (15) calendar days); 7) post-deployment activities; 8) caring for a military member's parent who is incapable of self-care when the care is necessitated by the member's covered active duty; and 9) additional activities not encompassed in the other categories, but agreed to by the employer and employee. Covered active duty means deployment with the Armed Forces to a foreign country.

F. to care for a service member who is the employee's parent, spouse, child or next of kin who, while on active military duty, sustains a serious injury or illness or aggravation of a pre-existing illness or injury while in the line of duty, while on covered active duty in the United States Armed Forces, including the National Guard and Reserves, which renders the service member medically unfit to perform the member's office, grade, rank, or rating.

Covered active duty means deployment with the Armed Forces to a foreign country. This leave is also available to care for veterans of the United States Armed Forces, including the National Guard and Reserves, provided the veteran was a service member at any time within the five (5) years prior to the start of the treatment, recuperation, or therapy. In accordance with applicable regulations, a veteran's serious injury or illness incurred or aggravated in the line of active duty can also be manifested by: 1) a physical or mental condition with a VA Service Disability Rating of 50% or greater and is the condition precipitating the need for leave; or 2) a physical or mental condition that substantially impairs the ability to secure or substantially follow a gainful occupation, or would do so absent treatment; or 3) an injury, including psychological, for which the veteran has been enrolled in the Dept. of V.A. Program of Comprehensive Assistance for Family Care Givers. Leave is available for up to twenty-six (26) weeks in a twelve (12) month period. This type of leave is available for serious injury or illness which results in:

1. inpatient medical treatment, recuperation, or therapy;

2. outpatient services at a military treatment facility or assignment to a unit established for the purpose of providing command and control of service members receiving outpatient medical services; or

3. assignment to the temporary disability retired list.

The maximum twenty-six (26) weeks of Federal leave to care for a service member includes, and is not in addition to, all other FMLA leave. In other words, employees may not take more than a total of twenty-six (26) weeks of FMLA leave during a single twelve (12) month period for any qualifying reasons under the FMLA. For instance, if an employee takes the maximum twelve (12) weeks of Federal FMLA leave for the staff member's own serious health condition, the employee may then only take fourteen (14) weeks of FMLA leave within that same twelve (12) month period to care for a military family member injured in the line of duty.

The Superintendent will determine whether an employee's request for leave qualifies under one (1) of the above categories.

**Amount of Leave Available**

Under the FMLA, if the staff member satisfies the eligibility requirements set forth above, the staff member is entitled to a total of twelve (12) work weeks of leave in a rolling twelve (12) month period measured backward from the date of usage for any of the reasons stated above, with the exception of leave to care for an injured service member, which is provided as described in (F) above.

Under the WFMLA, if the staff member satisfies the eligibility requirements set forth above, the staff member is entitled to ten (10) work weeks of leave in a calendar year as follows:

A. a total of six (6) weeks of leave for the birth of the staff member's child, and/or the foster placement of a child with the staff member as a precondition toadoption;

B. a total of two (2) weeks of leave to care for a covered family member with a serious health condition; and

C. a total of two (2) weeks of leave due to the staff member's serious health condition.

School Board policy calls for concurrent Federal/State leave coverage whenever a staff member is eligible for leave under both the FMLA and WFMLA to the extent available under the law. All periods of absence from work due to or necessitated by USERRA-covered service are counted in determining an employee's eligibility for FMLA leave.

**Definitions of Serious Health Conditions**

In conjunction with the certification provided by a healthcare provider, the School Board reserves the right to determine whether an illness, injury, impairment or physical or mental condition constitutes a serious health condition entitling a staff member to family or medical leave under State or Federal law.

In general, a "serious health condition" under this policy means an illness, injury, impairment, or physical or mental condition that involves one (1) of the following:

A. **Hospital Care**

Inpatient care (i.e., an overnight stay) in a hospital or other care facility, including any period of incapacity or subsequent treatment in connection with or consequent to such inpatient care.

B. **Absence Plus Treatment**

A period of incapacity of more than three (3) consecutive calendar days* (including any subsequent treatment or period of incapacity relating to the same condition), that also involves:

1. treatment two (2) or more times by a healthcare provider, a nurse, physician's assistant or physical therapist under a healthcare provider's supervision, order or referral as appropriate within thirty (30) days of the first date of incapacity; or

2. treatment by a healthcare provider on at least one (1) occasion which results in a regimen of continuing treatment under the supervision of the healthcare provider and occurs within seven (7) days of the first day of incapacity.

*Under the WFMLA, leave may also be available for a "serious health condition" of less than three (3) consecutive days in duration.

C. **Pregnancy**

Any period of incapacity due to pregnancy, or for prenatal care.

D. **Chronic Conditions Requiring Treatment**

A chronic condition which:

1. requires periodic visits of at least two (2) times per year for treatment by a healthcare provider, or by a nurse or physician's assistant under a healthcare provider's supervision;

2. continues over an extended period of time (including recurring episodes of a single underlying condition); and

3. may cause episodic rather than continuing periods of incapacity (e.g., asthma, diabetes, epilepsy, etc.).

E. **Permanent/Long-Term Conditions Requiring Supervision**

A period of incapacity which is permanent or long-term due to a condition for which treatment may not be effective. The staff member or their family member must be under the continuing supervision of, but need not be receiving active treatment by, a healthcare provider (e.g., Alzheimer's disease, a severe stroke, or the terminal stages of a disease). The continued existence of such a chronic condition is subject to certification no more than once every six (6) months.

F. **Multiple Treatments (Non-Chronic Conditions)**

Any period of absence to receive multiple treatments (including any period of recovery therefrom) by a healthcare provider or by a provider of healthcare services under orders of, or on referral by, a healthcare provider, either for restorative surgery after an accident or other injury, or for a condition that would likely result in a period of incapacity of more than three (3) consecutive calendar days in the absence of medical intervention or treatment, including: cancer (chemotherapy, radiation, etc.); severe arthritis (physical therapy); or kidney disease (dialysis).

**Required Staff Member Notice**

The staff member must provide the Superintendent with notice in a reasonable and practicable manner before leave taken under this policy is to begin, if the need for leave is foreseeable (e.g., an expected birth, placement or adoption or foster care, or planned medical treatment for the staff member's own serious health condition or that of a family member). When requesting partial or intermittent leave in connection with childbirth or adoption under the WFMLA, the staff member must provide at least as much notice as required for taking other non-emergency or non-medical leave, as well as a definite schedule for the leave. Where advance notice is not practical due to uncertainty as to when leave will be required to begin, a change in circumstances or medical emergency, notice must be given as soon as practical. Leave will be accounted for in increments no greater than the smallest increment used for other similar leaves, but in no event greater than one (1) hour increments. Leave entitlement will not be reduced by more than the amount of leave actually taken.

If requested, notice that was not provided timely without reasonable explanation may result in the denial of the leave request.

The staff member must provide a written request for leave, the reasons for the requested leave, and the anticipated beginning date and duration of the leave by submitting a FMLA leave request form to the Superintendent (forms available from the U.S. Department of Labor).

When planning medical treatment, the staff member should consult with their supervisor and make a reasonable effort to schedule the leave so as not to disrupt unduly the District's operations, subject to the approval of the staff member's healthcare provider. The staff member is ordinarily expected to consult with their supervisor in order to work out a treatment schedule which best suits the staff member's needs, as well as the District's.

If a staff member must take more leave than originally anticipated, they must notify the Superintendent within two (2) business days of learning of the circumstances necessitating the extension.

**Certification By Healthcare Provider**

If a staff member requests leave due to their own serious health condition or the serious health condition of their spouse, child, or parent, if requested, the leave request must be supported by certification issued and signed by the healthcare provider for the individual with a serious health condition. For service member leave, any certification permitted under 29 C.F.R. 825.310 will be allowed. The School Board reserves the right to certify all information permitted by law.

If requested, the staff member must provide the fully completed certification to the Superintendent within fifteen (15) calendar days of the date that the certification is provided to the staff member, unless it is not practicable to do so despite the staff member's diligent, good faith efforts. If it is not practicable to return the certification within fifteen (15) calendar days, it should be returned to the Superintendent as soon as practicable.

If the staff member fails to submit the certification, the leave or continuation of leave may be delayed until the certification is submitted. Further, any absence prior to the date the certification is furnished may be considered unauthorized. A staff member who is absent without authorization may be disciplined, up to and including termination.

The Superintendent will give a staff member a reasonable opportunity to cure any deficiency in a certification, but not fewer than seven (7) calendar days. It is the responsibility of the staff member or family member with a serious health condition to use a healthcare provider who will complete and furnish an accurate certification in a timely manner.

A member of the administration, other than the staff member's direct supervisor, may contact the healthcare provider to clarify illegible answers and to authenticate the certification. If the certification is incomplete or otherwise unclear, the administrator must request that the employee obtain updated or completed information from the healthcare provider and return it directly to the administrator.

If the Superintendent doubts the validity of a certification, the Superintendent may require, at the School Board's expense, that the staff member obtain a second opinion from a School Board-designated provider, not regularly employed by the School Board. If the opinions of the staff member's and the School Board's healthcare providers differ, a third, final, and binding opinion may be obtained. The staff member must cooperate in obtaining a second or third opinion including facilitating the transfer of pertinent records to the subsequent healthcare providers.

The Superintendent may request re-certifications on a periodic basis as permitted by law.

**Designation of Leave**

In all circumstances, it is the responsibility of the Superintendent to designate leave, whether paid or unpaid, as FMLA leave and to give the staff member notice of the designation and their rights and responsibilities under this policy.

The Superintendent will give the staff member the Notice on each occasion that the staff member notifies their supervisor of the need for leave that may be FMLA-qualifying, including, but not limited to, when the staff member requests another type of leave for an FMLA-qualifying reason. In the case of intermittent or reduced schedule leave, only one notice will be provided unless the circumstances regarding the leave have changed.

Absent extenuating circumstances, the Superintendent will provide to the employee a "Designation Notice" stating whether a request for leave has been approved or denied within five (5) business days. At a minimum, the staff member will be verbally notified whether leave is being designated as FMLA leave within five (5) business days of the date the staff member provides information to the Superintendent sufficient to enable the Superintendent to determine that the leave is being taken for an FMLA-qualifying reason.

The Superintendent will confirm the verbal notice with the written notice as soon as feasible, but no later than the first payday following the verbal notice (unless the payday is less than one (1) week after the verbal notice, in which case the notice must be no later than the subsequent payday).

**Manner In Which Leave Can Be Taken**

Leave available under this policy may be taken in full and, under certain circumstances, may also be taken intermittently or on a reduced leave schedule. Intermittent leave is leave taken in separate blocks of time due to a single qualifying reason. Reduced schedule leave is leave that reduces the usual number of working hours per day or week. The staff member must consult with their supervisor and make a reasonable effort to schedule intermittent or reduced schedule leave so it does not unduly disrupt the District's operations.

When leave is governed only by the FMLA, intermittent or reduced schedule leave to be with the employee's newborn child, or after the placement of a child with the employee for adoption or foster care, requires the District's agreement, unless the intermittent or reduced schedule leave is due to a serious health condition.

Intermittent or reduced schedule leave due to a serious health condition must be medically necessary. Medically necessary means there must be a medical need for the leave and the leave can be best accommodated through an intermittent or reduced leave schedule, as certified by the healthcare provider in the Certification.

When leave is governed only by the FMLA, the Superintendent may offer a staff member a temporary transfer to another position for which the staff member is qualified with equivalent pay and benefits that better accommodates the intermittent or reduced schedule leave when the need for leave is foreseeable based on planned medical treatment or the staff member takes such leave for the birth of a child or for placement of a child for adoption or foster care. The staff member may reject this offer in which case there will be no adverse effect on the leave or entitlement to return to the same or similar position following leave. Any time spent by the staff member in an alternative position will not count against the employee's FMLA leave entitlement.

**Coordinating Leaves - Substitution**

Generally, leave taken under this policy is unpaid. However, for leave governed exclusively by the FMLA, the staff member must use the following leaves provided by the School Board, if available:

A. vacation or personal leave, if available, for any family or medical leave;

B. accrued paid family leave (i.e., paid leave covering the particular circumstances for which the staff member is seeking leave), if available, for birth, adoption, or to care for a seriously ill family member; and

C. accrued paid medical or sick leave, if available, to care for a seriously ill family member, or for the staff member's own serious health condition.

A staff member may not substitute paid leave for unpaid FMLA leave taken under this policy in any situation where the School Board would not normally provide such paid leave.

For leaves governed by the WFMLA, a staff member may substitute paid or unpaid leave, which the staff member has earned and accrued, for leave taken under this policy, if available. The School Board reserves the right to deny substitution as permitted by law.

Any paid leave substituted for unpaid FMLA leave or WFMLA leave will decrease, in whole or in part, the staff member's FMLA and/or WFMLA leave entitlement.

**Continuation of Benefits**

A staff member will remain eligible for group health insurance benefits under the School Board's group health plan during leave taken under this policy under the same conditions as coverage would have been provided if the staff member had been actively employed during the entire leave. However, the staff member has the option of choosing not to retain such coverage during family or medical leave.

During leave taken under this policy, the School Board will continue to pay any portion of group health insurance premiums for coverage that it was responsible for paying immediately prior to the leave as required by law. The staff member will be responsible for paying their portion of health insurance premiums regardless of whether the staff member's family and medical leave is paid or unpaid. It is the staff member's responsibility to make arrangements with the Superintendent for making premium payments for group health insurance during leaves.

To the extent permitted by law, the School Board reserves the right to require the staff member to place up to eight (8) weeks of health insurance premiums in escrow prior to leave, or to discontinue coverage if such premiums are received more than thirty (30) days late.

The staff member's entitlement to benefits other than group health benefits during a period of family or medical leave is determined by the School Board's policy regarding provision of such benefits when a staff member is on other types of leave.

If a staff member fails to return to work or fails to remain at work for a period provided under the law, the District may recover its portion of the premiums paid for medical benefit coverage during the leave, unless the reason for the staff member's failure to return to work is due to the continuation of the serious health condition or the onset of a new serious health condition.

**Accrual of Benefits**

The use of leave under this policy will not result in the loss of any employment benefit that accrued prior to the start of the staff member's leave.

**Employment Restoration**

A staff member will generally be reinstated to the same position they held when leave began or a position with equivalent pay, benefits, and other terms and conditions of employment, if such position remains available, and the staff member possesses the ability to perform the essential functions of the job satisfactorily, with or without any accommodation that may be required by the Americans With Disabilities Act of 1990. The staff member, however, has no greater right to reinstatement or benefits than if the staff member had been actively employed during the leave. Further, if the staff member gives unequivocal notice of intent not to return to work, the staff member is not entitled to be reinstated.

A staff member who exceeds the FMLA/WFMLA leave, but remains off work under a non-FMLA/WFMLA leave policy, is not entitled to reinstatement to the same or a similar position under the FMLA/WFMLA; however, the staff member **may** be eligible to be reinstated under the non-FMLA/WFMLA leave policy.

A staff member who is able to return to work prior to the expiration of leave must notify their supervisor immediately. Upon such notice, the Superintendent will promptly reinstate the staff member to active employment, provided the staff member has the present skill and ability to perform the essential functions of their job satisfactorily with or without accommodation. However, the reinstatement need not occur until the third business day following the staff member's notification of their ability to return to work.

**Fitness For Duty Certification**

If leave is due to the staff member’s serious health condition, the staff member must present certification to return to work to their supervisor upon returning to work. The staff member’s principal attending physician must complete the certification. The certification must indicate that the staff member has been released to return to work. It must also specify any physical or other limitation on the staff member’s ability to perform regular or other duties and the duration of the limitations. No certification will be required when the staff member returns from intermittent leave, except as otherwise permitted or required by the Americans With Disabilities Act of 1990.

The certification will be limited to the particular health condition that caused the staff member’s need for leave, except as otherwise permitted by the Americans With Disabilities Act of 1990. If the staff member is an "individual with a disability" within the meaning of the ADA, any fitness-for-duty physical examination or inquiry by the District will be job-related and consistent with business necessity.

Reinstatement may be delayed until the staff member submits the certification. Under such circumstances, if the staff member does not promptly provide a certification or qualify for another leave of absence, the staff member may be disciplined, up to and including termination.

With the staff member’s permission, the School Board’s healthcare provider may contact the staff member’s healthcare provider to clarify and authenticate the certification, but no additional information may be requested or required, and the staff member’s return to work may not be delayed while the contact is being made. No second or third fitness for duty certification may be required.

**Confidentiality**

All medical information relating to leave, whether written or verbal, will be kept confidential to the maximum extent possible. All medical documents including, but not limited to, medical certifications and return-to-work statements must be maintained in confidential, secure files separate from personnel files.

**No Discrimination**

Leave under this policy will not be used as a negative factor in employment actions, such as hiring, promotions, disciplinary actions, or under attendance policies.

**Miscellaneous**

The Superintendent may designate another administrator to perform their duties under this policy.

A staff member who fraudulently obtains leave under this policy is not protected by this policy’s job restoration or maintenance of health benefits provisions.

The Superintendent will see that the policy is posted properly.

The Superintendent will provide a copy of the policy upon the request of a staff member.

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| Book | Clean Copies for Discussion/Approval |
| Section | 4000 Support Staff Templates |
| Title | JOB-RELATED EXPENSES |
| Code | po4440 |
| Status | |
| Legal | 2 C.F.R. 200.464<br>2 C.F.R. 200.474<br>2 C.F.R. 200.475 |

4440 - **JOB-RELATED EXPENSES**

The School Board will provide for the payment of the actual and necessary expenses, including traveling expenses, of any support staff member of the District reasonably and necessarily incurred in the course of performing services for the District, whether within or outside the District, under the direction of the School Board.

The validity of payments for job-related expenses will be determined by the Superintendent through travel pre-approval procedures outlined in the Employee Handbook.

Payment and reimbursement rates for per diem meals, lodging, and mileage will be approved by the School Board annually through the approval of the Employee Handbook. The School Board will establish mileage rates in accordance with the Federal Internal Revenue Service prescribed mileage rate.

Employees are expected to exercise the same care incurring travel expenses that a prudent person would exercise if traveling on personal business and expending personal funds. Unauthorized costs and additional expenses incurred for personal preference or convenience will not be reimbursed.

Unauthorized expenses include, but are not limited to, alcohol, movies, fines for traffic violations, and the entertainment/meals/lodging of spouses or guests.

Commercial airfare costs in excess of the basic least expensive unrestricted accommodations class offered by commercial airlines are unallowable except when such accommodations would 1) require circuitous routing; 2) require travel during unreasonable hours; 3) excessively prolong travel; 4) result in additional costs that would offset the transportation savings; or 5) offer accommodations not reasonably adequate for the traveler's medical needs. Instances of commercial airfare cost in excess of the basic, least expensive unrestricted accommodations class must be justified and documented on a case-by-case basis.

Travel payment and reimbursement provided from Federal funds must be authorized in advance and must be reasonable and consistent with the District's travel policy. For travel paid for with Federal funds, the travel authorization must include documentation that demonstrates 1) the participation in the event by the individual traveling is necessary to the Federal award; and 2) the costs are reasonable and consistent with the District's travel policy.  Conference costs must be appropriate, necessary, and managed to minimize costs to the Federal award.

The School Board will pay the expenses of support staff members when they attend meetings approved in accordance with the policy of this School Board and guidelines outlined in the Employee Handbook.

Whenever a staff member is unable to provide appropriate expense documentation, they may be reimbursed in an amount not to exceed $50 upon written approval of the expenses by the Superintendent.

All travel will comply with the travel procedures and rates established in the Employee Handbook. All costs incurred with Federal funds must meet the cost allowability standards within School Board Policy 6110 - Grant Funds.

To the extent that the District’s policy does not establish the allowability of a particular type of travel cost, the rates and amounts established under 5 U.S.C. 5701-11 ("Travel and Subsistence Expenses; Mileage Allowances"), or by the Administrator of General Services or the President (or designee), must apply to travel under Federal awards.

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| Book | Clean Copies for Discussion/Approval |
| Section | 4000 Support Staff Templates |
| Title | UNAUTHORIZED WORK STOPPAGE |
| Code | po4531 |
| Status | |
| Legal | 111.70(4)(L), Wis. Stats. |

4531 - **UNAUTHORIZED WORK STOPPAGE**

The School Board is obligated and committed to providing certain basic services to students participating in District programs.

Recognizing the fact that a District, for various reasons, could experience an unauthorized work stoppage, the School Board remains committed to providing educational and related services.

Support staff members who fail to perform their normal duties when so required as part of a concerted unauthorized work stoppage will be subject to loss of pay and fringe benefits, including paid insurance coverage, as well as disciplinary measures in accordance with the laws of the State.

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| Book | Clean Copies for Discussion/Approval |
| Section | 3000 Professional Staff Templates |
| Title | EMPLOYEE ANTI-HARASSMENT |
| Code | po3362 - DB 1/19/26 |
| Status | |
| Legal | 111.31, 118.195, 118.20, Wis. Stats.<br>29 U.S.C. 621 et seq., Age Discrimination in Employment Act of 1967<br>29 U.S.C. 794, Rehabilitation Act of 1973<br>42 U.S.C. 1983<br>42 U.S.C. 2000d et seq., Title VI of the Civil Rights Act of 1964<br>42 U.S.C. 2000e et seq., Title VII of the Civil Rights Act of 1964<br>42 U.S.C. 2000ff et seq., The Genetic Information Nondiscrimination Act<br>42 U.S.C. 6101, The Age Discrimination Act of 1975<br>42 U.S.C. 12101 et seq., Americans with Disabilities Act of 1990, as amended<br>29 C.F.R. Part 1635<br>National School Boards Association Inquiry and Analysis - May 2008 |

3362 - **EMPLOYEE ANTI-HARASSMENT**

**Prohibited Harassment**

The School Board is committed to a work environment that is free of harassment of any form. The District will not tolerate any form of harassment and will take all necessary and appropriate action to eliminate it. Any member of the District community who violates this policy will be subject to disciplinary action, up to and including termination of employment. Additionally, appropriate action will be taken to stop and otherwise deal with any third party who engages in harassment against our employees.

The School Board will vigorously enforce its prohibition against harassment based on race, color, national origin, age, sex (including sexual orientation or gender identity), pregnancy, creed or religion, genetic information, handicap or disability, marital status, citizenship status, veteran status, military service (as defined in 111.32, Wis. Stats.), ancestry, arrest record, conviction record, use or non-use of lawful products off the District's premises during non-working hours, declining to attend an employer-sponsored meeting or to participate in any communication with the employer about religious matters or political matters (collectively, Protected Classes), or any other characteristic protected by law in its employment practices (hereinafter referred to as harassment), and encourages those within the District community as well as Third Parties, who feel aggrieved to seek assistance to rectify such problems. The School Board prohibits harassment that affects tangible job benefits, interferes unreasonably with an individual's work performance, or creates an intimidating, hostile, or offensive working environment. Harassment may occur between employee-and-employee or employee-and-student.

The School Board ensures procedures will be in place to investigate all allegations of harassment and, in those cases where harassment is substantiated, take immediate steps to end the harassment, prevent its reoccurrence, and remedy its effects.

Individuals who are found to have engaged in harassment will be subject to appropriate disciplinary action.

**Notice**

Notice of the School Board's policy on anti-harassment related to employment practices and the identity of the District's Compliance Officers will be posted throughout the District and published in any District statement regarding the availability of employment, staff handbooks, and general information publications of the District as required by Federal and State law and this policy.

**Definitions**

Words used in this policy will have those meanings defined herein; words not defined herein will be construed according to their plain and ordinary meanings.

**Compliance Officer:** an employee designated by the School Board to be responsible for coordinating the District's efforts to comply with state and federal nondiscrimination laws and for receiving formal complaints of employee discrimination.

**Complainant** is the individual who alleges, or is alleged, to have been subjected to harassment, regardless of whether the person files a formal complaint or is pursuing an informal resolution to the alleged harassment.

**Day(s)**: Unless expressly stated otherwise, the term "day" or "days" as used in this policy means business day(s) (i.e., a day(s) that the District office is open for normal operating hours, Monday – Friday, excluding State-recognized holidays).

**Respondent** is the individual who has been alleged to have engaged in harassment, regardless of whether the Reporting Party files a formal complaint or is seeking an informal resolution to the alleged harassment.

**District community** means students and District employees (i.e., administrators, professional and support staff), as well as School Board members, agents, volunteers, contractors, or other persons subject to the control and supervision of the School Board.

**Third Parties** include, but are not limited to, guests and/or visitors on District property (e.g., visiting speakers, participants on opposing athletic teams, parents), vendors doing business with, or seeking to do business with, the District, and other individuals who come in contact with members of the District community at school-related events/activities (whether on or off District property).

**Bullying**

Bullying is defined as deliberate or intentional behavior using words or actions, intended to cause fear, intimidation, or harm. Bullying may be a repeated behavior and involves an imbalance of power. Furthermore, it may be serious enough to negatively impact the employee's physical or emotional well-being. Bullying need not be based on any Protected Class. Staff members should report complaints of bullying behavior to their supervisor. If their supervisor is the subject of the behavior, the complaint should be reported to the Superintendent. If the Superintendent is the subject of the behavior, the complaint should be reported to the School Board President. These complaints will be investigated in alignment to Policy 3362.01/4362.01 Threatening Behavior Towards Staff Members. Bullying behavior rises to the level of harassment when the prohibited conduct is based upon the employee's protected class and will be investigated in alignment with procedures in this policy.

**Harassment**

Harassment means any threatening, insulting, or dehumanizing gesture, use of data or computer software, or written, verbal or physical conduct directed against an employee based on one or more of the employee's Protected Class that:

A. places an employee in reasonable fear of harm to their person or damage to their property;

B. has the effect of substantially interfering with an employee's work performance, opportunities, or benefits; or

C. has the effect of substantially disrupting the orderly operation of a school.

Harassment also includes "hate speech" directed against an employee—the use of language, behavior, or images/symbols that express prejudice against a particular group or groups on the basis of any protected characteristic(s).

Examples are:

A. making statements that promote violence toward a racial or ethnic group;

B. drawing, displaying, or posting images or symbols of prejudice.

**Sexual Harassment**

For purposes of this policy and consistent with Title VII of the Civil Rights Act of 1964, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other physical, verbal, or visual conduct based on sex. Examples include, but are not limited to:

A. a supervisory employee engages in harassing behavior towards a subordinate employee, regardless of whether such conduct creates a hostile work environment;

B. acquiescence in or submission to such conduct is an explicit or implicit term or condition of employment;

C. an individual's acquiescence in, submission to, or rejection of such conduct becomes the basis for employment decisions affecting that individual;

D. such conduct is sufficiently severe, pervasive, and persistent such that it has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment;

E. consensual sexual relationships where such a relationship leads to favoritism of a subordinate employee with whom the superior is sexually involved and where such favoritism results in an adverse employment action for another employee or otherwise creates a hostile work environment;

F. inappropriate boundary invasions by a District employee or other adult member of the District into a student's personal space and personal life.

Sexual harassment may involve the behavior of a person of any gender against a person of the same or another gender.

Sexual Harassment covered by Policy 2266 – Nondiscrimination on the Basis of Sex in Education Programs or Activities, i.e., sexual harassment prohibited by Title IX, is not included in this policy. Allegations of such conduct will be addressed solely by Policy 2266- Nondiscrimination on the Basis of Sex in Education Programs or Activities.

Prohibited acts that constitute sexual harassment under this policy may take a variety of forms. Examples of the kinds of conduct that may constitute sexual harassment include, but are not limited to:

A. unwelcome sexual propositions, invitations, solicitations, and flirtations;

B. unwanted physical and/or sexual contact;

C. threats or insinuations that a person's employment, wages, promotion, assignments, or other conditions of employment may be adversely affected by not submitting to sexual advances;

D. unwelcome verbal expressions, including graphic sexual commentaries about a person's body, dress, appearance, or sexual activities; the unwelcome use of sexually degrading language, profanity, jokes, or innuendoes; unwelcome suggestive or insulting sounds or whistles; obscene telephone calls, text messages, or social media postings;

E. sexually suggestive objects, pictures, graffiti, videos, posters, audio recordings, or literature placed in the work environment that reasonably may embarrass or offend individuals;

F. unwelcome and inappropriate touching, patting, or pinching; obscene gestures;

G. asking or telling about sexual fantasies, sexual preferences, or sexual activities;

H. speculation about a person's sexual activities or sexual history or remarks about one's own sexual activities or sexual history;

I. giving unwelcome personal gifts, such as lingerie, that suggest the desire for a romantic relationship;

J. leering or staring at someone in a sexual way, such as staring at a person's breasts, buttocks, or groin;

K. consensual sexual relationships where such a relationship leads to favoritism of a subordinate employee with whom the superior is sexually involved and where such favoritism adversely affects other employees or otherwise creates a hostile work environment;

L. inappropriate boundary invasions by a District employee or other adult member of the District community into a student's personal space and personal life; and

M. verbal, nonverbal or physical aggression, intimidation, or hostility based on sex or sex-stereotyping that does not involve conduct of a sexual nature.

Sexual relationships between staff members, where one staff member has supervisory responsibilities over the other, are discouraged as a matter of School Board policy. Such relationships have an inherent possibility of being construed as sexual harassment because the consensual aspect of the relationship may be the result of implicit or explicit duress caused by uncertainty regarding the consequences of non-compliance.

Romantic or sexual relationships between District staff (teachers, aides, administrators, coaches, or other school authorities) and a student are expressly prohibited. Any school staff member who engages in sexual conduct with a student may also be guilty of a crime and any information regarding such instances will be reported to law enforcement authorities.

**Boundary Invasions**

Boundary invasions may be appropriate or inappropriate. Appropriate boundary invasions make medical or educational sense. For example, a teacher or aide assisting a kindergartner after a toileting accident or a coach touching a student during wrestling or football can be appropriate. However, other behaviors might be going too far, are inappropriate and may be signs of sexual grooming.  Inappropriate boundary invasions may include, but are not limited to, the following:

A. hugging, kissing, or other physical contact with a student;

B. telling sexual jokes to students;

C. engaging in talk containing sexual innuendo or banter with students;

D. talking about sexual topics that are not related to curriculum;

E. showing pornography to a student;

F. taking an undue interest in a student (i.e., having a special friend or a special relationship);

G. initiating or extending contact with students beyond the school day for personal purposes;

H. using e-mail, text messaging, or websites to discuss personal topics or interests with students;

I. giving students rides in the staff member's personal vehicle or taking students on personal outings without administrative approval;

J. 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);

K. going to a student's home for non-educational purposes;

L. inviting students to the staff member's home without proper chaperones (i.e., another staff member or parent of the student);

M. giving gifts or money to a student for no legitimate educational purpose;

N. accepting gifts or money from a student for no legitimate educational purpose;

O. being overly touchy with students;

P. favoring certain students by inviting them to come to the classroom at non-class times;

Q. getting a student out of class to visit with the staff member;

R. 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;



S. talking to a student about problems that would normally be discussed with adults (i.e., marital issues);

T. being alone with a student behind closed doors without a legitimate educational purpose;

U. telling a student secrets and having secrets with a student;

V. other similar activities or behavior.

Inappropriate boundary invasions are prohibited and must be reported promptly to one of the District Compliance Officers, as designated in this policy, the Building Principal, or the Superintendent.

**Religious (Creed) Harassment**

Prohibited religious harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's religion or creed and when the conduct has the purpose or effect of interfering with the individual's work performance; or of creating an intimidating, hostile, or offensive working environment. Such harassment may occur where conduct is directed at the characteristics of a person's religious tradition, clothing, surnames, and/or involves religious slurs.

**National Origin/Ancestry Harassment**

Prohibited national origin/ancestry harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's national origin or ancestry and when the conduct has the purpose or effect of interfering with the individual's work performance; or of creating an intimidating, hostile, or offensive working environment. Such harassment may occur where conduct is directed at the characteristics of a person's national origin or ancestry, such as negative comments regarding customs, manner of speaking, language, surnames, or ethnic slurs.

**Age Harassment**

Prohibited age-based harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's age, being over age forty (40), and when the conduct has the purpose or effect of interfering with the individual's work performance; or of creating an intimidating, hostile, or offensive working environment.

**Race/Color Harassment**

Prohibited race/color-based harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's race and/or color and when the conduct has the purpose or effect of interfering with the individual's work performance; or of creating an intimidating, hostile, or offensive working environment. Such harassment may occur where conduct is directed at the characteristics of a person's race or color, such as racial slurs, nicknames implying stereotypes, epithets, and/or negative references regarding racial customs.

**Disability Harassment**

Prohibited disability harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual’s disability, perceived disability, or record of disability, and when the conduct has the purpose or effect of interfering with the individual’s work performance; or of creating an intimidating, hostile, or offensive working environment. Such harassment may occur where conduct is directed at the characteristics of a person’s current or past disability or a perceived condition, such as negative comments about speech patterns, movement, physical impairments or defects/appearances, or the like. Such harassment may further occur where conduct is directed at or pertains to a person's genetic information.

**Anti-Harassment Compliance Officers**

The following individual(s) will serve as the District’s Anti-Harassment Compliance Officer(s) (hereinafter, “the Compliance Officer(s)” or CO or COs):

Mark Inouye
Director of Student Services/Title IX Coordinator - Students
715-425-1800
852 E. Division Street
River Falls, WI 54022
mark.inouye@rfsd.k12.wi.us

Nate Schurman
Director of Human Resources and Leadership Development/Title IX Coordinator - Staff

715-425-1800
852 E. Division Street
River Falls, WI 54022
nate.schurman@rfsd.k12.wi.us

The names, titles, and contact information of these individuals will be published annually:

A. on the District's website.

B. in the Employee Handbook.

The Compliance Officer(s) are responsible for coordinating the District's efforts to comply with applicable Federal and State laws and regulations, including the District's duty to address in a prompt and equitable manner any inquiries or complaints regarding harassment.

**Reports and Complaints of Harassing Conduct**

The Compliance Officer(s) will be available during regular school/work hours to discuss concerns related to harassment, to assist students, other members of the District community, and third parties who seek support or advice when informing another individual about unwelcome conduct, or to intercede informally on behalf of the individual in those instances where concerns have not resulted in the filing of a formal complaint and where all parties are in agreement to participate in an informal process.

Compliance Officers will accept reports of harassment directly from any member of the District community, or a Third Party, or receive reports that are initially filed with an administrator, supervisor, or other District-level official. Upon receipt of a report of alleged harassment, the Compliance Officer(s) will contact the Complainant and begin either an informal or formal complaint process (depending on the request of the Complainant or the nature of the alleged harassment), or the CO(s) will designate a specific individual to conduct such a process as identified in a pre-defined list of investigators. The Compliance Officer(s) will provide a copy of this policy to the Complainant and Respondent. In the case of a formal complaint, the Compliance Officer(s) will prepare recommendations for the Superintendent or will oversee the preparation of such recommendations by a designee. All employees must report incidents of harassment that are reported to them to the Compliance Officer within two (2) days of learning of the incident.

Any employee who directly observes harassment is obligated, in accordance with this policy, to report such observations to the Compliance Officer(s) within two (2) days. Additionally, any employee who observes an act of harassment is expected to intervene to stop the harassment, unless circumstances make such an intervention dangerous, in which case the staff member should immediately notify other employees and/or local law enforcement officials, as necessary, to stop the harassment. Thereafter, the Compliance Officer(s) or designee must contact the Complainant, if age eighteen (18) or older, or Complainant's parents/guardians if the Complainant is under the age eighteen (18), within two (2) days to advise of the District's intent to investigate the alleged wrongdoing.

Members of the District community, along with Third Parties, are encouraged to promptly report incidents of harassing conduct to an administrator, supervisor, or other District official so that the District may address the conduct before it becomes severe, pervasive, or persistent. Any administrator, supervisor, or other District official who receives such a report will file it with the Compliance Officer within two (2) days of receiving the report of harassment.

Members of the District community and Third Parties who believe they have been harassed by another member of the District community or a Third Party are entitled to utilize the School Board's complaint process that is set forth below. Initiating a complaint, whether formally or informally, will not adversely affect the Complainant's employment unless the complaining individual makes the complaint maliciously or with the knowledge that it is false.

Reporting procedures are as follows:

A. Employees who believes they have been the victim of harassment prohibited under this policy are encouraged to report the alleged harassment to the appropriate school official as identified in D below.

B. Teachers, administrators, and other District officials who have knowledge of or receive notice that an employee has or may have been the victim of harassment prohibited under this policy will immediately report the alleged harassment to the appropriate school official as defined in D below.

C. Any other person with knowledge or belief that an employee has or may have been the victim of harassment prohibited by this policy will be encouraged to immediately report the alleged acts to an appropriate school official as identified in D below.

D. Appropriate District officials are as follows:

1. Any complaint under this policy will be reported to the District's Compliance Officer unless the complaint is regarding the Compliance Officer. In such cases, the complaints will be reported to the Superintendent, who will coordinate with the other appointed/designated CO or, if appropriate, appoint/designate another individual to serve as CO for the complaint regarding a CO.

2. Any complaint under this policy regarding the Superintendent or a School Board Member that is received by the District Compliance Officer will be referred to the School Board's legal counsel, who will assume the role of the District Compliance Officer for such complaints.

E. The reporting party or Complainant will be encouraged to use a **report form** (**LINKED FORM WILL NEED TO BE UPDATED)**available from the Principal of each building or available from the District office, but oral reports will be considered complaints as well. ***Use of formal reporting forms will not be mandated.*** However, all oral complaints will be reduced to writing. Further, nothing in this policy will prevent any person from reporting harassment directly to the Superintendent or other supervisory employee.

If during an investigation of alleged bullying, aggressive behavior, and/or harassment in accordance with Policy 5517.01 - Bullying, the Principal believes that the reported misconduct may have created a hostile work environment and may have constituted discriminatory harassment based on a Protected Class, the Principal will report the act of bullying, aggressive behavior and/or harassment to the Compliance Officer(s) who will investigate the allegation in accordance with this policy. If the alleged harassment involves Sexual Harassment as defined by Policy 2266, the matter will be investigated in accordance with the grievance process and procedures outlined in Policy 2266. While the Compliance Officer investigates the allegation, or the matter is being addressed pursuant to Policy 2266, the Principal will suspend the Policy 5517.01 investigation to await the Compliance Officer's written report or the determination of responsibility pursuant to Policy 2266. The Compliance Officer will keep the Principal informed of the status of the Policy 1662 investigation and provide the Principal with a copy of the resulting written report. Likewise, the Title IX Coordinator will provide the Principal with the determination of responsibility that results from the Policy 2266 grievance process.

**Investigation and Complaint Procedure**

Except for Sexual Harassment that is covered by Policy 2266 - Nondiscrimination on the Basis of Sex in Education Program or Activities, any employee or other member of the District community or Third Party (e.g., visitor to the District) who believes that they have been subjected to harassment or has witnessed harassment of another may seek resolution of the complaint through the procedures described below. The complaint process involves an investigation of the Complainant's claims of harassment or retaliation and a process for rendering a decision regarding whether the charges are substantiated.

The procedures set forth below are not intended to interfere with the rights of any individual to pursue a complaint of harassment or retaliation with the United States Department of Education Office for Civil Rights (OCR), the Wisconsin Equal Rights Division, and/or the Equal Employment Opportunity Commission (EEOC). The Chicago Office of the OCR can be reached at John C. Kluczynski Federal Building, 230 S. Dearborn Street, 37th Floor, Chicago, IL 60604; Telephone: 312-730-1560; FAX: 312-730-1576; TDD: 800-877-8339; Email: OCR.Chicago@ed.gov; Web: http://www.ed.gov/ocr.

**Complaint Procedure**

A Complainant who alleges harassment based on a protected class or retaliation may file a complaint, either orally or in writing: 1) with a Principal; 2) directly to one of the COs; or 3) to the Superintendent or other supervisory employee. As noted above, any complaint received regarding the Superintendent or a School Board member will be referred to the School Board's legal counsel, who will assume the role of the CO for such complaints. Additionally, if the complaint is regarding a CO, the complaint will be reported to the Superintendent, who will consult with the other appointed/designated CO, if any, and if necessary appoint/designate another individual to serve in the role of CO for a complaint regarding a CO.

Due to the sensitivity surrounding complaints of harassment and retaliation, timelines are flexible for initiating the complaint process; however, individuals should make every effort to file a complaint within thirty (30) days after the conduct occurs while the facts are known and potential witnesses are available. If a Complainant informs a Principal, Superintendent, or other supervisory employee, either orally or in writing, about any complaint of discrimination or retaliation, that employee must report such information to the CO within two (2) days.

Throughout the course of the process as described herein, the CO should keep the parties reasonably informed of the status of the investigation and the decision-making process.

All written complaints must include the following information to the extent known: the identity of the Respondent; a detailed description of their understanding of the facts upon which the complaint is based (i.e., when, where, and what occurred); a list of potential witnesses; and the resolution sought by the Complainant.

If the Complainant is unwilling or unable to provide a written statement including the information set forth above, the CO will ask for such details in an oral interview. Thereafter the CO will prepare a written summary of the oral interview, and the Complainant will be asked to verify the accuracy of the reported charge by signing the document.

Upon receiving a complaint, the CO will consider whether any action should be taken in the investigatory phase to protect the Complainant from further harassment or retaliation, including but not limited to, a change of work assignment or schedule for the Complainant and/or the Respondent. In making such a determination, the CO should consult the Complainant to assess whether the individual agrees with the proposed action. If the Complainant is unwilling to consent to the proposed change, the CO may still take whatever actions deemed appropriate in consultation with the Superintendent. No temporary arrangements will be disciplinary to either the Complainant or Respondent.

Within two (2) days of receiving a complaint, the CO will inform the Respondent that a complaint has been received.

The Respondent is not entitled to receive a copy of any written complaint unless the CO determines it is appropriate to do so; however, the Respondent will be informed about the nature of the allegations. The CO will inform the Respondent of the requirements of this policy, which may include providing the Respondent with a copy of this policy or information about where to find it. Respondent will be afforded the opportunity to submit a written response to the complaint. The CO will inform the Respondent of the Respondent's deadline to provide the CO with the written response to the allegations in the complaint.

Within two (2) days of receiving the complaint, the CO will initiate an investigation by at a minimum confirming receipt of the complaint with the Complainant and informing the Complainant of the investigation process.

Investigations will be completed promptly. What constitutes promptness will depend on the complexity of the issues, the number of incidents or factual elements, the number of witnesses and documents to be consulted, and the availability of witnesses and other evidence. The CO will keep the Complainant reasonably informed of the investigation's progress.

The investigation will include:

A. interview(s) with the Complainant;

B. interview(s) with the Respondent;

C. interviews with any other witnesses who reasonably may be expected to have any information relevant to the allegations, as determined by the CO;

D. consideration of any documentation including, but not limited to, evaluations and prior disciplinary actions, or other evidence presented by the Complainant, Respondent, or any other witness which is reasonably believed to be relevant to the allegations, as determined by the CO.

At the conclusion of the investigation, the CO or designee will prepare and deliver a written report to the Superintendent that summarizes the evidence gathered during the investigation and provides recommendations based on the evidence and the definition of harassment as provided in this policy and State and Federal law as to whether the Respondent engaged in harassment of or retaliation toward the Complainant. The CO's recommendations must be based upon the totality of the circumstances, including the ages and maturity levels of those involved. In determining if discriminatory harassment or retaliation occurred, a preponderance of evidence standard will be used.

The CO may consult with the School Board's attorney during the course of the investigatory process and/or before finalizing the report to the Superintendent.

In cases where no District CO is able to investigate a complaint due to concerns regarding conflicts, bias or partiality, or for other reasons that impair the CO's ability to conduct an investigation, the CO may in consultation with the Superintendent, or School Board President if the matter involves the Superintendent, engage outside legal counsel to conduct the investigation consistent with this policy.

Absent extenuating circumstances, within five (5) days of receiving the report of the CO, the Superintendent must either issue a written decision regarding whether or not the complaint of harassment has been substantiated or request further investigation. A copy of the Superintendent's final decision will be delivered to both the Complainant and the Respondent.

If the Superintendent requests additional investigation, the Superintendent must specify the additional information that is to be gathered, and such additional investigation must be completed within five (5) days. At the conclusion of the additional investigation, the Superintendent must issue a final written decision as described above.

If the Superintendent determines the Respondent engaged in harassment of or retaliation toward the Complainant, the Superintendent must identify what corrective action will be taken to stop, remedy, and prevent the recurrence of the harassment or retaliation. The corrective action should be reasonable, timely, effective, and tailored to the specific situation.

The decision of the Superintendent will be final. If the investigation results in disciplinary action, the employee subject to discipline is entitled to file a grievance pursuant to School Board Policy 3340. Nothing in this policy will be construed to prevent an employee from bringing a complaint before the Equal Employment Opportunity Commission or the Wisconsin Equal Rights Division.

The School Board reserves the right to investigate and resolve a complaint or report of harassment regardless of whether the member of theDistrict community or a Third Party alleging the harassment pursues the complaint. The School Board also reserves the right to have the formal complaint investigation conducted by an external person in accordance with this policy or in such other manner as deemed appropriate by the School Board.

The parties may be represented, at their own cost, at any of the above-described meetings/hearings.

The right of a person to a prompt and equitable resolution of the complaint will not be impaired by the person’s pursuit of other remedies, such as the filing of a complaint with the Office for Civil Rights, the filing of charges with local law enforcement, or the filing of a civil action in court. Use of this internal complaint procedure is not a prerequisite to the pursuit of other remedies.

All timelines pertinent to the investigation process are intended to be guidelines to assure that the investigation proceeds with all deliberate efficiency. Failure of the CO to meet any specific timeline does not invalidate the investigation or provide a defense to the allegations.

**Privacy/Confidentiality**

The District will employ reasonable efforts to protect the rights of the Complainant, the Respondent(s), and all the witnesses as much as possible, consistent with the School Board’s legal obligations to investigate, to take appropriate action, and to conform with any discovery or disclosure obligation in an investigation of harassment. The District will respect the privacy of the Complainant, the Respondent, and all witnesses in a manner consistent with the District's legal obligations under State and Federal law. Confidentiality, however, cannot be guaranteed. Additionally, the Respondent must be provided with the Complainant's identity.

During the course of an investigation, the CO will determine whether confidentiality during the investigation process is necessary to protect the interests and reputations of those involved and/or to protect the integrity of the investigation and if so, will instruct all members of the District community and third parties who are interviewed about the importance of maintaining confidentiality. Any individual who is interviewed as part of a harassment investigation is expected not to disclose any information that is learned or provided during the course of the investigation.

**Directives During Investigation**

The CO may recommend to the Superintendent placing any employee involved in an investigation under this Policy on administrative leave pending resolution of the matter. If the Superintendent is the Respondent, the CO will make such a recommendation to the School Board. Administrative leave may be appropriate in situations in which protecting the safety of any individual or the integrity of the investigation necessitates such action.

The CO will determine whether any witnesses in the course of an investigation should be provided a *Garrity* warning apprising the person of their obligations to answer questions truthfully and honestly while preserving the right against self-incrimination in the context of any resulting criminal investigation or prosecution.

Every employee interviewed in the course of an investigation is required to provide truthful responses to all questions. Failure to do so may result in disciplinary action.

**Remedial Action and Monitoring**

If warranted, appropriate remedial action will be determined and implemented on behalf of the Complainant, including but not limited to counseling services, reinstatement of leave taken due to the discrimination, or other appropriate action.

The School Board may appoint an individual, who may be an employee, to follow up with the Complainant to ensure no further discrimination or retaliation has occurred and to take action to address any reported occurrences promptly.



**Sanctions and Disciplinary Action**

The School Board will vigorously enforce its prohibitions against harassment/retaliation by taking appropriate action reasonably calculated to stop the harassment and prevent further misconduct.

While observing the principles of due process, a violation of this policy may result in disciplinary action up to and including the discharge of an employee. All disciplinary action will be taken in accordance with applicable law.

When imposing discipline, the Superintendent will consider the totality of the circumstances. In those cases where harassment is not substantiated, the School Board may consider whether the alleged conduct nevertheless warrants discipline in accordance with other School Board policies.

Where the School Board becomes aware that a prior disciplinary action has been taken against the Respondent, all subsequent sanctions imposed by the School Board and/or Superintendent will be reasonably calculated to end such conduct, prevent its reoccurrence, and remedy its effects.

**Retaliation**

Retaliation against a person who makes a report or files a complaint alleging harassment/retaliation or participates as a witness in an investigation is prohibited. Neither the School Board nor any other person may intimidate, threaten, coerce or interfere with any individual because the person opposed any act or practice made by any Federal or State civil rights law, or because that individual made a report, formal complaint, testified, assisted or participated or refused to participate in any manner in an investigation, proceeding, or hearing under those laws and/or this policy, or because that individual exercised, enjoyed, aided or encouraged any other person in the exercise or enjoyment of any right granted or protected by those laws and/or this policy.

Retaliation against a person for making a report of discrimination, filing a formal complaint, or participating in an investigation or meeting is a serious violation of this policy that can result in the imposition of disciplinary sanctions/consequences and/or other appropriate remedies.

Formal complaints alleging retaliation may be filed according to the internal complaint process set forth above.

The exercise of rights protected under the First Amendment of the United States Constitution does not constitute retaliation prohibited under this policy.

**Allegations Constituting Criminal Conduct**

If the CO has reason to believe that the Complainant has been the victim of criminal conduct, such knowledge should be reported to local law enforcement. After such report has been made, the Superintendent will be advised that local law enforcement was notified.

If the Complainant has been the victim of criminal conduct and the accused is the Superintendent, such knowledge should be reported by the CO to local law enforcement. After such report has been made, the School Board President will be advised that local law enforcement was notified.

Any reports made to local law enforcement will not terminate the COs obligation and responsibility to continue to investigate a complaint of harassment. While the COs may work cooperatively with outside agencies to conduct concurrent investigations, the harassment investigation will not be stopped due to the involvement of outside agencies without good cause after consultation with the Superintendent.

**Reprisal**

Submission of a good faith complaint or report of harassment will not affect the Complainant's or reporter's work status or work environment. However, the School Board also recognizes that false or fraudulent claims of harassment or false or fraudulent information about such claims may be filed. The School Board reserves the right to discipline any person filing a false or fraudulent claim of harassment or false or fraudulent information about such a claim.

The District will discipline or take appropriate action against any member of the District community who retaliates against any person who reports an incident of harassment prohibited by this policy or participates in a proceeding, investigation, or hearing relating to such harassment. Retaliation includes, but is not limited to, any form of intimidation, reprisal, or harassment.

**Miscellaneous**

The District will conspicuously post a notice including this policy against harassment in each school in a place accessible to the District community and members of the public. This notice will also include the name, mailing address, and telephone number of the COs, the name, mailing address, and telephone number of the State agency responsible for investigating allegations of discrimination in educational employment, and the mailing address and telephone number of the United States Equal Employment Opportunity Commission.

A link to this policy will appear in the Employee Handbook and a copy will be made available upon request of employees and other interested parties.

**Education and Training**

In support of this policy, the School Board promotes preventative educational measures to create greater awareness of harassment. The Superintendent will provide appropriate information to all members of the District community related to the implementation of this policy and will provide training for District staff at such times as the School Board in consultation with the Superintendent determines is necessary or appropriate.

The School Board will respect the privacy of the Complainant, the individuals against whom the complaint is filed, and the witnesses as much as practicable, consistent with the School Board's legal obligations to investigate, to take appropriate action, and to conform with any discovery, disclosure, or other legal obligations.

**Retention of Investigatory Records and Materials**

The CO(s) is responsible for overseeing retention of all records that must be maintained pursuant to this policy. All individuals charged with conducting investigations under this policy will retain all documents, electronically stored information (ESI), and electronic media (as defined in Policy 8315 - Information Management) created and/or received as part of an investigation, which may include but are not limited to:

A. all written reports/allegations/complaints/statements;

B. narratives of all verbal reports, allegations, complaints, and statements collected;

C. a narrative of all actions taken by District personnel;

D. any written documentation of actions taken by District personnel or individuals contracted or appointed by the School Board to fulfill its responsibilities;

E. narratives of, notes from, or audio, video, or digital recordings of witness statements;

F. all documentary evidence;

G. e-mails, texts, or social media posts pertaining to the investigation;

H. contemporaneous notes in whatever form made (e.g., handwritten, keyed into a computer or tablet, etc.) pertaining to the investigation;

I. written disciplinary sanctions issued to employees and a narrative of verbal disciplinary sanctions issued to employees for violations of the policies and procedures prohibiting discrimination or harassment;

J. dated written determinations to the parties;

K. dated written descriptions of verbal notifications to the parties;

L. written documentation of any supportive measures offered and/or provided to Complainant and/or the Respondent, including no contact orders issued to both parties, the dates issued, and the dates the parties acknowledged receipt; and

M. documentation of all actions taken, both individual and systemic, to stop the discrimination or harassment, prevent its recurrence, eliminate any hostile environment, and remedy its discriminatory effects;

N. copies of the School Board policy and/or procedures/guidelines used by the District to conduct the investigation, and any documents used by the District at the time of the alleged violation to communicate the School Board’s expectations to staff with respect to the subject of this policy (e.g., Employee Handbook);

O. copies of any documentation that memorializes any formal or informal resolutions to the alleged discrimination or harassment;

P. documentation of any training provided to District personnel related to this policy, including but not limited to, notification of the prohibitions and expectations of staff set forth in this policy and the role and responsibility of all District personnel involved in enforcing this policy, including their duty to report alleged violations of this policy and/or conducting an investigation of an alleged violation of this policy.

The documents, ESI, and electronic media (as defined in Policy 8315 - Information Management) retained may include public records and records exempt from disclosure under Federal and/or State law.

The documents, ESI, and electronic media (as defined in Policy 8315 - Information Management) created or received as part of an investigation will be retained in accordance with Policy 8310 - Public Records, Policy 8315- Information Management, and Policy 8320 - Personnel Records for not less than three (3) years, but longer if required by the District's records retention schedule.

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| Book | Clean Copies for Discussion/Approval |
| Section | 3000 Professional Staff Templates |
| Title | STUDENT SUPERVISION AND WELFARE |
| Code | po3213 |
| Status | |
| Legal | 48.981, 948, 948.095 Wis. Stats. |

3213 - **STUDENT SUPERVISION AND WELFARE**

Professional staff members are frequently confronted with situations which, if handled incorrectly, could result in liability to the District, personal liability to the professional staff member, and/or harm to the welfare of the student(s). It is the intent of the School 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 will 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.

Each District employee will 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 will 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 will report unsafe, potentially harmful, dangerous, violent, or criminal activities, or threat of these activities, by students to the Superintendent, the School Resource Officer (SRO), and/or local public safety agencies and/or school officials in accordance with Policy 8420 - School Safety.

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 will provide proper instruction in the safety matters presented in assigned course guides.

E. A professional staff member will not send students on any personal errands.

F. A professional staff member will 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 will 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 will not transport students for school-related activities in a private vehicle without the approval of the Human Resources Department and consistent with the provisions of Policy 8660 - Transportation by Private Vehicle for District-Sponsored Trips. This does not apply to any student who is a professional staff member's family member.

I. A student will not be required to perform work or services that may be detrimental to their health.

J. Professional staff will not engage students in social media and online networking media (see also Policy 7544), except for appropriate academic, extra-curricular, and/or professional uses only.

K. In the scope of their professional responsibilities, professional staff are expressly prohibited from posting any picture, video, meme, or other visual depiction 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.

L. In the scope of their professional responsibilities, professional staff including coaches and advisors, are authorized to communicate with students through District email and through the use of District approved notifications applications (apps). Examples of notification apps include but are not limited to: Remind, Teamsnap, or SportsYou. The Activities Director, High School Principal, and Middle School Principal have the authority to approve notification apps for District use. Texting or communicating with students from a device using any other method is prohibited.

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.

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

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| Book | Clean Copies for Discussion/Approval |
| Section | 1000 Administration Templates |
| Title | EMPLOYEE ANTI-HARASSMENT |
| Code | po1662 |
| Status | |
| Legal | 111.31, 118.195, 118.20, Wis. Stats.<br>29 U.S.C. 621 et seq., Age Discrimination in Employment Act of 1967<br>29 U.S.C. 794, Rehabilitation Act of 1973<br>42 U.S.C. 1983<br>42 U.S.C. 2000d et seq., Title VI of the Civil Rights Act of 1964<br>42 U.S.C. 2000e et seq., Title VII of the Civil Rights Act of 1964<br>42 U.S.C. 2000ff et seq., The Genetic Information Nondiscrimination Act<br>42 U.S.C. 6101 et seq., Age Discrimination Act of 1975<br>42 U.S.C. 12101 et seq., Americans with Disabilities Act of 1990, as amended<br>29 C.F.R. Part 1635<br>National School Boards Association Inquiry and Analysis - May 2008 |

1662 - **EMPLOYEE ANTI-HARASSMENT**

**Prohibited Harassment**

The School Board is committed to a work environment that is free of harassment of any form. The District will not tolerate any form of harassment and will take all necessary and appropriate action to eliminate it. Any member of the District community who violates this policy will be subject to disciplinary action, up to and including termination of employment. Additionally, appropriate action will be taken to stop and otherwise deal with any third party who engages in harassment against our employees.

The School Board will vigorously enforce its prohibition against harassment based on race, color, national origin, age, sex (including sexual orientation or gender identity), pregnancy, creed or religion, genetic information, handicap or disability, marital status, citizenship status, veteran status, military service (as defined in 111.32, Wis. Stats.), ancestry, arrest record, conviction record, use or non-use of lawful products off the District's premises during non-working hours, declining to attend an employer-sponsored meeting or to participate in any communication with the employer about religious matters or political matters (collectively, Protected Classes), or any other characteristic protected by law in its employment practices (hereinafter referred to as harassment), and encourages those within the District community as well as Third Parties, who feel aggrieved to seek assistance to rectify such problems. The School Board prohibits harassment that affects tangible job benefits, interferes unreasonably with an individual's work performance, or creates an intimidating, hostile, or offensive working environment. Harassment may occur between employee-and-employee or employee and student.

The School Board ensures procedures will be in place to investigate all allegations of harassment and, in those cases where harassment is substantiated, take immediate steps to end the harassment, prevent its reoccurrence, and remedy its effects.

Individuals who are found to have engaged in harassment will be subject to appropriate disciplinary action.

**Notice**

Notice of the School Board's policy on anti-harassment related to employment practices and the identity of the District's Compliance Officers will be posted throughout the District and published in any District statement regarding the availability of employment, staff handbooks, and general information publications of the District as required by Federal and State law and this policy.

**Definitions**

Words used in this policy will have those meanings defined herein; words not defined herein will be construed according to their plain and ordinary meanings.

**Compliance Officer:** an employee designated by the School Board to be responsible for coordinating the District's efforts to comply with state and federal nondiscrimination laws and for receiving formal complaints of employee discrimination.

**Complainant** is the individual who alleges, or is alleged, to have been subjected to harassment, regardless of whether the person files a formal complaint or is pursuing an informal resolution to the alleged harassment.

**Day(s)**: Unless expressly stated otherwise, the term "day" or "days" as used in this policy means business day(s) (i.e., a day(s) that the District office is open for normal operating hours, Monday – Friday, excluding State-recognized holidays).

**Respondent** is the individual who has been alleged to have engaged in harassment, regardless of whether the Reporting Party files a formal complaint or is seeking an informal resolution to the alleged harassment.

**District community** means students and District employees (i.e., administrators, professional and support staff), as well as School Board members, agents, volunteers, contractors, or other persons subject to the control and supervision of the School Board.

**Third Parties** include, but are not limited to, guests and/or visitors on District property (e.g., visiting speakers, participants on opposing athletic teams, parents), vendors doing business with, or seeking to do business with, the District, and other individuals who come in contact with members of the District community at school-related events/activities (whether on or off District property).

**Bullying**

Bullying is defined as deliberate or intentional behavior using words or actions, intended to cause fear, intimidation, or harm. Bullying may be a repeated behavior and involves an imbalance of power. Furthermore, it may be serious enough to negatively impact the employee's physical or emotional well-being. Bullying need not be based on any Protected Class. Staff members should report complaints of bullying behavior to their supervisor. If their supervisor is the subject of the behavior, the complaint should be reported to the Superintendent. If the Superintendent is the subject of the behavior, the complaint should be reported to the School Board President. These complaints will be investigated in alignment to Policy 3362.01/4362.01 Threatening Behavior Towards Staff Members. Bullying behavior rises to the level of harassment when the prohibited conduct is based upon the employee's protected class and will be investigated in alignment with procedures in this policy.

**Harassment**

Harassment means any threatening, insulting, or dehumanizing gesture, use of data or computer software, or written, verbal or physical conduct directed against an employee based on one or more of the employee's Protected Class that:

A. places an employee in reasonable fear of harm to their person or damage to their property;

B. has the effect of substantially interfering with an employee's work performance, opportunities, or benefits; o

C. has the effect of substantially disrupting the orderly operation of a school.

Harassment also includes "hate speech" directed against an employee—the use of language, behavior, or images/symbols that express prejudice against a particular group or groups on the basis of any protected characteristic(s).

Examples are:

A. making statements that promote violence toward a racial or ethnic group;

B. drawing, displaying, or posting images or symbols of prejudice.

**Sexual Harassment**

For purposes of this policy and consistent with Title VII of the Civil Rights Act of 1964, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other physical, verbal, or visual conduct based on sex. Examples include, but are not limited to:

A. a supervisory employee engages in harassing behavior towards a subordinate employee, regardless of whether such conduct creates a hostile work environment;

B. acquiescence in or submission to such conduct is an explicit or implicit term or condition of employment;

C. an individual's acquiescence in, submission to, or rejection of such conduct becomes the basis for employment decisions affecting that individual;

D. such conduct is sufficiently severe, pervasive, and persistent such that it has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment;

E. consensual sexual relationships where such a relationship leads to favoritism of a subordinate employee with whom the superior is sexually involved and where such favoritism results in an adverse employment action for another employee or otherwise creates a hostile work environment;

F. inappropriate boundary invasions by a District employee or other adult member of the District into a student's personal space and personal life.

Sexual harassment may involve the behavior of a person of any gender against a person of the same or another gender.

Sexual Harassment covered by Policy 2266 – Nondiscrimination on the Basis of Sex in Education Programs or Activities, i.e., sexual harassment prohibited by Title IX, is not included in this policy. Allegations of such conduct will be addressed solely by Policy 2266- Nondiscrimination on the Basis of Sex in Education Programs or Activities.

Prohibited acts that constitute sexual harassment under this policy may take a variety of forms. Examples of the kinds of conduct that may constitute sexual harassment include, but are not limited to:

A. unwelcome sexual propositions, invitations, solicitations, and flirtations;

B. unwanted physical and/or sexual contact;

C. threats or insinuations that a person's employment, wages, promotion, assignments, or other conditions of employment may be adversely affected by not submitting to sexual advances;

D. unwelcome verbal expressions, including graphic sexual commentaries about a person's body, dress, appearance, or sexual activities; the unwelcome use of sexually degrading language, profanity, jokes, or innuendoes; unwelcome suggestive or insulting sounds or whistles; obscene telephone calls, text messages, or social media postings;

E. sexually suggestive objects, pictures, graffiti, videos, posters, audio recordings, or literature placed in the work environment that reasonably may embarrass or offend individuals;

F. unwelcome and inappropriate touching, patting, or pinching; obscene gestures;

G. asking or telling about sexual fantasies, sexual preferences, or sexual activities;

H. speculation about a person's sexual activities or sexual history or remarks about one's own sexual activities or sexual history;

I. giving unwelcome personal gifts, such as lingerie, that suggest the desire for a romantic relationship;

J. leering or staring at someone in a sexual way, such as staring at a person's breasts, buttocks, or groin;

K. consensual sexual relationships where such a relationship leads to favoritism of a subordinate employee with whom the superior is sexually involved and where such favoritism adversely affects other employees or otherwise creates a hostile work environment;

L. inappropriate boundary invasions by a District employee or other adult member of the District community into a student's personal space and personal life; and

M. verbal, nonverbal or physical aggression, intimidation, or hostility based on sex or sex-stereotyping that does not involve conduct of a sexual nature.

Sexual relationships between staff members, where one staff member has supervisory responsibilities over the other, are discouraged as a matter of School Board policy. Such relationships have an inherent possibility of being construed as sexual harassment because the consensual aspect of the relationship may be the result of implicit or explicit duress caused by uncertainty regarding the consequences of non-compliance.

Romantic or sexual relationships between District staff (teachers, aides, administrators, coaches, or other school authorities) and a student are expressly prohibited. Any school staff member who engages in sexual conduct with a student may also be guilty of a crime and any information regarding such instances will be reported to law enforcement authorities.

**Boundary Invasions**

Boundary invasions may be appropriate or inappropriate. Appropriate boundary invasions make medical or educational sense. For example, a teacher or aide assisting a kindergartner after a toileting accident or a coach touching a student during wrestling or football can be appropriate. However, other behaviors might be going too far, are inappropriate and may be signs of sexual grooming.  Inappropriate boundary invasions may include, but are not limited to, the following:

A. hugging, kissing, or other physical contact with a student;

B. telling sexual jokes to students;

C. engaging in talk containing sexual innuendo or banter with students;

D. talking about sexual topics that are not related to curriculum;

E. showing pornography to a student;

F. taking an undue interest in a student (i.e., having a special friend or a special relationship);

G. initiating or extending contact with students beyond the school day for personal purposes;

H. using e-mail, text messaging, or websites to discuss personal topics or interests with students;

I. giving students rides in the staff member's personal vehicle or taking students on personal outings without administrative approval;

J. 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);

K. going to a student's home for non-educational purposes;

L. inviting students to the staff member's home without proper chaperones (i.e., another staff member or parent of the student);

M. giving gifts or money to a student for no legitimate educational purpose;

N. accepting gifts or money from a student for no legitimate educational purpose;

O. being overly touchy with students;

P. favoring certain students by inviting them to come to the classroom at non-class times;

Q. getting a student out of class to visit with the staff member;

R. 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;



S. talking to a student about problems that would normally be discussed with adults (i.e,. marital issues);

T. being alone with a student behind closed doors without a legitimate educational purpose;

U. telling a student secrets and having secrets with a student;

V. other similar activities or behavior.

Inappropriate boundary invasions are prohibited and must be reported promptly to one of the District Compliance Officers, as designated in this policy, the Building Principal, or the Superintendent.

**Religious (Creed) Harassment**

Prohibited religious harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's religion or creed and when the conduct has the purpose or effect of interfering with the individual's work performance; or of creating an intimidating, hostile, or offensive working environment. Such harassment may occur where conduct is directed at the characteristics of a person's religious tradition, clothing, surnames, and/or involves religious slurs.

**National Origin/Ancestry Harassment**

Prohibited national origin/ancestry harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's national origin or ancestry and when the conduct has the purpose or effect of interfering with the individual's work performance; or of creating an intimidating, hostile, or offensive working environment. Such harassment may occur where conduct is directed at the characteristics of a person's national origin or ancestry, such as negative comments regarding customs, manner of speaking, language, surnames, or ethnic slurs.

**Age Harassment**

Prohibited age-based harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's age, being over age forty (40), and when the conduct has the purpose or effect of interfering with the individual's work performance; or of creating an intimidating, hostile, or offensive working environment.

**Race/Color Harassment**

Prohibited race/color-based harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's race and/or color and when the conduct has the purpose or effect of interfering with the individual's work performance; or of creating an intimidating, hostile, or offensive working environment. Such harassment may occur where conduct is directed at the characteristics of a person's race or color, such as racial slurs, nicknames implying stereotypes, epithets, and/or negative references regarding racial customs.

**Disability Harassment**

Prohibited disability harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual’s disability, perceived disability, or record of disability, and when the conduct has the purpose or effect of interfering with the individual’s work performance; or of creating an intimidating, hostile, or offensive working environment. Such harassment may occur where conduct is directed at the characteristics of a person’s current or past disability or a perceived condition, such as negative comments about speech patterns, movement, physical impairments or defects/appearances, or the like. Such harassment may further occur where conduct is directed at or pertains to a person's genetic information.

**Anti-Harassment Compliance Officers**

The following individual(s) will serve as the District’s Anti-Harassment Compliance Officer(s) (hereinafter, “the Compliance Officer(s)” or CO or COs):

Mark Inouye
Director of Student Services/Title IX Coordinator - Students
715-425-1800
852 E. Division Street
River Falls, WI 54022
mark.inouye@rfsd.k12.wi.us

Nate Schurman
Director of Human Resources and Leadership Development/Title IX Coordinator - Staff

715-425-1800
852 E. Division Street
River Falls, WI 54022
nate.schurman@rfsd.k12.wi.us

The names, titles, and contact information of these individuals will be published annually:

A. on the District's website.

B. in the Employee Handbook.

The Compliance Officer(s) are responsible for coordinating the District's efforts to comply with applicable Federal and State laws and regulations, including the District's duty to address in a prompt and equitable manner any inquiries or complaints regarding harassment.

**Reports and Complaints of Harassing Conduct**

The Compliance Officer(s) will be available during regular school/work hours to discuss concerns related to harassment, to assist students, other members of the District community, and third parties who seek support or advice when informing another individual about unwelcome conduct, or to intercede informally on behalf of the individual in those instances where concerns have not resulted in the filing of a formal complaint and where all parties are in agreement to participate in an informal process.

Compliance Officers will accept reports of harassment directly from any member of the District community, or a Third Party, or receive reports that are initially filed with an administrator, supervisor, or other District-level official. Upon receipt of a report of alleged harassment, the Compliance Officer(s) will contact the Complainant and begin either an informal or formal complaint process (depending on the request of the Complainant or the nature of the alleged harassment), or the CO(s) will designate a specific individual to conduct such a process as identified in a pre-defined list of investigators. The Compliance Officer(s) will provide a copy of this policy to the Complainant and Respondent. In the case of a formal complaint, the Compliance Officer(s) will prepare recommendations for the Superintendent or will oversee the preparation of such recommendations by a designee. All employees must report incidents of harassment that are reported to them to the Compliance Officer within two (2) days of learning of the incident.

Any employee who directly observes harassment is obligated, in accordance with this policy, to report such observations to the Compliance Officer(s) within two (2) days. Additionally, any employee who observes an act of harassment is expected to intervene to stop the harassment, unless circumstances make such an intervention dangerous, in which case the staff member should immediately notify other employees and/or local law enforcement officials, as necessary, to stop the harassment. Thereafter, the Compliance Officer(s) or designee must contact the Complainant, if age eighteen (18) or older, or Complainant's parents/guardians if the Complainant is under the age eighteen (18), within two (2) days to advise of the District's intent to investigate the alleged wrongdoing.

Members of the District community, along with Third Parties, are encouraged to promptly report incidents of harassing conduct to an administrator, supervisor, or other District official so that the District may address the conduct before it becomes severe, pervasive, or persistent. Any administrator, supervisor, or other District official who receives such a report will file it with the Compliance Officer within two (2) days of receiving the report of harassment.

Members of the District community and Third Parties who believe they have been harassed by another member of the District community or a Third Party are entitled to utilize the School Board's complaint process that is set forth below. Initiating a complaint, whether formally or informally, will not adversely affect the Complainant's employment unless the complaining individual makes the complaint maliciously or with the knowledge that it is false.

Reporting procedures are as follows:

A. Employees who believe they have been the victim of harassment prohibited under this policy are encouraged to report the alleged harassment to the appropriate school official as identified in D below.

B. Teachers, administrators, and other District officials who have knowledge of or receive notice that an employee has or may have been the victim of harassment prohibited under this policy will immediately report the alleged harassment to the appropriate school official as defined in D below.

C. Any other person with knowledge or belief that an employee has or may have been the victim of harassment prohibited by this policy will be encouraged to immediately report the alleged acts to an appropriate school official as identified in D below.

D. Appropriate District officials are as follows:

1. Any complaint under this policy will be reported to the District's Compliance Officer unless the complaint is regarding the Compliance Officer. In such cases, the complaints will be reported to the Superintendent, who will coordinate with the other appointed/designated CO or, if appropriate, appoint/designate another individual to serve as CO for the complaint regarding a CO.

2. Any complaint under this policy regarding the Superintendent or a School Board Member that is received by the District Compliance Officer will be referred to the School Board's legal counsel, who will assume the role of the District Compliance Officer for such complaints.

E. The reporting party or Complainant will be encouraged to use a **report form** (**LINKED FORM WILL NEED TO BE UPDATED)**available from the Principal of each building or available from the District office, but oral reports will be considered complaints as well. ***Use of formal reporting forms will not be mandated.*** However, all oral complaints will be reduced to writing. Further, nothing in this policy will prevent any person from reporting harassment directly to the Superintendent or other supervisory employee.

If during an investigation of alleged bullying, aggressive behavior, and/or harassment in accordance with Policy 5517.01 - Bullying, the Principal believes that the reported misconduct may have created a hostile work environment and may have constituted discriminatory harassment based on a Protected Class, the Principal will report the act of bullying, aggressive behavior and/or harassment to the Compliance Officer(s) who will investigate the allegation in accordance with this policy. If the alleged harassment involves Sexual Harassment as defined by Policy 2266, the matter will be investigated in accordance with the grievance process and procedures outlined in Policy 2266. While the Compliance Officer investigates the allegation, or the matter is being addressed pursuant to Policy 2266, the Principal will suspend the Policy 5517.01 investigation to await the Compliance Officer's written report or the determination of responsibility pursuant to Policy 2266. The Compliance Officer will keep the Principal informed of the status of the Policy 1662 investigation and provide the Principal with a copy of the resulting written report. Likewise, the Title IX Coordinator will provide the Principal with the determination of responsibility that results from the Policy 2266 grievance process.

**Investigation and Complaint Procedure**

Except for Sexual Harassment that is covered by Policy 2266 - Nondiscrimination on the Basis of Sex in Education Program or Activities, any employee or other member of the District community or Third Party (e.g., visitor to the District) who believes that they have been subjected to harassment or has witnessed harassment of another may seek resolution of the complaint through the procedures described below. The complaint process involves an investigation of the Complainant's claims of harassment or retaliation and a process for rendering a decision regarding whether the charges are substantiated.

The procedures set forth below are not intended to interfere with the rights of any individual to pursue a complaint of harassment or retaliation with the United States Department of Education Office for Civil Rights (OCR), the Wisconsin Equal Rights Division, and/or the Equal Employment Opportunity Commission (EEOC). The Chicago Office of the OCR can be reached at John C. Kluczynski Federal Building, 230 S. Dearborn Street, 37th Floor, Chicago, IL 60604; Telephone: 312-730-1560; FAX: 312-730-1576; TDD: 800-877-8339; Email: OCR.Chicago@ed.gov; Web: http://www.ed.gov/ocr.

**Complaint Procedure**

A Complainant who alleges harassment based on a protected class or retaliation may file a complaint, either orally or in writing: 1) with a Principal; 2) directly to one of the COs; or 3) to the Superintendent or other supervisory employee. As noted above, any complaint received regarding the Superintendent or a School Board member will be referred to the School Board's legal counsel, who will assume the role of the CO for such complaints. Additionally, if the complaint is regarding a CO, the complaint will be reported to the Superintendent, who will consult with the other appointed/designated CO, if any, and if necessary, appoint/designate another individual to serve in the role of CO for a complaint regarding a CO.

Due to the sensitivity surrounding complaints of harassment and retaliation, timelines are flexible for initiating the complaint process; however, individuals should make every effort to file a complaint within thirty (30) days after the conduct occurs while the facts are known and potential witnesses are available. If a Complainant informs a Principal, Superintendent, or other supervisory employee, either orally or in writing, about any complaint of discrimination or retaliation, that employee must report such information to the CO within two (2) days.

Throughout the course of the process as described herein, the CO should keep the parties reasonably informed of the status of the investigation and the decision-making process.

All written complaints must include the following information to the extent known: the identity of the Respondent; a detailed description of their understanding of the facts upon which the complaint is based (i.e., when, where, and what occurred); a list of potential witnesses; and the resolution sought by the Complainant.

If the Complainant is unwilling or unable to provide a written statement including the information set forth above, the CO will ask for such details in an oral interview. Thereafter the CO will prepare a written summary of the oral interview, and the Complainant will be asked to verify the accuracy of the reported charge by signing the document.

Upon receiving a complaint, the CO will consider whether any action should be taken in the investigatory phase to protect the Complainant from further harassment or retaliation including, but not limited to, a change of work assignment or schedule for the Complainant and/or the Respondent. In making such a determination, the CO should consult the Complainant to assess whether the individual agrees with the proposed action. If the Complainant is unwilling to consent to the proposed change, the CO may still take whatever actions deemed appropriate in consultation with the Superintendent. No temporary arrangements will be disciplinary to either the Complainant or Respondent.

Within two (2) days of receiving a complaint, the CO will inform the Respondent that a complaint has been received.

The Respondent is not entitled to receive a copy of any written complaint unless the CO determines it is appropriate to do so; however, the Respondent will be informed about the nature of the allegations. The CO will inform the Respondent of the requirements of this policy, which may include providing the Respondent with a copy of this policy or information about where to find it. Respondent will be afforded the opportunity to submit a written response to the complaint. The CO will inform the Respondent of the Respondent's deadline to provide the CO with the written response to the allegations in the complaint.

Within two (2) days of receiving the complaint, the CO will initiate an investigation by at a minimum confirming receipt of the complaint with the Complainant and informing the Complainant of the investigation process.

Investigations will be completed promptly. What constitutes promptness will depend on the complexity of the issues, the number of incidents or factual elements, the number of witnesses and documents to be consulted, and the availability of witnesses and other evidence. The CO will keep the Complainant reasonably informed of the investigation's progress.

The investigation will include:

A. interview(s) with the Complainant;

B. interview(s) with the Respondent;

C. interviews with any other witnesses who reasonably may be expected to have any information relevant to the allegations, as determined by the CO;

D. consideration of any documentationincluding, but not limited to, evaluations and prior disciplinary actions, or other evidence presented by the Complainant, Respondent, or any other witness which is reasonably believed to be relevant to the allegations, as determined by the CO.

At the conclusion of the investigation, the CO or designee will prepare and deliver a written report to the Superintendent that summarizes the evidence gathered during the investigation and provides recommendations based on the evidence and the definition of harassment as provided in this policy and State and Federal law as to whether the Respondent engaged in harassment of or retaliation toward the Complainant. The CO's recommendations must be based upon the totality of the circumstances, including the ages and maturity levels of those involved. In determining if discriminatory harassment or retaliation occurred, a preponderance of evidence standard will be used.

The CO may consult with the School Board's attorney during the course of the investigatory process and/or before finalizing the report to the Superintendent.

In cases where no District CO is able to investigate a complaint due to concerns regarding conflicts, bias or partiality, or for other reasons that impair the CO's ability to conduct an investigation, the CO may  in consultation with the Superintenden, or School Board President if the matter involves the Superintendent, engage outside legal counsel to conduct the investigation consistent with this policy.

Absent extenuating circumstances, within five (5) days of receiving the report of the CO, the Superintendent must either issue a written decision regarding whether or not the complaint of harassment has been substantiated or request further investigation. A copy of the Superintendent's final decision will be delivered to both the Complainant and the Respondent.

If the Superintendent requests additional investigation, the Superintendent must specify the additional information that is to be gathered, and such additional investigation must be completed within five (5) days. At the conclusion of the additional investigation, the Superintendent must issue a final written decision as described above.

If the Superintendent determines the Respondent engaged in harassment of or retaliation toward the Complainant, the Superintendent must identify what corrective action will be taken to stop, remedy, and prevent the recurrence of the harassment or retaliation. The corrective action should be reasonable, timely, effective, and tailored to the specific situation.

The decision of the Superintendent will be final. If the investigation results in disciplinary action, the employee subject to discipline is entitled to file a grievance pursuant to School Board Policy 3340. Nothing in this policy will be construed to prevent an employee from bringing a complaint before the Equal Employment Opportunity Commission or the Wisconsin Equal Rights Division.

The School Board reserves the right to investigate and resolve a complaint or report of harassment regardless of whether the member of theDistrict community or a Third Party alleging the harassment pursues the complaint. The School Board also reserves the right to have the formal complaint investigation conducted by an external person in accordance with this policy or in such other manner as deemed appropriate by the School Board.

The parties may be represented, at their own cost, at any of the above-described meetings/hearings.

The right of a person to a prompt and equitable resolution of the complaint will not be impaired by the person's pursuit of other remedies such as the filing of a complaint with the Office for Civil Rights, the filing of charges with local law enforcement, or the filing of a civil action in court. Use of this internal complaint procedure is not a prerequisite to the pursuit of other remedies.

All timelines pertinent to the investigation process are intended to be guidelines to assure that the investigation proceeds with all deliberate efficiency. Failure of the CO to meet any specific timeline does not invalidate the investigation or provide a defense to the allegations.

**Privacy/Confidentiality**

The District will employ reasonable efforts to protect the rights of the Complainant, the Respondent(s), and all the witnesses as much as possible, consistent with the School Board's legal obligations to investigate, to take appropriate action, and to conform with any discovery or disclosure obligation in an investigation of harassment. The District will respect the privacy of the Complainant, the Respondent, and all witnesses in a manner consistent with the District's legal obligations under State and Federal law. Confidentiality, however, cannot be guaranteed. Additionally, the Respondent must be provided with the Complainant's identity.

During the course of an investigation, the CO will determine whether confidentiality during the investigation process is necessary to protect the interests and reputations of those involved and/or to protect the integrity of the investigation and if so, will instruct all members of the District community and third parties who are interviewed about the importance of maintaining confidentiality. Any individual who is interviewed as part of a harassment investigation is expected not to disclose any information that is learned or provided during the course of the investigation.

**Directives During Investigation**

The CO may recommend to the Superintendent placing any employee involved in an investigation under this Policy on administrative leave pending resolution of the matter. If the Superintendent is the Respondent, the CO will make sucha recommendation to the School Board. Administrative leave may be appropriate in situations in which protecting the safety of any individual or the integrity of the investigation necessitates such action.

The CO will determine whether any witnesses in the course of an investigation should be provided a *Garrity* warning apprising the person of their obligations to answer questions truthfully and honestly while preserving the right against self-incrimination in the context of any resulting criminal investigation or prosecution.

Every employee interviewed in the course of an investigation is required to provide truthful responses to all questions. Failure to do so may result in disciplinary action.

**Remedial Action and Monitoring**

If warranted, appropriate remedial action will be determined and implemented on behalf of the Complainant, including but not limited to counseling services, reinstatement of leave taken due to the discrimination, or other appropriate action.

The School Board may appoint an individual, who may be an employee, to follow up with the Complainant to ensure no further discrimination or retaliation has occurred and to take action to address any reported occurrences promptly.



**Sanctions and Disciplinary Action**

The School Board will vigorously enforce its prohibitions against harassment/retaliation by taking appropriate action reasonably calculated to stop the harassment and prevent further misconduct.

While observing the principles of due process, a violation of this policy may result in disciplinary action up to and including the discharge of an employee. All disciplinary action will be taken in accordance with applicable law.

When imposing discipline, the Superintendent will consider the totality of the circumstances. In those cases where harassment is not substantiated, the School Board may consider whether the alleged conduct nevertheless warrants discipline in accordance with other School Board policies.

Where the School Board becomes aware that a prior disciplinary action has been taken against the Respondent, all subsequent sanctions imposed by the School Board and/or Superintendent will be reasonably calculated to end such conduct, prevent its reoccurrence, and remedy its effects.

**Retaliation**

Retaliation against a person who makes a report or files a complaint alleging harassment/retaliation or participates as a witness in an investigation is prohibited. Neither the School Board nor any other person may intimidate, threaten, coerce or interfere with any individual because the person opposed any act or practice made by any Federal or State civil rights law, or because that individual made a report, formal complaint, testified, assisted or participated or refused to participate in any manner in an investigation, proceeding, or hearing under those laws and/or this policy, or because that individual exercised, enjoyed, aided or encouraged any other person in the exercise or enjoyment of any right granted or protected by those laws and/or this policy.

Retaliation against a person for making a report of discrimination, filing a formal complaint, or participating in an investigation or meeting is a serious violation of this policy that can result in the imposition of disciplinary sanctions/consequences and/or other appropriate remedies.

Formal complaints alleging retaliation may be filed according to the internal complaint process set forth above.

The exercise of rights protected under the First Amendment of the United States Constitution does not constitute retaliation prohibited under this policy.

**Allegations Constituting Criminal Conduct**

If the CO has reason to believe that the Complainant has been the victim of criminal conduct, such knowledge should be reported to local law enforcement. After such report has been made, the Superintendent will be advised that local law enforcement was notified.

If the Complainant has been the victim of criminal conduct and the accused is the Superintendent, such knowledge should be reported by the CO to local law enforcement. After such report has been made, the School Board President will be advised that local law enforcement was notified.

Any reports made to local law enforcement will not terminate the COs obligation and responsibility to continue to investigate a complaint of harassment. While the COs may work cooperatively with outside agencies to conduct concurrent investigations, the harassment investigation will not be stopped due to the involvement of outside agencies without good cause after consultation with the Superintendent.

**Reprisal**

Submission of a good faith complaint or report of harassment will not affect the Complainant's or reporter's work status or work environment. However, the School Board also recognizes that false or fraudulent claims of harassment or false or fraudulent information about such claims may be filed. The School Board reserves the right to discipline any person filing a false or fraudulent claim of harassment or false or fraudulent information about such a claim.

The District will discipline or take appropriate action against any member of the School District community who retaliates against any person who reports an incident of harassment prohibited by this policy or participates in a proceeding, investigation, or hearing relating to such harassment. Retaliation includes, but is not limited to, any form of intimidation, reprisal, or harassment.

**Miscellaneous**

The District will conspicuously post a notice including this policy against harassment in each school in a place accessible to the District community and members of the public. This notice will also include the name, mailing address, and telephone number of the COs, the name, mailing address, and telephone number of the State agency responsible for investigating allegations of discrimination in educational employment, and the mailing address and telephone number of the United States Equal Employment Opportunity Commission.

A link to this policy will appear in the Employee Handbook and a copy will be made available upon request of employees and other interested parties.

**Education and Training**

In support of this policy, the School Board promotes preventative educational measures to create greater awareness of harassment. The Superintendent will provide appropriate information to all members of the District community related to the implementation of this policy and will provide training for District staff at such times as the School Board in consultation with the Superintendent determines is necessary or appropriate.

The School Board will respect the privacy of the Complainant, the individuals against whom the complaint is filed, and the witnesses as much as practicable, consistent with the School Board's legal obligations to investigate, to take appropriate action, and to conform with any discovery, disclosure, or other legal obligations.

**Retention of Investigatory Records and Materials**

The CO(s) is responsible for overseeing retention of all records that must be maintained pursuant to this policy. All individuals charged with conducting investigations under this policy will retain all documents, electronically stored information (ESI), and electronic media (as defined in Policy 8315 - Information Management) created and/or received as part of an investigation, which may include but are not limited to:

A. all written reports/allegations/complaints/statements;

B. narratives of all verbal reports, allegations, complaints, and statements collected;

C. a narrative of all actions taken by District personnel;

D. any written documentation of actions taken by District personnel or individuals contracted or appointed by the School Board to fulfill its responsibilities;

E. narratives of, notes from, or audio, video, or digital recordings of witness statements;

F. all documentary evidence;

G. e-mails, texts, or social media posts pertaining to the investigation;

H. contemporaneous notes in whatever form made (e.g., handwritten, keyed into a computer or tablet, etc.) pertaining to the investigation;

I. written disciplinary sanctions issued to employees and a narrative of verbal disciplinary sanctions issued to employees for violations of the policies and procedures prohibiting discrimination or harassment;

J. dated written determinations to the parties;

K. dated written descriptions of verbal notifications to the parties;

L. written documentation of any supportive measures offered and/or provided to Complainant and/or the Respondent, including no contact orders issued to both parties, the dates issued, and the dates the parties acknowledged receipt; and

M. documentation of all actions taken, both individual and systemic, to stop the discrimination or harassment, prevent its recurrence, eliminate any hostile environment, and remedy its discriminatory effects;

N. copies of the School Board policy and/or procedures/guidelines used by the District to conduct the investigation, and any documents used by the District at the time of the alleged violation to communicate the School Board’s expectations to staff with respect to the subject of this policy (e.g., Employee Handbook);

O. copies of any documentation that memorializes any formal or informal resolutions to the alleged discrimination or harassment;

P. documentation of any training provided to District personnel related to this policy, including but not limited to, notification of the prohibitions and expectations of staff set forth in this policy and the role and responsibility of all District personnel involved in enforcing this policy, including their duty to report alleged violations of this policy and/or conducting an investigation of an alleged violation of this policy.

The documents, ESI, and electronic media (as defined in Policy 8315 - Information Management) retained may include public records and records exempt from disclosure under Federal and/or State law.

The documents, ESI, and electronic media (as defined in Policy 8315 - Information Management) created or received as part of an investigation will be retained in accordance with Policy 8310 - Public Records, Policy 8315- Information Management, and Policy 8320 - Personnel Records for not less than three (3) years, but longer if required by the District's records retention schedule.

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| Section | 1000 Administration Templates |
| Title | STUDENT SUPERVISION AND WELFARE |
| Code | po1213 |
| Status | |
| Legal | 48.981, Wis. Stats.<br>948, Wis. Stats.<br>948.095, Wis. Stats. |

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. It is the intent of the School 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 will be referred to the proper authorities and be subject to discipline, up to and including discharge.

This section 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.

Each administrator will 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 will 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 will report unsafe, potentially harmful, dangerous, violent, or criminal activities, or threat of these activities, by students to the Superintendent, the School Resource Officer (SRO), and local public safety agencies and/or school officials in accordance with Policy 8420 - School Safety.

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 will not send students on any personal errands.

E. An administrator will 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 administrator 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 administrator 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 will 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 will not transport students for school-related activities in a private vehicle without the approval of the Human Resources Department and consistent with the provisions of Policy 8660 - Transportation by Private Vehicle for District-Sponsored Trips. This does not apply to any student who is an administrator's family member.

H. A student will not be required to perform work or services that may be detrimental to their health.

I. Administrators will not engage students in social media and online networking media (see also Policy 7544), except for appropriate academic, extra-curricular, and/or professional uses only.

J. In the scope of their professional responsibilities, administrators are expressly prohibited from posting any picture, video, meme, or other visual depiction, 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.

K. In the scope of their professional responsibilities, administrators are authorized to communicate with students through District email and through the use of District approved notifications applications (apps). Examples of notification apps include but are not limited to: Remind, Teamsnap, or SportsYou. The Activities Director, High School Principal, and Middle School Principal have the authority to approve notification apps for District use. Texting or communicating with students from a device using any other method is prohibited.

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.

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

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0145 - **SCHOOL BOARD MEMBER ANTI-HARASSMENT**

The School Board is committed to an environment that is free of harassment. The District will not tolerate any form of harassment and will take all necessary and appropriate action to eliminate it. The harassment of a District staff member, student, or another School Board member by a member of the School Board is strictly forbidden. Any member who is found to have harassed a member of the staff, a student, or another School Board memberwill be subject to discipline by the School Board and may be reported to law enforcement authorities.

The School Board will vigorously enforce its prohibition against harassment based on race, color, national origin, age, sex (including sexual orientation or gender identity), pregnancy, creed or religion, genetic information, handicap or disability, marital status, citizenship status, veteran status, military service (as defined in 111.32, Wis. Stats.), ancestry, arrest record, conviction record, use or non-use of lawful products off the District's premises during non-working hours, declining to attend an employer-sponsored meeting or to participate in any communication with the employer about religious matters or political matters (collectively, Protected Classes), or any other characteristic protected by law in its employment practices (hereinafter referred to as harassment), and encourages those within the District community as well as Third Parties, who feel aggrieved to seek assistance to rectify such problems. The School Board prohibits harassment that affects tangible job benefits, interferes unreasonably with an individual's work performance, or creates an intimidating, hostile, or offensive working environment. Harassment may occur between employee-and-employee or employee-and-student.

The School Board ensures procedures will be in place to investigate all allegations of harassment and, in those cases where harassment is substantiated, take immediate steps to end the harassment, prevent its reoccurrence, and remedy its effects.

**Definitions**

Words used in this policy will have those meanings defined herein; words not defined herein will be construed according to their plain and ordinary meanings.

**Compliance Officer:** an employee designated by the School Board to be responsible for coordinating the District's efforts to comply with state and federal nondiscrimination laws and for receiving formal complaints of employee discrimination.

**Complainant** is the individual who alleges, or is alleged, to have been subjected to harassment, regardless of whether the person files a formal complaint or is pursuing an informal resolution to the alleged harassment.

**Day(s)**: Unless expressly stated otherwise, the term "day" or "days" as used in this policy means business day(s) (i.e., a day(s) that the District office is open for normal operating hours, Monday – Friday, excluding State-recognized holidays).

**Respondent** is the individual who has been alleged to have engaged in harassment, regardless of whether the Reporting Party files a formal complaint or is seeking an informal resolution to the alleged harassment.

**District community** means students and District employees (i.e., administrators, professional and support staff), as well as School Board members, agents, volunteers, contractors, or other persons subject to the control and supervision of the School Board.

**Third Parties** include, but are not limited to, guests and/or visitors on District property (e.g., visiting speakers, participants on opposing athletic teams, parents), vendors doing business with, or seeking to do business with, the School Board, and other individuals who come in contact with members of the District community at school-related events/activities (whether on or off District property).

**Bullying**

Bullying is defined as deliberate or intentional behavior using words or actions, intended to cause fear, intimidation, or harm. Bullying may be a repeated behavior and involves an imbalance of power. Furthermore, it may be serious enough to negatively impact the employee's physical or emotional well-being. Bullying need not be based on any Protected Class. Staff members should report complaints of bullying behavior to their supervisor. If their supervisor is the subject of the behavior, the complaint should be reported to the Superintendent. If the Superintendent is the subject of the behavior, the complaint should be reported to the School Board President. These complaints will be investigated in alignment to Policy 3362.01/4362.01 Threatening Behavior Towards Staff Members. Bullying behavior rises to the level of harassment when the prohibited conduct is based upon the employee's protected class and will be investigated in alignment with procedures in this policy.

**Harassment**

Harassment means any threatening, insulting, or dehumanizing gesture, use of data or computer software, or written, verbal or physical conduct directed against an employee based on one or more of the employee's Protected Class that:

A. places an employee in reasonable fear of harm to their person or damage to their property;

B. has the effect of substantially interfering with an employee's work performance, opportunities, or benefits; or

C. has the effect of substantially disrupting the orderly operation of a school.

Harassment also includes "hate speech" directed against an employee—the use of language, behavior, or images/symbols that express prejudice against a particular group or groups on the basis of any protected characteristic(s).

Examples are:

A. making statements that promote violence toward a racial or ethnic group;

B. drawing, displaying, or posting images or symbols of prejudice.

**Sexual Harassment**

For purposes of this policy and consistent with Title VII of the Civil Rights Act of 1964, sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other physical, verbal, or visual conduct based on sex. Examples include, but are not limited to:

A. a supervisory employee engages in harassing behavior towards a subordinate employee, regardless of whether such conduct creates a hostile work environment;

B. acquiescence in or submission to such conduct is an explicit or implicit term or condition of employment;

C. an individual's acquiescence in, submission to, or rejection of such conduct becomes the basis for employment decisions affecting that individual;

D. such conduct is sufficiently severe, pervasive, and persistent such that it has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment;

E. consensual sexual relationships where such a relationship leads to favoritism of a subordinate employee with whom the superior is sexually involved and where such favoritism results in an adverse employment action for another employee or otherwise creates a hostile work environment;

F. inappropriate boundary invasions by a District employee or other adult member of the District into a student's personal space and personal life.

Sexual harassment may involve the behavior of a person of any gender against a person of the same or another gender.

Sexual Harassment covered by Policy 2266– Nondiscrimination on the Basis of Sex in Education Programs or Activities, i.e., sexual harassment prohibited by Title IX, is not included in this policy. Allegations of such conduct will be addressed solely by Policy 2266

Prohibited acts that constitute sexual harassment under this policy may take a variety of forms. Examples of the kinds of conduct that may constitute sexual harassment include, but are not limited to:

A. unwelcome sexual propositions, invitations, solicitations, and flirtations;

B. unwanted physical and/or sexual contact;

C. threats or insinuations that a person's employment, wages, promotion, assignments, or other conditions of employment may be adversely affected by not submitting to sexual advances;

D. unwelcome verbal expressions, including graphic sexual commentaries about a person's body, dress, appearance, or sexual activities; the unwelcome use of sexually degrading language, profanity, jokes or innuendoes; unwelcome suggestive or insulting sounds or whistles; obscene telephone calls, text messages, or social media postings;

E. sexually suggestive objects, pictures, graffiti, videos, posters, audio recordings, or literature placed in the work environment that reasonably may embarrass or offend individuals;

F. unwelcome and inappropriate touching, patting, or pinching; obscene gestures;

G. asking or telling about sexual fantasies, sexual preferences, or sexual activities;

H. speculation about a person's sexual activities or sexual history or remarks about one's own sexual activities or sexual history;

I. giving unwelcome personal gifts, such as lingerie, that suggest the desire for a romantic relationship;

J. leering or staring at someone in a sexual way, such as staring at a person's breasts, buttocks, or groin;

K. consensual sexual relationships where such a relationship leads to favoritism of a subordinate employee with whom the superior is sexually involved and where such favoritism adversely affects other employees or otherwise creates a hostile work environment;

L. inappropriate boundary invasions by a District employee or other adult member of the District community into a student's personal space and personal life; and

M. verbal, nonverbal or physical aggression, intimidation, or hostility based on sex or sex-stereotyping that does not involve conduct of a sexual nature.

Sexual relationships between staff members, where one staff member has supervisory responsibilities over the other, are discouraged as a matter of School Board policy. Such relationships have an inherent possibility of being construed as sexual harassment because the consensual aspect of the relationship may be the result of implicit or explicit duress caused by uncertainty regarding the consequences of non-compliance.

Romantic or sexual relationships between District staff (teachers, aides, administrators, coaches, or other school authorities) and a student are expressly prohibited. Any school staff member who engages in sexual conduct with a student may also be guilty of a crime and any information regarding such instances will be reported to law enforcement authorities.

**Boundary Invasions**

Boundary invasions may be appropriate or inappropriate. Appropriate boundary invasions make medical or educational sense. For example, a teacher or aide assisting a kindergartner after a toileting accident or a coach touching a student during wrestling or football can be appropriate. However, other behaviors might be going too far, are inappropriate and may be signs of sexual grooming. Inappropriate boundary invasions may include, but are not limited to, the following:

A. hugging, kissing, or other physical contact with a student;



B. telling sexual jokes to students;

C. engaging in talk containing sexual innuendo or banter with students;

D. talking about sexual topics that are not related to curriculum;

E. showing pornography to a student;

F. taking an undue interest in a student (i.e., having a special friend or a special relationship);

G. initiating or extending contact with students beyond the school day for personal purposes;

H. using e-mail, text messaging, or websites to discuss personal topics or interests with students;

I. giving students rides in the staff member's personal vehicle or taking students on personal outings without administrative approval;

J. 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);

K. going to a student's home for non-educational purposes;

L. inviting students to the staff member's home without proper chaperones (i.e., another staff member or parent of the student);

M. giving gifts or money to a student for no legitimate educational purpose;

N. accepting gifts or money from a student for no legitimate educational purpose;

O. being overly touchy with students;

P. favoring certain students by inviting them to come to the classroom at non-class times;

Q. getting a student out of class to visit with the staff member;

R. 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;

S. talking to a student about problems that would normally be discussed with adults (i.e., marital issues);

T. being alone with a student behind closed doors without a legitimate educational purpose;

U. telling a student secrets and having secrets with a student;

V. other similar activities or behavior.

Inappropriate boundary invasions are prohibited and must be reported promptly to one of the District Compliance Officers, as designated in this policy, the Building Principal, or the Superintendent.

**Religious (Creed) Harassment**

Prohibited religious harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's religion or creed and when the conduct has the purpose or effect of interfering with the individual's work performance; or of creating an intimidating, hostile, or offensive working environment. Such harassment may occur where conduct is directed at the characteristics of a person's religious tradition, clothing, surnames, and/or involves religious slurs.

**National Origin/Ancestry Harassment**

Prohibited national origin/ancestry harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's national origin or ancestry and when the conduct has the purpose or effect of interfering with the individual's work performance; or of creating an intimidating, hostile, or offensive working environment. Such harassment may occur where conduct is directed at the characteristics of a person's national origin or ancestry, such as negative comments regarding customs, manner of speaking, language, surnames, or ethnic slurs.

**Age Harassment**

Prohibited age-based harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's age, being over age forty (40), and when the conduct has the purpose or effect of interfering with the individual's work performance; or of creating an intimidating, hostile, or offensive working environment.

**Race/Color Harassment**

Prohibited race/color-based harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's race and/or color and when the conduct has the purpose or effect of interfering with the individual's work performance; or of creating an intimidating, hostile, or offensive working environment. Such harassment may occur where conduct is directed at the characteristics of a person's race or color, such as racial slurs, nicknames implying stereotypes, epithets, and/or negative references regarding racial customs.

**Disability Harassment**

Prohibited disability harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's disability, perceived disability, or record of disability, and when the conduct has the purpose or effect of interfering with the individual's work performance; or of creating an intimidating, hostile, or offensive working environment. Such harassment may occur where conduct is directed at the characteristics of a person's current or past disability or a perceived condition, such as negative comments about speech patterns, movement, physical impairments or defects/appearances, or the like. Such harassment may further occur where conduct is directed at or pertains to a person's genetic information.

**Anti-Harassment Compliance Officers**

Mark Inouye
Director of Student Services/Title IX Coordinator - Students
715-425-1800
852 E. Division Street
River Falls, WI 54022
mark.inouye@rfsd.k12.wi.us

Nate Schurman
Director of Human Resources and Leadership Development/Title IX Coordinator - Staff
715-425-1800
852 E. Division Street
River Falls, WI 54022
nate.schurman@rfsd.k12.wi.us

The names, titles, and contact information of these individuals will be published annually:

A. on the District's website.
B. in the Employee Handbook.

The Compliance Officer(s) are responsible for coordinating the District's efforts to comply with applicable Federal and State laws and regulations, including the District's duty to address in a prompt and equitable manner any inquiries or complaints regarding harassment.

**Reports and Complaints of Harassing Conduct**

The Compliance Officer(s) will be available during regular school/work hours to discuss concerns related to harassment, to assist students, other members of the District community, and third parties who seek support or advice when informing another individual about unwelcome conduct, or to intercede informally on behalf of the individual in those instances where concerns have not resulted in the filing of a formal complaint and where all parties are in agreement to participate in an informal process.

Compliance Officers will accept reports of harassment directly from any member of the District community, or a Third Party, or receive reports that are initially filed with an administrator, supervisor, or other District-level official. Upon receipt of a report of alleged harassment, the Compliance Officer(s) will contact the Complainant and begin either an informal or formal complaint process (depending on the request of the Complainant or the nature of the alleged harassment), or the CO(s) will designate a specific individual to conduct such a process as identified in a pre-defined list of investigators. The Compliance Officer(s) will provide a copy of this policy to the Complainant and Respondent. In the case of a formal complaint, the

Compliance Officer(s) will prepare recommendations for the Superintendent or will oversee the preparation of such recommendations by a designee. All employees must report incidents of harassment that are reported to them to the Compliance Officer within two (2) days of learning of the incident.

Any employee who directly observes harassment is obligated, in accordance with this policy, to report such observations to the Compliance Officer(s) within two (2) days. Additionally, any School Board employee who observes an act of harassment is expected to intervene to stop the harassment, unless circumstances make such an intervention dangerous, in which case the staff member should immediately notify other School Board employees and/or local law enforcement officials, as necessary, to stop the harassment. Thereafter, the Compliance Officer(s) or designee must contact the Complainant, if age eighteen (18) or older, or Complainant's parents/guardians if the Complainant is under the age eighteen (18), within two (2) days to advise of the District's intent to investigate the alleged wrongdoing.

Members of the District community, along with Third Parties, are encouraged to promptly report incidents of harassing conduct to an administrator, supervisor, or other District official so that the District may address the conduct before it becomes severe, pervasive, or persistent. Any administrator, supervisor, or other District official who receives such a report will file it with the Compliance Officer within two (2) days of receiving the report of harassment.

Members of the District community and Third Parties who believe they have been harassed by another member of theDistrict community or a Third Party are entitled to utilize the School Board's complaint process that is set forth below. Initiating a complaint, whether formally or informally, will not adversely affect the Complainant's employment unless the complaining individual makes the complaint maliciously or with the knowledge that it is false.

Reporting procedures are as follows:

A. Employees who believe they have been the victim of harassment prohibited under this policy are encouraged to report the alleged harassment to the appropriate school official as identified in D below.

B. Teachers, administrators, and other District officials who have knowledge of or receive notice that an employee has or may have been the victim of harassment prohibited under this policy will immediately report the alleged harassment to the appropriate school official as defined in D below.

C. Any other person with knowledge or belief that an employee has or may have been the victim of harassment prohibited by this policy will be encouraged to immediately report the alleged acts to an appropriate school official as identified in D below.

D. Appropriate District officials are as follows:

    1. Any complaint under this policy will be reported to the District's Compliance Officer unless the complaint is regarding the Compliance Officer. In such cases, the complaints will be reported to the Superintendent, who will coordinate with the other appointed/designated CO or, if appropriate, appoint/designate another individual to serve as CO for the complaint regarding a CO.

    2. Any complaint under this policy regarding the Superintendent or a School Board Member that is received by the District Compliance Officer will be referred to the School Board's legal counsel, who will assume the role of the District Compliance Officer for such complaints.

E. The reporting party or Complainant will be encouraged to use a **report form** (**LINKED FORM WILL NEED TO BE UPDATED)**available from the Principal of each building or available from the District office, but oral reports will be considered complaints as well. ***Use of formal reporting forms will not be mandated.*** However, all oral complaints will be reduced to writing. Further, nothing in this policy will prevent any person from reporting harassment directly to the Superintendent or other supervisory employee.

If during an investigation of alleged bullying, aggressive behavior, and/or harassment in accordance with Policy 5517.01 - Bullying, the Principal believes that the reported misconduct may have created a hostile work environment and may have constituted discriminatory harassment based on a Protected Class, the Principal will report the act of bullying, aggressive behavior and/or harassment to the Compliance Officer(s) who will investigate the allegation in accordance with this policy. If the alleged harassment involves Sexual Harassment as defined by Policy 2266, the matter will be investigated in accordance with the grievance process and procedures outlined in Policy 2266. While the Compliance Officer investigates the allegation, or the matter is being addressed pursuant to Policy 2266, the Principal will suspend the Policy 5517.01 investigation to await the Compliance Officer's written report or the determination of responsibility pursuant to Policy 2266. The Compliance Officer will keep the Principal informed of the status of the Policy 1662 investigation and provide the Principal with a copy of the resulting written report. Likewise, the Title IX Coordinator will provide the Principal with the determination of responsibility that results from the Policy 2266 grievance process.

**Investigation and Complaint Procedure**

Except for Sexual Harassment that is covered by Policy 2266 - Nondiscrimination on the Basis of Sex in Education Program or Activities, any employee or other member of the District community or Third Party (e.g., visitor to the District) who believes that they have been subjected to harassment or has witnessed harassment of another may seek resolution of the complaint through the procedures described below. The complaint process involves an investigation of the Complainant's claims of harassment or retaliation and a process for rendering a decision regarding whether the charges are substantiated.

The procedures set forth below are not intended to interfere with the rights of any individual to pursue a complaint of harassment or retaliation with the United States Department of Education Office for Civil Rights (OCR), the Wisconsin Equal Rights Division, and/or the Equal Employment Opportunity Commission (EEOC). The Chicago Office of the OCR can be reached at John C. Kluczynski Federal Building, 230 S. Dearborn Street, 37th Floor, Chicago, IL 60604; Telephone: 312-730-1560; FAX: 312-730-1576; TDD: 800-877-8339; Email: OCR.Chicago@ed.gov; Web: http://www.ed.gov/ocr.

**Complaint Procedure**

A Complainant who alleges harassment based on a protected class or retaliation may file a complaint, either orally or in writing: 1) with a Principal; 2) directly to one of the COs; or 3) to the Superintendent or other supervisory employee. As noted above, any complaint received regarding the Superintendent or a School Board member will be referred to the School Board’s legal counsel, who will assume the role of the CO for such complaints. Additionally, if the complaint is regarding a CO, the complaint will be reported to the Superintendent, who will consult with the other appointed/designated CO, if any, and if necessary appoint/designate another individual to serve in the role of CO for a complaint regarding a CO.

Due to the sensitivity surrounding complaints of harassment and retaliation, timelines are flexible for initiating the complaint process; however, individuals should make every effort to file a complaint within thirty (30) days after the conduct occurs while the facts are known and potential witnesses are available. If a Complainant informs a Principal, Superintendent, or other supervisory employee, either orally or in writing, about any complaint of discrimination or retaliation, that employee must report such information to the CO within two (2) days.

Throughout the course of the process as described herein, the CO should keep the parties reasonably informed of the status of the investigation and the decision-making process.

All written complaints must include the following information to the extent known: the identity of the Respondent; a detailed description of their understanding of the facts upon which the complaint is based (i.e., when, where, and what occurred); a list of potential witnesses; and the resolution sought by the Complainant.

If the Complainant is unwilling or unable to provide a written statement including the information set forth above, the CO will ask for such details in an oral interview. Thereafter the CO will prepare a written summary of the oral interview, and the Complainant will be asked to verify the accuracy of the reported charge by signing the document.

Upon receiving a complaint, the CO will consider whether any action should be taken in the investigatory phase to protect the Complainant from further harassment or retaliation, including but not limited to, a change of work assignment or schedule for the Complainant and/or the Respondent. In making such a determination, the CO should consult the Complainant to assess whether the individual agrees with the proposed action. If the Complainant is unwilling to consent to the proposed change, the CO may still take whatever actions deemed appropriate in consultation with the Superintendent. No temporary arrangements will be disciplinary to either the Complainant or Respondent.

Within two (2) days of receiving a complaint, the CO will inform the Respondent that a complaint has been received.

The Respondent is not entitled to receive a copy of any written complaint unless the CO determines it is appropriate to do so; however, the Respondent will be informed about the nature of the allegations. The CO will inform the Respondent of the requirements of this policy, which may include providing the Respondent with a copy of this policy or information about where to find it. Respondent will be afforded the opportunity to submit a written response to the complaint. The CO will inform the Respondent of the Respondent's deadline to provide the CO with the written response to the allegations in the complaint.

Within two (2) days of receiving the complaint, the CO will initiate an investigation by at a minimum confirming receipt of the complaint with the Complainant and informing the Complainant of the investigation process.

Investigations will be completed promptly. What constitutes promptness will depend on the complexity of the issues, the number of incidents or factual elements, the number of witnesses and documents to be consulted, and the availability of witnesses and other evidence. The CO will keep the Complainant reasonably informed of the investigation's progress.



The investigation will include:

A. interview(s) with the Complainant;

B. interview(s) with the Respondent;

C. interviews with any other witnesses who reasonably may be expected to have any information relevant to the allegations, as determined by the CO;

D. consideration of any documentation including, but not limited to, evaluations and prior disciplinary actions, or other evidence presented by the Complainant, Respondent, or any other witness which is reasonably believed to be relevant to the allegations, as determined by the CO.

At the conclusion of the investigation, the CO or designee will prepare and deliver a written report to the Superintendent that summarizes the evidence gathered during the investigation and provides recommendations based on the evidence and the definition of harassment as provided in this policy and State and Federal law as to whether the Respondent engaged in harassment of or retaliation toward the Complainant. The CO's recommendations must be based upon the totality of the circumstances, including the ages and maturity levels of those involved. In determining if discriminatory harassment or retaliation occurred, a preponderance of evidence standard will be used.

The CO may consult with the School Board's attorney during the course of the investigatory process and/or before finalizing the report to the Superintendent.

In cases where no District CO is able to investigate a complaint due to concerns regarding conflicts, bias or partiality, or for other reasons that impair the CO's ability to conduct an investigation, the CO may in consultation with the Superintendent, or School Board President if the matter involves the Superintendent, engage outside legal counsel to conduct the investigation consistent with this policy.

Absent extenuating circumstances, within five (5) days of receiving the report of the CO, the Superintendent must either issue a written decision regarding whether or not the complaint of harassment has been substantiated or request further investigation. A copy of the Superintendent's final decision will be delivered to both the Complainant and the Respondent.

If the Superintendent requests additional investigation, the Superintendent must specify the additional information that is to be gathered, and such additional investigation must be completed within five (5) days. At the conclusion of the additional investigation, the Superintendent must issue a final written decision as described above.

If the Superintendent determines the Respondent engaged in harassment of or retaliation toward the Complainant, the Superintendent must identify what corrective action will be taken to stop, remedy, and prevent the recurrence of the harassment or retaliation. The corrective action should be reasonable, timely, effective, and tailored to the specific situation.

The decision of the Superintendent will be final. If the investigation results in disciplinary action, the employee subject to discipline is entitled to file a grievance pursuant to School Board Policy 3340. Nothing in this policy will be construed to prevent an employee from bringing a complaint before the Equal Employment Opportunity Commission or the Wisconsin Equal Rights Division.

The School Board reserves the right to investigate and resolve a complaint or report of harassment regardless of whether the member of the District community or a Third Party alleging the harassment pursues the complaint. The School Board also reserves the right to have the formal complaint investigation conducted by an external person in accordance with this policy or in such other manner as deemed appropriate by the School Board.

The parties may be represented, at their own cost, at any of the above-described meetings/hearings.

The right of a person to a prompt and equitable resolution of the complaint will not be impaired by the person’s pursuit of other remedies such as the filing of a complaint with the Office for Civil Rights, the filing of charges with local law enforcement, or the filing of a civil action in court. Use of this internal complaint procedure is not a prerequisite to the pursuit of other remedies.

All timelines pertinent to the investigation process are intended to be guidelines to assure that the investigation proceeds with all deliberate efficiency. Failure of the CO to meet any specific timeline does not invalidate the investigation or provide a defense to the allegations.

**Privacy/Confidentiality**

The District will employ reasonable efforts to protect the rights of the Complainant, the Respondent(s), and all the witnesses as much as possible, consistent with the School Board's legal obligations to investigate, to take appropriate action, and to conform with any discovery or disclosure obligation in an investigation of harassment. The District will respect the privacy of the Complainant, the Respondent, and all witnesses in a manner consistent with the District's legal obligations under State and Federal law. Confidentiality, however, cannot be guaranteed. Additionally, the Respondent must be provided with the Complainant's identity.

During the course of an investigation, the CO will determine whether confidentiality during the investigation process is necessary to protect the interests and reputations of those involved and/or to protect the integrity of the investigation and if so, will instruct all members of the District community and third parties who are interviewed about the importance of maintaining confidentiality. Any individual who is interviewed as part of a harassment investigation is expected not to disclose any information that is learned or provided during the course of the investigation.

**Directives During Investigation**

The CO may recommend to the Superintendent placing any employee involved in an investigation under this Policy on administrative leave pending resolution of the matter. If the Superintendent is the Respondent, the CO will make such recommendation to the School Board. Administrative leave may be appropriate in situations in which protecting the safety of any individual or the integrity of the investigation necessitates such action.

The CO will determine whether any witnesses in the course of an investigation should be provided a *Garrity* warning apprising the person of their obligations to answer questions truthfully and honestly while preserving the right against self-incrimination in the context of any resulting criminal investigation or prosecution.

Every employee interviewed in the course of an investigation is required to provide truthful responses to all questions. Failure to do so may result in disciplinary action.

**Remedial Action and Monitoring**

If warranted, appropriate remedial action will be determined and implemented on behalf of the Complainant, including but not limited to counseling services, reinstatement of leave taken due to the discrimination, or other appropriate action.

The School Board may appoint an individual, who may be an employee, to follow up with the Complainant to ensure no further discrimination or retaliation has occurred and to take action to address any reported occurrences promptly.

**Sanctions and Disciplinary Action**

The School Board will vigorously enforce its prohibitions against harassment/retaliation by taking appropriate action reasonably calculated to stop the harassment and prevent further misconduct.

While observing the principles of due process, a violation of this policy may result in disciplinary action up to and including the discharge of an employee. All disciplinary action will be taken in accordance with applicable law.

When imposing discipline, the Superintendent will consider the totality of the circumstances. In those cases where harassment is not substantiated, the School Board may consider whether the alleged conduct nevertheless warrants discipline in accordance with other School Board policies.

Where the School Board becomes aware that a prior disciplinary action has been taken against the Respondent, all subsequent sanctions imposed by the School Board and/or Superintendent will be reasonably calculated to end such conduct, prevent its reoccurrence, and remedy its effects.

**Retaliation**

Retaliation against a person who makes a report or files a complaint alleging harassment/retaliation or participates as a witness in an investigation is prohibited. Neither the School Board nor any other person may intimidate, threaten, coerce or interfere with any individual because the person opposed any act or practice made by any Federal or State civil rights law, or because that individual made a report, formal complaint, testified, assisted or participated or refused to participate in any manner in an investigation, proceeding, or hearing under those laws and/or this policy, or because that individual exercised, enjoyed, aided or encouraged any other person in the exercise or enjoyment of any right granted or protected by those laws and/or this policy.

Retaliation against a person for making a report of discrimination, filing a formal complaint, or participating in an investigation or meeting is a serious violation of this policy that can result in the imposition of disciplinary sanctions/consequences and/or other appropriate remedies.

Formal complaints alleging retaliation may be filed according to the internal complaint process set forth above.

The exercise of rights protected under the First Amendment of the United States Constitution does not constitute retaliation prohibited under this policy.

**Allegations Constituting Criminal Conduct**

If the CO has reason to believe that the Complainant has been the victim of criminal conduct, such knowledge should be reported to local law enforcement. After such report has been made, the Superintendent will be advised that local law enforcement was notified.

If the Complainant has been the victim of criminal conduct and the accused is the Superintendent, such knowledge should be reported by the CO to local law enforcement. After such report has been made, the School Board President will be advised that local law enforcement was notified.

Any reports made to local law enforcement will not terminate the COs obligation and responsibility to continue to investigate a complaint of harassment. While the COs may work cooperatively with outside agencies to conduct concurrent investigations, the harassment investigation will not be stopped due to the involvement of outside agencies without good cause after consultation with the Superintendent.

**Reprisal**

Submission of a good faith complaint or report of harassment will not affect the Complainant's or reporter's work status or work environment. However, the School Board also recognizes that false or fraudulent claims of harassment or false or fraudulent information about such claims may be filed. The School Board reserves the right to discipline any person filing a false or fraudulent claim of harassment or false or fraudulent information about such a claim.

The District will discipline or take appropriate action against any member of the District community who retaliates against any person who reports an incident of harassment prohibited by this policy or participates in a proceeding, investigation, or hearing relating to such harassment. Retaliation includes, but is not limited to, any form of intimidation, reprisal, or harassment.

**Miscellaneous**

The District will conspicuously post a notice including this policy against harassment in each school in a place accessible to the District community and members of the public (ASK DAVID L.). This notice will also include the name, mailing address, and telephone number of the COs, the name, mailing address, and telephone number of the State agency responsible for investigating allegations of discrimination in educational employment, and the mailing address and telephone number of the United States Equal Employment Opportunity Commission.

A link to summary of this policy and any related administrative guidelines will appear in the Employee Handbook and a copy will be made available upon request of employees and other interested parties.

**Education and Training**

In support of this policy, the School Board promotes preventative educational measures to create greater awareness of harassment. The Superintendent will provide appropriate information to all members of the District community related to the implementation of this policy and will provide training for District staff at such times as the School Board in consultation with the Superintendent determines is necessary or appropriate.

The School Board will respect the privacy of the Complainant, the individuals against whom the complaint is filed, and the witnesses as much as practicable, consistent with the School Board's legal obligations to investigate, to take appropriate action, and to conform with any discovery, disclosure, or other legal obligations.

**Retention of Investigatory Records and Materials**

The CO(s) is responsible for overseeing retention of all records that must be maintained pursuant to this policy. All individuals charged with conducting investigations under this policy will retain all documents, electronically stored information (ESI), and electronic media (as defined in Policy 8315 - Information Management) created and/or received as part of an investigation, which may include but are not limited to:

A. all written reports/allegations/complaints/statements;
B. narratives of all verbal reports, allegations, complaints, and statements collected;

C. a narrative of all actions taken by District personnel;
D. any written documentation of actions taken by District personnel or individuals contracted or appointed by the School Board to fulfill its responsibilities;
E. narratives of, notes from, or audio, video, or digital recordings of witness statements;
F. all documentary evidence;
G. e-mails, texts, or social media posts pertaining to the investigation;
H. contemporaneous notes in whatever form made (e.g., handwritten, keyed into a computer or tablet, etc.) pertaining to the investigation;
I. written disciplinary sanctions issued to employees and a narrative of verbal disciplinary sanctions issued to employees for violations of the policies and procedures prohibiting discrimination or harassment;
J. dated written determinations to the parties;
K. dated written descriptions of verbal notifications to the parties;
L. written documentation of any supportive measures offered and/or provided to Complainant and/or the Respondent, including no contact orders issued to both parties, the dates issued, and the dates the parties acknowledged receipt; and
M. documentation of all actions taken, both individual and systemic, to stop the discrimination or harassment, prevent its recurrence, eliminate any hostile environment, and remedy its discriminatory effects;
N. copies of the School Board policy and/or procedures/guidelines used by the District to conduct the investigation, and any documents used by the District at the time of the alleged violation to communicate the School Board's expectations to staff with respect to the subject of this policy (e.g., Employee Handbook);
O. copies of any documentation that memorializes any formal or informal resolutions to the alleged discrimination or harassment;
P. documentation of any training provided to District personnel related to this policy, including but not limited to, notification of the prohibitions and expectations of staff set forth in this policy and the role and responsibility of all District personnel involved in enforcing this policy, including their duty to report alleged violations of this policy and/or conducting an investigation of an alleged violation of this policy.

The documents, ESI, and electronic media (as defined in Policy 8315 - Information Management) retained may include public records and records exempt from disclosure under Federal and/or State law.

The documents, ESI, and electronic media (as defined in Policy 8315 - Information Management) created or received as part of an investigation will be retained in accordance with Policy 8310 - Public Records, Policy 8315- Information Management, and Policy 8320 - Personnel Records for not less than three (3) years, but longer if required by the District's records retention schedule.

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|---|---|
| Book | Clean Copies for Discussion/Approval |
| Section | 5000 Students Templates |
| Title | HOMELESS STUDENTS |
| Code | po5111.01 1/27 |
| Status | |
| Legal | 42 U.S.C. 11431 et seq. (McKinney - Vento Homeless Act) |

5111.01 - **HOMELESS STUDENTS**

**Definitions**

Children who are identified as meeting the Federal definition of "homeless" will be provided a free appropriate public education (FAPE) in the same manner as all other students of the District. To that end, homeless students will not be stigmatized or segregated on the basis of their status as homeless. The District will establish safeguards that protect homeless students from discrimination on the basis of their homelessness. The District will regularly review and revise its policies, including school discipline policies that impact homeless students, including those who may be a member of any of the Protected Classes (Policy 2260 - Nondiscrimination and Access to Equal Educational Opportunity).

Homeless children and youth are defined as individuals who lack a fixed, regular, and adequate nighttime residence, and include children and youth who meet any of the following criteria:

A. share the housing of other persons due to loss of housing, economic hardship, or a similar reason

B. live in motels, hotels, or camping grounds due to a lack of alternative adequate accommodations

C. live in emergency or transitional shelters

D. are abandoned in hospitals

E. have a primary nighttime residence that is a public or private place not designed for, or ordinarily used as, a regular sleeping accommodation for human beings, or

F. live in a car, park, public space, abandoned building, substandard housing[1], bus or train station, or similar setting.

Pursuant to the McKinney-Vento Act, an unaccompanied youth includes a homeless child or youth not in the physical custody of a parent or guardian.

**Services to Homeless Children and Youth**

The District will provide services to homeless students that are comparable to other students in the District, including:

A. transportation services;

B. public preschool programs and other educational programs and services for which the homeless student meets eligibility criteria including:

1. programs for children with disabilities;

2. programs for English learners (ELs) (i.e., students with limited English proficiency (LEP));

3. programs in career and technical education;

4. programs for gifted and talented students;

5. school nutrition programs; and

6. before - and after-school programs.

The Superintendent will appoint a Liaison for Homeless Children who will perform the duties as assigned by the Superintendent. Additionally, the Liaison will coordinate and collaborate with the State Coordinator for the Education of Homeless Children and Youth, as well as with community and school personnel responsible for the provision of education and related services to homeless children and youths.

**School Stability**

Maintaining a stable school environment is crucial to a homeless student's success in school. To ensure stability, the District must make school placement determinations based on the "best interest" of the homeless child or youth based on student-centered factors. The District must:

A. continue the student's education in the school of origin for the duration of homelessness when a family becomes homeless between academic years or during an academic year; and for the remainder of the academic year, even if the child or youth becomes permanently housed during an academic year; or

B. enroll the student in any public school that non-homeless students who live in the attendance area in which the child or youth is actually living are eligible to attend.

The school of origin is the school the student attended or enrolled in when permanently housed, including a public preschool. The school of origin also includes the designated receiving school at the next level for feeder school patterns when the student completes the final grade level at the school of origin.

When determining the student's best interest, the District must also consider student-centered factors, including the impact of mobility on achievement, education, health, and safety of homeless students, and give priority to the request of the student's parent or guardian, or youth (if an unaccompanied youth). The District also considers the school placement of siblings when making this determination.

If the District finds that it is not in the student's best interest to attend the school of origin or the school requested by the parent or guardian, or unaccompanied youth, the District must provide the individual with a written explanation and reason for the determination in a manner and form understandable to the parent, guardian, or unaccompanied youth. This written explanation will include appeal rights and be provided in a timely manner.

**Immediate Enrollment**

The District has an obligation to remove barriers to the enrollment and retention of homeless students. A school chosen on the basis of a best interest determination must immediately enroll the homeless student, even if the student does not have the documentation typically necessary for enrollment, such as immunization and other required health records, proof of residency, proof of guardianship, birth certificate, or previous academic records. The homeless student must also be enrolled immediately regardless of whether the student missed application or enrollment deadlines during the period of homelessness or has outstanding fines or fees.

The enrolling school must immediately contact the school last attended by the homeless student to obtain relevant academic or other records. If the student needs immunization or other health records, the enrolling school must immediately refer the parent, guardian, or unaccompanied youth to the local liaison, who will help obtain the immunizations, screenings, or other required health records. Records usually maintained by the school must be kept so that they are available in a timely fashion if the child enters a new school or district. These records include immunization or other required health records, academic records, birth certificates, guardianship records, and evaluations for special services or programs. Procedures for inter-State records transfer between schools should be taken into account in order to facilitate immediate enrollment.

In addition, the District will also make sure that, once identified for services, the homeless student is attending classes and not facing barriers to accessing academic and extracurricular activities, including magnet school, summer school, career and technical education, advanced placement, online learning, and charter school programs (if available).

**Transportation**

The District provides homeless students with transportation services that are comparable to those available to non-homeless students. The District also provides or arranges for transportation to and from the school of origin at the parent or guardian's request, or the liaison's request in the case of an unaccompanied youth. Transportation is arranged promptly to allow for immediate enrollment and will not create barriers to a homeless student's attendance, retention, and success.

A. If the homeless student continues to live in the District, where the school of origin is located, transportation will be provided or arranged for the student's transportation to or from the school of origin.

B. If the homeless student moves to an area served by another district, though continuing the student's education at the school of origin (which is in the District), the District and the district in which the student resides must agree upon a method to apportion responsibility and costs for transportation to the school of origin. If the districts cannot agree upon such a method, the responsibility and costs will be shared equally.

C. When the student obtains permanent housing, transportation will be provided to and from the school of origin until the end of the school year.

The District determines the mode of transportation in consultation with the parent or guardian and based on the best interest of the student.

In accordance with Federal law, the above transportation requirements still apply during the resolution of any dispute. The District will work with the State to resolve transportation disputes with other districts. If the disputing district is in another State, the District will turn to the State for assistance, as Federal guidance says that both States should try to arrange an agreement for the districts.

**Dispute Resolution**

Homeless families and youths have the right to challenge placement and enrollment decisions. If a dispute arises between a school and a parent, guardian, or unaccompanied youth regarding eligibility, school selection, or enrollment of a homeless student, the District must follow its dispute resolution procedures, consistent with the State established procedures. If such a dispute occurs, the District will immediately enroll the homeless student in the school in which enrollment is sought pending final resolution of the dispute, including all appeals. The student will receive all services for which they are eligible until all disputes and appeals are resolved.

Pursuant to State, District, and School Board policies, the District will provide the parent, guardian, or unaccompanied youth with a written explanation of all decisions regarding school selection and enrollment made by the school, District, or State, along with a written explanation of appeal rights.

The District's notice and written explanation about the reason for its decision will include, at a minimum, an explanation of how the school reached its decision regarding eligibility, school selection, or enrollment, including 1) a description of the proposed or refused action by the school, 2) an explanation of why the action is proposed or refused, 3) a description of other options the school considered and why those options were rejected, 4) a description of any other relevant factors to the school's decision and information related to the eligibility or best interest determination such as the facts, witnesses, and evidence relied upon and their sources, and 5) an appropriate timeline to ensure deadlines are not missed. The District must also include contact information for the Liaison and the State Coordinator, and a brief description of their roles. The District will also refer the parent, guardian, or unaccompanied youth to the Liaison, who will carry out the dispute resolution process.

The District ensures that all decisions and notices are drafted in a language and format appropriate for low-literacy, limited vision readers, and individuals with disabilities. For children and youth and/or parents or guardians who are English learners or whose dominant language is not English, the District will provide translation and interpretation services in connection with all phases of the dispute resolution process pursuant to Federal laws. The District will also provide electronic notices via email if the parent, guardian, or unaccompanied youth has access to email, followed by a written notice provided in person or sent by mail.

**Homeless Children in Preschool**

Homeless preschool-aged children and their families will be provided equal access to the educational services for which they are eligible, including preschool programs and Head Start programs, administered by the District. Additionally, the homeless child must remain in the public preschool of origin, unless a determination is made that it is not in the child's best interest. When making such a decision on the student's best interest, the District takes into account the same factors as it does for any student, regardless of age. It also considers preschool-age-specific factors, such as 1) the child's attachment to preschool teachers and staff; 2) the impact of school climate on the child, including school safety; the quality and availability of services to meet the child's needs, including health, developmental, and social-emotional needs; and 3) travel time to and from school.

The District must also provide transportation services to the school of origin for a homeless child attending preschool. It is the District's responsibility to provide the child with transportation to the school of origin, even if the homeless preschooler who is enrolled in a public preschool in the District moves to another district that does not provide widely available or universal preschool.

**Public Notice**

In addition to notifying the parent or guardian of the homeless student, or the unaccompanied youth, of the applicable rights described above, the District will post public notice of educational rights of children and youth experiencing homelessness in each school. In addition, the District will post public notice of the McKinney-Vento rights in places that homeless populations frequent, such as shelters, soup kitchens, and libraries in a manner and form understandable to the parents and guardians and unaccompanied youths.

**Records**

The local liaison will assist the homeless students and their parent(s) or guardian(s), or unaccompanied homeless students, in their efforts to provide documentation to meet State and local requirements for entry into school.

All records for homeless students will be maintained, subject to the protections of the Family Educational Rights and Privacy Act (FERPA) and Policy 8330 - Student Records, and in such a manner so that they are available in a timely fashion and can be transferred promptly to the appropriate parties, as required. Pursuant to the McKinney-Vento Act, information regarding a homeless student's living situation is not considered directory information and must be provided the same protections as other non-directory personally identifiable information (PII) contained in student education records under FERPA. The District will incorporate practices to protect student privacy as described in accordance with the provisions of the Violence Against Women Act (VAWA) and the Family Violence Prevention and Services Act (FVPSA).

No School Board policy, administrative procedure, or practice will be interpreted or applied in such a way as to inhibit the enrollment, attendance, or school success of homeless children.

**Note:**

[1] According to nonregulatory guidance from the U.S. Department of Education (ED), standards for adequate housing may vary by locality. Please see ED guidance for factors to consider when determining whether a child or youth is living in "substandard housing."

*Education for Homeless Children and Youth Programs, Non-Regulatory Guidance, U.S. Department of Education (ED), Title VII-B of the McKinney-Vento Homeless Assistance Act, as amended by the Every Student Succeeds Act,* at A-3 (July 27, 2016).

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| Book | Clean Copies for Discussion/Approval |
| Section | 5000 Students Templates |
| Title | EDUCATIONAL OPPORTUNITY FOR MILITARY CHILDREN |
| Code | po5111.02 1/27 |
| Status | |
| Legal | Interstate Compact on Educational Opportunity for Military Children<br>14.91, Wis. Stats. |

5111.02 - **EDUCATIONAL OPPORTUNITY FOR MILITARY CHILDREN**

Children of an active duty member of the United States armed services will be entitled to all of the rights and protections afforded under the Interstate Compact on Educational Opportunity for Military Children (Compact).

The intent of this policy is to minimize the potential challenges to educational success for children of military families because of frequent moves and deployment of their parents by:

A. facilitating the timely enrollment and placement of children of military families in educational and other school programs and activities;

B. facilitating the on-time graduation of children of military families; and

C. providing for the uniform collection and sharing of information between and among schools and military families.

A student whose parent is an active duty member of the uniformed services and has been called to duty for, is on leave from, or returned from deployment to a combat zone or combat support posting, will be granted additional excused absences at the discretion of the Superintendent to visit with the student's parent relative to such leave or deployment of the parent. The additional excused absences granted by the Superintendent, to visit with a parent who has returned from deployment, are only required if the return was within the past thirty (30) days.

The Superintendent will ensure the implementation of this policy, which is consistent with the Compact and State law. Such guidelines will apply to children of military families within the state as well as between member states.

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| Book | Clean Copies for Discussion/Approval |
| Section | 5000 Students Templates |
| Title | CHILDREN AND YOUTH IN FOSTER CARE |
| Code | po5111.03 3/3 |
| Status | |
| Legal | 45 C.F.R. 1355.20 |

5111.03 - **CHILDREN AND YOUTH IN FOSTER CARE**

The School Board recognizes the importance of educational stability for children and youth in foster care. Further, the School Board recognizes these children and youth as a vulnerable subgroup of students in need of safeguards and supports in order to facilitate a successful transition through elementary and secondary education and into college and/or careers. To that end, the District will collaborate with the Department of Public Instruction (DPI), other schools and districts, and the appropriate child welfare agencies to provide educational stability for children and youth in foster care.

**Definitions**

Children who meet the Federal definition of "in foster care" will be provided a free appropriate public education (FAPE) in the same manner as all other students of the District. To that end, students in foster care will not be stigmatized or segregated on the basis of their status. The District will establish safeguards that protect foster care students from discrimination on the basis of their foster care status or any other of the recognized Protected Classes (Policy 2260). The District will regularly review and revise its policies, including school discipline policies that may impact students in foster care.

Consistent with the Fostering Connections Act, "foster care" means twenty-four (24) hour substitute care for children placed away from their parents or guardians and for whom the child welfare agency has placement and care responsibility. This includes, but is not limited to, placements in:

A. foster family homes;

B. foster homes of relatives;

C. group homes;

D. emergency shelters;

E. residential facilities;

F. child care institutions; and

G. preadoptive homes.

A child is in foster care in accordance with this definition regardless of whether the foster care facility is licensed and payments are made by the State, tribal, or local agency for the care of the child, whether adoption subsidy payments are being made prior to the finalization of an adoption, or whether there is Federal matching of any payments that are made. (45 C.F.R. 1355.20 (a)).

**School Stability**

The District will remove barriers to the enrollment and retention of children and youth in foster care in schools in the District. Foster care students will be enrolled, even if they do not have the necessary enrollment documentation such as immunization and health records, proof of residency or guardianship, birth certificate, school records, and other documentation.

The District will meet the Title I requirements for educational stability for children and youth in foster care, including those awaiting foster care placement. The District will identify which students are in foster care and will collaborate with State and tribal child welfare agencies to provide educational stability for these children and youth. District staff will work closely with child welfare agency personnel to develop and implement processes and procedures that include these enrollment safeguards:

A. a child/youth in foster care will remain in his/her school of origin, unless it is determined that remaining in the school of origin is not in that child's best interest;

B. if it is not in the child's best interest to stay in his/her school of origin, the child will be immediately enrolled in the determined new school even if the child is unable to produce records normally required for enrollment; and

C. the new (enrolling) school will immediately contact the school of origin to obtain relevant academic and other records, including the student's Individualized Education Program (IEP) if applicable. (ESEA Section 1111(g)(1)(E)(i)-(iii)).

**Best Interest Determination**

In making the best interest determination, the District will follow the guidelines established by the DPI and the State or tribal child welfare agencies. The District will utilize the prescribed process in conjunction with local child welfare agencies in making best interest determinations. Once a determination is made, the District will provide the decision in writing to all relevant parties, in collaboration with the appropriate child welfare agency. When making decisions regarding educational placement of students with disabilities under IDEA and Section 504, the District will provide all required special educational and related services and supports provided in the least restrictive placement where the child's unique needs, as described in the student's IEP or Section 504 plan, can be met.

**Dispute Resolution Process**

If there is a dispute regarding whether the educational placement of a child in foster care is in the best interest of that child, the dispute resolution process established by the State Education Agency (SEA) will be used.

The District's representatives will collaborate fully in this process, considering relevant information regarding academic programming and related service needs of the child, and advocating for what the District believes is in the best interest of the child.

To the extent feasible and appropriate, the child will remain in his/her school of origin while disputes are being resolved in order to minimize disruption and reduce the possible number of moves between schools. (ESEA Section 1111(g)(1)(E)(i)).

Since the child welfare agency holds ultimate legal responsibility for making the best interest determination for the foster child in their care, if the dispute cannot be resolved, the child welfare agency will make the final determination.

All notifications and reports regarding foster care placement, changes in school enrollment, transportation services, and changes in the child's living arrangements will be provided to the affected parties, in writing, in accordance with the forms, procedures, and requirements of the SEA and the State or tribal child welfare agencies.

**Local Point of Contact**

The Superintendent will designate and make public a local point of contact who will perform the duties as assigned by the Superintendent. The point of contact will serve as a liaison to coordinate with child protection agencies, lead the development of a process for making the best determination for a student, facilitate the transfer of records, and oversee the enrollment and regular school attendance of students in foster care.

**Records**

The District will provide privacy protections for children and families and will facilitate appropriate data-sharing pertaining to children in foster care between child welfare and educational agencies, in accordance with the Family Educational Rights and Privacy Act (FERPA) and Policy 8330 – Student Records.

**Services to Children and Youth in Foster Care**

Children in foster care and their families will be provided equal access to the educational services for which they are eligible, comparable to other students in the District, including:

A. educational services for which the student in foster care meets eligibility criteria, including services provided under Title I of the Elementary and Secondary Education Act or similar State and local programs, educational programs for children with disabilities, and educational programs for students with limited English proficiency;

B. preschool programs;

C. programs in career and technical education;

D. programs for gifted and talented students;

E. school nutrition programs; and

F. before - and after-school programs.

**Transportation Services**

The District will provide transportation services for children in foster care consistent with the procedures developed by the District in collaboration with the State or local child welfare agency. These requirements apply whether or not the Local Education Agency (LEA) already provides transportation for children who are not in foster care.

In order for students in foster care to remain in their school of origin, when in their best interest, transportation services will be provided, arranged, and funded for the duration of the children's placement in foster care. The District's transportation services will provide :

A. Children in foster care needing transportation to their schools of origin will promptly receive that transportation in a cost-effective manner and in accordance with Section 475(4)(A) of the Social Security Act; and

B. If there are additional costs incurred in providing transportation to the school of origin, the District will provide such transportation if 1) the local child welfare agency agrees to reimburse the District for the cost of such transportation; 2) the District agrees to pay for the cost; or 3) the District and the local child welfare agency agree to share the cost. (ESEA 1112(c)(5)(B)).

**Coordination of Service**

Since foster care placements may occur across district, county, or State boundary lines, coordination among multiple agencies may be necessary. The District will work with appropriate State and local agencies to address such placement and transportation issues that arise. The District will provide or arrange for adequate and appropriate transportation to and from the school of origin while any disputes are being resolved.

No School Board policy, administrative procedure, or practice will be interpreted or applied in such a way as to inhibit the enrollment, attendance, or school success of children and youth in foster care.

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| Book | Clean Copies for Discussion/Approval |
| Section | 5000 Students Templates |
| Title | NONIMMIGRANT STUDENTS AND VISITOR PROGRAMS |
| Code | po5114 1/27 |
| Status | |
| Legal | 8 C.F.R. 214 et seq.<br>8 U.S.C. 1101 (Immigration Reform and Control Act)<br>121.84(1)(c), Wis. Stats.<br>Mutual Education and Cultural Exchange Act of 1961, as amended<br>Immigration and Nationality Act<br>22 C.F.R. 62, Exchange Visitor Program |

5114 - **NON-IMMIGRANT STUDENTS AND VISITOR PROGRAMS**

The School Board recognizes the positive cultural benefits to the students, staff, and the community in meeting students from other countries and in having exchange students as members of the student body of this District's high school(s).

An exchange visitor student is a foreign national who has been selected by a sponsor that has been approved by the United States Department of State (USDOS) to participate in an exchange visitor program and who is seeking to enter or has entered the United States temporarily on a J-1 visa.

**Exchange Visitor Program for Nonimmigrant Students with J-1 Visas**

The School Board authorizes the  High School Principal to consider a request to admit an exchange visitor student who meets the USDOS requirements and applies for admission through a sponsoring organization, and to determine whether or not that student should be accepted.

In accordance with Federal law, an exchange visitor student will be selected and sponsored by an organization that has been approved by the USDOS. The School Board, pursuant to Federal law, requires the sponsoring agency to secure prior written acceptance of the  High School Principal for the placement of an exchange visitor student in any District high school.

After written acceptance of school placement is secured, the sponsoring agency should issue the certificate of eligibility for J-1 Visas to the visiting exchange student who meets the criteria established in Federal law for participation in an Exchange Visitor Program (EVP).

Pursuant to Federal law the sponsoring agency is also responsible for selecting a host family for each exchange visitor student.

Lastly, pursuant to Federal law, a sponsoring agency can place no more than five (5) exchange visitor students per District high school.

**Other Nonimmigrant Students**

This policy does not apply to non-immigrant students with citizenship in countries other than the United States who are not participating in an approved exchange visitor program at a District school.

All other nonimmigrant students with citizenship in countries other than the United States who seek to enroll in the District's schools are subject to State law and the District's policies regarding enrollment and, if applicable, tuition.

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| Book | Clean Copies for Discussion/Approval |
| Section | 5000 Students Templates |
| Title | ATTENDANCE |
| Code | po5200 1/28 |
| Status | |
| Legal | 7.30(2)(am), Wis. Stats.<br>115.28(51), Wis. Stats.<br>118.15, Wis. Stats.<br>118.153, Wis. Stats.<br>118.16, Wis. Stats.<br>118.162, Wis. Stats.<br>990.001(4), Wis. Stats. |
| Cross References | St. Croix County Truancy Policies and Procedures<br>Pierce County Ordinances |

5200 - **ATTENDANCE**

The School Board will enforce regular student attendance in the District's program in which each student is enrolled as required pursuant to State law. Further, the School Board recognizes that the District's educational program is predicated upon the participation of each student in the program of instruction in which the student is enrolled and required to attend. Student success requires continuity of instruction and program participation.

The primary responsibility for regular school attendance of a child rests upon the child's parent(s) or guardian. In addition, school officials have a legal responsibility to enforce student attendance. It is the intention of the District to work as closely as possible with parent(s) or guardian(s) regarding student attendance.

All children between six (6) and eighteen (18) years of age will attend school regularly during the full period and hours, religious holidays excepted, that the school in which the child is enrolled is in session. Regular attendance is required until the end of the term, quarter, or semester of the school year in which the child becomes eighteen (18) years of age, unless they fall under an exception under State law or this policy A child who is enrolled in five (5) year-old kindergarten will attend school regularly, religious holidays excepted, during the full period and hours that kindergarten is in session until the end of the school term.

**Part 1: Definitions**

1. Excused Absence: A student is considered excused when the student is absent with an acceptable excuse for all of part of a day during which school is held. As required by state law, acceptable excuses are described in Part 4: Excused Absences. Excused absences will be prorated in the following manner:
    a. Excused absences of 15 minutes to 50% of the school day will result in a half day absence.
    b. Excused absences of greater than 50% of the school day will be a full day absence.

2. Unexcused Absence/Truant. A student is considered unexcused/truant if the student is absent without an acceptable excuse for all or part of a day during which school is held. Part of a school day is defined as any time period that exceeds 15 minutes.

3. Habitually Truant. A student will be considered habitually truant if the student is absent from school without an acceptable excuse for part or all of five (5) or more days on which school is held during a school semester. Part of a school day is any time period that exceeds 15 minutes.

4. Tardy/Late Arrival: Occurs when a student arrives at the student's registered class location 1-15 minutes after the bell that signals the start of the class period has sounded without a valid excuse.

**Part 2: School Attendance Officer**

The Superintendent will designate an administrator or assigned staff member at each school to be the School Attendance Officer. The School Attendance Officer will perform any duties and responsibilities as required by State law, this policy, and any guidelines issued by the school. The duties of the School Attendance Officer will include, but not be limited to, the following:

1. Determining daily which students enrolled in the school are absent from school and whether the absence is excused.
2. Entering attendance data into the District's school information system.
3. Providing student attendance information to individuals and agencies for purposes authorized by State law and Policy 347 Student Records.

**Part 3: Parent(s) or Guardian Notification of Absence Required**

The School Attendance Officer, or designee, will require from the parent(s) or guardian of each student, or from an adult student, who has been absent for any reason either a written or oral notification stating the reason for the absence and the time period covered by the absence. The School Attendance Officer or designee reserves the right to verify such statements and to investigate the cause of each:

1. single absence;
2. absence of more than one (1) day duration;
3. repeated unexplained absence and tardiness.

Any absence not verified by a note or phone call within 24 hours following the absence will be considered unexcused.

**Part 4: Excused Absences**

As required by state law students will be excused for the following reasons:

1. The student is temporarily not in proper physical or mental condition to attend school.
    a. Absences for this reason may be excused by oral or written notification to the School Attendance Officer by the student's parent(s) or guardian for all or part of four (4) school days per school year.
    b. If the student is absent four (4) school days for these reasons, the District may request the parent(s) or guardian to obtain a written statement from a physician or licensed practitioner as proof of the physical or mental condition of the student. Such excuses will be made in writing, will state the period of time for which it is valid, and will not exceed 30 days.
    c. If a student becomes ill while at school, office staff and a parent/guardian must speak prior to the student leaving school grounds. An absence agreed upon by office staff and parent/guardian will be excused and not count towards the limit described in Part 4.1.a.
    d. The School Attendance Officer or designee has the discretion to excuse a student not in a proper physical or mental condition to attend school.
    e. Absences for medical, dental, chiropractic, optometric, or other valid professional appointments that are accompanied by note from the professional will be excused.

2. The student has a chronic condition or is experiencing an extended illness.
    a. A student who has been diagnosed with a chronic condition or illness that requires the student to miss school for an extended period of time will be excused.
    b. A Chronic or Extended Illness Verification Form will be completed by the student's physician every 30 days. The verification form will outline the condition and the specific impact that the chronic condition or extended illness will have on the student's attendance.
    c. The District Nurse has the discretion to adjust verification requirements in cases of severe medical conditions.

3. The student's parent(s) or guardian has provided a pre-planned notice of absence.
    a. Under Wisconsin State Statute §118.15(c) students can be excused in writing by their parent(s) or guardian before the absence for any reason.
    b. A student may not be excused for more than ten (10) days per school year.

c. Absent students must complete any coursework missed during the absence.
d. Examples of reasons for being absent that should be counted under this paragraph include, but are not limited to, the following:
    i. professional and other necessary non-medical appointments that cannot be scheduled outside of the school day;
    ii. to attend a funeral outside of the immediate family;
    iii. college visits;
    iv. job fairs;
    v. vacations.

4. The student is absent from school for one of the following School Board approved reasons:
    a. Obtaining religious instruction or observing religious holidays.
    b. A death in the immediate family.
    c. A court appearance or other legal procedure upon submission of proof.
    d. Approved school activities during class time.
    e. Suspension or expulsion.
    f. Program or Curriculum Modification: The School Board has excused the student from regular school attendance to participate in a program or curriculum modification leading to high school graduation or a high school equivalency diploma as provided by State law.
    g. High School Equivalency – Secured Facilities: The School Board has excused a student from regular school attendance to participate in a program leading to a high school equivalency diploma in a secured correctional facility, a secured child caring institution, a secure detention facility, or a juvenile portion of a county jail, and the student and the student's parent(s) agree that the student will continue to participate in such a program.
    h. Election Day Official: A high school student, age sixteen (16) or seventeen (17) is permitted to be excused to serve as an election official.
    i. Quarantine of the student's home by a public health officer.
    j. Severe Weather Conditions. In the parent(s) or guardian's reasonable judgment, weather conditions are a danger to the health and welfare or safety of the student.
    k. Sounding Taps. A student in grades 6-12 may be excused for the purpose of sounding "Taps" during a military honors funeral for a deceased veteran.

**Part 5: Unexcused Absences/Truant**

A student is considered unexcused/truant if the student is absent without an acceptable excuse for all or part of a day during which school is held. Unexcused absences demonstrate a deliberate disregard for the educational program and are considered a serious matter.

A student will be unexcused/truant if the student is absent:

- Without the consent of their parent(s) or guardian.
- With the consent of their parents(s) or guardian, but the absence does not fall under the reasons listed in Part 4: Excused Absences as determined by the School Attendance Officer.
- With the consent of their parent(s) or guardian, but the student has exceeded the allowed absences for the school year.

The administration is authorized by the School Board to establish a building procedure to enhance the full attendance requirement and to determine appropriate action to serve as a deterrent to habitual truancy, including detention or supervised directed study program. All detentions must be completed as a requirement for participation in graduation ceremonies.

**Part 6: Tardiness/Late Arrival**

Tardiness occurs when a student arrives at the student's registered class location 1-15 minutes after the bell that signals the start of the class period has sounded without a valid excuse. Tardiness and early dismissal can occur more than once per day. The administration is authorized to determine appropriate action to serve as a deterrent to student tardiness and late arrivals. These deterrents can include, but are not limited to, detentions, supervised directed study, meeting with administration or school counselors.

If a student tardiness/late arrival is greater than 15 minutes, then it will be considered an unexcused absence. Justifiable reasons for tardiness/late arrival will align to the reasons outlined in the Excused Absences section of this policy.

**Part 7: Make-up Course Work and Examinations**

Students who are absent from school, whether the absence was excused or unexcused, will be permitted to make-up course work and examinations missed during the absence when they return to school. It is the student's responsibility to contact their teachers to determine what coursework and examinations must be made up. Teachers will have the discretion to assign substitute coursework and examinations. The procedures for making up work and examinations missed during an absence utilized at each of the respective buildings are outlined in the Student Handbook.

A student who has been suspended will not be denied the opportunity to take any quarterly, semester, or grading period examinations or complete any coursework missed during the suspension period. The School District of River Falls will not deny student credit in a course or subject solely because of a student's unexcused absences or suspensions from school.

**Part 8: Promotion, Monitoring, and Intervention**

All schools will strive to create an environment that is welcoming, safe, and engaging for all students. School personnel will promote the importance of attendance and provide clear communication to students and families regarding attendance and absence reporting expectations.

Procedures will be developed by the administration to enhance the full attendance requirement and to determine appropriate action to serve as a deterrent to truancy. These procedures will be in accordance with Pierce and St. Croix County ordinances and state law, outlined in the Student Handbook, and will be approved by the School Board.

Student attendance will be monitored continuously. Prior to the student being referred to municipal or county court for habitual truancy, the Student Attendance Officer or designee will provide targeted assistance to students identified as needing additional support. These interventions may include, but are not limited to,

- attendance reviews;
- consultation with the School Resource Officer;
- student attendance coaching;
- parent(s) or guardian meetings;
- home visits;
- meeting with school counselors;
- referral to the School Social Worker.

**Part 9: Parent(s) or Guardian Communication**

*Absence Reports on Report Cards*

Absence information will be provided on all Report Cards. Absences on these reports will be identified as excused or unexcused.

*Notice of Unexcused Absence*

The School Attendance Officer or designee will notify a student's parent(s) or guardian of the student's unexcused absence using one or more of the following methods:

- An automated phone call will be sent to the student's parent(s) or guardian if it is determined that a student is absent from school without a valid reason.
- Notices following an unexcused absence may be sent via email and/or 1st Class Mail. Records of these notices will be kept.
- The School Attendance Officer or designee may contact parent(s) or guardian to clarify the status of a student's unexcused absence.

*Notice of reaching the maximum allowable excused absences.*

The School Attendance Officer or designee will notify a student's parent(s) or guardian by first class mail, email, or phone call when the student reaches the maximum allowable excused absences as described in Part 4: Excused Absences.

**Part 10: Referral to Municipal or County Court for Habitual Truancy**

*Notice and Attempt to Meet with Parent(s) or Guardian*

If a student is at risk for becoming habitually truant, the School Attendance Officer will provide a notice to the student's parent(s) or guardian, by registered or certified mail, or by 1st class mail. The School Attendance Officer may simultaneously notify a parent(s) or guardian via electronic communication. The notice will contain the following:

1. A statement of the parent(s) or guardian's responsibility under State law to cause the student to attend school regularly;
2. A statement that the parent(s) or guardian or student may request program or curriculum modifications for the student under State law and that the student may be eligible for enrollment in a program for children at risk;
3. A request that the parent(s) or guardian meet with the appropriate school personnel to discuss the student's truancy;

4. The notice will include the name of the school personnel with whom the parent(s) or guardian should meet, a date, time, and place for the meeting and the name, address, and telephone number of a person to contact to arrange a different date, time, or place. The date for the meeting will be within five (5) school days after the date that the notice is sent, except that with the consent of the student's parent(s) or guardian the date for the meeting may be extended for an additional five (5) school days.
5. A statement of the penalties, under State law or local ordinances that may be imposed on the parent(s) or guardian upon failure to cause the child to attend school regularly as required by State law;
6. If the student is attending the District through the Open Enrollment Program, each notification will also inform the parent(s) or guardian: that the student's open enrollment may be terminated if the student is habitually truant.
7. The School Attendance Officer will also continue to notify the parent(s) or guardian of a habitual truant's subsequent unexcused absences.

*Final Intervention Prior to Referring to Municipal or County Court*

The School Attendance Officer will ensure that appropriate school personnel have done the following before any case is referred to the Municipal or County Court:

1. Notice was provided as described in above.
2. Met with the student's parent(s) or guardian to discuss the student's truancy or attempted to meet with the student's parent(s) or guardian and received no response or were refused;
3. Evaluated the student to determine whether learning problems may be a cause of the student's truancy and, if so, have taken steps to overcome the learning problems, except that the student need not be evaluated if tests administered to the student within the previous year indicate that the student is performing at grade level;
4. Conducted an evaluation to determine whether social problems may be a cause of the student's truancy and, if so, have taken appropriate action or made appropriate referrals.

**Part 11: Middle and High School Extra Curricular Participation and Attendance**

A student must be in attendance for all academic and required activities (designated by the school for the entire school day 7:35 -2:55) to be eligible to participate in an extracurricular activity or practice scheduled on that specific day. The attendance officer will make determinations on daily attendance. The administration maintains the right to make the final determination regarding student participation.

**Part 12: Attendance Records**

The District will use the same technology-based attendance record keeping system at all schools. Attendance Records will be categorized in the following ways:

- Exempt
  - ACT: School activities during class time.
  - COUN: Visit to School Counselor
  - CMVF: Chronic Medical Condition
  - EXP: Expelled
  - HLTH: Visit to Health Office
  - ISS: In-School Suspension
  - MED
    - Absences for medical, dental, chiropractic, optometric, or other valid professional appointments that are accompanied by note from the professional will be excused.
    - The student has a chronic condition or is experiencing an extended illness.
  - HLTH-ILL
    - If a student becomes ill while at school, office staff and a parent/guardian must speak prior to the student leaving school grounds. An absence agreed upon by office staff and parent/guardian will be excused.
  - SUS: Out of School Suspension

- Excused
  - APL: Alternative Placement
  - EAP: Excused for an Appointment (no professional note provided)
  - EXE: Excused Absence
    - Obtaining religious instruction or observing religious holidays.
    - A death in the immediate family.
    - A court appearance or other legal procedure upon submission of proof.
  - ILL: Illness
    - The student is temporarily not in proper physical or mental condition to attend school. Absences for this reason may be excused by oral or written notification to the attendance officer by the student's parent(s) or guardian for four (4) school days.

- PAR: Parent Pre-arranged
    - The student’s parent(s) or guardian has provided a pre-planned notice of absence.

- Unexcused
    - UNX: Unexcused
        - The first four occurrences in which no valid excuse provided or excuse provided exceeds allowable yearly maximums.
    - TRU: Habitually Truant
        - No valid excuse provided for 5th or further unexcused absence or excuse provided but exceeds allowable yearly maximums.
    - TDY: Tardy
        - A student arrives at the student's registered class location 1-15 minutes after the bell that signals the start of the class period has sounded without a valid excuse.

RFSD Aligned to Retired Policy 431.

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| Book | Clean Copies for Discussion/Approval |
| Section | 5000 Students Templates |
| Title | ABSENCES FOR RELIGIOUS INSTRUCTION |
| Code | po5223 1/28 |
| Status | |
| Legal | 118.155, Wis. Stats. |

5223 - **ABSENCES FOR RELIGIOUS INSTRUCTION**

The School Board desires to cooperate with those parents who wish to provide for religious instruction for the children but also recognizes its responsibility to enforce the attendance requirements of the State.

The School Board will permit students, with written parental permission, to be absent from school during required school periods at least sixty (60) minutes but not more than 180 minutes per week to obtain religious instruction outside of school.

A student must be properly registered and a copy of such registration must be filed with the principal. The supervisor of the religious instruction must report monthly to the District the names of the students who are attending the weekly instruction.

The District will assume no liability for a student while attending religious instruction nor will it provide transportation for such instruction.

No solicitation for attendance at religious instruction will be permitted on District premises. No member of the staff will encourage nor discourage participation in any religious instruction program.

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| Section | 5000 Students Templates |
| Title | RELEASE OF STUDENTS TO AUTHORIZED PERSONS |
| Code | po5230 3/3 |
| Status | |

5230 - **RELEASE OF STUDENTS TO AUTHORIZED PERSONS**

If only one (1) parent is permitted to make educational decisions or to approve absences of the student by Court order, the responsible parent will provide the school with a copy of the Court order. Absent such notice, the school will presume that the student may be released into the care of either parent.

No student who has a medical disability which may be incapacitating may be released without a person to accompany the student.

No student will be released to anyone who is not authorized by a parent with authority to do so.

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| Section | 5000 Students Templates |
| Title | EMERGENCY NURSING SERVICES/PLAN |
| Code | po5310.01 1/28 |
| Status | |
| Legal | 121.02(1)(g), Wis. Stats.<br>PI 8.01(2)(g) |

5310.01 - **EMERGENCY NURSING SERVICES/PLAN**

To provide for the health and safety of students, the District will develop an emergency nursing services plan (also known as protocols). This plan will be in accordance with statutory requirements for the provision of emergency nursing services and will include the following requirements:

A. The District nurse has developed and reviewed all relevant policies providing for the provision of emergency nursing services to students in cooperation with other District personnel and representatives from community health agencies.

   Such School Board policies, consistent with the District's emergency nursing services plan, provide for the management of illness (see Policy 5310 - Health Services, Policy 5335 - Care of Students with Chronic Health Conditions, Policy 8450 - Control of Casual Contact Communicable Diseases, and Policy 8453 - Direct Contact Communicable Diseases), accidental injury (see Policy 5340 - Student Accidents/Illnesses/Concussion & Sudden Cardiac Arrest), and the administration of medication and emergency care (see Policy 5330 - Administration of Medication/Emergency Care). These School Board policies and their respective protocols will be incorporated into the District's emergency nursing services plan.

B. The District's emergency nursing services plan will include specific protocols for dealing with student accidental injury, illness, and administration of medication at all school-sponsored activities, including but not limited to curricular, co-curricular, and extra-curricular activities, and a method to record each incident of service provided.

C. Arrangements will be made with a licensed physician to serve as medical advisor for the District's emergency nursing services plan.

   The Superintendent will annually designate the District's medical advisor.

D. The District will make emergency nursing services available during the regular school day, including summer school.

   The emergency nursing services plan will indicate how such services will be made available by the District during such times. The District may provide for such emergency nursing services through District staff or through outside services such as local emergency response resources.

E. The District's emergency nursing services plan will specify how the District is providing for student emergency information, equipment, supplies, and space for the emergency nursing services that are appropriate and readily accessible to facilitate the provision of such services consistent with the services developed through this policy.

F. The nurse will review and evaluate the District's emergency nursing services each year, including a review of the policies referenced above, and will report to the School Board regarding such services.

At any time deemed necessary and appropriate, the nurse will bring proposed revisions of any policies to the Superintendent, who will review them and forward them to the School Board for consideration.

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| Section | 5000 Students Templates |
| Title | STUDENT ACCIDENTS/ILLNESS/CONCUSSION & SUDDEN CARDIAC ARREST |
| Code | po5340 3/3 |
| Status | |
| Legal | 118.29, 118.293, 118.2935, Wis. Stats. |

5340 - **STUDENT ACCIDENTS/ILLNESS/CONCUSSION & SUDDEN CARDIAC ARREST**

The School Board believes that school personnel have certain responsibilities in case of accidents, illness, or concussions that occur in school. Said responsibilities extend to the administration of first aid by persons trained to do so, summoning of medical assistance, notification of administration personnel, notification of parents, and the filing of accident reports.

**Accidents**

Employees should administer first aid within the limits of their knowledge of recommended practices. All employees should make an effort to increase their understanding of the proper steps to be taken in the event of an accident. However, staff members or volunteers who, in good faith, render emergency care to a student is immune from civil liability for acts or omissions in rendering such emergency care.

The administrator in charge must ensure that an accident report is submitted to the health office and uploaded to the student information system on all accidents.

**Illness**

School personnel will not diagnose illness or administer medication of any kind except in accordance with Policy 5330 - Administration of Medication/Emergency Care.

**Concussion**

A concussion is a type of traumatic brain injury. Concussions occur when there is a forceful blow to the head or body that results in rapid movement of the head and causes any change in behavior, thinking, or physical functioning. Concussions are not limited to situations involving loss of consciousness. Some symptoms of a concussion include headache, nausea, confusion, memory difficulties, dizziness, blurred vision, anxiety, difficulty concentrating, and difficulty sleeping.

At the beginning of a season of any athletic sport, the  Activities Director will distribute a concussion and head injury information sheet to each coach and to each student participant. No student will be permitted to participate in any athletic activity unless that student, or if the student is under age nineteen (19) then the student's parent, has returned a signed concussion and head injury information sheet. A student is only required to return one (1) signed sheet per school year in order to participate in athletics.

A teacher or coach will remove a student from the class, practice, activity, or game if the teacher or coach determines the student is exhibiting signs, symptoms, or behavior consistent with a concussion or head injury. The student will not be permitted to return to full participation until the student is evaluated by a healthcare professional and receives written clearance for full participation from the healthcare professional. Limited physical activity in the physical education context may eventually be permitted, depending on the recommendation of the healthcare professional.

Parents who inform coaches or other school officials that their child is being treated by a healthcare professional for a concussion must provide written clearance from that healthcare professional for full or limited participation in class, practice, activity, or competition. Prior to receiving written clearance from a healthcare professional, students who have sustained a concussion may not participate in any school-related physical activities.

Parents will be notified about the possible concussion and given information on concussions and the need for medical attention.

Coaches and physical education staff will be trained in concussion recognition and response. Specifically, training will include information on how to recognize the signs and symptoms of a concussion, how to obtain proper medical treatment in cases of suspected concussions, and return-to-play standards.

**Sudden Cardiac Arrest**

Sudden cardiac arrest is a medical event that involves a sudden increase in the heart's ventricular beat that prevents the heart from distributing blood to the brain, lungs, and other organs. It occurs without warning and in youth athletics participants who appear healthy and have passed pre-participation physical examinations. Severe damage and death can occur very quickly without immediate treatment.

In an effort to educate parents, students, and coaches regarding this condition, information regarding sudden cardiac arrest will be included along with distribution of the required information concerning concussions and will be distributed to all participants age twelve (12) and older and to coaches prior to participation in youth athletic activity. The information will contain the following information as provided by the Wisconsin Department of Public Instruction (DPI) and Wisconsin Interscholastic Athletic Association (WIAA):

A. information about the risks associated with continuing to participate in a youth activity after experiencing one (1) or more symptoms of sudden cardiac arrest, including fainting, difficulty breathing, chest pains, dizziness, and abnormal racing heart rate;

B. information about electrocardiogram testing, including the potential risks, benefits, and evidentiary basis behind electrocardiogram testing; and

C. information on how to request, from a student's health care provider, the administration of an electrocardiogram in addition to a comprehensive physical examination.

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| Section | 5000 Students Templates |
| Title | STUDENT CODE OF CLASSROOM CONDUCT |
| Code | po5500 - 3/3 |
| Status | |
| Legal | 175.32, Wis. Stats.<br>118.13, Wis. Stats.<br>118.164, Wis. Stats.<br>120.13, Wis. Stats.<br>Wis. Admin. Code P.I. 9.03<br>Fourteenth Amendment, U.S. Constitution<br>20 U.S.C. Section 1681, Title IX of Education Amendments Act<br>20 U.S.C. Section 1701 et seq., Equal Educational Opportunities Act of 1974<br>29 U.S.C. Section 794, Rehabilitation Act of 1973<br>42 U.S.C. Section 2000 et seq., Civil Rights Act of 1964<br>42 U.S.C. 12101 et seq., The Americans with Disabilities Act of 1990 |

5500 - **STUDENT CODE OF CLASSROOM CONDUCT**

Respect for law and for those persons in authority is expected of all students. This includes conformity to school rules as well as general provisions of law regarding minors. Respect for the rights of others, consideration of their privileges, and cooperative citizenship is also expected of all members of the school community.

Respect for real and personal property; pride in one's work; achievement within the range of one's ability; and exemplary personal standards of character, courtesy, decency, and honesty should be maintained in the schools of this District.

The Superintendent will establish procedures to carry out School Board policy and philosophy, and will hold all school personnel, students, and parents responsible for the conduct of students in schools, on school vehicles, and at school-related events.

Student conduct on or adjacent to school premises, on school vehicles, and at school-related events and activities will be governed by the rules and provisions of the Student Code of Classroom Conduct. In addition, student conduct on internet-based social media outlets, when such conduct forms a sufficient connection to school or staff, is governed by the Code of Conduct. This Code of Classroom Conduct will include the following items:

A. specification of what constitutes dangerous, disruptive, or unruly behavior that interferes with the ability of the teacher to teach effectively, which therefore permits the teacher to remove the student from class;

B. other student conduct that may be used by a teacher as a basis to remove a student from class; and

C. procedures for notifying the parent of a student's removal and procedures for placement of a student that has been removed from class.

The Code of Conduct, developed by a committee created by the School Board for that reason consisting of parents, students, School Board members, school administrators, teachers, student services professionals, and other appointed residents, and, once created, will be reviewed by the School Board periodically.

Removal of a student from a class that is consistent with the Code of Conduct does not constitute a report under Policy 8462.01 - Threats of Violence. If the staff member believes in good faith that the threat represents a serious and imminent threat to the health or safety of students, staff, or others, and the threat is a threat of violence made in or targeted at a school, staff must still report such threats as described in Policy 8462.01 - Threats of Violence.

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| Title | CONDUCT IN VIRTUAL CLASSROOM |
| Code | po5500.01 - 3/3 |
| Status | |

5500.01 – **CONDUCT IN VIRTUAL CLASSROOM**

Students engaged in classes conducted in a virtual/online environment are considered, for conduct purposes, to be in attendance at school. Policies, rules, and expectations for student conduct while at school, or under the supervision of school authorities while at a school-sponsored activity, also apply to students when engaged in online learning activities.

Conduct that is not permitted at school is also not permitted during online learning in a virtual classroom setting.

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| Book | Clean Copies for Discussion/Approval |
| Section | 5000 Students Templates |
| Title | DRESS AND APPEARANCE |
| Code | po5511 1/28 |
| Status | |
| Legal | 120.13(1), Wis. Stats. |

5511 - **DRESS AND APPEARANCE**

**PURPOSE**

Through this dress code, we seek to prepare students for the expectations in the world of academics and work beyond high school while fostering a welcoming school climate that leads to student engagement in a healthy, safe, supportive and positive educational environment.

The District believes parents/guardians hold the primary responsibility in determining their child's personal attire. Schools are responsible to ensure that a student's personal attire does not interfere with the health and safety of any student and does not contribute to any disruption to the school environment.

School administration will enforce the dress code consistently and in a manner that allows students to observe religious customs or beliefs. School administration will enforce the dress code consistently and in a manner that does not reinforce or increase marginalization or oppression of any individual or group on the basis of race, color, religion, sex, gender, gender identity, gender expression, sexual orientation, national origin, disability, age, immigration status, cultural or religious identity, household income, body size/type, or body maturity, or any other basis that adversely affects the student, or is prohibited by law.

Responsibility for the personal appearance of students enrolled in the School District of River Falls will normally rest with the parents and the students themselves. School dress should be appropriate to the school environment and comply with state health laws.

Student dress will be considered inappropriate if it:
(1) presents a "clear and present" danger to health and safety;
(2) causes an interference with work or creates classroom or school disorder;
(3) is disruptive to the school climate; or
(4) is damaging to school property.

Student dress will adhere to expectations outlined in student handbooks at each individual school which are annually approved by the School Board.

**DRESS CODE ENFORCEMENT**
Building administration will enforce the dress code policy. If/when staff have concerns, they should direct said concerns to administration.
Students will not be "shamed" or required to display their body in front of others (students, parents, or staff) in school. "Shaming" includes, but is not limited to: asking students to account for their attire in the classroom or in hallways in front of others; calling out students in spaces, hallways, or classrooms about perceived dress code violations in front of others.
Students refusing to change or cover inappropriate dress may face disciplinary consequences.

Parent/guardian notification by administration will occur if/when a student is in violation of this policy. Students will be provided three (3) options to be dressed in an appropriate manner that aligns to this dress code during the school day:
1) Students will be asked to put on their own alternative clothing, if already available at school, to be dressed more in alignment with this policy for the remainder of the day.
2) Students will be provided with temporary school clothing to be dressed more in alignment to this policy for the remainder of the day.
3) If necessary, students' parents may be called during the school day to bring alternative clothing for the student to wear for the remainder of the day.

**ADDITIONAL CONSIDERATIONS**
*Special Occasions* -- Clothing guidelines and expectations for special occasions (i.e., homecoming week, dress-up days, etc., and/or individual coach/advisor expectations) will be approved by school administration.
*Extracurricular Activities* -- The principal, in cooperation with the advisor/coach of an extracurricular activity, may regulate the dress and grooming of students who participate in the
activity.
*Time and Place* -- These dress code guidelines will apply to regular school days and summer school days, as well as any school-related events and activities, such as graduation ceremonies, dances, field trips, school trips, prom, etc.
*Exceptions* -- Exceptions to these dress requirements are to be made as necessary to accommodate medical or health needs, field trips, and/or special school activities (as approved by the principal).

Aligned to Retired Policy 443.1

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| Book | Clean Copies for Discussion/Approval |
| Section | 5000 Students Templates |
| Title | USE OF TOBACCO AND NICOTINE BY STUDENTS |
| Code | po5512 1/28 |
| Status | |
| Legal | 111.321, Wis. Stats.<br>120.12(20), Wis. Stats.<br>20 U.S.C. 6081 et seq.<br>20 U.S.C. 7182 |

5512 - **USE OF TOBACCO AND NICOTINE BY STUDENTS**

The School Board recognizes that the use of tobacco products, as well as other nicotine delivery systems, such as electronic smoking devices, are a health, safety, and environmental hazard for students, staff, visitors, and school facilities. The School Board is acutely aware of the serious health risks associated with the use of these products, both to users and non-users, and that their use or promotion on school grounds and at off-campus school-sponsored events is detrimental to the health and safety of students, staff, and visitors. The School Board also believes accepting tobacco industry gifts or materials will send an inconsistent message to students, staff, and visitors.

It will be a violation of this policy for any student of the District to possess, use, consume, display, promote, or sell any tobacco products, tobacco industry brand, tobacco-related devices, imitation tobacco products, or electronic smoking or vaping devices, regardless of content, including smoking as defined in this policy, at any time on school property or at off-campus, school-sponsored events. The School Board authorizes the Superintendent to take reasonable measures related to the School Board's expectation that the promotion and display of tobacco and related products on school property or at off-campus, school-sponsored events is prohibited.

It will be a violation of this policy for the District to solicit or accept any contributions, gifts, money, curricula, or materials from the tobacco industry or from any tobacco products retailer. This includes, but is not limited to, donations, monies for sponsorship, advertising, promotions, loans, or support for equipment, uniforms, and sports and/or training facilities. It will be a violation of this policy to participate in any type of service funded by the tobacco industry while in the scope of employment for the District.

**Exceptions**

It will not be a violation of this policy for tobacco products, tobacco-related devices, imitation tobacco products, or lighters to be included in instructional or work-related activities in school buildings if the activity is conducted by a staff member or an approved visitor and the activity does not include smoking, chewing, or otherwise ingesting the product.

The prohibition on the use of other products containing nicotine including, but not limited to, nicotine patches and nicotine gum may be removed when a parent or "adult" student provides documentation from a licensed medical practitioner that the student's use of non-tobacco nicotine products is being medically supervised for the cessation of a nicotine addiction and the student complies with Policy 5330 - Administration of Medication/Emergency Care.

Instruction in the history and purpose of traditional tobacco that has been used as a part of faith and tradition in the Native American and American Indian communities is an exception to this policy. Nothing in this policy is intended to infringe upon the legitimate exercise of cultural beliefs or ceremonial representations. In the event of a potential conflict between the

School Board's policy prohibiting the use or possession of nicotine containing products and a student's exercise of cultural traditions, the administration will consult with appropriate community representatives to apply this policy in a manner that respects such cultural significance.

**Policy Specific Definitions**

**Any time**: during normal school and non-school hours: twenty-four (24) hours a day, seven (7) days a week.

**Electronic smoking device**: any product containing or delivering nicotine, or any other substance, whether natural or synthetic, intended for human consumption through the inhalation of aerosol or vapor from the product. The term electronic smoking device includes, but is not limited to, devices manufactured, marketed, or sold as e-cigarettes, e-cigars, e-pipes, vape pens, mods, tank systems, JUUL, or under any other product name or descriptor. The term electronic smoking device includes any component part of a product, whether or not marketed or sold separately, including but not limited to e-liquids, e-juice, cartridges, and pods.

**Imitation tobacco product**: any edible non-tobacco product designed to resemble a tobacco product or a non-edible, non-tobacco product designed to resemble a tobacco product that is intended to be used by children as a toy. Examples of imitation tobacco products include, but are not limited to: candy or chocolate cigarettes, bubble gum cigars, shredded bubble gum resembling chewing tobacco, pouches containing flavored substances packaged similar to snuff, shredded beef jerky in containers resembling snuff tins, plastic cigars, and puff cigarettes.

**Off-campus, school-sponsored event**: any event sponsored by the school or District that is not on school property including, but not limited to, sporting events, day camps, field trips, entertainment seminars, dances, or theatrical productions.

**School property**: all facilities and property including land, whether owned, rented, or leased by the District, and all vehicles owned, leased, rented, contracted for, or controlled by the District used for transporting students, staff, and visitors.

**Smoking**: inhaling, exhaling, burning, or carrying any lighted or heated cigar, cigarette, pipe, or any other lighted or heated product containing, made, or derived from nicotine, tobacco, marijuana, or other plant, whether natural or synthetic, that is intended for inhalation. This specifically includes marijuana and hemp plant derived substances, whether or not legally sold in Wisconsin, including CBD products, Delta 8 THC, Delta 9 THC, or any other variation thereof. "Smoking" also includes carrying or using an activated electronic smoking device.

**Tobacco product**: any product containing, made, or derived from tobacco or that contains nicotine, whether synthetic or natural, that is intended for human consumption, whether chewed, smoked, absorbed, dissolved, inhaled, snorted, sniffed, or ingested by any other means, or any component, part, or accessory of a tobacco product, including but not limited to, cigarettes; electronic smoking devices; cigars; little cigars; cheroots; stogies; periques; granulated, plug cut, crimp cut, ready rubbed, and other smoking tobacco; pouches, snuff; snuff flour; cavendish; plug and twist tobacco; fine-cut and other chewing tobacco; shorts; refuse scraps, clippings, cuttings and sweepings of tobacco, and other kinds and forms of tobacco.

**Tobacco products retailer**: retailers whose primary business is to sell tobacco and/or tobacco-related products.

**Tobacco industry**: manufacturers, distributors, or wholesalers of tobacco products, electronic smoking devices, or tobacco-related devices; this includes parent companies and subsidiaries.

**Tobacco industry brand**: any corporate name, trademark, logo, symbol, motto, selling message, recognizable pattern of colors, or any other indication of product identification identical or similar to those used for any brand of tobacco product, company, or manufacturer of tobacco products.

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| Section | 5000 Students Templates |
| Title | CARE OF DISTRICT PROPERTY |
| Code | po5513 1/30 |
| Status | |
| Legal | 120.13, Wis. Stats. |

5513 - **CARE OF DISTRICT PROPERTY**

Basic to the philosophy of the School Board is a respect for the rights of others. Students are urged to exercise this respect in regard to the belongings of others, including District property. Each student should realize that vandalism to District property is costly to repair.

Attempts should be made to teach students respect for property which can be done in connection with the care of textbooks and the use of District materials and equipment.

In accordance with law, students who cause damage to District property will be subject to disciplinary measures including suspension and expulsion. Also, their parents will be financially liable for such damage to the extent of the law.

The School Board authorizes the imposition of fines for the loss, damage, or destruction of District-owned, borrowed or leased equipment, computing devices, school records, apparatus, musical instruments, library materials, textbooks, and for damage to District buildings or facilities. (See Policy 6152 - Student Fees, Fines, and Charges.)

The Superintendent may report to the appropriate authorities any student whose damage of District property has been serious or chronic in nature. Any such referral will be consistent with Policy 5540 - The Schools and Governmental Agencies.

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| Section | 5000 Students Templates |
| Title | STUDENT ANTI-HARASSMENT |
| Code | po5517 - 3/3 |
| Status | |
| Legal | 48.981, Wis. Stats.<br>118.13, Wis. Stats.<br>P.I. 9, Wis. Admin. Code<br>P.I. 41 Wis. Admin. Code<br>20 U.S.C. 1400 et seq., the Individuals with Disabilities Education Act of 2004, as amended (IDEA)<br>29 U.S.C. 794, Section 504 of the Rehabilitation Act of 1973, as amended<br>42 U.S.C. 1983<br>42 U.S.C. 2000d et seq., Title VI of the Civil Rights Act of 1964<br>42 U.S.C. 12101 et seq., Americans with Disabilities Act of 1990, as amended<br>34 C.F.R. Part 104, Section 504 Regulations<br>34 C.F.R. Part 300, IDEA Regulations |

5517 - **STUDENT ANTI-HARASSMENT**

**Prohibited Harassment**

It is the policy of the School Board to maintain an educational environment that is free from all forms of harassment. This commitment applies to all District operations, programs, and activities. All students, administrators, teachers, staff, and other school personnel share responsibility for avoiding, discouraging, and reporting any form of harassment. This policy applies to conduct occurring in any manner or setting over which the District can exercise control, including on school property, or at another location if such conduct occurs during an activity sponsored by the District.

The District will not tolerate any form of harassment and will take all necessary and appropriate actions to eliminate it, including suspension or expulsion of students, and disciplinary action against any other individual in the District community. Additionally, appropriate action will be taken to stop and otherwise deal with any third party who engages in harassment against our students.

The District will vigorously enforce its prohibition against harassment based on the traits of sex (including gender status, change of sex, or gender identity), race, color, national origin, religion, creed, ancestry, marital or parental status, sexual orientation or physical, mental, emotional or learning disability, or any other characteristic protected by Federal or State civil rights laws (hereinafter referred to as "Protected Classes"), and encourages those within the District community as well as Third Parties, who feel aggrieved to seek assistance to rectify such problems. Additionally, the District prohibits harassing behavior directed at students for any reason, even if not based on one of the Protected Classes, through its policies on bullying (See Policy 5517.01 – Bullying).

In coordination with parents, District counseling and student services staff will provide support to any individual subjected to harassment. When appropriate, support will also be extended to those found to have committed the harassment. This support may include a referral to counseling services.

The District ensures procedures will be in place to investigate all allegations of harassment and in those cases where harassment is substantiated, the District will take immediate steps designed to end the harassment, prevent its reoccurrence, and remedy its effects. Individuals who are found to have engaged in harassment will be subject to appropriate disciplinary action.

**Other Violations of the Anti-Harassment Policy**

The District ensures procedures will be in place to take prompt steps to impose disciplinary action on individuals engaging in any of the following prohibited acts:

A. Retaliating against a person who has made a report or filed a complaint alleging harassment, or who has participated as a witness in a harassment investigation;

B. Filing a malicious or knowingly false report or complaint of harassment;

C. Disregarding, failing to investigate adequately, or delaying investigation of allegations of harassment, when responsibility for reporting and/or investigating harassment complaints comprises part of one's duties.

Sexual Harassment covered by Policy 2266 - Nondiscrimination on the Basis of Sex in Education Programs or Activities, i.e., sexual harassment prohibited by Title IX, is not included in this policy. Allegations of such conduct will be addressed by Policy 2266 - Nondiscrimination on the Basis of Sex in Education Programs or Activities.

**Notice**

Notice of the School Board's policy on anti-harassment in the educational environment and the identity of the District's Compliance Officers will be posted throughout the District and published in any District statement regarding the availability of employment, staff handbooks, and general information publications of the District as required by Federal and State law and this policy.

**Definitions**

Words used in this policy will have those meanings defined herein; words not defined herein will be construed according to their plain and ordinary meanings.

**Compliance Officer:** an employee designated by the School Board to be responsible for coordinating the District's efforts to comply with state and federal nondiscrimination laws and for receiving formal complaints of pupil discrimination.

**Complainant:** is the individual who alleges, or is alleged, to have been subjected to harassment, regardless of whether the person files a formal complaint or is pursuing an informal resolution to the alleged harassment.

**Day(s):** business day(s) (i.e., a day(s) that the District office is open for normal operating hours, Monday – Friday, excluding State-recognized holidays) unless expressly stated otherwise herein.

**Respondent:** the individual who has been alleged to have engaged in harassment, regardless of whether the Reporting Party files a formal complaint or is seeking an informal resolution to the alleged harassment.

**District community:** individuals, students, administrators, teachers, and staff, as well as School Board members, agents, volunteers, contractors, or other persons subject to the control and supervision of the District.

**Third Parties** include, but are not limited to, guests and/or visitors on District property (e.g., visiting speakers, participants on opposing athletic teams, parents), vendors doing business with, or seeking to do business with, the District, and other individuals who come in contact with members of the District community at school-related events/activities (whether on or off District property).

**Bullying**

Bullying is prohibited by School Board Policy 5517.01 – Bullying. It is defined as deliberate or intentional behavior using words or actions, intended to cause fear, intimidation, or harm. Bullying may be a repeated behavior and involves an imbalance of power. Furthermore, it may be serious enough to negatively impact a student’s educational, physical, or emotional well-being. Bullying need not be based on any Protected Class. Bullying behavior rises to the level of harassment

when the prohibited conduct is based upon the student's sex (including gender status, change of sex, or gender identity), race, color, national origin, religion, creed, ancestry, marital or parental status, sexual orientation, physical, mental, emotional, or learning disability, or any other characteristic protected by Federal or State civil rights. Complaints brought under this policy that are more appropriately handled under the Bullying policy will be referred for investigation consistent with the procedures in that policy.

Bullying that rises to the level of Sexual Harassment is covered by Policy 2266 - Nondiscrimination on the Basis of Sex in Education Programs or Activities, i.e., sexual harassment prohibited by Title IX, and is not included in this policy. Allegations of such conduct will be addressed by Policy 2266 **]** - Nondiscrimination on the Basis of Sex in Education Programs or Activities.

**Harassment**

Harassment means any threatening, insulting, or dehumanizing gesture, use of data or computer software, or written, verbal or physical conduct directed against a student based on one or more of the student's Protected Class that:

A. places a student in reasonable fear of harm to their person or damage to their property;

B. has the effect of substantially interfering with a student's educational performance, opportunities, or benefits; or

C. has the effect of substantially disrupting the orderly operation of a school.

"Harassment" also includes "hate speech" directed against a student—the use of language, behavior, or images/symbols that express prejudice against a particular group or groups on the basis of any protected characteristic(s).

Examples are:

A. making statements that promote violence toward a racial or ethnic group;

B. drawing, displaying, or posting images or symbols of prejudice.

**Sexual Harassment**

For purposes of this policy only and not sexual harassment under Title IX, addressed in Policy 2266 - Nondiscrimination on the Basis of Sex in Education Programs or Activities, "sexual harassment" is defined as unwelcome sexual advances, requests for sexual favors, sexually motivated physical conduct or other verbal or physical conduct or communication of a sexual nature when:

A. submission to that conduct or communication is made a term or condition, either explicitly or implicitly, of access to educational opportunities or program;

B. submission or rejection of that conduct or communication by an individual is used as a factor in decisions affecting that individual's education;

C. that conduct or communication has the purpose or effect of substantially or unreasonably interfering with an individual's education, or creating an intimidating, hostile, or offensive educational environment.

Sexual harassment may involve the behavior of a person of any gender against a person of the same or another gender.

Prohibited acts that constitute sexual harassment under this policy may take a variety of forms. Examples of the kinds of conduct that may constitute sexual harassment include, but are not limited to:

A. unwelcome verbal harassment or abuse;

B. unwelcome pressure for sexual activity;

C. threats or insinuations that a person's employment, wages, academic grade, promotion, classroom work or assignments, academic status, participation in athletics or extra-curricular programs, activities, or events, or other conditions of employment or education may be adversely affected by not submitting to sexual advances;

D. unwelcome verbal expressions, including graphic sexual commentaries about a person's body, dress, appearance, or sexual activities; the unwelcome use of sexually degrading language, profanity, jokes or innuendoes; unwelcome suggestive or insulting sounds or whistles; obscene telephone calls and obscene gestures;

E. sexually suggestive objects, pictures, graffiti, videos, posters, audio recordings or literature, placed in the work or educational environment, that may reasonably embarrass or offend individuals;

F. unwelcome, sexually motivated or inappropriate patting, pinching, or physical contact, other than necessary restraint of students by teachers, administrators, or other school personnel to avoid physical harm to persons or property;

G. unwelcome sexual behavior or words including demands for sexual favors, accompanied by implied or overt threats concerning an individual's educational status;

H. unwelcome sexual behavior or words, including demands for sexual favors, accompanied by implied or overt promises of preferential treatment with regard to an individual's educational status;

I. unwelcome behavior or words directed at an individual because of gender;

Examples are:

1. repeatedly asking a person for dates or sexual behavior after the person has indicated no interest;
2. rating a person's sexuality or attractiveness;
3. staring or leering at various parts of another person's body;
4. spreading rumors about a person's sexuality;
5. letters, notes, telephone calls, or materials of a sexual nature;
6. displaying pictures, calendars, cartoons, or other materials with sexual content.

J. inappropriate boundary invasions by a District employee or other adult member of the District community into a student's personal space and personal life;

Boundary invasions may be appropriate or inappropriate. Appropriate boundary invasions make medical or educational sense. For example, a teacher or aide assisting a kindergartner after a toileting accident or a coach touching a student during wrestling or football can be appropriate. However other behaviors might be going too far, are inappropriate, and may be signs of sexual grooming.

Inappropriate boundary invasions may include, but are not limited to the following:

1. hugging, kissing, or other physical contacts 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 the curriculum;
5. showing pornography to a student;
6. taking an undue interest in a student (i.e. having a "special friend" or a "special relationship");
7. initiating or extending contact with students beyond the school day for personal purposes;
8. using e-mail, text messaging, or websites to discuss personal topics or interests with students;
9. giving students rides in the staff member's personal vehicle or taking students on personal outings without administrative approval;
10. 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);
11. going to a student's home for non-educational purposes;

12. inviting students to the staff member's home without proper chaperones (i.e. another staff member or parent of a student);

13. giving gifts or money to a student for no legitimate educational purpose;

14. accepting gifts or money from a student for no legitimate educational purpose;

15. being overly "touchy" with students;

16. favoring certain students by inviting them to come to the classroom at non-class times;

17. getting a student out of class to visit with the staff member;

18. 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;

19. talking to a student about problems that would normally be discussed with adults (i.e. marital issues);

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;

22. other similar activities or behavior

Inappropriate boundary invasions are prohibited and must be reported promptly to one of the District Compliance Officers, as designated in this policy, the Building Principal or the Superintendent.

K. remarks speculating about a person's sexual activities or sexual history, or remarks about one's own sexual activities or sexual history;

L. a pattern of conduct, which can be subtle in nature, that has sexual overtones and is intended to create or has the effect of creating discomfort and/or humiliation to another;

M. verbal, nonverbal, or physical aggression, intimidation, or hostility based on sex or sex-stereotyping that does not involve conduct of a sexual nature.

Not all behavior with sexual connotations constitutes sexual harassment. Sex-based or gender-based conduct must be sufficiently severe, pervasive, or persistent such that it adversely affects, limits, or denies an individual's education, or such that it creates a hostile or abusive educational environment, or such that it is intended to, or has the effect of, denying or limiting a student's ability to participate in or benefit from the educational program or activities.

It is further the policy of the School Board that a sexual relationship between staff and students is not permissible in any form or under any circumstances, in or out of the workplace, in that it interferes with the educational process and may involve elements of coercion by reason of the relative status of a staff member to a student.

**Race/Color Harassment**

Prohibited racial harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's race or color and when the conduct has the purpose or effect of: interfering with the individual's educational performance; creating an intimidating, hostile, or offensive learning environment; or interfering with one's ability to participate in or benefit from a class or an educational program or activity. Such harassment may occur where conduct is directed at the characteristics of a person's race or color, such as racial slurs, nicknames implying stereotypes, epithets, and/or negative references regarding racial customs.

**Religious (Creed) Harassment**

Prohibited religious harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's religion or creed and when the conduct has the purpose or effect of: interfering with the individual's work or educational performance; creating an intimidating, hostile, or offensive learning environment; or interfering with one's ability to participate in or benefit from a class or an educational program or activity. Such harassment may occur where conduct is directed at the characteristics of a person's religious tradition, clothing, or surnames, and/or involves religious slurs.

**National Origin/Ancestry Harassment**

Prohibited national origin/ancestry harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's national origin or ancestry and when the conduct has the purpose or effect of: interfering with the individual's educational performance; creating an intimidating, hostile, or offensive working and/or learning environment; or interfering with one's ability to participate in or benefit from a class or an educational program or activity. Such harassment may occur where conduct is directed at the characteristics of a person's national origin or ancestry, such as negative comments regarding customs, manner of speaking, language, surnames, or ethnic slurs.

**Disability Harassment**

Prohibited disability harassment occurs when unwelcome physical, verbal, or nonverbal conduct is based upon an individual's physical, mental, emotional or learning disability and when the conduct has the purpose or effect of: interfering with the individual's educational performance; creating an intimidating, hostile, or offensive learning environment; or interfering with one's ability to participate in or benefit from a class or an educational program or activity. Such harassment may occur where conduct is directed at the characteristics of a person's disability, such as negative comments about speech patterns, movement, physical impairments or defects/appearances, or the like.

**Anti-Harassment Compliance Officers**

The School Board designates the following individuals to serve as the District's Compliance Officers (also known as "Anti-Harassment Compliance Officers"; hereinafter referred to as the "COs").

Mark Inouye
Director of Student Services/Title IX Coordinator - Students
715-425-1800
852 Division Street
River Falls, WI 54022
mark.inouye@rfsd.k12.wi.us

Nate Schurman
Director of Human Resources/Title IX Coordinator - Staff
715-425-1800852 E. Division Street
River Falls, WI 54022
nate.schurman@rfsd.k12.wi.us

The names, titles, and contact information of these individuals will be published annually on the District's website.

The Compliance Officer(s) are responsible for coordinating the District’s efforts to comply with applicable Federal and State laws and regulations, including the District’s duty to address in a prompt and equitable manner any inquiries or complaints regarding harassment.

**Reports and Complaints of Harassing Conduct**

Reporting procedures are as follows:

A. Any student who believes they have been the victim of harassment prohibited under this policy will be encouraged to report the alleged harassment to any District employee, such as a teacher, administrator, or other employee.

B. Any parent of a student who believes the student has been the victim of harassment prohibited under this policy is encouraged to report the alleged harassment to the student’s teacher, building administrator, or Superintendent.

C. Teachers, administrators, and other school employees who have the knowledge or received notice that a student has or may have been the victim of harassment prohibited under this policy will report the alleged harassment to one (1) of the Compliance Officer(s) within two (2) days. In alignment with ACT 57, if the alleged harassment involved the sexual misconduct of a school employee or volunteer, then a report should be made to one (1) of the Compliance Officer(s) immediately. It neither Compliance Officer is available, then a report should be made to the Superintendent.

D. Any other person with knowledge or belief that a student has or may have been the victim of harassment prohibited by this policy will be encouraged to immediately report the alleged acts to any District employee, such as a teacher, administrator, or other employee.

E. The reporting party or Complainant will be encouraged to use a report form (Form will need to be updated) available from the principal of each building or available from the District office, but oral reports will be considered complaints as well. Use of formal reporting forms will not be mandated. However, all oral complaints will be reduced to writing.

A CO will be available during regular school/work hours to discuss concerns related to harassment and to assist students, other members of the District community, and third parties who seek support or advice when informing another individual about "unwelcome" conduct, or to intercede informally on behalf of the student.

The COs must contact the Complainant, if over age eighteen (18) or the Complainant's parents/guardians if under age eighteen (18), within two (2) days to advise of the District's intent to investigate the alleged misconduct, including the obligation of the Compliance Officer to conduct an investigation following all the procedures outlined in the complaint procedures.

The COs are assigned to accept complaints of harassment directly from any member of the District community or a Third Party, or to receive complaints that are initially filed with a building administrator. Upon receipt of a complaint, either directly or through a building administrator, a CO will contact the Complainant and begin either an informal or formal process (depending on the request of the Complainant or the nature of the alleged harassment)**.** The Compliance Officer(s) will provide a copy of this policy to the Complainant and Respondent. The CO will prepare recommendations for the Superintendent. In the case of a complaint against the Superintendent or a School Board member, the CO will prepare recommendations for the School Board President who has been designated to serve as the decision-maker for such complaints. All District employees must report incidents of harassment that are reported to them to the Compliance Officer as soon as possible, but always within no more than two (2) days of learning of the incident.

In cases where no District CO is able to investigate a complaint due to concerns regarding conflicts, bias, or partiality, or for other reasons that impair the CO's ability to conduct an investigation, the CO may, in consultation with the Superintendent, or School Board President if the matter involves the Superintendent, engage outside legal counsel to conduct the investigation consistent with this policy.

**Filing a Complaint and Initial Processing of a Complaint**

Except for Sexual Harassment that is covered by Policy 2266 - Nondiscrimination on the Basis of Sex in Education Program or Activities, any student, or the student's parent/guardian, who believes that the student has been subjected to harassment may seek resolution of the complaint through the procedures described below. The formal complaint process involves an investigation of the Complainant's claims of harassment or retaliation and a process for rendering a decision regarding whether the charges are substantiated.

The procedures set forth below are not intended to interfere with the rights of a student to pursue a complaint of harassment or retaliation with the United States Department of Education Office for Civil Rights ("OCR") and/or other applicable government agency. The Chicago Office of the OCR can be reached at John C. Kluczynski Federal Building, 230 S. Dearborn Street, 37th Floor Chicago, IL 60604; Telephone: 312-730-1560; FAX: 312-730-1576; TDD: 800-877-8339; Email: OCR.Chicago@ed.gov; Web: http://www.ed.gov/ocr.

If at any time during the investigation process the investigator determines that the complaint is properly defined as Bullying, under Policy 5517.01 - Bullying and not Harassment under this Policy, because the conduct at issue is not based on a student’s Protected Characteristics, the investigator will transfer the investigation to the appropriate building principal.

If during an investigation of alleged bullying, aggressive behavior, and/or harassment, in accordance with Policy 5517.01 - Bullying, the Principal believes that the reported misconduct may have created a hostile educational environment and may have constituted discriminatory harassment based on a Protected Class, the Principal will report the act of bullying, aggressive behavior, and/or harassment to one (1) of the Compliance Officer(s) who will investigate the allegation in accordance with this policy. If the alleged harassment involves Sexual Harassment as defined by Policy 2266 - Nondiscrimination on the Basis of Sex in Education Program or Activities, the matter will be investigated in accordance with the grievance process and procedures outlined in Policy 2266 - Nondiscrimination on the Basis of Sex in Education Program or Activities. While the Compliance Officer investigates the allegation, or the matter is being addressed pursuant to Policy 2266, the Principal will suspend the Policy 5517.01- Bullying investigation to await the Compliance Officer's written report or the determination of responsibility pursuant to Policy 2266 -Nondiscrimination on the Basis of Sex in Education Program or Activities. The Compliance Officer will keep the Principal informed of the status of the investigation under this policy and provide the Principal with a copy of the resulting report. Likewise, the Title IX Coordinator will provide the Principal with the determination of responsibility that results from the Policy 2266 - Nondiscrimination on the Basis of Sex in Education Program or Activities grievance process.

**Complaint and Investigation Procedure**

A Complainant may file a complaint, either orally or in writing with a teacher, principal, or other District employee at the student's school, the CO, Superintendent, or other District official who works at another school or at the District level. Due to the sensitivity surrounding complaints of harassment, timelines are flexible for initiating the complaint process; however, individuals should make every effort to file a complaint within thirty (30) days after the conduct occurs while the facts are known and potential witnesses are available. If a Complainant informs a teacher, principal, or other District official at the student's school, the CO, Superintendent, or other District employee, either orally or in writing, about any complaint of harassment, that employee must report such information to the CO within two (2) days.

Throughout the course of the process, the CO should keep the parties reasonably informed of the status of the investigation and the decision-making process.

All complaints must include the following information to the extent known: the identity of the Respondent; a detailed description of their understanding of the facts upon which the complaint is based (i.e., when, where, and what occurred); and a list of potential witnesses.

If the Complainant is unwilling or unable to provide a written statement including the information set forth above, the Compliance Officer will ask for such details in an oral interview. Thereafter the CO will prepare a written summary of the oral interview, and the Complainant will be asked to verify the accuracy of the reported charge by signing the document.

Upon receiving a complaint, the CO will consider whether any action should be taken in the investigatory phase to protect the Complainant from further harassment or retaliation including but not limited to a change of class schedule for the Complainant or the Respondent, or possibly a change of school for either or both of the parties. In making such a determination, the Compliance Officer should consult the Principal and Superintendent prior to any action being taken, except for complaints against the Superintendent, in which case the School Board President should be consulted. The Complainant should be notified of any proposed action prior to such action being taken.

As soon as appropriate in the investigation process, the CO will inform the Respondent that a complaint has been received. The Respondent will be informed about the nature of the allegations and a copy of any relevant policies and the School Board's anti-harassment policy will be provided to the Respondent at that time. The Respondent must also be provided an opportunity to respond to the complaint.

All investigations will be commenced as soon as practicable upon receipt of a complaint and concluded as expeditiously as feasible, in consideration of the circumstances, while taking measures to complete a thorough investigation. The Complainant will be notified in writing of receipt of the complaint within forty-five (45) days of the complaint and will reach a determination concerning the complaint within ninety (90) days of receipt unless additional time is agreed to by the Complainant.

Generally, within two (2) days of receiving the complaint, the CO will initiate an investigation by at a minimum confirming receipt of the complaint with the Complainant and informing the Complainant of the investigation process.

The investigation generally will include:

A. interview(s) with the Complainant;

B. interview(s) with the Respondent;

C. interviews with any other witnesses who reasonably may be expected to have any information relevant to the allegations, as determined by the CO;

D. consideration of any documentation or other evidence presented by the Complainant, Respondent, or any other witness which is reasonably believed to be relevant to the allegations, as determined by the CO.

At the conclusion of the investigation, the CO will prepare and deliver a report to the Superintendent which summarizes the evidence gathered during the investigation and provides recommendations based on the evidence and the definition of harassment as provided in School Board policy and State and Federal law as to whether the Respondent engaged in harassment/retaliation of the Complainant. In determining if harassment occurred, a preponderance of evidence standard will be used. The CO's recommendations must be based upon the totality of the circumstances, including the ages and maturity levels of those involved.

The CO may consult with the School Board's attorney during the course of the investigatory process and/or before finalizing the report to the Superintendent.

Generally, within five (5) days of receiving the report of the CO or designee, the Superintendent, or in the case of a complaint against the Superintendent or a School Board member, the person designated to serve as the decision-maker for the complaint must either issue a written decision regarding whether the complaint has been substantiated or request further investigation. A copy of the Superintendent's final decision will be delivered to both the Complainant and the Respondent. The Superintendent may redact information from the decision consistent with applicable law. The School Board authorizes the Superintendent to consult with legal counsel to determine the extent to which information in an investigation report must be provided to either the Complainant or Respondent.

If the Superintendent requests additional investigation, the Superintendent must specify the additional information that is to be gathered, and such additional investigation must be completed within five (5) days. At the conclusion of the additional investigation, the Superintendent must issue a final written decision as described above.

The decision of the Superintendent will be final. If the Complainant feels that the decision does not adequately address the complaint they may appeal the decision to the State Superintendent of Public Instruction by submitting a written request to the Wisconsin Department of Public Instruction ("DPI"), Pupil Nondiscrimination Program, or by contacting the DPI Pupil Nondiscrimination Program at (608) 267-9157.

The District reserves the right to investigate and resolve a complaint or report of harassment regardless of whether the member of the District community or Third Party alleging the harassment pursues the complaint. The District also reserves the right to have the complaint investigation conducted by an external person in accordance with this policy or in such other manner as deemed appropriate by the School Board.

To the extent required by law or permitted by the District, the parties may be represented, at their own cost, at any of the above-described meetings/hearings.

The right of a person to a prompt and equitable resolution of the complaint will not be impaired by the person’s pursuit of other remedies such as the filing of a complaint with the Office for Civil Rights, the filing of charges with local law enforcement, or the filing of a civil action in court. Use of this internal complaint process is not a prerequisite to the pursuit of other remedies.

**Additional School District Action**

If the evidence suggests that the harassment at issue is a crime or requires mandatory reporting under the Children's Code (Sec. 48.981, Wis. Stat.), the CO or Superintendent will report the harassment to the appropriate social service and/or law enforcement agency charged with responsibility for handling such investigations and crimes.

Any reports made to the local child protection service or to local law enforcement will not terminate the CO's obligation and responsibility to continue to investigate a complaint of harassment. While the COs may work cooperatively with outside agencies to conduct concurrent investigations, in no event will the harassment investigation be inhibited by the involvement of outside agencies without good cause after consultation with the Superintendent.

**Privacy/Confidentiality**

The District will employ all reasonable efforts to protect the rights of the Complainant, the Respondent(s), and the witnesses as much as possible, consistent with the District's legal obligations to investigate, take appropriate action, and comply with any discovery or disclosure obligations. Confidentiality cannot be guaranteed, however. Respondents must be provided an opportunity to meaningfully respond to allegations.

All records generated under the terms of this policy will be maintained as confidential to the extent permitted by law. Additionally, the Respondent must be provided with the Complainant's identity.

During the course of an investigation, the CO will instruct each person who is interviewed about the importance of maintaining confidentiality. Any individual who is interviewed as part of an investigation is expected not to disclose to Third Parties any information that is learned or provided during the course of the investigation.

**Directives During Investigation**

The CO may recommend to the Superintendent placing any employee involved in an investigation under this Policy on administrative leave pending resolution of the matter. If the Superintendent is the Respondent, the CO will make such recommendation to the School Board. For example, administrative leave may be appropriate in situations in which protecting the safety of any individual or the integrity of the investigation necessitates such action.

The CO will determine whether any witnesses in the course of an investigation may be required to answer questions that could also involve criminal investigations or sanctions, including the existence of a co-occurring law enforcement investigation are still required to answer questions concerning the District's investigation, but are entitled to do so without waiving their Constitutional right against self-incrimination that applies during a criminal investigation. Employees should be advised of this right, through what is often referred to as a "Garrity Warning". The Garrity Warning informs the employee that the employee is required to respond to questions posed during the investigation and that answers to questions relating to the employee's conduct may be used by the District for determining appropriate discipline, but will not be provided to law enforcement officials in the course of their independent criminal investigation, unless otherwise required by law.

Every employee interviewed in the course of an investigation is required to provide truthful responses to all questions. Failure to do so may result in disciplinary action.

**Remedial Action and Monitoring**

If warranted, appropriate remedial action will be determined and implemented on behalf of the Complainant, including but not limited to counseling services, reinstatement of leave taken because of the discrimination, or other appropriate action.

The School Board may appoint an individual, who may be a District employee, to follow up with the Complainant to ensure no further discrimination or retaliation has occurred and to take action to address any reported occurrences promptly.

**Sanctions and Disciplinary Action**

The School Board will vigorously enforce its prohibitions against harassment by taking appropriate action reasonably calculated to stop the harassment and prevent further misconduct.

While observing the principles of due process, a violation of this policy may result in disciplinary action up to and including the discharge of an employee or the suspension/expulsion of a student. All disciplinary action will be taken in accordance with applicable law.

When imposing discipline, the Superintendent will consider the totality of the circumstances involved in the matter, including the age and maturity level of any student involved. In those cases where harassment is not substantiated, the School Board may consider whether the alleged conduct nevertheless warrants discipline in accordance with other School Board policies.

Where the District becomes aware that a prior disciplinary action has been taken against the Respondent, all subsequent sanctions imposed by the School Board and/or Superintendent will be reasonably calculated to end such conduct, prevent its reoccurrence, and remedy its effects.

**Retaliation**

Retaliation against a person who makes a report or files a complaint alleging harassment/retaliation or participates as a witness in an investigation is prohibited. Neither the School Board nor any other person may intimidate, threaten, coerce or interfere with any individual because the person opposed any act or practice made by any Federal or State civil rights law, or because that individual made a report, formal complaint, testified, assisted or participated or refused to participate in any manner in an investigation, proceeding, or hearing under those laws and/or this policy, or because that individual exercised, enjoyed, aided or encouraged any other person in the exercise or enjoyment of any right granted or protected by those laws and/or this policy.

Retaliation against a person for making a report of discrimination, filing a formal complaint, or participating in an investigation or meeting is a serious violation of this policy that can result in imposition of disciplinary sanctions/consequences and/or other appropriate remedies.

Formal complaints alleging retaliation may be filed according to the internal complaint process set forth above.

The exercise of rights protected under the First Amendment of the United States Constitution does not constitute retaliation prohibited under this policy.

**Education and Training**

In support of this policy, the School Board promotes preventative educational measures to create greater awareness of discriminatory practices. The Superintendent will provide appropriate information to all members of the District community related to the implementation of this policy and will provide training for District students and staff where appropriate. All training, as well as all information, provided regarding the School Board's policy and discrimination in general, will be age and content appropriate.

**Retention of Investigatory Records and Materials**

The CO is responsible for overseeing retention of all records that must be maintained pursuant to this policy. All individuals charged with conducting investigations under this policy will retain all information, documents, electronically stored information ("ESI"), and electronic media (as defined in Policy 8315) created and received as part of an investigation which may include but are not limited to:

A. all written reports/allegations/complaints/statements;

B. narratives of all verbal reports, allegations, complaints, and statements collected;

C. a narrative of all actions taken by District personnel;

D. any written documentation of actions taken by District personnel or individuals contracted or appointed by the School Board to fulfill its responsibilities;

E. narratives of, notes from, or audio, video, or digital recordings of witness statements;

F. all documentary evidence;

G. e-mails, texts, or social media posts pertaining to the investigation;

H. contemporaneous notes in whatever form made (e.g., handwritten, keyed into a computer or tablet, etc.) pertaining to the investigation;

I. written disciplinary sanctions issued to students or employees and a narrative of verbal disciplinary sanctions issued to students or employees for violations of the policies and procedures prohibiting discrimination or harassment;

J. dated written determinations to the parties;

K. dated written descriptions of verbal notifications to the parties;

L. written documentation of any supportive measures offered and/or provided to the Complainant and/or the Respondent, including no contact orders issued to both parties, the dates issued, and the dates the parties acknowledged receipt;

M. documentation of all actions taken, both individual and systemic, to stop the discrimination or harassment, prevent its recurrence, eliminate any hostile environment, and remedy its discriminatory effects;

N. copies of the School Board policy and/or procedures/guidelines used by the District to conduct the investigation, and any documents used by the District at the time of the alleged violation to communicate the School Board's expectations to students and staff with respect to the subject of this policy (e.g., Student Code of Conduct and/or Employee Handbooks);

O. copies of any documentation that memorializes any formal or informal resolutions to the alleged discrimination or harassment;

P. documentation of any training provided to District personnel related to this policy, including but not limited to, notification of the prohibitions and expectations of staff set forth in this policy and the role and responsibility of all District personnel involved in enforcing this policy, including their duty to report alleged violations of this policy and/or conducting an investigation of an alleged violation of this policy.

The information, documents, ESI, and electronic media (as defined in Policy 8315 - Information Management) retained may include public records and records exempt from disclosure under Federal and/or State law (e.g., student records).

The information, documents, ESI, and electronic media (as defined in Policy 8315 - Information Management) created or received as part of an investigation will be retained in accordance with Policy 8310 - Public Records, Policy 8315 - Information Management, Policy 8320 - Personnel Records, and Policy 8330 - Student Records for not less than three (3) years, but longer if required by the District's records retention schedule.

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| Book | Clean Copies for Discussion/Approval |
| Section | 5000 Students Templates |
| Title | DISORDERLY CONDUCT |
| Code | po5520 1/30 |
| Status | |

5520 - **DISORDERLY CONDUCT**

The School Board recognizes the right of each student to attend school for the purpose of receiving an education. Students involved in the disruption of the educational program of the schools by disorder or any other purposeful activity may be subject to disciplinary consequences, including, but not limited to, suspension and expulsion.

For purposes of this policy, disorder will be any deliberate activity by an individual or a group, whether peaceful or violent, which is reasonably likely to disrupt the normal operation of the school.

The School Board, having the responsibility for providing an educational program for the students of this District, will have the authority to preserve order for the proper functioning of its program.

Students will not be disturbed in the exercise of their constitutionally guaranteed rights to assemble peaceably and to express ideas and opinions, privately or publicly, provided that such exercise does not infringe on the rights of others and does not interfere with the operation of the schools.

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| Book | Clean Copies for Discussion/Approval |
| Section | 5000 Students Templates |
| Title | SUSPENSION/EXPULSION OF STUDENTS WITH DISABILITIES |
| Code | po5605 3/3 |
| Status | |
| Legal | 20 U.S.C. Section 1401 et seq.<br>Section 504, 1973 Rehab. Act<br>Chapter 115, Wis. Stats.<br>Section 120.13(1) |

5605 - **SUSPENSION/EXPULSION OF STUDENTS WITH DISABILITIES**

In matters relating to the disciplining of students with disabilities, the School Board will abide by Federal and State laws.

The Superintendent will establish guidelines and provide that laws are properly implemented when disciplining any student with disabilities.

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| Book | Clean Copies for Discussion/Approval |
| Section | 5000 Students Templates |
| Title | SUSPENSION AND EXPULSION |
| Code | po5610 3/3 |
| Status | |
| Legal | 119.25, Wis. Stats.<br>120.13, Wis. Stats.<br>18 U.S.C. 921(a)(3)<br>20 U.S.C. 7151<br>42 U.S.C. 11431 et seq. |

5610 - **SUSPENSION AND EXPULSION**

The School Board recognizes that exclusion from educational programs of the District, by suspension or expulsion, is a substantial sanction and that such action must comply with the student's due process rights. Exclusionary discipline is appropriate to address serious misconduct or when alternatives, such as in-school discipline or restorative practices, have been ineffective to address a student's repeated refusal or neglect to obey school rules.

**SUSPENSION**

For purposes of this policy, "suspension" will be the short-term exclusion of a student from a regular District program, including any school-sponsored events or activities.

The Superintendent or any principal may suspend a student for up to five (5) school days or, if a notice of expulsion hearing has been sent, for up to fifteen (15) consecutive school days. Students identified with a disability may be suspended in accordance with state and federal law.

The suspension must be reasonably justified based upon the grounds authorized under 120.13, Wis. Stats., which include, but are not limited to: noncompliance with school rules or District rules; knowingly conveying any threat or false information concerning an attempt or alleged attempt being made or to be made to destroy any school property by means of explosives; conduct by the student while at school or while under the supervision of a school authority that endangers the property, health, or safety of others; conduct while not at school or while not under the supervision of a school authority that endangers the property, health, or safety of others at school or under the supervision of a school authority; or conduct while not at school or while not under the supervision of a school authority that endangers the property, health, or safety of any employee or School Board member of the District in which the student is enrolled.

The Superintendent or any principal, will suspend a student if the student possessed a firearm, as defined in 18 U.S.C. 921(a)(3), while at school or while under the supervision of a school authority.

The parent of a suspended minor must be given prompt notice of the suspension and the reason for the suspension. The student's suspension from school will be entered in the student's record as required by the rules adopted by the School Board concerning the content of student records. The suspended student or the student's parent may, within five (5) school days following the commencement of the suspension, have a conference with the Superintendent or designee, who will be someone other than a principal or administrator, to discuss removing reference to the suspension from the student's records. Reference to the suspension on the student's school record will be removed if the designated administrator finds

that the student was suspended unfairly or unjustly; the suspension was inappropriate, given the nature of the alleged offense; or the student suffered undue consequences or penalties as a result of the suspension. The Superintendent or designee will make a finding within fifteen (15) days of the conference.

A suspended student will not be denied the opportunity to take any quarterly, semester, or grading period examinations or to complete coursework missed during the suspension period. Such work will be completed pursuant to the procedures established by the District.

In the event a student is classified as homeless, the building principal will consult with the Homeless Coordinator to determine whether the conduct is a result of homelessness. The Homeless Coordinator will assist administration and the student's parents in correcting conduct subject to disciplinary action that is caused by homelessness.

**EXPULSION**

Under this policy, expulsion will mean the School Board will not permit a student to attend school at all, including any school-sponsored events or activities, for a specified period of time. If the student is expelled, the School Board will determine the length of the expulsion period, which may extend at a maximum to the student's 21st birthday. The School Board's expulsion order may include the opportunity for the student to return to school prior to the expiration of the term of expulsion under a specified set of early reinstatement condition(s) which are related to the conduct for which the student was expelled. The condition(s), once set forth in an expulsion order, will be administered at the discretion of the Superintendent who will have the authority to deny early reinstatement if any early reinstatement condition is not met prior to reinstatement or to revoke it for the remainder of the expulsion period if any enrollment conditions applicable to the student's attendance during a period of expulsion under early reinstatement, or conditional enrollment, are deemed by the Superintendent to have been violated. The decision to revoke a student's conditional enrollment will be explained in writing. The student or student's parent may request a conference with the Superintendent within five (5) school days of a decision to revoke early reinstatement. The Superintendent will meet with the student and/or parents within five (5) school days of a request. The Superintendent's decision is final.

The Superintendent may designate another District employee to perform the functions pertaining to a student's early reinstatement, but may not designate someone that is an administrator or teacher in the student's school.

The School Board may expel a student only when it is satisfied that the interest of the school demands the student's expulsion and only when the student: repeatedly refused or neglected to obey the rules established by the District; knowingly conveyed or caused to be conveyed any threat or false information concerning an attempt or alleged attempt being made or to be made to destroy any school property by means of explosives; engaged in conduct while at school while under the supervision of a school authority that endangered the property, health, or safety of others; engaged in conduct while not at school or while not under the supervision of a school authority that endangered the property, health, or safety of others at school or under the supervision of a school authority or endangered the property, health, or safety of any employee or School Board member of the District in which the student is enrolled; or was at least sixteen (16) years old and had repeatedly engaged in conduct while at school or while under the supervision of a school authority that disrupted the ability of school authorities to maintain order or an educational atmosphere at school or at an activity supervised by a school authority and that such conduct did not otherwise constitute grounds for expulsion. For purposes of this policy, conduct that endangers a person or property includes making a threat to the health or safety of a person or making a threat to damage property.

The School Board will hold an expulsion hearing in the event a student is in possession of a firearm while at school or under the supervision of school authorities and will expel a student from school for not less than one (1) year whenever it finds that the student brought a firearm to school or, while at school or while under the supervision of a school authority, possessed a firearm, as defined in 18 U.S.C. 921(a) (3), unless the School Board finds that the punishment should be reduced based upon the circumstances of the incident. Any such finding by the School Board will be in writing. This does not include any circumstance in which a student possessed a firearm while lawfully hunting on school forest land.

The District will refer any student who brings a firearm (as defined in 18 U.S.C. 921(a)(3)) or a weapon to school to law enforcement.

As required by 20 U.S.C. 7151, the Superintendent will ensure that the following information is sent to the Wisconsin Department of Public Instruction: a copy of this policy; a description of the circumstances surrounding any expulsion(s) for violating the above-stated firearms policy; the name of the school; the number of students expelled; and the types of firearms involved.

Prior to expelling a student, the School Board will provide the student with a hearing. Prior written notice of the hearing must be sent separately to both the student and if the student is a minor, to their parent(s). The notice must be sent at least five (5) days prior to the date of hearing, not counting the date notice is sent. The notice must also satisfy the requirements of 120.13(1) (c)4, Wis. Stats.

An expelled student or, if the student is a minor, the student's parent(s) may appeal the School Board's expulsion decision to the Wisconsin Department of Public Instruction. An appeal from the decision of the Department may be taken within thirty (30) days to the circuit court for the county in which the school is located.

In the event a student is classified as homeless, the building principal will consult with the Homeless Coordinator to determine whether the conduct is a result of homelessness. The District will not expel a homeless student for conduct that is caused by the student's homelessness. The Homeless Coordinator will assist the administration and the student's parents in correcting conduct subject to disciplinary action that is caused by homelessness. If the conduct in question is determined not to be caused by the student's homelessness, the District will proceed with expulsion proceedings as outlined in this policy.

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| Book | Clean Copies for Discussion/Approval |
| Section | 5000 Students Templates |
| Title | CORPORAL PUNISHMENT |
| Code | po5630 3/3 |
| Status | |
| Legal | 118.305, Wis. Stats.<br>118.31, Wis. Stats. |

5630 - **CORPORAL PUNISHMENT**

While recognizing that students may require disciplinary action in various forms, the School Board does not allow the use of unreasonable force and fear as an appropriate procedure in student discipline. In accordance with State law, corporal punishment will not be permitted.

No official, employee, or agent of the District may subject a student enrolled in the District to corporal punishment, including resorting to physical force or violence to compel obedience. If all other means fail, officials, employees, or agents of the District may always resort to the removal of the student from the classroom or school through suspension, expulsion, or other disciplinary intervention.

Officials, employees, or agents of the District may use:

A. reasonable and necessary force to quell a disturbance or prevent an act that threatens physical injury to any person;

B. reasonable and necessary force to obtain possession of a weapon or other dangerous object within a student's control;

C. reasonable and necessary force for the purpose of self-defense or the defense of others under 939.48, Wis. Stats.;

D. reasonable and necessary force to prevent a student from inflicting harm on himself/herself;

E. reasonable and necessary force to protect the safety of others;

F. incidental, minor, or reasonable physical contact designed to maintain order and control.

If any official, employee, or agent of the District intentionally inflicts, or causes to be inflicted, physical pain by hitting, paddling, spanking, slapping, forcing prolonged maintenance of physically-painful positions, or makes use of any other kind of physical force as a means of disciplining a student, they may be subject to discipline up to and including discharge by this School Board and possibly criminal assault charges as well. This prohibition applies as well to volunteers and those with whom the District contracts for services.

In determining whether or not a person was acting within the exceptions noted above, if appropriate, deference may be given to reasonable, good faith judgments made by District employees or agents.

The corporal punishment policy and statute will be interpreted in a manner that is consistent with the State law and policy governing the use of seclusion and restraint.



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| Book | Clean Copies for Discussion/Approval |
| Section | 5000 Students Templates |
| Title | USE OF SECLUSION AND PHYSICAL RESTRAINT WITH STUDENTS |
| Code | po5630.01 - 3/3 |
| Status | |
| Legal | Individuals with Disabilities Education Act, as amended<br>Chapter 115 and 118 (115.787 and 118.305), Wis. Stats. |

5630.01 - **USE OF SECLUSION AND PHYSICAL RESTRAINT WITH STUDENTS**

It is the policy of the School Board to permit the use of seclusion and physical restraint only when a student's behavior presents a clear, present, and imminent risk to the physical safety of the student or others, it is the least restrictive intervention feasible, and it is performed in a manner consistent with this policy and law. All students, including students with disabilities, must be treated with dignity and respect. Behavior interventions and support practices must be implemented in such a way as to protect the health and safety of the students and others.

All employees and "covered individuals" will comply with State and Federal law regarding the use of seclusion and physical restraint.

"Incident" is defined as an occurrence of a covered individual or a law enforcement officer using seclusion or physical restraint on a student. It is considered one incident if, immediately following the use of seclusion or physical restraint on a student, the student's behavior presents a clear, present, and imminent risk to the physical safety of the student or others, and a covered individual or law enforcement officer resumes the use of seclusion or physical restraint.

Seclusion is defined in the law as the involuntary confinement of a student, apart from other students, in a room or area from which the student is physically prevented from leaving.

Individuals covered by the law include employees of a public or charter school and student teachers. The law specifically includes individuals contracted with the school to provide services, such as CESA employees and student teachers.

The "covered individuals" (school employees and contracted individuals who provide services for a public or charter school) may use seclusion with a student only if all of the following apply:

A. The student's behavior presents a clear, present, and immediate risk to the physical safety of the student or others, and it is the least restrictive intervention feasible.

B. The duration of the seclusion is only as long as necessary to resolve the clear, present, and imminent risk to the physical safety of the student or others.

C. A covered individual maintains constant supervision of the student.

D. The seclusion room or area is free of objects or fixtures that may injure the student.

E. The student has adequate access to bathroom facilities, drinking water, necessary medication, and meals.

F. No door connecting the seclusion room or area to other rooms or areas is capable of being locked or has a lock on it

Physical restraint is defined as a restriction that immobilizes or reduces the ability of a student to freely move his/her torso, arms, legs, or head. The "covered individuals" may use physical restraint on or with a student only if all of the following apply:

A. The student's behavior presents a clear, present, and immediate risk to the physical safety of the student or others, and it is the least restrictive intervention feasible.

B. The degree of force used and the duration of the physical restraint do not exceed the degree and duration that are reasonable and necessary to resolve the risk.

C. There are no medical contraindications to the use of physical restraint.

D. None of the following maneuvers or techniques are used:

1. those that do not give adequate attention and care to protecting the student's head

2. those that cause chest compression

3. those that place pressure or weight on the student's neck or throat

4. those that constitute corporal punishment as defined in 118.31(1), Wis. Stats.

5. those that place the student in a prone position

Mechanical or chemical restraint cannot be used on the student. The following does not constitute the use of mechanical restraint:

A. the use of supportive equipment to properly align a student's body, assist a student to maintain balance, or assist a student's mobility, under the direction and oversight of appropriate medical or therapeutic staff;

B. the use of vehicle safety restraints when used as intended during the transport of a student in a moving vehicle.

Actions that are specifically excluded from the definitions of seclusion and physical restraint above include: 1) if a student is not confined to an area from which the student is physically prevented from leaving; 2) directing a disruptive student to temporarily separate themself from the general activity in the classroom to allow the student to regain control or for the teacher to maintain or regain classroom order; 3) directing a student to temporarily remain in the classroom to complete tasks; or 4) briefly touching or holding a student's hand, arm, shoulder, or back to calm, comfort or redirect the student.

**Parental Notice and Written Report Requirements**

A parent is specifically defined as the parent of a student, including a natural parent, a guardian, or an individual acting as a parent in the absence of a parent or guardian.

Whenever a covered individual or a law enforcement officer uses seclusion or physical restraint with or on a student, the Principal will notify the student's parent as soon as practicable, but no later than one (1) business day after the incident. The notice will advise the parent of the incident and of the availability of the written report.

The Principal will prepare this written report, in consultation with the individuals involved, and any law enforcement officials present during the incident, within two (2) business days of the incident. The written report will include details of the student and staff involved in the incident, the description of the incident, and the actions of the student before, during, and after the incident.

The Principal will meet with the individuals who participated in the incident to discuss the following:

A. the events preceding, during, and following the use of seclusion or physical restraint;

B. how to prevent the need for seclusion or physical restraint, including the factors that may have contributed to the escalation of behaviors;

C. alternatives to physical restraint, including de-escalation techniques, interventions, and other strategies.

The written report will be retained as a record by the District within three (3) business days of the incident, and the report will be sent to the student's parent by 1st class mail, by electronic transmission, or hand-delivered to the student's parent.

In addition, the school principals will be required to prepare and present an annual report to the School Board by October 1, including the number of incidents involving seclusion or physical restraint, the total number of students involved, and the number of students with disabilities involved in such incidents.

Annually, by December 1, the School Board will submit its report to the State Superintendent.

**Individual Education Program (IEP) Requirements**

The law requires that for students with identified disabilities under the Individuals with Disabilities in Education Act (IDEA), the second time that seclusion or physical restraint is used on a "child with a disability," within the same school year, the student's Individual Education Program (IEP) team must convene as soon as possible after the incident, but no later than ten (10) days after the incident. The IEP team will review the student's Individualized Education Plan to ensure that it contains appropriate positive behavioral interventions and supports to address behaviors and any and all interventions and supports to assist related to that behavior that are of concern, and to revise the IEP if necessary.

**Mandatory Training for Staff**

Staff who engage in the lawful use of physical restraint will obtain training as to the methods of preventing the need for physical restraint, identification of dangerous behaviors that may indicate the need for physical restraint and the methods of evaluating risk of harm such that physical restraint is warranted, experience in administering and receiving various types of restraint, instruction on the effects of restraint, monitoring signs of distress during restraint, obtaining medical assistance and demonstrating proficiency in administering physical restraint.

Pursuant to State law, the Superintendent will create and maintain a record of the training received by the employees and school staff covered by the State law governing seclusion and restraint.

**Limited Training Requirement Exception**

Training for staff in the use of physical restraint is required unless the situation is an emergency and a trained individual is not immediately available due to the "unforeseen nature of the emergency." However, at a minimum, the school in which physical restraint is used must ensure that at least one (1) employee has been trained in its use.

**Disciplinary Action for a Violation of This Policy**

In addition to any penalty prescribed by law, the Superintendent is directed by this policy to see that a District employee who intentionally, knowingly, or recklessly violates this policy is subject to disciplinary action up to and including dismissal. A District employee engages in conduct "intentionally" if, when the employee engages in the conduct, it is the employee's conscious objective to do so. A District employee engages in conduct "knowingly" if, when the employee engages in the conduct, the employee is aware of a high probability of a violation of this policy. A District employee engages in conduct "recklessly" if the employee engages in conduct in violation of this policy in a plain, conscious, and unjustifiable disregard of harm that might result to a student and the disregard involves a substantial deviation from acceptable standards of conduct established by this policy.

**Retaliation for Fully Implementing or Reporting Violations**

No District employee will be permitted to retaliate against a person for reporting or objecting to actions in violation of this policy or providing information regarding a violation of this policy.

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| Book | Clean Copies for Discussion/Approval |
| Section | 5000 Students Templates |
| Title | WEAPONS PROHIBITED FOR STUDENTS |
| Code | po5772 - 3/3 |
| Status | |
| Legal | 120.13(1), Wis. Stats.<br>939.22(10), Wis. Stats.<br>941.295, Wis. Stats.<br>943.13, Wis. Stats.<br>948.605, Wis. Stats.<br>948.61, Wis. Stats<br>18 U.S.C. 921(a)(3)<br>18 U.S.C. 922<br>20 U.S.C. 7151 |

5772 - **WEAPONS PROHIBITED FOR STUDENTS**

The School Board prohibits students from possessing, storing, making, or using a weapon in any setting that is under the control and supervision of the District for the purpose of school activities approved and authorized by the District including, but not limited to, property leased, owned, or contracted for by the District, a school-sponsored event, or in a District vehicle, to the extent permitted by law.

The term "weapon" means any object which, in the manner in which it is used, is intended to be used, or is represented, is capable of inflicting serious bodily harm or property damage, as well as endangering the health and safety of persons. Weapons include, but are not limited to, firearms (including, but not limited to, firearms as defined in 18 U.S.C. 921(a)(3)), guns of any type whatsoever, including air and gas-powered guns (whether loaded or unloaded), knives (subject to the exceptions below), razors with unguarded blades, clubs, electric weapons (as defined in 941.295(1c)(a), Wis. Stats.), metallic knuckles, martial arts weapons, chemical agents, ammunition, and explosives.

The Superintendent is authorized to establish instructional programs on weapons and reporting, and dealing with violations of this policy.

The Superintendent will refer any student who violates this policy to the student’s parents and may also make a referral to law enforcement. The student may also be subject to disciplinary action, up to and including expulsion. (see Policy 5610 - Suspension and Expulsion)

Policy exceptions include:

A. weapons under the control of law enforcement personnel while on duty, or qualified former law enforcement officers, off-duty law enforcement officers, or out-of-state law enforcement officers;

B. items pre-approved by a principal or the Superintendent, as part of a class or individual presentation under adult supervision, including, but not limited to, Hunters' Education courses, if used for the purpose and in the manner

approved (working firearms and live ammunition will never be approved);

C. theatrical props used in appropriate settings; and

D. a knife lawfully used for food consumption or preparation, or a knife used for a lawful purpose within the scope of the student's class work.

Any student who has reason to believe that a person has or will violate this policy will report to the Superintendent or the supervisor of the activity immediately. The report should include as much detail as possible concerning the person(s) involved, the weapon, the location of the person(s), and how this information was obtained.

No student is to confront the person possessing the weapon, but a staff member has the option of confronting the person if the staff member believes the risk of injury to self or others is minimal or if immediate action is necessary to prevent injury to any person.

This policy will be published annually in all District student and employee handbooks.

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**School District of River Falls**

# Ad-Hoc Policy Committee Report

Monday, March 2, 2026 - 6:00 PM
District Office, 852 E Division Street
River Falls, Wisconsin 54022

The School Board's Ad-Hoc Policy Committee meeting was held on Monday, March 2, 2026, at the District Office, 852 E Division Street, River Falls, Wisconsin 54022. Chair Johnson Myers called the meeting to order at 6:00 p.m. It was ascertained that notice of the meeting had been properly posted in the appointed locations and sent to the *Star-Observer*, *Pierce County Journal*, WEVR Radio Station, and the *Eau Claire Leader-Telegram.*

**PRESENT**
Committee Members Stacy Johnson Myers (Chair), Alison Page, and Lindsey Curtis. School Board member Monica LaVold, Superintendent David Bell, Director of Human Resources and Leadership Development Nate Schurman, Director of Student Services Mark Inouye, Co-Director of Academic Services Amy Wise, and Co-Director of Academic Services Mary Beth Elliott were also present.

1. **CALL TO ORDER - 6:00 PM**
2. **MANNER OF PUBLIC NOTIFICATION OF MEETING**
3. **HEARING OF VISITORS OR DELEGATIONS -** None

4. **CONSENT AGENDA - NEOLA POLICY UPDATES: INITIAL READINGS**
   The Policy Committee is conducting the initial readings of the following NEOLA policies as part of the review process. Approval by the Policy Committee will advance these policies to the full School Board for the first reading.

   **Policies Recommended for Initial Approval:**
   - Policy 5111.01 - Homeless Students
   - Policy 5111.02 - Educational Opportunity for Military Children
   - Policy 5111.03 - Children and Youth in Foster Care
   - Policy 5114 - Nonimmigrant Students and Visitor Programs
   - Policy 5200 - Attendance
   - Policy 5223 - Absences for Religious Instruction
   - Policy 5310.01 - Emergency Nursing Services/Plan
   - Policy 5511 - Dress and Appearance
   - Policy 5512 - Use of Tobacco and Nicotine by Students
   - Policy 5513 - Care of District Property

   **Action:** Page moved, seconded by Curtis, to approve the above-listed NEOLA policies for the initial reading by the Policy Committee and recommend them for the first reading. The motion passed 3-0.

5. **NEOLA POLICY 5111 - ELIGIBILITY OF RESIDENT/NONRESIDENT STUDENTS**
   This review constitutes the initial reading by the Policy Committee. Approval will forward the policy to the full School Board for the first reading.
   **Action:** Page moved, seconded by Curtis, to approve Neola Policy 5111 with the recommended adjustments discussed by the committee and recommend it for the first reading. The motion passed 3-0.

6. **POLICY 5310 - HEALTH SERVICES**
   This review constitutes the initial reading by the Policy Committee. Approval will forward the policy to the full School Board for the first reading.
   **Action:** Page moved, seconded by Curtis, to approve Neola Policy 5310 with the recommended adjustments discussed by the committee and recommend it for the first reading. The motion passed 3-0.

7. **POLICY 5340 - STUDENT ACCIDENTS/ILLNESS/CONCUSSION & SUDDEN CARDIAC ARREST**
   This review constitutes the initial reading by the Policy Committee. Approval will forward the policy to the full School Board for the first reading.
   **Action:** Page moved, seconded by Curtis, to approve Neola Policy 5340 for the initial reading by the Policy Committee and recommend it for the first reading. The motion passed 3-0.

8. **POLICY 5500.01 - CONDUCT IN VIRTUAL CLASSROOM**
This review constitutes the initial reading by the Policy Committee. Approval will forward the policy to the full School Board for the first reading.
**Action:** Johnson Myers moved, seconded by Curtis, to approve Neola Policy 5500.01 for the initial reading by the Policy Committee and recommend it for the first reading. The motion passed 3-0.

9. **POLICY 5514 - USE OF PERSONAL TRANSPORTATION DEVICES**
This review constitutes the initial reading by the Policy Committee. Approval will forward the policy to the full School Board for the first reading.
**Action:** Curtis moved, seconded by Page, to approve Neola Policy 5514 with the recommended adjustments discussed by the committee and recommend it for the first reading. The motion passed 3-0.

10. **POLICY 5517 - STUDENT ANTI-HARASSMENT**
This review constitutes the initial reading by the Policy Committee. Approval will forward the policy to the full School Board for the first reading.
**Action:** Curtis moved, seconded by, to approve Neola Policy 5517 with the recommended adjustments discussed by the committee and recommend it for the first reading. The motion passed 3-0.

11. **POLICY 5772 - WEAPONS PROHIBITED FOR STUDENTS**
This review constitutes the initial reading by the Policy Committee. Approval will forward the policy to the full School Board for the first reading.
**Action:** Page moved, seconded by Curtis, to approve Neola Policy 5772 with the recommended adjustments discussed by the committee and recommend it for the first reading. The motion passed 3-0.

12. **NEOLA POLICY 5230 - RELEASE OF STUDENTS TO AUTHORIZED PERSONS**
This review constitutes the initial reading by the Policy Committee. Approval will forward the policy to the full School Board for the first reading.
**Action:** Johnson Myers moved, seconded by Page, to approve Neola Policy 5230 for the initial reading by the Policy Committee and recommend it for the first reading. The motion passed 3-0.

13. **NEOLA POLICY 5320 - IMMUNIZATION**
This review constitutes the initial reading by the Policy Committee. Approval will forward the policy to the full School Board for the first reading.
**Action:** Johnson Myers moved, seconded by Curtis, to approve Neola Policy 5320 with the recommended adjustments discussed by the committee and recommend it for the first reading. The motion passed 3-0.

14. **NEOLA POLICY 5500 - STUDENT CODE OF CLASSROOM CONDUCT**
This review constitutes the initial reading by the Policy Committee. Approval will forward the policy to the full School Board for the first reading.
**Action:** Curtis moved, seconded by Page, to approve Neola Policy 5500 for the initial reading by the Policy Committee and recommend it for the first reading. The motion passed 3-0.

15. **NEOLA POLICY 5517.01 - BULLYING**
**Action:** Tabled for a later date.

16. **NEOLA POLICY 5520 - DISORDERLY CONDUCT**
This review constitutes the initial reading by the Policy Committee. Approval will forward the policy to the full School Board for the first reading.
**Action:** Johnson Myers moved, seconded by Page, to approve Neola Policy 5520 for the initial reading by the Policy Committee and recommend it for the first reading. The motion passed 3-0.

17. **NEOLA POLICY 5605 - SUSPENSION/EXPULSION OF STUDENTS WITH DISABILITIES**
This review constitutes the initial reading by the Policy Committee. Approval will forward the policy to the full School Board for the first reading.
**Action:** Curtis moved, seconded by Page, to approve Neola Policy 5520 for the initial reading by the Policy Committee and recommend it for the first reading. The motion passed 3-0.

18. **NEOLA POLICY 5610 - SUSPENSION AND EXPULSION**
This review constitutes the initial reading by the Policy Committee. Approval will forward the policy to the full School Board for the first reading.
**Action:** Curtis moved, seconded by Page, to approve Neola Policy 5610 for the initial reading by the Policy Committee and recommend it for the first reading. The motion passed 3-0.

19. **NEOLA POLICY 5610.01 - ALTERNATIVE EXPULSION HEARING PROCEDURE**
**Action:** Page moved, seconded by Curtis, to reject Neola Policy 5610.01. The motion passed 3-0.

20. **NEOLA POLICY 5610.03 - EXPULSION ABEYANCE AND RE-ENTRY PLANS**
This review constitutes the initial reading by the Policy Committee. Approval will forward the policy to the full School Board for the first reading.
**Action:** Curtis moved, seconded by Page, to approve Neola Policy 5320 with the recommended adjustments discussed by the committee and recommend it for the first reading. The motion passed 3-0.

21. **NEOLA POLICY 5630 - CORPORAL PUNISHMENT**
This review constitutes the initial reading by the Policy Committee. Approval will forward the policy to the full School Board for the first reading.
**Action:** Curtis moved, seconded by Page, to approve Neola Policy 5630 for the initial reading by the Policy Committee and recommend it for the first reading. The motion passed 3-0.

22. **NEOLA POLICY 5630.01 - USE OF SECLUSION AND PHYSICAL RESTRAINT WITH STUDENTS**
This review constitutes the initial reading by the Policy Committee. Approval will forward the policy to the full School Board for the first reading.
**Action:** Page moved, seconded by Curtis, to approve Neola Policy 5630.01 for the initial reading by the Policy Committee and recommend it for the first reading. The motion passed 3-0.

23. **NEOLA POLICY 5830 - STUDENT FUNDRAISING**
**Action:** Tabled for a later date.

24. **SCHEDULE NEXT POLICY AD-HOC COMMITTEE MEETING**
Upcoming committee meeting dates, times, and locations will be reviewed.
**Action:** Set the meeting schedule as follows:
Ad-Hoc Policy Committee meeting: Monday, April 6, 2026, 6:00 p.m.
*The meeting will be held in the District Office conference room at 852 E. Division Street.*

25. **ADJOURN** at 7:49 p.m.

_____
Stacy Johnson Myers, Ad-Hoc Policy Committee Chair

| | |
|---|---|
| Book | Clean Copies for Discussion/Approval |
| Section | 5000 Students Templates |
| Title | ELIGIBILITY OF RESIDENT/NONRESIDENT STUDENTS |
| Code | po5111 DB 3/3 |
| Status | |
| Legal | 118.51, Wis. Stats.<br>118.52, Wis. Stats.<br>120.13(1), Wis. Stats.<br>121.77, Wis. Stats.<br>121.78(2)(a), Wis. Stats.<br>121.81, Wis. Stats.<br>121.84, Wis. Stats.<br>McKinney-Vento Act (42 U.S.C. 11431, et. seq.)<br>118.53, Wis. Stats. |

5111 - **ELIGIBILITY OF RESIDENT/NONRESIDENT STUDENTS**

The School Board establishes the following policy for determining the eligibility of students to attend the schools of this District.

A. The School Board will educate, tuition-free, students who are residents of the District. Proof of residency will be required for registration in the District. If residency is with individuals other than a parent, the living arrangement may not be solely for the purpose of attending the District's schools.

B. The District will not make residency determinations on the basis of an individual's immigration status.

C. The District will consider those students who are homeless or in foster placement to be residents unless residency is determined to be in another district.

D. Upon request of a student's parent, or the request of an adult student, students who have gained twelfth-grade status and who no longer reside within the District will be permitted to complete their high school education tuition-free.

E. Resident students in grades nine (9) through twelve (12) who attend a tribal school, private school, or home-based private educational program will be accepted into the District's educational programs for up to two (2) classes at any time if the student satisfies the high school admission standards and sufficient space is available in the classes.

F. Students enrolled in a home-based private educational program in grades kindergarten through eight (8) who meet the minimum standards for admission to a course offered by the District will be accepted into the District's educational programs for up to two (2) classes at any time if the School Board determines there is sufficient space in the classes.

G. High school students who reside in River Falls School District due to a Chapter 117 reorganization—but who completed 9th and 10th grades in their former district—may finish their education at that former district. River Falls School District will pay the student's tuition. If a parent has already paid the tuition, the River Falls School Board will reimburse the parent upon request, provided the request is made within three years. River Falls School District will include the student in its official membership count.

H. If parents (or adult students) present information to the District certifying that the parents (or adult students), their child, or a member of the parent's household is a participant in the Safe at Home/Address Confidentiality Program administered by the Wisconsin Department of Justice, the School Board will use the address designated by the Department of Justice to serve as the student's address for enrollment purposes. The District will place a copy of any certification provided by the parent in the enrollment files.

I. Children of joint custody orders may attend school without payment of tuition if the student otherwise meets residency requirements, unless a court order specifies a different District of attendance.

J. Foreign students, participating in a bona fide foreign-exchange program, may be admitted consistent with Federal law.

K. Minor students residing in the District, but not living with a parent, may be required to provide information sufficient to allow the administration to properly determine resident status under law.

L. Tuition students may be accepted in accordance with State law and the approval of the Superintendent.

M. Nonresident students may be accepted into the District's Summer School Program upon payment of appropriate fees.

N. Nonresident students may be accepted into the District's program under the Part-Time or Full-Time Open Enrollment Programs. Nonresident students accepted into the District's Part-Time Open Enrollment Program may attend no more than two (2) courses at any time if the School Board determines there is sufficient space in the classroom.

O. Students who have begun the school year as residents and who no longer reside in the District may be permitted to complete the school year tuition-free.

P. The following provisions apply to any student who has been expelled from another school or district and seeks to enroll in the District during the term of the expulsion order:

1. If the student has been expelled from another Wisconsin public school district, the student is not entitled to enroll. However, the Superintendent may choose to recommend to the School Board that the student be enrolled in the district. The enrollment of a previously expelled student must be approved by the School Board.

2. If a student has been expelled by a Wisconsin charter school or a public school in another state, the Superintendent or School Board may choose whether to enroll them. The Superintendent may choose to recommend to the School Board that the student be enrolled in the District. The enrollment of a previously expelled student must be approved by the School Board. If the Superintendent chooses **not** to enroll the student, the Superintendent must first confirm that the original conduct would have been grounds for expulsion under District Policy 5610. To facilitate this review, the student (or their parent, if the student is a minor) must request the following from the previous school:

   - A copy of the expulsion findings and order;
   - A written explanation of the reasons for the expulsion; and
   - The specific term (duration) of the expulsion.

| | |
|---|---|
| Book | Clean Copies for Discussion/Approval |
| Section | 5000 Students Templates |
| Title | HEALTH SERVICES |
| Code | po5310 3/3 |
| Status | |
| Legal | 118.25(3)(4), 118.255, Wis. Stats.<br>20 U.S.C. 1232h |

5310 - **HEALTH SERVICES**

The purpose of the school health services program will be to maintain and promote all aspects of the health and safety of students in the School District of River Falls. Parents, community health personnel, and agencies will support the efforts of school personnel. It is realized and expected that the primary responsibility for the student's health rests with the home. However, it is incumbent upon the District to develop the students' competence to understand their health and problems concerning it.

The District will specify the need for health services which may include, but not be limited to:

A. emergency care for illness and injury;

B. student health assessment and care;

C. a safe and healthy school environment;

D. dental examinations at the request of a parent or guardian;

E. vision screening at the request of a parent or guardian;

F. audiometric screening at the request of a parent or guardian.

Any health services program should also include instruction to staff members on the observation of students for conditions that indicate signs of physical health conditions which may be pertinent to the student's ability to fully access the District's programming.

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|---|---|
| Book | Clean Copies for Discussion/Approval |
| Section | 5000 Students Templates |
| Title | IMMUNIZATION |
| Code | po5320 3/3 |
| Status | |
| Legal | 120.12(16), 252.04, Wis. Stats.<br>Wis. Adm. Code Chapter DHS 144 |

5320 - **IMMUNIZATION**

The School Board requires that all students be properly immunized pursuant to the Wisconsin Statutes and regulations of the Wisconsin Department of Health Services (DHS).

All students will be required to provide written evidence establishing that they have completed the first immunization for each vaccine required for the student's grade and are on schedule for the remainder of the basic and recall (booster) immunizations, pursuant to the DHS immunization requirements, or submit a written waiver of those requirements not later than the 30th school day from the beginning of the school year or initial enrollment in the District, for students transferring into the District. All students will be required to provide written evidence establishing that they have received the second dose of each vaccine required for that student's age or grade, or submit a written waiver of those requirements, not later than the 90th school day from the beginning of the school year or initial enrollment in the District, for students transferring in the District. Within thirty (30) school days after having been admitted to the District for the following school year, each student who has not submitted a waiver form will provide written evidence of having completed all other required doses and/or vaccines, pursuant to the DHS immunization requirements.

The parent of any student for whom record of proper immunization or a written waiver is not on file will be given written notification of this requirement by the 15th school day and the 25th school day following enrollment. The notice will:

A. state the immunization requirements, including a list of missing immunizations;

B. state that Court action and civil forfeiture penalty can result due to noncompliance;

C. explain the reasons for the immunization program and provide information on how and where to obtain immunizations;

D. inform the parent of the right to request a waiver of the immunization requirement based on reasons of health, religion, or personal conviction.

Waivers of the immunization requirements will be granted only for medical, religious, or personal convictions.

The District may exclude any student who fails to satisfy the requirement to provide written evidence within thirty (30) school days after the date on which the student is admitted of having completed the first immunization for each vaccine required for the student's grade and being on schedule for the remainder of the basic and recall immunizations, pursuant to the DHS immunization requirements, or fails to submit a written waiver. In addition, if DHS determines that the District's compliance level from the previous school year is less than ninety-nine percent (99%), the District will exclude any student enrolled in grades kindergarten (five (5) years old to six (6) through Grade 5) who fail to satisfy this requirement.

No student may be excluded for more than ten (10) consecutive school days unless, prior to the 11th consecutive school day of exclusion, the School Board provides the student and the student's parent, guardian or legal custodian with an additional notice, a hearing and the opportunity to appeal the exclusion, as provided under Wis. Stats. 120.13(1)(c)3.

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|---|---|
| Book | Clean Copies for Discussion/Approval |
| Section | 5000 Students Templates |
| Title | USE OF PERSONAL TRANSPORTATION DEVICES |
| Code | po5514 -3/3 |
| Status | |

5514 - **USE OF PERSONAL TRANSPORTATION DEVICES**

The School Board regulates the utilization of bicycles, e-bikes, scooters, skateboards, hoverboards, and similar personal transportation devices, whether powered manually by an operator or powered by a mechanical means (including, but not limited to, small gas engines or electric motors). For purposes of this policy, such items are collectively referred to as "personal transportation devices" but do not include personal transportation devices needed and/or used due to a disability. Personal transportation devices necessary for use due to a student's disability are governed by other policies of the School Board. Additionally, this policy does not prevent the safe and reasonable utilization and operation of personal transportation devices when needed due to a disability. This policy does not apply to motor vehicles which are subject to Policy 5515-Student Use and Parking of Motor Vehicles.

Because of the clear and present danger of accidents, use of personal transportation devices by students on campus is prohibited except for purposes of travel to and from school. The School Board regards the use of personal transportation devices for travel to and from school by students as an assumption of care, risk, and responsibility on the part of the students and parents of students.

The School Board in no way regulates the utilization of personal transportation devices off District property and in no way takes responsibility regarding the utilization of personal transportation devices on District property, with the owner and operator of such devices being fully and wholly liable for any personal or property damage resulting from the operation of such devices.

The operator of a personal transportation device must observe all safety laws and rules, display courtesy and consideration toward others, and abide by this policy as well as all laws and ordinances regarding the operation of the relevant device. Operating or bringing a personal transportation device on District property is a privilege and not a right. An administrator may temporarily or permanently revoke such privilege to the extent that a personal transportation device is operated in a negligent, reckless, or other manner that creates a risk of harm to the operator or others, or in a fashion that otherwise fails to comply with safety rules, laws, or ordinances. Additional disciplinary action may result from the unsafe operation of a personal transportation device on District property.

Upon the request of an administrator, the operator of an electronic powered transportation device will dismount the device and walk the device to the appropriate storage area. Failure to comply with an administrator’s request to dismount and walk such a device may subject the student to disciplinary action.

The District will not be responsible for personal mobility devices that are lost, stolen, or damaged.

The District will not be responsible for personal transportation devices that are lost, stolen, or damaged.

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| | |
|---|---|
| Book | Clean Copies for Discussion/Approval |
| Section | 5000 Students Templates |
| Title | EXPULSION ABEYANCE AND RE-ENTRY PLANS |
| Code | po5610.03 - 3/3 |
| Status | |
| Legal | 120.13(1)(e), Wis. Stats. |

5610.03 - **EXPULSION ABEYANCE AND RE-ENTRY PLANS**

**Abeyance Conference**

In lieu of taking certain disciplinary cases to an expulsion hearing before the School Board, the Superintendent may conduct an abeyance conference with the student and parent. The meeting will be scheduled during the student's initial suspension. Participation in this process to avoid an expulsion hearing is voluntary. If the student and the parent of a minor student refuse to participate, the Superintendent may instead move forward with the expulsion hearing.

Disciplinary cases that may be taken to an abeyance conference include the following:

A. being under the influence, or in possession of alcohol as a first-time offender while on school premises, while in any District-owned or contracted vehicle, or at a school-sponsored activity;

B. being under the influence, or in possession of small amounts of marijuana or any other illegal drug as a first-time offender while on school premises, while in any District-owned or contracted vehicle, or at a school-sponsored activity;

C. being in the possession of drug paraphernalia (as defined by local, State, and Federal statutes) as a first-time offender while on school premises, while in any District-owned or contracted vehicle, or at a school-sponsored activity;

D. repeated refusal to obey School Board Policy or school rules;

E. other conduct that meets the criteria for potential expulsion, but which the administration believes is appropriately addressed through an abeyance process and appropriate re-entry plan.

Conduct specified above may still, at the discretion of the Superintendent, be referred to the School Board for an expulsion hearing without providing for the option of abeyance procedures described in this policy.

If anabeyance conference is held, the conference will be scheduled by the administration for the purpose of exchanging facts related to the incident, ensuring the rights of the student and parent, making a decision concerning the incident, and establishing a re-entry plan for the student in lieu of expulsion. The abeyance conference, conducted by the Superintendent, will include the following:

A. a presentation by the building administrator outlining the school rule violations and evidence supporting the allegations;

B. an opportunity for the student and/or parent to present testimony on their behalf;

C. a review of the stipulations of the facts of the incident;

D. a discussion to determine the willingness on the part of the student and parent to accept a voluntary opportunity to avoid expulsion; and

E. an agreement by the student and parent, if the student is less than eighteen (18) years of age, to complete a re-entry plan.

**Re-entry Plan**

For any student who participates in this abeyance process, the Superintendent, in collaboration with appropriate administrators and professional staff, will create a plan for the student for re-entry to school. The plan will be designed to address behavioral concerns involved in the circumstances and to provide support to the student to mitigate the likelihood of similar conduct recurring. The plan may include the following requirements:

A. require the student to undertake an alcohol or other drug assessment that must include a urine drug screen, a comprehensive drug/alcohol history, a review of specific adverse consequences resulting from use, full student and parent cooperation with the School Board, including the release of information regarding this assessment to the building principal. The student/parent will assume full cost of this drug assessment and subsequent treatment, if recommended;

B. demonstrate compliance with alcohol and other drug assessment recommendations;

C. attend an alcohol or other drug class at the expense of the student and or parent;

D. submit to mandatory, unannounced drug screens as requested by the Principal, with the student/parent assuming the cost and presenting the evidence of the screen to the Principal;

E. participation in mentorship programs;

F. participation in extra-curricular activity;

G. participation in community service;

H. participation in appropriate counseling (ex. anger management/conflict resolution);

I. restitution;

J. attendance of all classes;

K. following all school rules;

L. restrictions on hall pass and/or parking lot privileges;

M. refrain from engaging in similar behavior for the remainder of the student's enrollment in the District; and/or

N. other provisions specific to the student that are designed to achieve the purpose of the plan.

The conditions and timeframe for these conditions will be included in the plan of re-entry. The student and parent of a minor student will be required to sign the plan at the abeyance conference, signifying their willingness to agree to the stipulations and conditions of the agreement.

If at any time during the re-entry period, the parent and/or student chooses not to fully participate with all aspects of the re-entry plan, as presented in the abeyance meeting conference, the Superintendent may proceed with an expulsion hearing before the School Board. The School Board will issue an expulsion hearing notice extending the student’s suspension not to exceed a total of fifteen (15) school days as permitted by Wisconsin law.

Any record of the abeyance conference and conditions will be expunged from the student's behavior record if the student does not violate the conditions of the entry plan during the specified time of re-entry. Should there be a records request from another district before the end of the re-entry period, the record of the abeyance conference and re-entry plan and conditions will be included in the behavior record.

**Students with Disabilities**

A manifestation determination review will be conducted in accordance with School Board Policy 5605 - Suspension/Expulsion of Students with Disabilities before offering and implementing a re-entry plan in accordance with the Individuals with Disabilities Education Act (IDEA) or Section 504 of the Rehabilitation Act (Section 504).

If a student with a disability and parent(s) choose not to avail themselves of the option outlined in the re-entry plan, the School Board will proceed with the expulsion process, in accordance with procedures laid out in IDEA and School Board Policy 5605 - Suspension/Expulsion of Students with Disabilities.

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**School District of River Falls**

# Finance and Facilities Committee Report

Monday, March 9, 2026 - 6:00 PM
District Office
852 E Division Street
River Falls, Wisconsin 54022

The School Board's Finance and Facilities Committee meeting was held on Monday, March 9, 2026, at the District Office 852 E Division Street, River Falls, Wisconsin 54022. Chair Miller called the meeting to order at 6:00 p.m. It was ascertained that notice of the meeting had been properly posted in the appointed locations and sent to the *Star-Observer*, *Pierce County Journal*, WEVR Radio Station, and the *Eau Claire Leader-Telegram*.

**PRESENT**
Committee members Mike Miller (Chair), Bo Hirstein, and Alison Page. School Board members Lindsey Curtis, Stacy Johnson Myers, and Monica LaVold. Superintendent David Bell, Director of Human Resources and Leadership Development Nate Schurman, and Director of Finance and Facilities Lynette Coy were also present.

1. **CALL TO ORDER - 6:00 PM**
2. **MANNER OF PUBLIC NOTIFICATION OF MEETING**
3. **HEARING OF VISITORS OR DELEGATIONS -** None

4. **2025-26 BUDGET UPDATE**
   The Director of Finance and Facilities, Lynette Coy, provided an update on the 2025-26 budget.
   **Action:** None, informational only.

5. **HIGH-COST SPECIAL EDUCATION AID UPDATE**
   The Director of Finance and Facilities, Lynette Coy, provided an update on High-Cost Special Education Aid for 2025-26.
   **Action:** None, informational only.

6. **SUMMER CAPITAL MAINTENANCE PROJECTS LIST UPDATE**
   The Director of Finance and Facilities, Lynette Coy, provided an updated Summer Capital Maintenance Projects List (Fund 46) for review and approval.
   **Action:** Page moved, seconded by Hirstein, to approve the updated Capital Maintenance Projects List. Motion passed 3-0.

7. **HIGH SCHOOL PARKING UPDATE**
   The Director of Finance and Facilities, Lynette Coy, provided an update on parking lots and potential additions to lots at the high school.
   **Action:** None, informational only.

8. **2026-27 SCHOOL BUS PURCHASE APPROVAL**
   The Director of Finance and Facilities, Lynette Coy, provided information and sought approval for the purchase of two (2) school buses in the 2026-27 school year.
   **Action**: Page moved, seconded by Hirstein, to approve the purchase of two (2) route buses from Nelson's Bus Service in the amount of $149,623 each, with budget funds from the 2026-27 fiscal year. Motion passed 3-0.

9. **PROPOSED/SUGGESTED ITEMS FOR THE NEXT REGULAR AND FUTURE FINANCE & FACILITIES MEETING AGENDA(S)**
   As always, committee members were given the opportunity to suggest items for future committee and/or School Board meeting agendas.
   **Action:** Provide an update on projects that are being planned for the remaining referendum funds and present the Single Audit of Federal Funds.

10. **SCHEDULE NEXT FINANCE & FACILITIES COMMITTEE MEETING**
    Upcoming committee meeting dates, times, and locations will be reviewed.
    **Action:** Set the meeting schedule as follows:
    ~~Finance and Facilities Committee meeting, Monday, April 13, 2026, 7:00 p.m. (or immediately following Educational Program)~~

11. **ADJOURN** at 6:45 p.m.

_____

Mike Miller, Finance and Facilities Committee Chair

# School District of River Falls

## 10 Year / Summer Maintenance Capital Projects Planning

| | | | | |
|---|---|---|---|---|
| 1 | **2025-2026** | | | |
| | **Project** | **Building/Site** | **Estimated Cost** | |
| | Set aside funds for future years projects | | $650,000.00 | |
| | **Total** | | **$650,000.00** | |
| 2 | **2026-2027** | | | |
| | **Project** | **Building/Site** | **Estimated Cost** | |
| | Inclusive/Accessible Playgrounds | Elementary Schools | $750,000.00 | |
| | Repair Outdoor Shed | Meyer Middle School | $50,000.00 | |
| | Security Film - Student Services & D-Wing | High School | $25,000.00 | |
| | **Total** | | **$825,000.00** | |
| 3 | **2027-2028** | | | |
| | **Project** | **Building/Site** | **Estimated Cost** | |
| | Seclusion/Restraint Room | High School | $40,000.00 | |
| | Kids Club Storage Shed | High School | $75,000.00 | |
| | Voting Entrance to LMC | High School | $200,000.00 | Partner w/ City of RF |
| | Parent & Bus Drop off/Pick Up Reconfiguration | High School | $500,000.00 | |
| | **Total** | | **$815,000.00** | |
| 4 | **2028-2029** | | | |
| | **Project** | **Building/Site** | **Estimated Cost** | |
| | Window Replacements | Meyer Middle School | $300,000.00 | |
| | HS ERUs coil orientation reversed & needs correction | High School | $218,750.00 | |
| | **Total** | | **$518,750.00** | |
| 5 | **2029-2030** | | | |
| | **Project** | **Building/Site** | **Estimated Cost** | |
| | HS AHUs coil orientation reversed & needs correction | High School | $832,000.00 | |
| | **Total** | | **$832,000.00** | |
| 6 | **2030-2031** | | | |
| | **Project** | **Building/Site** | **Estimated Cost** | |
| | Replace Student Lockers | Meyer Middle School | $335,000.00 | |
| | Turf & Track Replacement | High School | $850,000.00 | |
| | **Total** | | **$1,185,000.00** | |
| 7 | **2031-2032** | | | |
| | **Project** | **Building/Site** | **Estimated Cost** | |
| | D104 Woodshop AHU to RTU | High School | $250,000.00 | |
| | D107 Metals AHU to RTU | High School | $250,000.00 | |
| | D109 Ag AHU to RTU | High School | $250,000.00 | |
| | **Total** | | **$750,000.00** | |
| 8 | **2032-2033** | | | |
| | **Project** | **Building/Site** | **Estimated Cost** | |
| | Replace pool piping / valves / chemical injection | High School | $219,000.00 | |
| | TPO roof membrane replacements | District-wide | $650,000.00 | |
| | **Total** | | **$869,000.00** | |
| 9 | **2033-2034** | | | |
| | **Project** | **Building/Site** | **Estimated Cost** | |
| | Greenhouse Updates/Replacement | High School | $650,000.00 | |
| | **Total** | | **$650,000.00** | |
| 10 | **2034-35** | | | |
| | **Project** | **Building/Site** | **Estimated Cost** | |
| | Library Furniture Replacement | High School | $350,000.00 | |
| | **Total** | | **$350,000.00** | |
| | | | | |
| | 3.9.26 F&F | | | |

SCHOOL DISTRICT OF
River Falls

Administrative Office
852 E. Division Street, River Falls WI 54022
PHONE: (715) 425-1800 FAX: (715) 425-1804
www.rfsd.k12.wi.us

Date: March 9, 2026
To: Finance & Facilities Committee
From: Lynette Coy, Director of Finance & Facilities
Re: 2025-26 Bus Purchase

Annually, the district budgets for and purchases replacement school buses and/or fleet vehicles. The goal is to maintain a vehicle replacement schedule that provides our community with safe, efficient student transportation. Route buses are typically operated on daily bus routes for 10-11 years. Buses may be retained as backup buses and then they are stripped of parts for use in other bus repairs.

The district sought quotes from WI Bus Sales, Ascendance Trucks Central LLC, and Nelson's Bus Service Inc.

| Ascendence Truck | Nelson's Bus Service |
|---|---|
| 2027 International 72-Passenger | 2026 Thomas 72-Passenger |
| No cameras (addl. $6044) | Cameras and install incl |
| No 5 pt harness (addl. $1904) | 4 - 5pt harness seats |
| Non-aluminum wheels (addl. $3200 est) | Aluminum wheels |
| $139,800 | $149,623 |

The Nelson's bus will show up ready to go. We have had great cooperation with Nelson's when a bus had issues and they will come to our site to work on the bus. The customer service we receive along with the warranty work is very valuable.

**Recommended Action:** Approve the purchase of two (2) route bus from Nelson's Bus Service in the amount of $149,623 each, with budgeted funds from the 2026-27 fiscal year.

**School District of River Falls**

# Personnel Committee Report

Monday, March 9, 2026 - at 7:00 PM or immediately following the 6:00 PM Finance & Facilities meeting
District Office
852 E Division Street
River Falls, Wisconsin 54022

The School Board's Personnel Committee meeting was held on Monday, March 9, 2026, at the District Office, 852 E Division Street, River Falls, Wisconsin 54022. Chair Johnson Myers called the meeting to order at 6:45 p.m. It was ascertained that notice of the meeting had been properly posted in the appointed locations and sent to the *Star-Observer*, *Pierce County Journal*, WEVR Radio Station, and the *Eau Claire Leader-Telegram.*

**PRESENT**
Committee Members Stacy Johnson Myers (Chair) and Alison Page. School Board members Lindsey Curtis, Bo Hirstein, Monica LaVold, and Mike Miller. Superintendent David Bell, Director of Finance and Facilities Lynette Coy, and Director of Human Resources & Leadership Development Nate Schurman.

1. **CALL TO ORDER - 6:45 PM**
2. **MANNER OF PUBLIC NOTIFICATION OF MEETING**
3. **HEARING OF VISITORS OR DELEGATIONS** - None

4. **INSURANCE UPDATE**
   A brief update on the status of the 2026-27 insurance plan was provided.
   **Action:** Page moved, seconded by Myers, to approve HealthPartners to serve as the District's health insurance provider for the 2026-27 school year. Motion passed 2-0.

5. **STAFFING UPDATE**
   The administrative team shared a 2026-27 staffing update.
   **Action:** None, informational only.

6. **APPROVE NEW AND UPDATED JOB DESCRIPTIONS**
   There are several job descriptions that were recommended for approval. Some job specifications are new and others are updated from existing job descriptions.
   **Action:** Page moved, seconded by Myers, to approve the Transportation Program Assistant, Activities Paraprofessional, Activities Secretary, Middle School Attendance Secretary, and the Middle School Secretary job descriptions. Motion passed 2-0.

7. **CONSIDERATION OF ADJOURNING TO CLOSED SESSION PURSUANT TO WIS. STAT. SEC. 19.85(1)(C), WHICH PERMITS CONVENING IN CLOSED SESSION FOR THE PURPOSE OF CONSIDERING THE EMPLOYMENT, PROMOTION, COMPENSATION OR PERFORMANCE EVALUATION DATA OF ANY PUBLIC EMPLOYEE OVER WHICH THE GOVERNMENTAL BODY HAS JURISDICTION OR EXERCISES RESPONSIBILITY, TO DISCUSS THE PRELIMINARY AND FINAL NOTICE OF NONRENEWAL OF CERTIFIED STAFF. ROLL CALL REQUIRED.**
   **Action:** Page moved, seconded by Myers, to adjourn to closed session. Roll Call Vote: Myers - yes, Page - yes.

8. **CONVENE TO CLOSED SESSION PURSUANT TO THE ABOVE** at 7:16 p.m.
   **Present:** Committee Members Stacy Johnson Myers (Chair) and Alison Page. School Board members Lindsey Curtis, Bo Hirstein, Monica LaVold, and Mike Miller. Superintendent David Bell, Director of Finance and Facilities Lynette Coy, and Director of Human Resources & Leadership Development Nate Schurman.

   The committee discussed the preliminary and final notices of non-renewal for certified staff.

9. **RECONVENE INTO OPEN SESSION FOR POTENTIAL ACTION RELATED TO CLOSED SESSION BUSINESS** at 7:32 p.m.
   **Action:** Page moved, seconded by Myers, to reconvene in open session. Roll Call Vote: Myers - yes, Page - yes.

   **Closed Session Action:** Page moved, seconded by Johnson Myers, to approve the preliminary and final notices of non-renewal for certified staff. Motion passed 2-0.

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

As always, committee members were given the opportunity to suggest items for future committee and/or School Board meeting agendas.

**Action:** No suggestions at this time.

11. **SCHEDULE NEXT PERSONNEL COMMITTEE MEETING**

Upcoming committee meeting dates, times, and locations were reviewed.

**Action:** Set the meeting schedule as follows:

Personnel Committee meeting, Monday, April 13, 2026, 7:00 p.m. *(or immediately following Educational Program)*
*The meeting will be held at the District Office Conference Room, 852 E. Division Street.*

12. **ADJOURN** at 7:32 p.m.

_____

Stacy Johnson Myers, Personnel Committee Chair

SCHOOL DISTRICT OF
River Falls

Administrative Office
852 E. Division Street, River Falls WI 54022
PHONE: (715) 425-1800 FAX: (715) 200-5771
www.rfsd.k12.wi.us

# INSURANCE RFP UPDATE

The Insurance Study Committee (ISC) is prepared to make the following insurance recommendations for the 2026-27 School Year.

- Recommendation #1: Approve HealthPartners to serve as the district's health insurance provider for the 2026-27 school year.

## ***HEALTH INSURANCE RFP***

The District completed a request for proposals (RFP) for the 2026-28 school year. The goal was to maintain the current plan design if possible, to explore a self-funded insurance plan, and to consider plan design changes that would result in costs at or below a 10% increase. The following carriers were approached by our broker to submit proposals:

- Medica→ Declined to quote
- Alina Health Aetna→ Declined to quote
- Anthem BlueCross→ Declined to quote
- United Healthcare → Fully-Insured quote, declined to quote Self-Funded
- HealthPartners (HP)→ Fully Insured quote, and Self-Funded quote

## ***HEALTH INSURANCE PROPOSALS***

Proposals were as follows:

- United Health Care
  - Fully- Insured quote = 69% increase
- HealthPartners
  - Fully-Insured quote = 32.9% increase
  - Self-Funded quote = 24.5% increase

## ***HEALTH INSURANCE PLAN DESIGN OPTIONS CONSIDERED***

- Increase max out of pocket
- Increase deductible
- Increase premium contribution
- Decrease HSA contribution
- Network changes
- Deductible adjustments
- Various combinations of the above.

***ISC HEALTH INSURANCE RECOMMENDATION***

*Plan: Self-Funded
Deductibles: $2000/$4000 or $4000/$8000
*Max out of Pocket (MOP): $4000/$8000 or $8,000/$16,000
Open Access Premium: 87.5% District
Achieve Premium: 93.08% District
HSA Contribution: $900/$1,800 or $2,200/$4,767
Increase District Cost: $609,592/8.9%
*Add Kavira - provides free virtual and in-home care for acute and mild/moderate chronic care.

*denotes changes to the current plan.

These following factors contributed to this recommendation:

- This plan fits within our district budget for 2026-27.
- Maintain the same network and deductible options.
- Monthly increases for 1.0 FTE Teachers, Secretaries, Custodians, Administrators - $13.46/$30.63
- Monthly increases for 0.756 FTE Paraprofessional - $36.43/$82.91
- Consumer use procedures will remain consistent with current practices.

The attached table shows a comparison between our current Fully Funded HP plan to our proposed Self-Funded HP plan. (LINK).

***DENTAL INSURANCE***

We are currently in our second year of Self-Funded dental insurance. We are currently running just over budget. Gallagher suggests a 4% increase.

***VOLUNTARY INSURANCE***

We currently offer four different types of elective insurance that is paid for entirely by the employee.

- Vision Coverage - EyeMed.
    - No change to benefit.
    - Under rate guarantee until 6/30/28
- Supplemental Health Coverage (Accident, Critical Illness, Hospital Indemnity) - The Standard
    - No change to benefit.
    - Under rate guarantee until 6/30/28

**School District of River Falls**
**Job Description**
**TRANSPORTATION PROGRAM ASSISTANT**

**MINIMUM QUALIFICATIONS:**

1. Have strong organizational, interpersonal, and communication skills.
2. Be proficient in the use of technology.
3. Have strong organizational, interpersonal, collaboration, and communication skills.
4. Be able to work independently, take initiative, solve problems, and manage diverse personalities.
5. Maintain strict confidentiality.
6. Demonstrate a high attention to detail.
7. Hold a high school diploma; 2-year associate degree and/or post-secondary credits preferred.
8. Acquire a CDL license with School Bus and Passenger endorsements within six months of employment, and drive as needed.

**POSITION SUMMARY:**

To assist with providing a transportation system that moves all children in the most efficient and safe manner possible. Also to help provide a system that ensures that all state and federal laws are complied with. The nature of the work requires someone who can provide superior clerical and organizational skills, maintain a good working relationship with all District employees, and promote good relations with department members.

**REPORTS TO:**

Transportation Supervisor

**PERFORMANCE RESPONSIBILITIES:**

1. Assist with establishing bus routes and assigning drivers.
2. Support the Transportation Department throughout the day and during afternoon routes.
3. Assist with the development and implementation of a system for dealing with emergencies en route.
4. Consult with building principals to establish appropriate discipline on the buses.
5. Provide information and resources to drivers to support the safe transportation of students to and from school.
6. Maintain personnel records as required by the district and law.
7. Answer and problem solve a high volume of calls regarding student transportation needs from parents, students, and school staff.
8. Assist drivers with entering time off/work time and using district software such as Skyward.
9. Perform office work, such as but not limited to: Recording all students and routes in the computer system, maintain accurate records for monthly statements, state reports, extracurricular trips, purchase orders,cross-town runs, random drug testing, absentees, etc.
10. Drive a school bus when needed.
11. Be available on occasional evenings and weekends to assist drivers with transportation issues.
12. Help to keep the premises neat and clean for the public.
13. Other duties as assigned.

Revised 3/9/26

Draft

**School District of River Falls**
**Job Description**
**ACTIVITIES PARAPROFESSIONAL**

**MINIMUM QUALIFICATIONS:**

1. Have strong organizational, interpersonal, and communication skills.
2. Be proficient in the use of technology.
3. Have strong organizational, interpersonal, collaboration, and communication skills.
4. Be able to work independently, take initiative, solve problems, and manage diverse personalities.
5. Maintain strict confidentiality.
6. Hold a high school diploma; A 2-year associate degree and/or post-secondary credits preferred.
7. Experience working in an educational setting is preferred.

**POSITION SUMMARY:**

Provide operational support to the activity and athletic programs, ensuring efficient operations that align with WIAA and District requirements. This position serves as a resource for students and staff providing assistance in a variety of duties that support the overall success of the District's programs.

**REPORTS TO:**

Activities Director and the High School Principal.

**PERFORMANCE RESPONSIBILITIES:**

1. Create and update rosters and programs.
2. Collect and file end of season reports for the WIAA.
3. Manage and organize money boxes for activities and clubs as needed.
4. Schedule event workers for all home sports.
5. Send weekly reminders to event workers.
6. Enter worker pay in the designated payroll system.
7. Run worker payment vouchers for special pay for district office accountants.
8. Assist with student questions as needed.
9. Assist in the collection of eligibility paperwork and fees for activities and athletics.
10. Assist team managers throughout the seasons.
11. Organize fan travel as needed (permissions, chaperones, medical).
12. Make deposits for all clubs and activities.
13. Reconcile all gate fees/season passes (cash/electronic).
14. Collect fees from other schools for all home invitationals, such as Winter Wonderland and Northern Badger.
15. Create electronic ticketing for all home contests.
16. Create certificates for letters, and awards such as, but not limited to, National Honors Society, Presidential, Academic All Conference, Senior Awards Night.
17. Enter all academic and athletic achievements in the designated platform.
18. Handle phone calls regarding sport or activities related questions.
19. Fill in for activities secretary as needed.
20. Assist in the main office as needed.
21. Produce signage and other promotional materials as needed.
22. Other duties as assigned.

Revised 3/9/26

Draft

**School District of River Falls**
**Job Description**
**ACTIVITIES SECRETARY**

**MINIMUM QUALIFICATIONS:**

1. Have strong organizational, interpersonal, and communication skills.
2. Be proficient in the use of technology.
3. Have strong organizational, interpersonal, collaboration, and communication skills.
4. Be able to work independently, take initiative, solve problems, and manage diverse personalities.
5. Maintain strict confidentiality.
6. Hold a high school diploma; A 2-year associate degree and/or post-secondary credits preferred.
7. Experience working in an educational setting is preferred.

**POSITION SUMMARY:**

Ensure clear and accurate communication regarding student registration procedures and eligibility requirements. Under the direction of the Activities Director, the Activities Secretary supports and communicates with coaches to address program needs and help ensure activities operate efficiently and effectively.

**REPORTS TO:**

Activities Director and the High School Principal.

**PERFORMANCE RESPONSIBILITIES:**

1. Update eligibility lists for each sport/activity.
2. Create emergency bus lists for each sport/activity.
3. Manage transportation for all away events.
4. Communicate early release times in Infinite Campus.
5. Order supplies for individual sports, activities, and the athletic trainer.
6. Arrange hotel accommodations for sports and activities..
7. Issue and track keys for coaches and advisors.
8. Enter practice schedules into calendar (not including sporting events).
9. Assist coaches/advisors in clerical and organizational capacities.
10. Create employment recommendations for all coaches/advisors.
11. Track coach and advisor pay and longevity for payroll - 3 payment periods per year, enter into payroll spreadsheet for accounting.
12. Process all personnel paperwork for new coaches and/or duty worker employees,
13. Collect W9 forms for officials and vendors as needed.
14. Manage rSchool (Arbiter) eligibility paperwork and fees for athletics/activities for MS and HS and enter into Infinite Campus.
15. Monitor student eligibility following WIAA guidelines.
16. File all physical and code information following WIAA guidelines.
17. Schedule and track Impact testing with the trainer for athletes.
18. Assist parents and students with questions.
19. Collect and deposit student activity and rental fees.
20. Manage and process purchase orders for all athletics and activities.
21. Manage credit card transactions; rectify and input into Skyward monthly; collect all receipts/back up info and send to CO
22. Schedule all buildings in the district and enter into RSchool for community events and activities.
23. Handle phone calls regarding all facility scheduling, rentals, availability, athletic events, sports questions.
24. Create and manage contracts for facility use for rentals, make arrangements for outside groups needs for facility use, collect rental fees. (Arbiter)
25. Program all doors as needed for events district wide (PDK system).
26. Perform all other duties as assigned.

Draft

**School District of River Falls**
**Job Description**
**MIDDLE SCHOOL ATTENDANCE SECRETARY**

**MINIMUM QUALIFICATIONS:**

1. Have a strong willingness and ability to relate effectively, collaboratively, and cordially.
2. Be proficient in the use of technology.
3. Have strong organizational, interpersonal, and communication skills.
4. Demonstrate the ability to work independently, take initiative, and solve problems.
5. Maintain confidentiality.
6. Hold a high school diploma; A 2-year associate degree and/or post-secondary credits preferred.
7. Experience working in an educational setting is preferred.

**POSITION SUMMARY:**

Be the primary point of contact for student attendance, and is responsible for tracking student attendance daily. Provide clear communication to stakeholders, maintain confidentiality, and contribute to a friendly, service-oriented office environment. The position requires the ability to perform multiple duties simultaneously—such as answering phones, checking students in and out, and monitoring security—with a high level of accuracy and care for the main entrance.

**REPORTS TO:**

Middle School Principal and Assistant Middle School Principal

**PERFORMANCE RESPONSIBILITIES:**

1. Provide organizational assistance and administrative support to the Middle School Principal and Assistant Principal.
2. Maintain a professional and friendly office environment to ensure the main entrance is welcoming.
3. Communicate confidential student and attendance information in an appropriate manner.
4. Answer phones, transfer calls, and consistently monitor voicemails and emails throughout the day.
5. Conduct announcements over the PA system as needed.
6. Use various software applications to prepare data, manage facility calendars, and assist with sports registrations.
7. Suggest means for improving office systems, particularly for complex scheduling and attendance calendars.
8. Oversee student and visitor check-in and check-out processes throughout the day.
9. Ensure appropriate background checks for all visitors and manage door security via the door scheduler.
10. Complete daily attendance for students, marking tardies, absences, and parent requests.
11. Change attendance codes in Infinite Campus to accurately reflect student status, navigating complex grade-specific calendars.
12. Enter classroom attendance for substitute teachers or when schedules do not align in the system.
13. Issue passes to students for leaving early, arriving late, or being tardy.
14. Monitor security cameras and use walkie-talkie communications to alert administration to safety concerns.
15. Ensure all safety communications devices and walkie-talkies are charged and functional.
16. Track students for parent drop-offs, pick-ups, or when a parent needs them for any reason.
17. Update the facilities and athletics calendars, including assisting with sports registrations and Arbiter.
18. Handle office equipment maintenance, including changing toners, collection units, and calling for repairs.
19. Coordinate with the bus garage regarding student transportation and communications.
20. Assist parents with login information and help students use office technology (e.g., making phone calls).
21. Verify monetary deposits and record purchase orders or reimbursements to appropriate accounts.
22. Check in supplies as they arrive and handle freight problems or shortages.
23. Perform all other duties as assigned.

Draft

**School District of River Falls**
**Job Description**
**MIDDLE SCHOOL SECRETARY**

**MINIMUM QUALIFICATIONS:**

1. Have a strong willingness and ability to relate effectively, collaboratively, and cordially with others.
2. Be proficient in the use of technology.
3. Have strong organizational, interpersonal, and communication skills.
4. Demonstrate the ability to work independently, take initiative, and solve problems.
5. Maintain confidentiality.
6. Hold a High School diploma; a 2-year associate degree and/or post-secondary credits is preferred.
7. Experience working in an educational setting is preferred.

**POSITION SUMMARY:**

Serve as the central hub of building operations, providing essential support to students, staff, and administration. This role requires a high level of organization, financial precision, and a proactive approach to school logistics. You will be responsible for managing complex budgets, overseeing payroll and substitute systems, and ensuring the smooth execution of daily schedules and special events. As a primary point of contact for the school, this position demands excellent communication skills and the ability to multitask in a fast-paced educational environment.

**REPORTS TO:**

Middle School Principal and Assistant Middle School Principal

**PERFORMANCE RESPONSIBILITIES:**

1. Answer incoming calls, take detailed messages, and direct inquiries to appropriate departments.
2. Create and distribute the monthly school newsletter to keep families and staff informed.
3. Coordinate the use of building facilities and manage the Meyer Middle School master calendar.
4. Assist in the security of the building by programming doors based on daily requests and schedules.
5. Organize and assist with key school events, such as Veterans Day programs, parent-teacher conferences, and Back to School Night.
6. Coordinate transportation by setting up busing for field trips and arranging teacher travel as needed.
7. Continuously update and monitor distinct accounts, including the athletic and principal budgets, to ensure all spending remains within fiscal limits.
8. Create purchase orders (POs), process orders, and ensure timely payment of invoices.
9. Communicate with vendors to secure updated W-9s and track the status of deliveries.
10. Check in all items ordered and maintain an accurate inventory via Excel.
11. Accurately count cash and checks for all accounts and create detailed spreadsheets to ensure deposits are applied to the correct account numbers.
12. Record and enter Chromebook fees into Infinite Campus.
13. Approve time-off requests and verify timecards for paraprofessionals, ensuring strict adherence to the Employee Handbook.
14. Create Employee Recommendations per handbook guidelines and set up/adjust new paraprofessional schedules in Skyward.
15. Manage the substitute system, including scheduling subs, assigning curriculum days, and reconciling absences at the end of each week.
16. Update the annual block schedule on spreadsheets and coordinate professional printing/ordering.
17. Execute the annual "rollover" of the MMS calendar systems to prepare for the new school year.
18. Perform all other duties as assigned.

CESA 11
SERVE - EDUCATE - LEAD

# RIVER FALLS

**Shared Service Contract 2026-2027**

*We will renew all the services you are presently purchasing unless you have checked the column to drop the service.*

**SIGN, DATE AND RETURN TO CESA #11 by March 27, 2026**

## REQUIRED SERVICES

| Program Area | Code | Estimated Cost | Renew |
|---|---|---|---|
| **CESA Administration** | 100 | $18,894 | X |
| **Cooperative Bidding/Purchasing** | 730 | $1,369 | X |
| **Delivery Service** | 747 | $2,324 | X |

## INSTRUCTIONAL SUPPORT & PROFESSIONAL DEVELOPMENT (ISPD)

| Program | Code | Estimated Cost | Purchase | Renew | Drop |
|---|---|---|---|---|---|
| Career & Technical Education (CTE) Library | 551 | $1,055 | ☐ | | |
| Comprehensive Consulting & Networking Services (CCNS) | 756 | $7,450 | | ☒ | ☐ |
| District Curriculum Coordinator | 776 | $1,255/Day ____# of Days (10 min)<br>$1,215/Day ____# of Days (20 min) | ☐ | | |
| District Level Consulting Services: 1-9 Days | 757 | $1,280/Day _____# of Days | | ☐ | ☒ |
| District Level Consulting Services: 10-19 Days | 753 | $1,255/Day _____# of Days | ☐ | | |
| District Level Consulting Services: 20+ Days | 739 | $1,215/Day _____# of Days | ☐ | | |
| Early Learning Consortium | 539 | $1,765 | ☐ | | |
| Educational Integrity for Student Success | 652 | $1,115 | ☐ | | |
| EL (English Learners) Coordinator Services | 786 | $1,255/Day _____# of Days (10 day minimum) | ☐ | | |
| Grant Development Services | 870 | $1,280/Day _____# of Days | ☐ | | |
| Healthy, Safe, Respectful Schools | 650 | $2,895 | ☐ | | |
| Literacy Support Services | 329 | $3,050 | ☐ | | |
| Reading Specialist | 324 | $1,215/Day _____# of Days (20 day minimum) | ☐ | | |
| Science, Math & Technology Resource Center (SciMaTech) | 679 | $2,890/$4,010/$5,350/$6,235 | ☐ | | |
| Title I: Administration and Program Services | 705 | 4.95% of Annual Title I Allocation | | ☒ | ☐ |
| Title II A Consortium: Building Systems of Support for Excellent Teaching & Leading | 702 | 4.95% of Title IIA Allocation | ☐ | | |
| Title III Consortium: English Learners (EL) | 345 | Consortium Grant: Paid with Federal Funds | | ☒ | ☐ |

## SPECIAL EDUCATION SERVICES

| Program Area | Code | Estimated Cost | Purchase | Renew | Drop |
|---|---|---|---|---|---|
| Audiology Services | 355 | Calculated on Individual District Basis | | ☒ | ☐ |
| Deaf / Hard of Hearing Services | 130 | Calculated on Individual District Basis | ☐ | | |
| Occupational Therapy | 151 | Calculated on Individual District Basis | ☐ | | |
| Physical Therapy | 152 | Calculated on Individual District Basis | ☐ | | |
| School Based Services (SBS) | 240 | $76 per Medicaid eligible student | ☐ | | |
| School Psychologist | 167 | _____# of Days or _____FTE | ☐ | | |
| Special Education Consultation | 301 | $1,280/Day _____# of Days | | ☐ | ☒ |
| Special Education Director | 106 | _____# of Days | ☐ | | |
| Special Education Instructional Media Center (SEIMC) | 698 | $3,905 / $5,780 / $7,465 | ☐ | | |
| Speech Therapist | 181 | _____# of Days | ☐ | | |
| Supporting Students with Disabilities Network | 712 | $3,030 | | ☒ | ☐ |
| Vision Impaired / Orientation & Mobility Program | 135 | Calculated on Individual District Basis | | ☒ | ☐ |

## TECHNOLOGY SERVICES

| Program Area | Code | Estimated Cost | Purchase | Renew | Drop |
|---|---|---|---|---|---|
| CESA 11 Distance Education Coordination | 668 | $4,500 | ☐ | | |
| CESA 11 Interactive Special Events Service | 664 | $4,990 / $6,020 | ☐ | | |
| Cybersecurity | 746 | $5,525 | ☐ | | |
| E-Rate Services | 751 | 5% of Allocation / Minimum / Cap *See catalog for details* | ☐ | | |
| IT Coordinator *(New)* | 752 | $1,255/Day _____# of Days ( 10 day minimum) | ☐ | | |

## BUSINESS SERVICES

| Program Area | Estimated Cost | Purchase | Renew | Drop |
|---|---|---|---|---|
| Business Manager Services | Customized Fee | ☐ | | |
| Payroll Processing/Benefits Administration | Customized Fee | ☐ | | |

D OBC
Authorized Signature

3/23/2026
Date

*Note: Because some service costs are based on projected expenses and/or participation, some rates may be adjusted during this contract year.*



**OFFICE USE ONLY**

Date Received: _____ Time: _____