

# **Policy, Curriculum, Education & Activities Committee**

Tuesday, June 16, 2026 8:30 AM

Pines Community Meeting Room, 1700 Pleasure Island Road, Eagle River, WI 54521

## **I. Goals of the Committee**

I.A. Families & Community: NPSD will use results from a Community Survey, Parent Survey, and Staff Survey to discuss and create long-term goals with the new District Administrator.

Teaching & Learning: NPSD will increase the percentage of students performing at or above grade-level proficiency in English Language Arts and Mathematics by 5%, as measured by state assessments and local benchmark assessments.

Teaching & Learning: All Schools at NPSD will have an overall attendance of 95% or higher.

## **II. Opening of the Meeting**

II.A. Call to Order, Roll Call, Establish a Quorum, Open Meeting Verification

II.B. Action Item: Approval of agenda

## **III. Discussion/Action Items**

III.A. Director of Teaching and Learning Report

III.B. Approval of Purchase of Math Text Books for 2026-2027

III.C. Approval of New York 2027 Trip

III.D. Approval of revisions to Student Fees Policy

III.E. First Review of revisions to Neola legal updates - Policies for the Board, Act 89

III.F. First Review of revisions to Neola legal updates - Policies for the Board, 35.1

## **IV. Adjournment**



NORTHLAND PINES SCHOOL DISTRICT  
**CURRICULUM OFFICE**

**Sue McKay, Director of Teaching and Learning**

1700 Pleasure Island Road | Eagle River, WI 54521 | Phone (715) 337-2527 | Fax (715) 230-5031 | Website [www.npsd.k12.wi.us](http://www.npsd.k12.wi.us)

May 26, 2026

Dear Parent/Guardian:

As previously communicated on May 13, ACT conducted a review of all scores for students who took the online test this spring during school-day testing. ACT's review of scores has been completed, and any student score that was on hold is now updated and available in students' MyACT accounts.

According to ACT, this need was based on an update to the process used to ensure all scores are fair and reliable for all students regardless of when and how they take the test. That update caused unexpected results that required us to issue new scores for students who tested online, and your Composite and section scores have either stayed the same or have slightly increased based on your individual performance. Your scores are not lower than what was previously available in your MyACT account. Our analysis shows that the rescored results accurately reflect your performance.

As next steps, ACT has reissued scores with NPSD. These will be distributed through the school's guidance office. In addition, if you had ACT share your results with colleges or scholarship agencies, ACT is providing revised scores to each organization you identified. **If you sent your scores outside of the ACT process (outside of MyACT), you should resend your updated scores (if affected) so that those institutions have the most up-to-date information.**

If you have questions, please review the [Examinee FAQs for Spring 2026 Online ACT Scores](#) or submit an [online inquiry form](#) to ACT.

We are also here to support you and your child through this unique situation. You may also contact your school testing coordinator:

Middle & High School - Sade Seeger [sseeger@npsd.k12.wi.us](mailto:sseeger@npsd.k12.wi.us)

SOAR High School - Nicole Olejniczak [nolejniczak@npsd.k12.wi.us](mailto:nolejniczak@npsd.k12.wi.us)

District Assessment Coordinator - Sue McKay [sumckay@npsd.k12.wi.us](mailto:sumckay@npsd.k12.wi.us)

Sincerely,

*Sue McKay*

Sue McKay

Director of Teaching and Learning

# Renaissance

2911 Peach Street, Wisconsin Rapids, WI 54494-1905  
PO Box 8036, Wisconsin Rapids, WI 54495  
Phone: (800) 338-4204 | Fax: (877) 280-7642  
Federal I.D. 39-1559474  
[www.renaissance.com](http://www.renaissance.com)

## Quote

# Q-440449 v1

### Northland Pines School Dist. - 155380

#### Primary Contact

Karie Jo Bornberg  
Email - [kbornberg@npsd.k12.wi.us](mailto:kbornberg@npsd.k12.wi.us)  
PO Box 449  
Tomahawk, WI 54487-0449

#### Billing Account

Northland Pines School Dist. - 155380  
1800 Pleasure Island Rd  
Eagle River, WI 54521-8980

### Quote Summary

School Count: 4

|                                       |                        |
|---------------------------------------|------------------------|
| Renaissance Products & Services Total | \$13,218.75            |
| Applied Discounts                     | (\$2,468.75)           |
| Estimated Sales Tax                   | \$0.00                 |
| Shipping Cost                         | \$0.00                 |
| <b>Grand Total</b>                    | <b>USD \$10,750.00</b> |

### This quote includes: Star and Services.

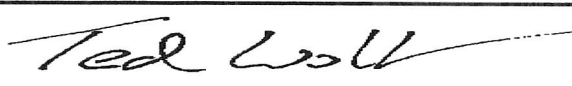
By signing below, Customer:

- Acknowledges that the Person signing this Quote is authorized to do so on behalf of Customer.
- Agrees Customer's access to and use of the Products and Services referenced in the Quote (and any other quote issued to Customer during the Subscription Period) are subject to compliance with the Renaissance Terms of Service and License located at <https://doc.renlearn.com/KMNet/R62416.pdf>, incorporated herein by reference.
- Acknowledges and agrees that the applicable Data Protection Addendum and Privacy Notices located at <https://docs.renaissance.com/R62068> are incorporated into this Agreement. Additional information about Renaissance's privacy and security is available at <https://www.renaissance.com/privacy/>.

To accept this offer and place an order, please sign and return this Quote.

Renaissance will issue an Invoice for this Quote promptly after the date the Order is processed at Renaissance. If Customer requires a purchase order, Customer agrees to provide the purchase order to Renaissance as an attachment to this signed quote. Customer agrees to pay the invoice within 30 days after the Invoice Date.

Customer indicates that no Purchase Order is required, and that Billing Account information is correct.

|                                                                                     |                              |
|-------------------------------------------------------------------------------------|------------------------------|
| Renaissance Learning, Inc.                                                          | Northland Pines School Dist. |
|  | By:                          |
| Name: Ted Wolf                                                                      | Name:                        |
| Title: Chief Financial Officer                                                      | Title:                       |
| Date: 16-Apr-2026                                                                   | Date:                        |

Please e-sign OR print, sign, and return this Quote to your Account Representative Kelly Keffer at [kelly.keffer@renaissance.com](mailto:kelly.keffer@renaissance.com). For any changes or additional information, please reach out by email or phone at (773) 755-4802. Thank you.

# Renaissance

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Federal I.D. 39-1559474

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## Quote

# Q-440449 v1

All quotes and orders are subject to availability of merchandise. This Quote is valid for 60 days from the date under Renaissance's signature. Professional development expires one year from purchase date. Alterations to this quote will not be honored without Renaissance approval. Please note: Any pricing or discount indicated is subject to change with alterations to the quote. Tax has been estimated and is subject to change without notice. Unless you provide Renaissance with a valid and correct tax exemption certificate applicable to your purchase of product and the product ship-to location, you are responsible for sales and other taxes associated with this order.

United States government and agency transactions into Arizona: The Tax or AZ-TPT item(s) listed on this quote and subsequent invoice(s) is a charge to recover the cost of the Arizona Transaction Privilege Tax ('TPT'). The incidence of the TPT is on Renaissance Learning for the privilege of conducting business in the State of Arizona. Since the tax is not directly imposed on the United States, the constitutional immunity of the United States does not apply.

Hawaii residents only: Orders shipped to Hawaii residents will be subject to the 4.166% (4.712% O'ahu Is.) Hawaii General Excise tax. United States government and agency transactions into Hawaii: The Tax or General Excise Tax item(s) listed on this quote and subsequent invoice(s) is a charge to recover the cost of the Hawaii General Excise Tax. The incidence of the General Excise Tax is on Renaissance Learning for the privilege of conducting business in the State of Hawaii. Since the tax is not directly imposed on the United States, the constitutional immunity of the United States does not apply.

New Mexico residents only: Orders shipped to New Mexico residents will be subject to the 5.125% (Location Code: 88-888) Gross Receipts tax. United States government and agency transactions into New Mexico: The Tax or Gross Receipts Tax item(s) listed on this quote and subsequent invoice(s) is a charge to recover the cost of the New Mexico Gross Receipts Tax. The incidence of the Gross Receipts Tax is on Renaissance Learning for the privilege of conducting business in the State of New Mexico. Since the tax is not directly imposed on the United States, the constitutional immunity of the United States does not apply. Starting July 1, 2021 New Mexico requires sellers to collect tax on the state and local rate. This varies depending on the city and county.

Students can become their most amazing selves — only when teachers truly shine. Renaissance amplifies teachers' effectiveness in the classroom — transforming data into actionable insights to improve learning outcomes. Remember, we're here to ensure your successful implementation. Please allow 30-90 days for installation and set-up.



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## Quote

# Q-440449 v1

### Quote Details

#### Eagle River Elementary School – 2679632

| Products & Services | Quantity | Unit Price | Total |
|---------------------|----------|------------|-------|
|---------------------|----------|------------|-------|

Quote Year 1: 01-Aug-2026 – 31-Jul-2027

#### Star Assessments

|                                       |     |         |            |
|---------------------------------------|-----|---------|------------|
| Star Comprehensive Suite Subscription | 160 | \$16.35 | \$2,616.00 |
|---------------------------------------|-----|---------|------------|

#### Platform

|                                         |   |          |          |
|-----------------------------------------|---|----------|----------|
| Annual All Product Renaissance Platform | 1 | \$750.00 | \$750.00 |
|-----------------------------------------|---|----------|----------|

**Quote Year 1 Subtotal** **\$3,366.00**

**Eagle River Elementary School SubTotal** **\$3,366.00**

**Applied Discounts** **(\$632.00)**

**Eagle River Elementary School Total** **\$2,734.00**

#### Northland Pines High School – 708964

| Products & Services | Quantity | Unit Price | Total |
|---------------------|----------|------------|-------|
|---------------------|----------|------------|-------|

Quote Year 1: 01-Aug-2026 – 31-Jul-2027

#### Star Assessments

|                                       |     |         |            |
|---------------------------------------|-----|---------|------------|
| Star Comprehensive Suite Subscription | 340 | \$16.35 | \$5,559.00 |
|---------------------------------------|-----|---------|------------|

#### Platform

|                                         |   |          |          |
|-----------------------------------------|---|----------|----------|
| Annual All Product Renaissance Platform | 1 | \$750.00 | \$750.00 |
|-----------------------------------------|---|----------|----------|

**Quote Year 1 Subtotal** **\$6,309.00**

**Northland Pines High School SubTotal** **\$6,309.00**

**Applied Discounts** **(\$1,343.00)**

**Northland Pines High School Total** **\$4,966.00**

#### Soar High School – 6940716

| Products & Services | Quantity | Unit Price | Total |
|---------------------|----------|------------|-------|
|---------------------|----------|------------|-------|

Quote Year 1: 01-Aug-2026 – 31-Jul-2027

#### Star Assessments

|                                       |    |         |            |
|---------------------------------------|----|---------|------------|
| Star Comprehensive Suite Subscription | 65 | \$16.35 | \$1,062.75 |
|---------------------------------------|----|---------|------------|

#### Platform

|                                         |   |          |          |
|-----------------------------------------|---|----------|----------|
| Annual All Product Renaissance Platform | 1 | \$750.00 | \$750.00 |
|-----------------------------------------|---|----------|----------|

**Quote Year 1 Subtotal** **\$1,812.75**

**Soar High School SubTotal** **\$1,812.75**

**Applied Discounts** **(\$256.75)**

**Soar High School Total** **\$1,556.00**

#### Soar Middle School – 6940715

| Products & Services | Quantity | Unit Price | Total |
|---------------------|----------|------------|-------|
|---------------------|----------|------------|-------|

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Phone: (800) 338-4204 | Fax: (877) 280-7642  
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[www.renaissance.com](http://www.renaissance.com)

Quote  
# Q-440449 v1

|                                         |    |          |            |
|-----------------------------------------|----|----------|------------|
| Quote Year 1: 01-Aug-2026 – 31-Jul-2027 |    |          |            |
| Star Assessments                        |    |          |            |
| Star Comprehensive Suite Subscription   | 60 | \$16.35  | \$981.00   |
| Platform                                |    |          |            |
| Annual All Product Renaissance Platform | 1  | \$750.00 | \$750.00   |
| Quote Year 1 Subtotal                   |    |          | \$1,731.00 |
| Soar Middle School SubTotal             |    |          | \$1,731.00 |
| Applied Discounts                       |    |          | (\$237.00) |
| Soar Middle School Total                |    |          | \$1,494.00 |

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Because learning changes everything.®

**QUOTE PREPARED FOR:**

Northland Pines Sch Dist  
1800 PLEASURE ISLAND RD  
EAGLE RIVER, WI 54521-8980  
ACCOUNT NUMBER: 457370

**SUBSCRIPTION/DIGITAL CONTACT:**

Mary Mulleady  
mmulleady@npsd.k12.wi.us  
715-337-2527

**CONTACT:**

Mary Mulleady  
mmulleady@npsd.k12.wi.us  
715-337-2527

**SALES REP INFORMATION:**

Allison Williams  
allison.williams@mheducation.com  
(614) 557-3149

| Section Summary                      | Value of All Materials | Free Materials      | Product Subtotal   |
|--------------------------------------|------------------------|---------------------|--------------------|
| <a href="#">Wonders 2023 Grade 3</a> | \$6,744.06             | (\$3,282.66)        | \$3,461.40         |
| <a href="#">Wonders 2023 Grade 4</a> | \$6,825.12             | (\$3,282.66)        | \$3,542.46         |
| <a href="#">Wonders 2023 Grade 5</a> | \$3,639.12             | (\$1,094.22)        | \$2,544.90         |
| <a href="#">Wonders 2017 Grade 6</a> | \$2,489.94             | (\$572.94)          | \$1,917.00         |
| <b>PRODUCT TOTAL*</b>                | <b>\$19,698.24</b>     | <b>(\$8,232.48)</b> | <b>\$11,465.76</b> |
| <b>ESTIMATED S&amp;H**</b>           |                        |                     | \$204.65           |
| <b>ESTIMATED TAX**</b>               |                        |                     | \$0.00             |
| <b>GRAND TOTAL*</b>                  |                        |                     | <b>\$11,670.41</b> |

\* Price firm for 90 days from quote date. Price quote must be attached to school purchase order to receive the quoted price and free materials.

\*\*Shipping and handling charges shown are only estimates. Actual shipping and handling charges will be applied at time of order. Taxes shown are only estimates. If applicable, actual tax charges will be applied at time of order.

Comments:

**PLEASE INCLUDE THIS PROPOSAL WITH YOUR PURCHASE ORDER**

**SEND ORDER TO:**

McGraw Hill LLC | PO Box 182605 | Columbus, OH 43218-2605  
Email: orders\_mhe@mheducation.com | Phone: 1-800-338-3987 | Fax: 1-800-953-8691

QUOTE DATE: 06/10/2026  
QUOTE NUMBER: AWILL-06102026021625-001

ACCOUNT NAME: Northland Pines Sch Dist  
ACCOUNT #: 457370

EXPIRATION DATE: 09/08/2026  
PAGE #: 1



Because learning changes everything.®

| Product Description                                                        | ISBN              | Qty | Unit Price | Free Materials    | Line Subtotal     |
|----------------------------------------------------------------------------|-------------------|-----|------------|-------------------|-------------------|
| <b>Wonders 2023 Grade 3</b>                                                |                   |     |            |                   |                   |
| READING WONDERS VALUED CUSTOMER STUDENT 1 YEAR SUBSCRIPTION BUNDLE GRADE 3 | 978-1-26-632290-7 | 78  | \$36.66    | \$0.00            | \$2,859.48        |
| READING WONDERS NATIONAL STUDENT WORKSPACE 1 YEAR SUBSCRIPTION GRADE 3     | 978-1-26-569834-8 | 24  | \$25.08    | \$0.00            | \$601.92          |
| READING WONDERS NATIONAL TEACHER WORKSPACE 1 YEAR SUBSCRIPTION GRADE 3     | 978-1-26-584876-7 | 6   | \$547.11   | \$3,282.66        | *Free Materials   |
| <b>Wonders 2023 Grade 3 Subtotal:</b>                                      |                   |     |            | <b>\$3,282.66</b> | <b>\$3,461.40</b> |

|                                                                            |                   |    |          |                   |                   |
|----------------------------------------------------------------------------|-------------------|----|----------|-------------------|-------------------|
| <b>Wonders 2023 Grade 4</b>                                                |                   |    |          |                   |                   |
| READING WONDERS VALUED CUSTOMER STUDENT 1 YEAR SUBSCRIPTION BUNDLE GRADE 4 | 978-1-26-632357-7 | 85 | \$36.66  | \$0.00            | \$3,116.10        |
| READING WONDERS NATIONAL STUDENT WORKSPACE 1 YEAR SUBSCRIPTION GRADE 4     | 978-1-26-569940-6 | 17 | \$25.08  | \$0.00            | \$426.36          |
| READING WONDERS NATIONAL TEACHER WORKSPACE 1 YEAR SUBSCRIPTION GRADE 4     | 978-1-26-585176-7 | 6  | \$547.11 | \$3,282.66        | *Free Materials   |
| <b>Wonders 2023 Grade 4 Subtotal:</b>                                      |                   |    |          | <b>\$3,282.66</b> | <b>\$3,542.46</b> |

|                                                                            |                   |    |          |                   |                   |
|----------------------------------------------------------------------------|-------------------|----|----------|-------------------|-------------------|
| <b>Wonders 2023 Grade 5</b>                                                |                   |    |          |                   |                   |
| READING WONDERS VALUED CUSTOMER STUDENT 1 YEAR SUBSCRIPTION BUNDLE GRADE 5 | 978-1-26-632374-4 | 53 | \$36.66  | \$0.00            | \$1,942.98        |
| READING WONDERS NATIONAL STUDENT WORKSPACE 1 YEAR SUBSCRIPTION GRADE 5     | 978-1-26-584030-3 | 24 | \$25.08  | \$0.00            | \$601.92          |
| READING WONDERS NATIONAL TEACHER WORKSPACE 1 YEAR SUBSCRIPTION GRADE 5     | 978-1-26-585867-4 | 2  | \$547.11 | \$1,094.22        | *Free Materials   |
| <b>Wonders 2023 Grade 5 Subtotal:</b>                                      |                   |    |          | <b>\$1,094.22</b> | <b>\$2,544.90</b> |

|                                                               |                   |    |          |                 |                   |
|---------------------------------------------------------------|-------------------|----|----------|-----------------|-------------------|
| <b>Wonders 2017 Grade 6</b>                                   |                   |    |          |                 |                   |
| READING WONDERS STUDENT WORKSPACE 1 YEAR SUBSCRIPTION GRADE 6 | 978-0-07-679102-6 | 90 | \$21.30  | \$0.00          | \$1,917.00        |
| READING WONDERS TEACHER WORKSPACE 1 YEAR SUBSCRIPTION GRADE 6 | 978-0-07-679741-7 | 1  | \$572.94 | \$572.94        | *Free Materials   |
| <b>Wonders 2017 Grade 6 Subtotal:</b>                         |                   |    |          | <b>\$572.94</b> | <b>\$1,917.00</b> |

**PLEASE INCLUDE THIS PROPOSAL WITH YOUR PURCHASE ORDER**

**SEND ORDER TO:**

McGraw Hill LLC | PO Box 182605 | Columbus, OH 43218-2605  
Email: orders\_mhe@mheducation.com | Phone: 1-800-338-3987 | Fax: 1-800-953-8691

QUOTE DATE: 06/10/2026  
QUOTE NUMBER: AWILL-06102026021625-001

ACCOUNT NAME: Northland Pines Sch Dist  
ACCOUNT #: 457370

EXPIRATION DATE: 09/08/2026  
PAGE #: 2





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Northland Pines Sch Dist  
1800 PLEASURE ISLAND RD  
EAGLE RIVER, WI 54521-8980  
ACCOUNT NUMBER: 457370

**CONTACT:**

Mary Mulleady  
mmulleady@npsd.k12.wi.us  
715-337-2527

|                                 |                    |
|---------------------------------|--------------------|
| VALUE OF ALL MATERIALS          | \$19,698.24        |
| FREE MATERIALS                  | (\$8,232.48)       |
| <b>PRODUCT TOTAL*</b>           | <b>\$11,465.76</b> |
| ESTIMATED SHIPPING & HANDLING** | \$204.65           |
| ESTIMATED TAX**                 | \$0.00             |
| <b>GRAND TOTAL</b>              | <b>\$11,670.41</b> |

**SUBSCRIPTION/DIGITAL CONTACT:**

Mary Mulleady  
mmulleady@npsd.k12.wi.us  
715-337-2527

Comments:

\* Price firm for 90 days from quote date. Price quote must be attached to school purchase order to receive the quoted price and free materials.

\*\*Shipping and handling charges shown are only estimates. Actual shipping and handling charges will be applied at time of order. Taxes shown are only estimates. If applicable, actual tax charges will be applied at time of order.

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**School Purchase Order Number:** \_\_\_\_\_

\_\_\_\_\_  
Name of School Official (Please Print)

\_\_\_\_\_  
Signature of School Official

**PLEASE INCLUDE THIS PROPOSAL WITH YOUR PURCHASE ORDER**

**SEND ORDER TO:**

McGraw Hill LLC | PO Box 182605 | Columbus, OH 43218-2605  
Email: [orders\\_mhe@mheducation.com](mailto:orders_mhe@mheducation.com) | Phone: 1-800-338-3987 | Fax: 1-800-953-8691

QUOTE DATE: 06/10/2026  
QUOTE NUMBER: AWILL-06102026021625-001

ACCOUNT NAME: Northland Pines Sch Dist  
ACCOUNT #: 457370

EXPIRATION DATE: 09/08/2026  
PAGE #: 3

**TO:** Northland Pines Board of Education

**FROM:** Sue McKay, Director of Teaching and Learning

**DATE:** 6-10-2026

**SUBJECT:** Curriculum costs exceeding \$10,000.

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The following 2026-2027 budget items from the Director of Teaching and Learning are expected to exceed \$10,000. With the recent change to the limit requiring approval from the Board of Education, to \$20,000, this serves as an FYI.

CESA 9 Contract . . . . . approved separately

Wonders supplies & subscriptions - Grades 3-6 ELA Curriculum . . . . . \$11,670

Renaissance STAR Assessment . . . . . \$10,750

These costs are in line with District needs as well as inflationary and market increases.



## Rigor, Relevance and Relationships

Students don't just need great lessons — they need to feel they belong in a place worth showing up for. While rigorous curriculum and strong instruction matter deeply, relationships are what make students choose to engage at high levels. At Northland Pines, we support our teachers in building that culture intentionally, pairing UDL and responsive classroom practices embedded into our instructional framework. However, there is one ingredient no framework can replace: human connection. Our seniors say it best as highlighted in the May 20 edition of the Eagle Eye News...

### Pines' seniors share memories of their favorite teachers

By AVA CARRILLO & MIANA MILLER

Many seniors from Northland Pines High School have spent six years making memories in the Northland Pines Middle and High School building. In these years, students have developed meaningful connections with the teachers and staff who have impacted them the most.

Pines' seniors were asked to share their favorite teacher, or their favorite memory about a teacher, and how that teacher has impacted them during their high school career.

Senior Sarah Nordine shared that Mr. Lehman has impacted her and other students. "He is always pushing students to do their best. He is also a good person to go to for advice," stated Nordine. Another teacher that has impacted Nordine is Mrs. Fuchs. "She's a stand-up individual who cares so much about her students. She pays attention to their moods and makes sure to check up on them when they seem off," stated Nordine.

Senior Jack Voeltner praises his favorite teachers, "Mr. Beyer, guy's a G," and "Mr. Rhode, what a chiller," shared Voeltner.

Senior Josh Graves shared his appreciation for how Mr. Richards leads his class with enthusiasm. "He brings positivity and energy to every class period," shared Graves. Senior Kaiden Lagueux also expressed his appreciation for Mr. Richards. "He always wants to see his students succeed, and he asks for updates on how everyone is doing," stated Lagueux.

Another teacher that has impacted many students is Mrs. Price. Senior Mykala Felesena shared her appreciation for Mrs. Price and her support. "She is always there for me if I need a shoulder to lean on. She always cares for me and wants me to do my best," stated Felesena.

Senior Kaylyn Heigl also shared how Mrs. Price has led her to pursue her career interest.

"She got me into forensic science and made me want to pursue it as a career," said Heigl.

Senior Belle Renkes shared about the influence that Mrs. Price has had on her. "Mrs. Price always encourages me to work harder and pushes me to be a better student and person overall. She always has positive energy and an open heart," stated Renkes.

It doesn't stop there; Renkes also shared how Mrs. Tamling has always been there for her. "Mrs. Tameling always listens to me rant and helps me figure my life out," shared Renkes.

Senior Miana Miller shared how Ms. Kalkofen has made a difference during her middle and high school years. "Ms. Kalkofen has always been there for me, ever since 7th grade. It wasn't until I had her as a teacher that I discovered my passion for science. Her eagle times have provided me with the opportunity to discover my overall career goal of becoming a science teacher," shared Miller. She also shared about Mrs. Justice, "Mrs. Justice has been such a amazing influence on me, her passion and excitement about science has always kept me engaged and excited to learn more," shared Miller.

continued on page 3

Senior Akyah Eldridge shares how Mr. Husing's cheerful energy has impacted her. "He always makes me laugh, or tries to cheer me up whenever I am upset or just not doing ok. My favorite memory is Mr. Husing and Mr. Miller screaming my name in the middle of the hallways," shared Eldridge.

Senior Bella Nowak shared how Mr. Grafwallner has positively impacted her learning experience. "He always teaches with our best interest in mind, and if we aren't learning one way, he switches it to benefit us. He is also just very kind and genuinely cares about every student. Even if I got a bad test score, he would always help me with test corrections to prepare me for the AP Exam. I appreciate his energy in the classroom, and he helped me find my love for political science," stated Nowak.

Nowak also praises Mrs. Tilley's ability to help her find a passion for writing.

"She helped me find a passion for writing and is always willing to help me. She cares about all of her students and has all of our best interests in mind (even when we do in-class essays!!)," stated Nowak. Senior Chloe Moran also commented on Mrs. Tilley. Moran shared the many ways that Mrs. Tilley has impacted her. "She has brought me up from the beginning of my senior slums this year, giving me hugs, checking in on my mood, and providing flexibility when she felt I needed it. She strives to make the classroom a comfortable place and a safe spot, which is what makes her my favorite teacher," shared Moran. Another notable teacher for Moran is Ms. Leis, "I love her sarcasm and the amount of patience she has with her students. I think she totally could have freaked out on our class sooner, and she hasn't so much appreciated it," shared Moran.

Senior R Squiller shared how Mrs. Janssen has left a lifelong impact.

"She's helped me grow my confidence over the years and has shown me how capable I am," shared Squiller.

Senior Thomas Burr shared how impactful Mr. Fuller has been during his high school career. "Mr. Fuller and I have had some memories, but the best one is back in freshman year when Mr. Fuller taught me how to weld Aluminum. I thought it was the coolest thing in the world, and without him, I would not be able to weld," said Burr.

Senior Aubrey Davis shared how helpful Mrs. Hecke has been. "Mrs. Hecke, because she is very sweet and helpful with everything." Davis would also like to shout out Mr. Ryckman as one of her favorite teachers.

With the seniors' year coming to an end, their thanks go out to all the Northland Pines staff who have influenced our learning and growth throughout our high school education.

The Eagle Eye News is a newspaper-like digital publications created by Mrs. Tilley's Journalism students.

## Up Next: 2026-2027

District-wide planning is actively underway for the 2026–27 school year. We are analyzing current data, reflecting on recent innovations, and aligning with our continuous improvement plan to ensure all students receive high-quality instruction. We continue to focused on implementation of a high quality instructional framework by supporting educators in implementing



these practices effectively and consistently across classrooms. This forward- thinking approach reinforces our commitment to equitable, inclusive, and engaging learning environments for every student. We are also committed to a focus on attendance through ensuring a rigorous and relevant curriculum, while building strong relationships with each student.





## Assessment Results - Sneak Peak

### NPSD District Assessments

District level assessments are used not only to monitor student progress, but also to inform teachers' instruction by providing explicit information about their students. These assessments are administered three times per year:

- Fall (Start of Year) – Administered within the first 3–4 weeks of school to establish an academic baseline for each student.
- Winter (Mid-Year) – Administered to monitor progress and help staff identify each student's specific needs and goals, supporting growth toward or beyond grade-level benchmarks.
- Spring (End of Year) – Administered 6–8 weeks before the end of the school year. Because of this timing, results do not always reflect students' full end-of-year growth. This schedule is driven by two factors: (1) state mandates for AIMSweb reading assessments, and (2) the opportunity it provides for staff to adjust instruction and support student success before the year concludes.

### Assessment Tools

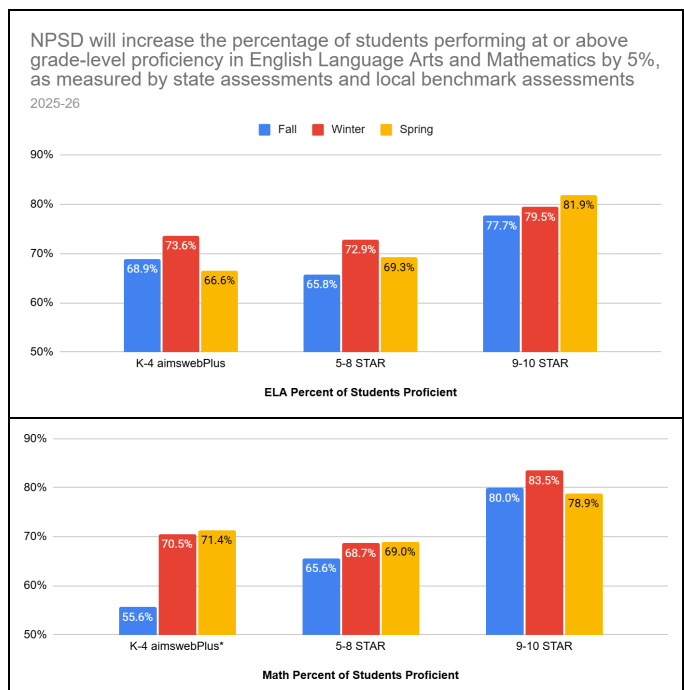
aimswebPlus is a state-required benchmark and progress monitoring assessment to measure reading in grades 4K-3. In addition, it used district-wide in grades 4K-4 to measure student performance, growth, and the specific skill gaps they need to master in both reading and math.

STAR assessments are used in grades 5 and up to measure student performance, growth, and the specific skill gaps they need to master in both reading and math.

In all assessments, the proficiency threshold increases as the year progresses.

### Key Observations

- District assessments represent one of multiple data points used to monitor student growth.
- At the mid-year checkpoint, most assessments indicated that Northland Pines was increasing the number of students achieving proficiency across all grade bands.
- The end-of-year checkpoint showed a smaller proficiency gain compared to the fall-to-winter period, and in some cases a slight decline. After reviewing the data, staff noted two contributing factors:
  - Students still had 6–8 weeks of instruction remaining to meet end-of-year goals at the time of testing.
  - The assessment window coincided with state assessment administration.



## State Assessments: Forward, PreACT Secure, and ACT

Although individual student scores are in, the DPI publicly releases summary test score data schools and districts in the fall. After the secure release of results to districts and prior to the public release, DPI performs additional quality assurance, data validation, and data redaction when needed to protect student privacy.



Districts may share their summary assessment results with their school boards prior to the DPI public release. As the information becomes fully available and once results have been finalized and reviewed, they will be presented to the board in a future update.

## ACT Update

In the May the Board was notified that the ACT exam for 11th graders was being rescored. On May 22, districts received an email from ACT stating that the score review has been completed and all student scores are updated in ACT's online reporting portal and available in students' MyACT accounts. At this time we do not know how many students at NPSD were affected by this. Included is the letter sent to parents regarding the rescoring of the ACT.

## Looking Ahead

As assessment data becomes fully available, staff will analyze results to identify trends, celebrate growth, and target areas for continued improvement. This information will be used to guide instructional decisions and support the district's ongoing commitment to student achievement across all grade levels.

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## Glossary

- **Responsive Classroom** - A student-centered, learning approach to teaching and discipline in grades 4k-8 that is based on research and evidence-based practices to provide a safe, engaging, and joyful learning community.
- **Universal Design for Learning (UDL)** - A framework to improve and optimize teaching and learning for all people based on scientific insights into how humans learn.

**TO:** Northland Pines Board of Education

**FROM:** Sue McKay, Director of Teaching and Learning

**DATE:** 6-10-2026

**SUBJECT:** Upgrade of our grades 6-12 Math curriculum resource.

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### **Budget Proposal: CPM Mathematics Curriculum Upgrade — Grades 6–12 Edition 2 to Edition 3**

**Need for Upgrade** Our current CPM (College Preparatory Mathematics) curriculum at the grades 6–12 level is operating on Edition 2, a version that is no longer aligned with the most current mathematical standards, instructional best practices, or digital learning expectations. Edition 3 reflects significant updates in content sequencing, conceptual depth, and integration of technology-enhanced learning tools. As educational demands continue to evolve and students increasingly require stronger preparation for college and career pathways, remaining on an outdated edition places our students at a disadvantage. Approving this upgrade is a critical step toward ensuring our math program remains rigorous, relevant, and equitable for all learners.

**What the Upgrade Includes** The transition from CPM Edition 2 to Edition 3 encompasses new student textbooks and eBooks, updated teacher editions with revised lesson support, redesigned homework help resources, and access to CPM's enhanced online platform for both students and educators. Edition 3 incorporates updated problem-based learning structures, improved scaffolding for diverse learners, and more robust formative assessment tools embedded throughout each course. The upgrade applies across all seven course levels — Core Connections Courses 1, 2, and 3, Algebra 1, Geometry, Algebra 2, and Pre-Calculus — ensuring vertical alignment and a consistent instructional approach across the full grades 6–12 sequence.

**Projected Costs** Based on current CPM pricing for district adoptions, the estimated cost for student and teacher materials across grades 6–12 is approximately **\$55,014** depending on student enrollment, license duration, and whether physical or digital-only materials are selected. This includes per-student eBook licenses, printed consumable workbooks where applicable, teacher resource packages, and professional development support provided by CPM for staff onboarding to the new edition. This will be a phased rollout with grades 6-9 (Algebra) math in 2026-27 and Geometry and Algebra 2 in 2027-28. All math teachers will have an opportunity to attend a 1-day CPM training “Transition to 3rd Edition” to maximize this implementation. The training itself is free, but travel and lodging would be needed and estimated to be around **\$1,500** depending on attendee groups.

**Return on Investment** Investing in CPM Edition 3 is a long-term commitment to student achievement and teacher effectiveness. Research consistently demonstrates that problem-based learning frameworks, like those central to CPM's design, lead to deeper conceptual understanding and improved performance on standardized assessments. Edition 3's updated digital resources also reduce the need for supplemental materials that teachers currently purchase or create independently, saving time and informal spending. By equipping our students with a current, standards-aligned curriculum and our teachers with stronger instructional resources, this upgrade will strengthen our math program's outcomes district-wide for years to come.



#### Quote To

Susan McKay  
Northland Pines School District  
1800 Pleasure Island Rd  
Eagle River, Wisconsin 54521-8980  
United States  
(715) 479-6487

#### Shipping Information

Susan McKay  
Northland Pines School District  
1800 Pleasure Island Rd  
Eagle River, Wisconsin 54521-8980  
United States  
(715) 479-6487

#### Quote Details

Quote No: 1000048191  
Date: 06/03/2026  
Expires: 09/01/2026

| Items Ordered                                                                                                                |                 |            |     |                        |             |
|------------------------------------------------------------------------------------------------------------------------------|-----------------|------------|-----|------------------------|-------------|
| Product Name                                                                                                                 | SKU             | Unit Price | Qty | Subtotal               |             |
| Core Connections 3rd Ed, Course 1 – Student Hardbound                                                                        | 9781603287258   | \$113.00   | 28  | \$3,164.00             |             |
| Core Connections 3rd Ed, Course 2 – Student Hardbound                                                                        | 9781603287333   | \$113.00   | 54  | \$6,102.00             |             |
| Core Connections 3rd Ed, Course 3 – Student Hardbound                                                                        | 9781603287418   | \$113.00   | 54  | \$6,102.00             |             |
| Core Connections 3rd Ed, Course 2 – Teacher Set                                                                              | 9781603288699   | \$209.00   | 3   | \$627.00               |             |
| Core Connections 3rd Ed, Course 3 – Teacher Set                                                                              | 9781603288743   | \$209.00   | 3   | \$627.00               |             |
| Core Connections 3rd Ed, Course 1 – Teacher Set                                                                              | 9781603288644   | \$209.00   | 2   | \$418.00               |             |
| Calculus 3rd Ed – Student Hardbound                                                                                          | 9781603284523   | \$99.00    | 8   | \$792.00               |             |
| Precalculus 3rd Ed – Student Hardbound                                                                                       | 9781603284530   | \$99.00    | 10  | \$990.00               |             |
| Statistics – Student Hardbound                                                                                               | 9781603285346   | \$99.00    | 10  | \$990.00               |             |
| Core Connections 3rd Ed, Geometry – Student Transitional   CCG 2nd Ed Softbounds Now, CCG 3rd Ed Hardbound When Available    | CCGTRANSHB      | \$113.00   | 54  | \$6,102.00             |             |
| Core Connections 3rd Ed, Algebra 2 – Student Transitional   CCA2 2nd Ed Softbounds Now, CCA2 3rd Ed Hardbound When Available | CCA2TRANSHB     | \$113.00   | 52  | \$5,876.00             |             |
| Core Connections 3rd Ed, Algebra 2 – Teacher Transitional   Digital 2nd Ed, CCA2 3rd Ed TE Print Set Ships When Available    | CCA2TRANSTE     | \$209.00   | 2   | \$418.00               |             |
| Core Connections 3rd Ed, Geometry – Teacher Transitional   Digital 2nd Ed, CCG 3rd Ed TE Print Set Ships When Available      | CCGTRANSTE      | \$209.00   | 3   | \$627.00               |             |
| Core Connections 3rd Ed, Algebra – Printed Teacher Set   Shipping Fall 2026                                                  | 9781603287500   | \$209.00   | 3   | \$627.00               |             |
| Core Connections 3rd Ed, Algebra – Student Hardbound   Shipping Fall 2026                                                    | 9781603287517   | \$113.00   | 54  | \$6,102.00             |             |
| Universal Teacher License   1-Year Subscription Available Fall 2026                                                          | 9781603288101-1 | \$125.00   | 18  | \$2,250.00             |             |
| Universal Student License   1-Year Subscription - Available Fall 2026                                                        | 9781603288118-1 | \$30.00    | 440 | \$13,200.00            |             |
|                                                                                                                              |                 |            |     | <b>Subtotal</b>        | \$55,014.00 |
|                                                                                                                              |                 |            |     |                        | \$0.00      |
|                                                                                                                              |                 |            |     | <b>Tax</b>             | \$0.00      |
|                                                                                                                              |                 |            |     | <b>Estimated Total</b> | \$55,014.00 |

**Thank you for your business!**

Contact Us   Support



## **Northland Pines High School Choir- Proposed 2027 New York Trip**

Bethany Puffer and Kate Janssen, Directors

June 2026

### **Objectives:**

The choir is planning a flying trip to New York in the Summer of 2027. The goals of the trip would closely follow the Music Department's 2023 and 2016 New York Trips, 2018 Orlando Trip, and planned 2020 New York Trip (canceled due to COVID). We aim to travel to New York once every four years, so students have the opportunity at some point during high school.

- Students will have the chance to see a part of the country vastly different from Northern Wisconsin.
- Students will have the opportunity to experience music performed at the highest level by seeing world-class musicians, performers, and ensembles. Students will attend two Broadway shows, a level of professional theater most students would not get to experience otherwise.
- Students will be able to meet and receive instruction from an actual Broadway performer in a clinic.
- Students will have the opportunity to perform in New York City in a public concert, taking our music to be shared with an audience in a historic venue.
- Lastly, students will be able to experience important historical and cultural centers such as the 9/11 Memorial, Statue of Liberty, and Times Square.

### **Cost/Fundraising:**

The current cost is approx. \$2400 per student. This is a slightly higher rate than our previous trips due to rising costs. We hope to decrease the overall cost after purchasing our flight tickets and Broadway tickets, both of which have a slightly higher allowance right now, just to be safe. We can also use some Choir and Band Activity Account funds, along with Music Booster funds, to bring the overall trip cost down closer to \$2000 per student. From there, the trip will be fundraised by further promoting our existing annual Music Department fundraisers: the Fruit sale, Seroogy's candy bars, Racine Kringles, and St. Germain 4th of July Popcorn. Students' profits will continue to be kept track of in their Individual Student Accounts (ISA's) so that they can help pay the cost of their individual trip. Many current students already have a good amount in their ISAs that could be applied to this trip. Parents will have the option of paying their student's way with or without the aid of fundraising. We understand that students are busy and community members/families are approached for many fundraisers, so using our existing fundraisers will be more beneficial. Music Boosters have also given scholarship funds to multiple students for our previous trips so that more students could attend, and would do the same for this trip.

**Dates:**

We would like to travel Tuesday, June 15-Saturday, June 19, 2027. This will allow students to participate without missing school days. Students could still have the opportunity to attend/perform in the Jerry Awards on June 13th if need be, and attend WSMA State Honor Mixed Choir camp beginning on June 19th if need be. These situations may only affect a few students but we want to leave those options available.

**Chaperones:**

Chaperones will be interested staff members, including Mrs. Puffer, Mrs. Janssen, Mrs. Perry, Mr. Janssen, and possibly parents. Our previous New York trips had a large number of interested adults. We would include a chaperone with medical/rescue experience to distribute any needed medications or handle any medical situations that arise.

**Number of Students:**

Students have shown a great interest in going, and we hope to reach 50 travelers between students and adults to reach the best group rates for flying, bus within the city, hotel, dining, and show tickets.



**NORTHLAND PINES HIGH SCHOOL BAND & CHOIR**  
**KATE JANSSEN & BETHANY PUFFER, DIRECTORS**  
**DESTINATION: NEW YORK, NY**  
**DATES: JUNE 15 - 19, 2027**

**SUGGESTED ITINERARY AS OF MAY 1, 2026**

Sarah McVeigh, Travel Consultant  
 Kylee Minor, Trip Operations Manager

**TUESDAY JUNE 15**

AM **One (1) Motor coach** arrives at **Northland Pines High School**; being loading  
 1800 Pleasure Island Road Eagle River, WI 54521

AM Depart for **Minneapolis-St. Paul International Airport (MSP)**

AM Arrive at **MSP**

**~ Meet your BRT airport representative at airport check-in ~**

*Upon arrival* Begin check-in process and head through security. Anyone 18 years and older is required to have a **REAL Driver's license, REAL State ID or Passport**. Anyone 17 years or younger is asked to bring a school ID for identification purposes. Keep IDs handy throughout check-in and security processing.

AM CST Depart for **New York**

AM EST Arrive in **New York**

**\*One checked bag per person included\***

*Upon arrival* Collect baggage from baggage claim; load **one (1) 56-passenger motor coach**

**~ Meet your Professional BRT Tour Director at baggage claim ~**

PM Depart for **Times Square**

*Upon arrival* Enjoy lunch (student cost) and time to shop and explore

4:25 PM Meet at the **Museum of Broadway**  
 145 W 45th St, New York, NY 10036

4:30 PM Enjoy time to explore at the **Museum of Broadway**

6:00 PM Walk to **Gayle's Broadway Rose**

6:30 PM Enjoy a group farewell dinner at **Gayle's Broadway Rose**  
 Gayle's Broadway Rose features the most talented aspiring New York City Broadway performers, actors and actresses as singing servers. Enjoy!

8:00 PM Load motor coach; depart for your **New Jersey area hotel**

9:00 PM Arrive at your hotel; check in

**~ 1 Private security chaperone at the hotel from 10:30pm – 5:30am ~**



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## **WEDNESDAY JUNE 16**

- 7:00 AM Enjoy breakfast at your hotel
- 8:30 AM Load motor coach; depart for the **National September 11<sup>th</sup> Memorial and Museum**  
180 Greenwich Street, New York, NY 10007
- 10:00 AM Explore the **National September 11<sup>th</sup> Memorial and Museum**  
*The 9/11 Memorial consists of two massive pools set within the original footprints of the Twin Towers with 30-foot waterfalls cascading down their sides. The names of nearly 3,000 men, women, and children killed in the attacks of Sept. 11, 2001 and Feb. 26, 1993 are inscribed in bronze on parapets around the edges of the waterfalls.*
- 12:30 PM Walk across the street to **Brookfield Place – Hudson Eats**  
\*\*Enjoy lunch at Hudson Eats in Brookfield Place (student cost)
- 1:30 PM Begin walk towards **South Ferry - Whitehall Terminal**  
\*\*Walk down **Broadway** and through the **Financial District**  
*Walk the “Canyon of Heroes” where most parades, especially Ticker-tape parades, are held in NYC. This walk will take you past the Charging Bull, Wall Street, and Trinity Church (where Alexander Hamilton is buried!)*
- 2:30 PM Depart on the **Staten Island Ferry**  
*The Staten Island Ferry is one of the last remaining vestiges of an entire ferry system in New York City that transported people between Manhattan and its future boroughs long before any bridges were built*
- 3:45 PM Load motor coach; depart for **New York City Hall**
- 4:15 PM Enter the **Brooklyn Bridge Promenade**  
\*\*Walk part of the bridge and capture some of the city’s most picturesque views!
- 5:30 PM Walk to **Chinatown and Little Italy**
- 6:00 PM Enjoy a group dinner at **La Nonna**  
134 Mulberry Street, New York, NY 10013
- 7:30 PM Load motor coach; depart for your hotel
- 8:30 PM Arrive at your hotel

~ 1 Private security chaperone at the hotel from 10:30pm – 5:30am ~





## THURSDAY JUNE 17

7:00 AM Enjoy breakfast at your hotel

8:30 AM Load motor coach; depart for **Radio City Music Hall**  
1260 6<sup>th</sup> Avenue, New York, NY 10020

10:00 AM Take the **Radio City Music Hall Backstage Tour**  
*Take the Radio City Music Hall Backstage Tour at Rockefeller Center. Opened in 1932, the largest theater in the US has an opulent Art Deco interior. Once a movie palace, it now hosts a variety of musical performances and special events, such as the Tony Awards and the MTV Video Music Awards. The annual Christmas Show starring the world famous Rockettes, 36 long-legged dancers, is a New York tradition.*

*Afterward* Enjoy lunch (student cost) in the area and time to shop and explore  
*Check out the Rockefeller Center area including 5<sup>th</sup> Avenue! Wonderful 5th Avenue also referred to as the "Queen of Avenues" is a shopping Mecca in NYC. All the best (and 11 most expensive) stores are located along this Street. If you don't have a million bucks to spare, stroll along for some great window shopping. You will also pass some of the city's most fantastic architecture such as Rockefeller Center, St. Patrick's Cathedral and more!*

1:30 PM Meet and walk to **SUMMIT One Vanderbilt**  
45 E. 42<sup>nd</sup> Street, New York, NY 10017

2:00 PM Experience the **SUMMIT One Vanderbilt Observatory**

4:00 PM Walk to **Times Square**

*Upon arrival* Enjoy time to shop and explore in the **Times Square** area

5:40 PM Meet at **John's Pizzeria of Times Square**  
260 W. 44<sup>th</sup> Street, New York, NY 10036

5:45 PM Enjoy a group dinner at **John's Pizzeria of Times Square**

7:00 PM Walk as a group to the **theatre** for tonight's show!

8:00 PM The curtain rises on a **Broadway Show!** (based on \$125 seats and 2027 schedule)

10:30 PM Show ends; load motor coach and return to your hotel

11:30 PM Arrive at your hotel

~ 1 Private security chaperone at the hotel from 10:30pm – 5:30am ~



# **FRIDAY JUNE 18**

7:30 AM Enjoy breakfast at your hotel

8:45 AM Load motor coach; depart for your **Workshop Location**

9:45 AM Arrive at your **workshop location**

|          |                                                                                                                                                                      |
|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 10:00 AM | <b>Northland Pines High School Band and Choir</b> participate in a <b>Broadway Imagined Up Close Workshop</b> <i>(based on availability – NO Instruments needed)</i> |
|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|

11:00 AM Workshop ends; load motor coach and depart for **Verdi Square**

11:45 AM Enjoy lunch in the **Verdi Square** area (student cost)

12:45 PM Walk to **Strawberry Fields – Central Park**  
*\*\*Enter Central Park at Strawberry Fields – 72<sup>nd</sup> Street on the Upper West Side*

1:00 PM Walk as a group to **Bethesda Fountain**  
*\*\*Enjoy time exploring the park!*

2:30 PM Load motor coach; depart for **The Cathedral Church of St. John the Divine**  
 1047 Amsterdam Avenue, New York, NY 10025

3:00 PM Arrive at **St. John the Divine**; soak in the beauty and grandeur of the Cathedral!  
*Cathedral of St. John the Divine is the largest Gothic cathedral in the world. The 601-foot-long nave is the length of two football fields and holds 5,000 worshippers. The 162-foot-tall dome crossing can comfortably contain the Statue of Liberty on her pedestal. The cathedral's size and distinctive architecture makes St. John the Divine a global landmark and an important monument in the history of its neighborhood and city.*

|         |                                                                                                                                                                                                                                                                                                                                  |
|---------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3:30 PM | <b>Northland Pines High School Choir Performance at St. John the Divine</b><br><i>(based on availability)</i><br><i>**Please make sure performance is respectful of the sacred nature of the chapel</i><br><i>**No indoor warm-up space available</i><br><i>**30-minute performance</i><br><i>**Piano available upon request</i> |
|---------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

4:15 PM Load motor coach; depart for **Times Square**

*Upon arrival* Enjoy time to shop and explore in the **Times Square** area

5:40 PM Meet at **Havanna Central**  
 151 W. 46<sup>th</sup> Street, New York, NY 10036

- 
- 5:45 PM Enjoy a group dinner at **Havanna Central**
- 7:15 PM Walk to the **theatre** for tonight's show
- 8:00 PM The curtain rises on a **Broadway Show!** (*based on \$125 seats and 2027 schedule*)
- 10:45 PM Load motor coach; depart for the hotel
- 11:30 PM Arrive at your hotel; pack for tomorrow's departure

~ 1 Private security chaperone at the hotel from 10:30pm – 5:30am ~



## **SATURDAY JUNE 19**

7:30 AM Enjoy breakfast at your hotel

8:45 AM Check out of your hotel; load motor coach

9:00 AM Depart for your **Liberty Midtown Cruise – Pier 83**

10:30 AM Depart on your **Liberty Midtown Cruise**

11:30 AM Cruise ends; walk to **Chelsea Market**

11:45 AM Enjoy lunch at **Chelsea Market** (student cost)

*Afterward* Enjoy time to explore the **High Line Park (pending flight time)**  
*Walk the **High Line**, check out **Little Island**, and more! The High Line is a public park built on a historic freight rail line elevated above the streets on Manhattan's West Side. Saved from demolition by neighborhood residents and the City of New York, the High Line opened in 2009 as a hybrid public space where visitors experience nature, art, and design*

PM Load motor coach; depart for the **airport**

PM Arrive at the **Airport**

*Upon arrival* Begin check-in process and head through security. Anyone 18 years and older will be required to have a **REAL Driver's license, REAL State ID or Passport**. Anyone 17 years or younger is asked to bring a school ID just for identification purposes. Keep IDs handy throughout check-in and security processing.

PM EST Depart for **MSP**

PM CST Arrive at **MSP**

**\*One checked bag per person included\***

*Upon arrival* Collect luggage from baggage claim; load **one (1) motor coach**

PM Depart for **Northland Pines High School** (251 miles; 4 hours 15 minutes allotted for drive time)

PM/AM Arrive at **Northland Pines High School**

**WELCOME HOME NORTHLAND PINES MUSIC DEPARTMENT!**

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## Science Course Numbers

2 messages

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**Marien, Daniel** <dmarien@npsd.k12.wi.us>

Fri, Mar 20, 2026 at 8:21 AM

To: Scott Foster <sfoster@npsd.k12.wi.us>

Cc: Josh Tilley <jotilley@npsd.k12.wi.us>

Here is the data we were looking for to determine where the 3rd Science credit is coming from for most of our students. These are in order from top to bottom within each year based on popularity. Astronomy and Chemistry are the top 2 each year. This is very interesting and not what I would have suspected. Which is why we use data.

### 23-24

Astronomy 72  
Chemistry 49  
Ecology Fall 34  
Ecology Spring 33  
Ecology Winter 21

### 24-25

Astronomy 43  
Chemistry 43  
Forensic Science 42  
Ecology Fall 34  
Ecology Spring 27  
Ecology Winter 16

### 25-26

Chemistry 53  
Astronomy 37  
Forensic Science 29  
Ecology Spring 22  
Ecology Fall 21  
Ecology Winter 18

--

Dr. Daniel Marien  
Principal  
Northland Pines Middle & High School

"Today's Students, Tomorrow's Leaders"

---

**Foster, Scott** <sfoster@npsd.k12.wi.us>

Fri, Mar 20, 2026 at 8:28 AM

To: "Marien, Daniel" <dmarien@npsd.k12.wi.us>

Cc: Josh Tilley <jotilley@npsd.k12.wi.us>, Harlan Leusink <hleusink@npsd.k12.wi.us>

Nothing against Joy as I think she does a great job and students like her, but for students to challenge themselves with chemistry says a lot about Peter and the rigorous course. I will still dig into the revenue data related to student fees, this is helpful in combination with that.



Total Fees = Assignments x Fee Amt

| 2025-26 Fees                        | Students    | Assignments | Exempt    | Total Fees         | Adjustments     | Received           | Amt Due            |
|-------------------------------------|-------------|-------------|-----------|--------------------|-----------------|--------------------|--------------------|
| DW Miscellaneous (\$290.00)         | 96          | 116         | 0         | 3,480.00           | 30.00           | 1,770.00           | 1,680.00           |
| HS Activity Fee (\$30.00)           | 208         | 300         | 0         | 9,000.00           | 450.00          | 3,690.00           | 4,860.00           |
| HS Advanced Culinary Arts (\$50.00) | 29          | 29          | 0         | 1,450.00           | 0.00            | 750.00             | 700.00             |
| HS Art Fee (\$10.00)                | 145         | 197         | 0         | 1,970.00           | 0.00            | 680.00             | 1,290.00           |
| HS Baking and Pastry (\$50.00)      | 47          | 47          | 0         | 2,350.00           | 0.00            | 1,150.00           | 1,200.00           |
| HS Ecology (\$20.00)                | 49          | 61          | 0         | 1,220.00           | 0.00            | 420.00             | 800.00             |
| HS Intro to Culinary Arts (\$50.00) | 92          | 92          | 0         | 4,600.00           | 0.00            | 875.00             | 3,725.00           |
| HS Metals Classroom (\$10.00)       | 27          | 37          | 0         | 370.00             | 0.00            | 180.00             | 190.00             |
| HS Outdoor Pursuits (\$45.00)       | 86          | 119         | 0         | 5,355.00           | 0.00            | 2,295.00           | 3,060.00           |
| HS Personal Wellness (\$22.50)      | 41          | 41          | 0         | 922.50             | 0.00            | 360.00             | 562.50             |
| HS Uniform (\$119.00)               | 1           | 1           | 0         | 119.00             | 0.00            | 0.00               | 119.00             |
| MS Activity Fee (\$30.00)           | 96          | 116         | 0         | 3,480.00           | 30.00           | 1,770.00           | 1,680.00           |
| Technology Device Damage (\$20.00)  | 53          | 62          | 38        | 609.00             | 113.00          | 220.00             | 276.00             |
| Technology Insurance (\$20.00)      | 504         | 504         | 0         | 10,080.00          | 70.00           | 6,010.00           | 4,000.00           |
| Vandalism (\$83.52)                 | 2           | 2           | 0         | 98.52              | 0.00            | 0.00               | 98.52              |
| <b>2025-26 Total Fees *</b>         | <b>1476</b> | <b>1724</b> | <b>38</b> | <b>\$45,104.02</b> | <b>\$693.00</b> | <b>\$20,170.00</b> | <b>\$24,241.02</b> |

| 2024-25 Fees                        | Students    | Assignments | Exempt    | Total Fees         | Adjustments       | Received           | Amt Due            |
|-------------------------------------|-------------|-------------|-----------|--------------------|-------------------|--------------------|--------------------|
| DW Miscellaneous (\$10.00)          | 10          | 10          | 0         | 114.00             | 0.00              | 62.00              | 52.00              |
| HS Activity Fee (\$30.00)           | 250         | 469         | 0         | 14,070.00          | 1,900.00          | 9,830.00           | 2,340.00           |
| HS Advanced Culinary Arts (\$50.00) | 11          | 11          | 0         | 550.00             | 0.00              | 500.00             | 50.00              |
| HS Art Fee (\$10.00)                | 89          | 98          | 0         | 980.00             | 0.00              | 730.00             | 250.00             |
| HS Baking and Pastry (\$50.00)      | 22          | 22          | 0         | 1,100.00           | 0.00              | 1,050.00           | 50.00              |
| HS Ecology (\$20.00)                | 57          | 79          | 0         | 1,580.00           | 0.00              | 1,300.00           | 280.00             |
| HS Intro to Culinary Arts (\$50.00) | 24          | 24          | 0         | 1,200.00           | 10.00             | 780.00             | 410.00             |
| HS Metals (\$7.26)                  | 5           | 5           | 0         | 458.72             | 0.00              | 185.29             | 273.43             |
| HS Metals Classroom (\$10.00)       | 27          | 27          | 0         | 270.00             | 0.00              | 190.00             | 80.00              |
| HS Outdoor Pursuits (\$40.00)       | 92          | 129         | 0         | 5,160.00           | 0.00              | 4,600.00           | 560.00             |
| HS Personal Wellness (\$22.50)      | 61          | 61          | 0         | 1,372.50           | 0.00              | 1,057.50           | 315.00             |
| HS Uniform (\$246.70)               | 1           | 1           | 0         | 246.70             | 0.00              | 246.70             | 0.00               |
| HS Woods (\$7.00)                   | 47          | 57          | 0         | 993.00             | 7.00              | 731.00             | 255.00             |
| LMC IMC (\$10.00)                   | 62          | 72          | 0         | 843.26             | 0.00              | 449.00             | 394.26             |
| MS Activity Fee (\$30.00)           | 108         | 128         | 0         | 3,840.00           | 330.00            | 2,370.00           | 1,140.00           |
| Technology Device Damage (\$20.00)  | 144         | 177         | 44        | 2,983.00           | 25.00             | 1,371.00           | 1,587.00           |
| Technology Insurance (\$20.00)      | 556         | 556         | 0         | 11,120.00          | 150.00            | 8,710.00           | 2,260.00           |
| <b>2024-25 Total Fees *</b>         | <b>1566</b> | <b>1926</b> | <b>44</b> | <b>\$46,881.18</b> | <b>\$2,422.00</b> | <b>\$34,162.49</b> | <b>\$10,296.69</b> |

| 2023-24 Fees                        | Students    | Assignments | Exempt    | Total Fees         | Adjustments       | Received           | Amt Due           |
|-------------------------------------|-------------|-------------|-----------|--------------------|-------------------|--------------------|-------------------|
| DW Miscellaneous (\$26.88)          | 7           | 7           | 0         | 823.31             | 0.00              | 638.48             | 184.83            |
| HS Activity Fee (\$30.00)           | 259         | 450         | 0         | 13,500.00          | 2,790.00          | 9,480.00           | 1,230.00          |
| HS Advanced Culinary Arts (\$50.00) | 40          | 40          | 0         | 2,000.00           | 0.00              | 1,900.00           | 100.00            |
| HS Art Fee (\$10.00)                | 57          | 63          | 0         | 630.00             | 0.00              | 550.00             | 80.00             |
| HS Baking and Pastry (\$50.00)      | 49          | 49          | 0         | 2,450.00           | 0.00              | 2,250.00           | 200.00            |
| HS Ecology (\$20.00)                | 61          | 61          | 0         | 1,220.00           | 0.00              | 1,160.00           | 60.00             |
| HS Intro to Culinary Arts (\$50.00) | 47          | 47          | 0         | 2,350.00           | 0.00              | 1,800.00           | 550.00            |
| HS Metals (\$49.50)                 | 2           | 2           | 0         | 74.50              | 0.00              | 74.50              | 0.00              |
| HS Metals Classroom (\$10.00)       | 46          | 46          | 0         | 460.00             | 0.00              | 350.00             | 110.00            |
| HS Outdoor Pursuits (\$40.00)       | 96          | 96          | 0         | 3,840.00           | 60.00             | 3,740.00           | 40.00             |
| HS Personal Wellness (\$22.50)      | 57          | 57          | 0         | 1,282.50           | 0.00              | 1,147.50           | 135.00            |
| HS Uniform (\$240.00)               | 1           | 1           | 0         | 240.00             | 0.00              | 240.00             | 0.00              |
| LMC IMC (\$10.00)                   | 31          | 35          | 0         | 395.00             | 0.00              | 327.00             | 68.00             |
| MS Activity Fee (\$30.00)           | 36          | 61          | 0         | 1,830.00           | 330.00            | 1,380.00           | 120.00            |
| MS Co-Curr 8th Grade Play (\$10.00) | 7           | 7           | 0         | 70.00              | 0.00              | 70.00              | 0.00              |
| MS Uniform (\$18.00)                | 1           | 1           | 0         | 18.00              | 0.00              | 0.00               | 18.00             |
| Technology Device Damage (\$20.00)  | 75          | 89          | 31        | 1,250.00           | 10.00             | 834.00             | 406.00            |
| Technology Insurance (\$20.00)      | 389         | 389         | 0         | 7,780.00           | 240.00            | 6,760.00           | 780.00            |
| <b>2023-24 Total Fees</b>           | <b>1261</b> | <b>1501</b> | <b>31</b> | <b>\$40,213.31</b> | <b>\$3,430.00</b> | <b>\$32,701.48</b> | <b>\$4,081.83</b> |

| 2022-23 Fees                        | Students    | Assignments | Exempt    | Total Fees         | Adjustments       | Received           | Amt Due           |
|-------------------------------------|-------------|-------------|-----------|--------------------|-------------------|--------------------|-------------------|
| DW Miscellaneous (\$113.87)         | 5           | 5           | 0         | 1,789.46           | 591.60            | 1,083.99           | 113.87            |
| HS Activity Fee (\$30.00)           | 265         | 476         | 1         | 14,250.00          | 3,210.00          | 10,680.00          | 360.00            |
| HS Advanced Culinary Arts (\$50.00) | 36          | 36          | 0         | 1,800.00           | 50.00             | 1,650.00           | 100.00            |
| HS Art Fee (\$10.00)                | 103         | 118         | 0         | 1,180.00           | 10.00             | 1,130.00           | 40.00             |
| HS Ecology (\$20.00)                | 61          | 61          | 0         | 1,220.00           | 0.00              | 1,180.00           | 40.00             |
| HS Intro to Culinary Arts (\$50.00) | 72          | 72          | 0         | 3,600.00           | 140.00            | 3,310.00           | 150.00            |
| HS Metals (\$58.00)                 | 2           | 2           | 0         | 68.00              | 0.00              | 68.00              | 0.00              |
| HS Metals Classroom (\$10.00)       | 31          | 31          | 0         | 310.00             | 10.00             | 290.00             | 10.00             |
| HS Outdoor Pursuits (\$40.00)       | 71          | 71          | 0         | 2,840.00           | 80.00             | 2,720.00           | 40.00             |
| HS Personal Wellness (\$22.50)      | 47          | 47          | 0         | 1,057.50           | 0.00              | 1,057.50           | 0.00              |
| HS Solo/Ensemble (\$10.00)          | 24          | 24          | 0         | 240.00             | 0.00              | 230.00             | 10.00             |
| HS Woods (\$7.00)                   | 16          | 16          | 0         | 286.31             | 0.00              | 273.71             | 12.60             |
| LMC IMC (\$10.00)                   | 34          | 40          | 0         | 505.95             | 0.00              | 470.95             | 35.00             |
| MS Activity Fee (\$30.00)           | 36          | 61          | 0         | 1,830.00           | 180.00            | 1,440.00           | 210.00            |
| MS Co-Curricular Activity (\$10.00) | 6           | 6           | 0         | 60.00              | 0.00              | 60.00              | 0.00              |
| MS Solo/Ensemble (\$10.00)          | 3           | 3           | 0         | 30.00              | 0.00              | 20.00              | 10.00             |
| Technology Device Damage (\$20.00)  | 89          | 107         | 28        | 1,795.90           | 0.00              | 1,295.90           | 500.00            |
| Technology Insurance (\$20.00)      | 406         | 423         | 0         | 8,460.00           | 980.00            | 6,890.00           | 590.00            |
| <b>2022-23 Total Fees</b>           | <b>1307</b> | <b>1599</b> | <b>29</b> | <b>\$41,323.12</b> | <b>\$5,251.60</b> | <b>\$33,850.05</b> | <b>\$2,221.47</b> |



Book Administrative Guideline Manual

Section 6000 Finances

Title Copy of FEE SCHEDULE

Code ag6152

Status

Adopted October 1, 2007

Last Revised June 20, 2023

#### 6152 - FEE SCHEDULE

|                                                                                       | Fee                                                                     | Reduced Amount             | Free Amount                |
|---------------------------------------------------------------------------------------|-------------------------------------------------------------------------|----------------------------|----------------------------|
| Annual Student Materials Fee                                                          | \$0                                                                     | \$0                        | \$0                        |
| Daily Hot Lunch/Milk                                                                  | Set Annually                                                            |                            |                            |
| Technology Insurance (Chromebook)                                                     | \$20.00**                                                               | \$10.00**                  | \$10.00**                  |
| Band Instruments                                                                      | Items & amount vary based on instrument                                 |                            |                            |
| Advanced Placement Class Exams (may vary)                                             | <del>\$94.00</del> \$99.00                                              | <del>\$94.00</del> \$99.00 | <del>\$94.00</del> \$99.00 |
| UW Oshkosh CAPP Credit (per credit price)                                             | <del>\$100.00</del> \$110.00                                            | TBD                        | TBD                        |
| Art-All labs/classes (school year maximum \$20.00 per student)                        | \$10.00                                                                 | \$10.00                    | \$10.00                    |
| <del>Ecology Class</del>                                                              | <del>\$20.00</del>                                                      | <del>\$20.00</del>         | <del>\$20.00</del>         |
| Outdoor Pursuits Class                                                                | <del>\$40.00</del> \$45.00                                              | <del>\$40.00</del> \$45.00 | <del>\$40.00</del> \$45.00 |
| Personal Wellness                                                                     | \$22.50                                                                 | \$22.50                    | \$22.50                    |
| Intro to Culinary Arts                                                                | \$50.00                                                                 | \$40.00                    | \$40.00                    |
| Advanced Culinary Arts                                                                | \$50.00                                                                 | \$50.00                    | \$50.00                    |
|                                                                                       | \$50                                                                    | \$50                       | \$50                       |
| Sports Nutrition                                                                      | \$0                                                                     | \$0                        | \$0                        |
| Technology Education Class                                                            | Determined by project cost                                              |                            |                            |
| Metal I and II Class                                                                  | \$10.00                                                                 | \$10.00                    | \$10.00                    |
| Optional Fees - Activity Passes                                                       |                                                                         |                            |                            |
| Adult (Single)                                                                        | \$20.00                                                                 | \$20.00                    | \$20.00                    |
| Student                                                                               | \$0                                                                     | \$0                        | \$0                        |
| Co-Curricular Activity User Fees (Athletics, Drama, Forensics, Musical, One Act Play) | \$30.00<br>Per Sport or Activity<br>Individual max for the year \$60.00 | \$0                        | \$0                        |
| Club/Extra-Curricular Fees                                                            |                                                                         |                            |                            |
| Band & Choir-Solo Ensemble, National Honor Society                                    | \$10.00                                                                 | \$10.00                    | \$10.00                    |

|                      |         |         |         |
|----------------------|---------|---------|---------|
| 8th Grade Play       | \$10.00 | \$10.00 | \$10.00 |
| Eagle Trap Club Dues | \$55.00 | \$55.00 | \$55.00 |

\*Subject to waiver (free lunch eligibility criteria) and/or reduced rate (eighty percent (80%) reduction of fee based on free and reduced lunch eligibility criteria). If you feel you may qualify for free or reduced lunch, please pick up a form in the main office. Students who qualify will be granted the same reduction towards their annual Student Fee with the use of the "Sharing Information with Other Programs" form.

\*\*Parents and students may elect to purchase optional device insurance through the District at a cost of \$20.00 per device per school year. The fee may be reduced to \$10.00 for families who qualify for free and reduced lunch and who have appropriately notified the District of this eligibility. Students who do not purchase insurance may be subject to fines for damage deemed beyond normal wear and tear on the device. Insurance is meant to cover incidentals and accidental damage. Negligence or intentional damages are not covered and the student will be charged for repairs. Please refer to the Chromebook Handbook for further information.

Revised 7/24/08  
Revised 6/22/11  
Revised 2/27/12  
Revised 12/16/13  
Revised 7/25/16  
Revised 7/31/17  
Revised 6/25/18  
Revised 7/29/19  
Revised 8/26/19  
Revised 7/26/21

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# Northland Pines Board of Education Information

## Memorandum

To: Policy Committee  
From: Scott Foster  
Date: 6/16/26  
Subject: **Removing the Ecology Class Fee & Leaving remaining fees at current level - APPROVAL**  
\*Ref: Documents attached in Boardbooks  
\*Action: Approve the 2026-27 Fee Schedule removing the class fee for Ecology at Northland Pines Middle and High School

*\*Optional*

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## DISCUSSION OR ANALYSIS

### Background

Students are required to earn 3 Science Credits during their high school career to fulfill the graduation requirement that the Board of Education has set. Most students take Applied Science in 9th grade and Biology in 10th grade leaving one more full credit of Science. Chemistry and Astronomy are typically the next choices for students. The third one is Ecology. Students need to take two trimesters to earn a full credit. Some students will do two Ecology trimesters (different class curriculum) and some may do one trimester of Ecology and one of Astronomy as an example. Ecology is a great class, especially if students love the outdoors, do not want the rigor of chemistry or physics, or are unable to do the math at the level required for these other courses.

The Board of Education sets fees for classes and activities. State law requires any fees to be directly related to a cost for a course/activity and the course/activity cannot be required for graduation or a free and appropriate education .

For a certain population this is the class they need, want and fits their goals the best. It is almost a required class. The value to the district is by running it all three trimesters you help most students have the opportunity for a better high school schedule.

### Data Review

Currently Ecology has a fee of \$20.00/semester. For example if you take two trimesters it costs the student \$40.00. This last school year we had 22 students take the Spring trimester of Ecology, 21 in the Fall and 18 in the Winter Semester. This resulted in us charging a total fee of \$1,220. The specific use of this fee was for busing as these classes do take multiple field trips. In 2024-25 the total was \$1,300, and in 2023-24 the total was \$1,160.



**Supporting Documents Included**

- *Fee Schedule per Board of Education and Administrative Guideline 6152 - FEE SCHEDULE*
- *Spreadsheet with all fees*
- *Email with class totals*

**Conclusions and Recommendations**

In conclusion, Ecology is a class that can almost fall into the “required” class and that is in conflict with our fee schedule. Also the impact to the district budget would be minimal and also the field trips are a necessity for the rigor and quality of the class plans.

It is the recommendation of the District Administrator to remove the fee for the Ecology Class and approve a fee structure for 2026-27 that no longer lists this fee.

If you have questions regarding other aspects of this memo, please contact Scott Foster, District Administrator, at 715-891-1198(cell), 715-479-6487 ext 0100 or [sfoster@npsd.k12.wi.us](mailto:sfoster@npsd.k12.wi.us)



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

## **WISCONSIN OVERVIEW AND COMMENTS**

### **Special Update - Act 89**

### **May 2026**

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#### **Act 89 SUMMARY**

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

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

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

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

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

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

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

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

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

## Processing Update Materials

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

## Using Header Box Options in BoardDocs

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

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

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

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

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

## District-Specific Materials

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

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

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

## Notice Regarding Legal Accuracy

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

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

This Update includes the following documents:

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

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

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

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

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

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

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

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

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

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

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

The revisions regarding digital communication are required by 2025 WI Act 89 (Wis. Stat. 118.07(7)), which mandates that school boards define "appropriate content" for interactions between staff and students. While the specific Artificial Intelligence (AI) and social media protocols are optional local additions, they are necessary to maintain academic integrity and prevent the unauthorized disclosure of student data. These revisions are important because they provide a standardized framework for managing modern technological risks that traditional screening methods cannot address. The revisions due to 2025 WI Act 89 and consideration of related options are legally required, however, the revisions due to AI are recommended but not required.

### **Policy 7544 - Use of Social Media (Revised)**

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

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

### **Policy 8210 Volunteers (Revised)**

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

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

### **Policy 8462 - Child Abuse and Neglect (Revised)**

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

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

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

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





|              |                                                                                       |
|--------------|---------------------------------------------------------------------------------------|
| Book         | Policy Manual                                                                         |
| Section      | 3000 Professional Staff                                                               |
| Title        | Copy of VOLUNTEERS - RESCIND ENTIRELY DUE TO NEW POLICY ON VOLUNTEERS THAT COVERS ALL |
| Code         | po3120.09                                                                             |
| Status       |                                                                                       |
| Adopted      | September 24, 2007                                                                    |
| Last Revised | March 17, 2014                                                                        |

### **~~3120.09~~ VOLUNTEERS**

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

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

~~Any individual who volunteers to work in the schools or on any school sponsored activity shall submit to a criminal history records check, prior to being allowed to participate in any activity or program.~~

~~Any person who volunteers to work with the District shall be screened through the Internet site for the Sex Offenders Registry (SOR) list.~~

~~The District Administrator shall also ensure that each volunteer is properly informed of the District's appreciation for his/her time and efforts in assisting the operation of the schools.~~

~~Revised 12/15/08~~

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|              |                                                                                       |
|--------------|---------------------------------------------------------------------------------------|
| Book         | Policy Manual                                                                         |
| Section      | 4000 Support Staff                                                                    |
| Title        | Copy of VOLUNTEERS - RESCIND ENTIRELY DUE TO NEW POLICY ON VOLUNTEERS THAT COVERS ALL |
| Code         | po4120.09                                                                             |
| Status       |                                                                                       |
| Adopted      | September 24, 2007                                                                    |
| Last Revised | March 17, 2014                                                                        |

#### ~~4120.09~~ **VOLUNTEERS**

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

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~~Revised 12/15/08~~

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|              |                                                                    |
|--------------|--------------------------------------------------------------------|
| Book         | Policy Manual                                                      |
| Section      | Act 89                                                             |
| Title        | Copy of BOARD MEMBER BEHAVIOR, COMMUNICATIONS, AND CODE OF CONDUCT |
| Code         | po0144.5 (SK)                                                      |
| Status       | draft                                                              |
| Adopted      | April 25, 2022                                                     |
| Last Revised | May 18, 2026                                                       |

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

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

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

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

#### **General Expectations of All Board Members**

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

to the interests of the District or the Board.

- I. Recognize that they should endeavor to make policy decisions only after full discussion at publicly held Board meetings.
- J. Render all decisions based on the available facts and independent judgment.
- K. Encourage the free expression of opinion by all Board members, and seek systematic communications between the Board and students, staff, and all elements of the community.
- L. Work with the other Board members to establish effective Board policies and to delegate authority for the administration of the District to the District Administrator.
- M. Communicate to other Board members and the District Administrator expressions of public reaction to Board policies and school programs.
- N. Inform themselves about current educational issues by individual study and through participation in programs providing needed information, such as those sponsored by the Wisconsin Association of School Boards the Consortium of State School Board Associations.
- O. Support the employment of those persons best qualified to serve as school staff, and insist on a regular and impartial evaluation of all staff.
- P. Refrain from using their Board positions for personal **or** partisan gain.
- Q. Take no private action that will compromise the Board or administration, and respect the confidentiality of information that is privileged under applicable law.
- R. Remember always that their first and greatest concern must be for the educational welfare of the students attending the public schools.
- S. No Board member shall act or fail to act as a member of the Board in violation of 946.12, Wis. Stats., regarding misconduct in public office.
- T. Disclose any actual or perceived conflict of interest.

### **Board Member Communication**

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

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

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

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

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

Exceptions may be made by the Board in case an emergency or other special circumstance warrants an exception.

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

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

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

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

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

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

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

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

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

**~~[END OF OPTIONAL SECTION]~~**

**Board Member Interaction with Staff**

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

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

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

**Board Member Records and Confidentiality**

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



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

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

### **Enforcement**

Complaints alleging violations of the Board Member Code of Conduct may be brought by any person and can be submitted to the Board President or, if the Board President is the member accused of violating this policy, to the Vice President.

The President or Vice President shall review the complaint and determine whether the officer can investigate the matter or if the President or Vice President needs to contact the School District's legal counsel for support. Upon completion of the investigation, if the conclusion reached is that the Board member violated the policy, the investigator shall brief the Board and may recommend action to be taken.

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

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

T.C. 7/31/23

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|       |                                                   |
|-------|---------------------------------------------------|
| Legal | 17.13, Wis. Stats.                                |
|       | 946.12, Wis. Stats.                               |
|       | The Consortium of State School Board Associations |
|       | The National Association of School Boards         |
|       | The Wisconsin Association of School Boards        |
|       | 118.07(7), Wis. Stats.                            |



|         |                                 |
|---------|---------------------------------|
| Book    | Policy Manual                   |
| Section | Act 89                          |
| Title   | STUDENT SUPERVISION AND WELFARE |
| Code    | po1213 (NEW to NP)              |
| Status  | Draft                           |

## 1213 - STUDENT SUPERVISION AND WELFARE

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

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

### Required Notification

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

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

### Definitions

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

### Timing and Method of Notification

#### Timing

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

#### Method

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

### Annual Notice of Rights

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

### Standard of Care of Students

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

- A. An administrator shall report immediately any accident or safety hazard about which they are informed, or detect, to their supervisor as well as to other authorities or District staff members as may be required by established policies and procedures.
- B. An administrator shall report unsafe, potentially harmful, dangerous, violent, or criminal activities, or threat of these activities, by students to the District Administrator and local public safety agencies and/or school officials in accordance with Policy 8420 - School Safety and Reporting of Crime Statistics.
- C. An administrator should not volunteer to assume responsibility for duties that they cannot reasonably perform. Such assumption carries the same responsibilities as assigned duties.
- D. An administrator shall not send students on any personal errands.
- E. An administrator shall not associate with students at any time in a manner which gives the appearance of impropriety including, but not limited to, the creation or participation in any situation or activity which could be considered abusive or sexually suggestive or involve illegal substances such as tobacco, alcohol, or drugs. Any sexual or other inappropriate conduct with a student by any 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 shall not disclose personally identifiable information about a student to third parties unless specifically authorized by law or the student's parent(s) to do so.
- G. An administrator, other than the District Administrator, shall not transport students for school-related activities in a private vehicle without the approval of their immediate supervisor and consistent with the provisions of Policy 8660 - Transportation by Private Vehicle for District-Sponsored Activities or Trips. This does not apply to any student who is an administrator's family member.
- H. An administrator shall not require a student to perform work or services that may be detrimental to their health.
- I. Administrators ~~(x)~~ are discouraged from engaging ~~(x)~~ shall not engage ~~[END OF OPTIONS]~~ students in social media and online networking media (see also Policy 7544 - Use of Social Media), except for appropriate academic, extra-curricular, and/or professional uses only. ~~[DRAFTING NOTE: Must be consistent with selections made in Policy 7540—Technology, Policy 7540.03—Student Technology Acceptable Use and Safety, Policy 7540.04—Staff Technology Acceptable Use and Safety.]~~
- J. Administrators are expressly prohibited from posting any picture, video, meme, or other visual depiction, or comment pertaining to any student on personal or unauthorized social networking media or similar forums. This provision of the policy does not apply to pictures and/or videos taken of public events that may involve or incidentally include depictions of students participating in or observing such events, where the purpose of the photo or video is to depict the event, not a particular student. This section does not apply to depictions of an administrator's own child or other relative.

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

~~[DRAFTING NOTE: The required language from 2025 ACT 89 is listed below. The optional language below is not required by 2025 Act 57, but may be desired for additional direction to employees.]~~

### Appropriate Staff and Student Relationships

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

## Prohibited Conduct/Behaviors

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

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

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

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

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

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

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

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

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

1. inappropriate comments about a student's body or appearance;
2. taking an undue interest in a student (i.e. having a special friend or a special relationship);
3. initiating or extending contact with students beyond the school day for personal purposes;
4. using e-mail, text messaging, or websites to discuss personal topics or interests with students;
5. giving students rides in the staff member's personal vehicle or taking students on personal outings without administrative approval;
6. 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);
7. going to a student's home for non-educational purposes;

8. inviting students to the staff member's home without proper chaperones (i.e. another staff member or parent of student);
9. giving gifts or money to a student for no legitimate educational purpose;
10. accepting gifts or money from a student for no legitimate educational purpose;
11. being overly touchy with students;
12. favoring certain students by inviting them to come to the classroom at non-class times;
13. getting a student out of class to visit with the staff member;
14. 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;
15. being alone with a student behind closed doors without a legitimate educational purpose;
16. telling a student secrets and having secrets with a student; and
17. other similar activities or behavior.

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

- C. ~~( ) Preferential Treatment or Favoritism~~—Staff behaviors that demonstrate, or give the perception of, preferential treatment toward a student or group of students.**[END OF OPTION]**

#### **Appropriate Discussion Content When Using Personal Communication Devices (PCD)**

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

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

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

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

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

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



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

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

The approved communication platform(s) is/are:

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

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

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

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

#### **Reporting of Allegations of Inappropriate Staff and Student Relationships**

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

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

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

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

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

**Policy Access** - This policy will be:

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

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

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

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|---------|-----------------------------------------|
| Book    | Policy Manual                           |
| Section | Vol. 35, No. 1 - November 2025          |
| Title   | Vol. 35, No. 1 - November 2025 OVERVIEW |
| Code    | 01 - OVERVIEW                           |
| Status  | From Neola                              |

## **WISCONSIN LOCAL UPDATE OVERVIEW AND COMMENTS**

### **VOLUME 35 NUMBER 1**

### **NOVEMBER 2025**

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All production-related materials and questions should be directed to the Coshocton Office at 632 Main Street, Coshocton, Ohio 43812 (phone 800-407-5815, fax 740-622-2557). Billing questions should be directed to the Stow Office at 3914 Clock Pointe Trail, Suite 103, Stow, Ohio 44224 (phone 330-926-0514, fax 330-926-0525).

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

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

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

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

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

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

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

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

## Processing Update Materials

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

## Using Header Box Options in BoardDocs

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

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

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

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

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

## District-Specific Materials

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

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

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

## Notice Regarding Legal Accuracy

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

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

## **BYLAWS AND POLICIES**

### **Bylaw 0100 - DEFINITIONS (Revised)**

This policy establishes a comprehensive list of terms and their specific meanings for use throughout the district's bylaws and policies. Its importance lies in ensuring consistency and clarity across all district governance and operational documents, preventing ambiguity that could lead to misinterpretation or legal issues.

This policy now includes the definition of School Support Organizations (SSO) which is a topic of several policy and administrative guideline revisions in a recent special update. The SSO change is recommended, but not required. It also includes "gaming devices" as part of the definition of Personal Communications Devices (PCD) due to a recent change in statutory language relative to student use of PCDs in schools. The "gaming device" addition to the definition of PCD is a statutory definition and is required.

### **Bylaw 0142.7 - ORIENTATION (Revised)**

This policy outlines the importance of preparing each Board member for their duties to ensure the effective functioning of the Board, encouraging new members to understand Board functions, district operations, and procedures. It is important because it ensures that all Board members are well-informed and equipped to make sound decisions for the District.

The policy revisions provide new optional topics for onboarding new Board members, and revisions are not required.

### **Bylaw 0144.5 - BOARD MEMBER BEHAVIOR, COMMUNICATIONS, AND CODE OF CONDUCT (Revised)**

This policy outlines the expected ethical, professional, and responsible conduct for all Board members, covering their behavior, communications, and interactions with staff. It is important because it establishes the standards of integrity and professionalism necessary for effective governance, protects the district's legal standing, and ensures a focus on the welfare of students.

The revisions to the policy update include communicating that individual Board members, other than the Board President, do not have the authority to act on complaints or investigations. It is important because it establishes a clear chain of command and ensures that all complaints are handled through the proper channels, maintaining consistency and fairness in the process. The revisions are recommended, but not required.

### **Policy 1210 - BOARD - DISTRICT ADMINISTRATOR RELATIONSHIP (Revised)**

This policy defines the relationship between the Board and the District Administrator, emphasizing the Board's role in establishing policies and the District Administrator's responsibility in administering them. It is important for ensuring clear lines of authority and efficient operation of the school district, with the District Administrator serving as the primary professional advisor to the Board.

The policy revisions focus on including the District Administrator's authority to delegate duties to staff members, who are then accountable to the Administrator for their performance. In turn, the Board holds the District Administrator accountable for the overall administration of the District, including their actions and personal behavior. These revisions are recommended, but not required.

### **Policy 1230.01 - DEVELOPMENT OF ADMINISTRATIVE GUIDELINES (Revised)**

This policy delegates to the District Administrator the responsibility for designing and implementing administrative guidelines for the District's operation, ensuring they are consistent with Board policies. It is important for establishing clear operational procedures and ensuring that the District's daily functions align with the Board's strategic vision.

There are new optional clauses regarding the District Administrator consulting with stakeholders and the publication of administrative guidelines and handbooks on the District website for transparency. The policy revisions provide new optional topics, and revisions are not required.

### **Policy 1240 - EVALUATION OF THE DISTRICT ADMINISTRATOR (Revised)**

This policy emphasizes the importance of periodically evaluating the District Administrator's performance to assist both the Board and the Administrator in their responsibilities and ensure effective leadership. It is crucial for making informed decisions regarding contract renewal, salary, identifying strengths and weaknesses, and establishing objectives to advance the District's goals.

This policy revision includes new options to allow the Board to make decisions regarding the District Administrator's contract renewal, determine their salary and performance-based incentives, and assess progress towards District strategic goals. The policy revisions provide new optional topics, and revisions are not required.

### **Policy 2131.01 - READING INSTRUCTIONAL GOALS AND KINDERGARTEN ASSESSMENT (Revised)**

This policy outlines the Board's program of reading goals for students from kindergarten to 12th grade and mandates the employment of a certified reading specialist to develop and coordinate a comprehensive reading curriculum. It is important for promoting student reading skills through assessments and interventions, ensuring that students at risk of reading difficulty receive necessary support.

The policy now includes the interventions required by law under Act 20 for each qualifying student. The District Administrator must create, provide, and monitor a personal reading plan with interventions, share it with parents, and notify them of progress after 10 weeks. Revisions in this policy are required, based on information provided by state statute and the Department of Public Instruction.

### **Policy 2261.01 - PARENT AND FAMILY ENGAGEMENT IN TITLE I PROGRAMS (Revised)**

This policy outlines the requirements for parent and family engagement in Title I programs, ensuring meaningful consultation and involvement of parents in their children's education. This is crucial for improving academic quality, addressing barriers to participation, and fostering a strong partnership between schools and families.

The policy revision is provided to clarify the distinction between the Policy and the Parent and Family Engagement Policy, which is the plan developed by the District. The use of the term Policy to describe the plan can create confusion as to what the annual requirement is. Federal law requires that the district conduct an "annual evaluation of the content and effectiveness of the parent and family engagement policy". The Board policy uses the term "plan" to assist in distinguishing between the Board policy and the engagement plan developed per the Board Policy. Adoption of these policy revisions are recommended, but not required.

### **Policy 2431 - INTERSCHOLASTIC ATHLETICS (Revised)**

This policy recognizes the value of interscholastic athletics, emphasizing maximum student participation, good sportsmanship, team play, and fair competition over winning. It is important for providing students with opportunities to develop athletic abilities and fostering school loyalty and community interest.

The policy revisions include adopting Name, Image, Likeness (NIL) compensation standards set by the Wisconsin Interscholastic Athletic Association (WIAA), criteria that meet or exceed the Wisconsin Interscholastic Athletic Association (WIAA) standards, and directing the District Administrator to provide interscholastic athletics in accordance with WIAA rules.

It is recommended to improve options and enhance clarity.

### **Policy 4140 - TERMINATION AND RESIGNATION (Revised)**

This policy establishes clear, official procedures for ending the employment relationship, whether through termination by the employer or resignation by the employee. It defines who has the authority to act (Board or District Administrator) on employee terminations.

Unlike administrators and teachers, there is no statutory requirement that the Board terminate support staff. For maximum flexibility and expedience in managing vacancies, Neola's counsel recommends the Board delegate support staff termination authority to the District Administrator. Districts are encouraged to review their current termination authority for support staff.

### **Policy 5112 - ENTRANCE AGE (Revised)**

This policy establishes student entrance age requirements consistent with Wisconsin Law and sound educational practice, ensuring equitable treatment for all. Its importance lies in providing clear guidelines for student enrollment in kindergarten and first grade, promoting consistency and fairness.

The policy revision includes clarification on days (school days) and includes a new section on age verification and its adoption is recommended.

### **Policy 5135 - STUDENT IDENTIFICATION NUMBERS AND CARDS (New)**



This new policy mandates that if students are issued an identification card, the student also receives a unique identification number, distinct from their social security number.

The policy is important because it ensures student privacy by avoiding social security numbers and provides a critical resource for student well-being by including required contact information for suicide prevention and crisis support services on identification cards. Items in this new policy are required by law, but not to have in policy. This policy is recommended, but not required.

### **Policy 5136 - PERSONAL COMMUNICATION DEVICES (Revised)**

This policy regulates the use of student personal communication devices (PCDs) to protect the students, staff, and the learning environment from disruption. It establishes clear rules to prevent academic dishonesty, safeguard the privacy of individuals, and address harmful behaviors like cyberbullying and harassment. Ultimately, the policy is intended to establish a safe and focused educational setting by managing when and how these devices are used on school property.

This policy revision is a result of 2025 Wisconsin Act 42, requiring each school board to adopt, by July 1, 2026, (and submit a copy of this policy to the Department no later than October 1, 2026) a policy generally prohibiting students from using wireless communication devices during instructional time. Each school board must define such a device as any portable wireless device capable of voice, messaging, or data communication, including cell phones, tablets, laptops, and gaming devices. The policy must allow exceptions for emergencies, health management, individualized education programs or 504 plans, and teacher-approved educational uses. School boards may also include additional exceptions if they determine they benefit student education or well-being. Finally, the policy acknowledges that WI Stat. 120.12(29) (e) allows school boards to adopt policies more restrictive than 2025 Wisconsin Act 42.

### **Policy 5411 - THIRD GRADE PROMOTION AND RETENTION: AT-RISK STUDENTS (Revised)**

This policy governs the promotion of students from 3rd grade to 4th grade, ensuring decisions are based on a thorough and equitable process that considers individual student reading needs. It is important for providing clear guidelines and support for students who have not completed their personal reading plans, aiming to make promotion decisions that are in the student's best interest.

The policy revision includes an appeal process and timelines for appealing the decision to the District Administrator. If the school representatives recommend retention but the student's parent/caregivers do not consent to retention, it is best practice (although not required by statute) for the student to be promoted to 4th grade regardless of any other facts, circumstances, or analysis. The appeal process, while an option, is not required.

### **Policy 5514 - USE OF PERSONAL TRANSPORTATION DEVICES (Replacement)**

This new policy is relevant because it expands the scope of the previous bicycle rule to address a wider variety of modern personal transportation devices like scooters, skateboards, and hoverboards, whether they're manual or motorized. It establishes clear guidelines for their use on school property, focusing on safety, liability, and the privilege of operation. Crucially, the policy disclaims Board responsibility for damage, theft, or accidents, shifting the full risk and liability to the students and their parents. It is recommended but not required.

### **Policy 5515 - STUDENT USE AND PARKING OF MOTOR VEHICLES (Revised)**

This policy outlines the conditions under which students may use motor vehicles to travel to and from school, emphasizing their responsibility for property care, safety, and courtesy. It is important for establishing clear guidelines for student drivers, ensuring safety, and promoting responsible behavior on school grounds.

Revisions to this policy include students only being permitted to bring vehicles they own or have express permission to operate onto District property; unauthorized vehicles are a violation; law enforcement may be contacted; students may not enter a vehicle without consent; and school officials can search vehicles on District property in accordance with policy. The Board may also permit the use of snowmobiles and Off Highway Vehicles (OHVs) by legally qualified individuals in designated areas for travel to and from school. This revision is recommended but not required.

### **Policy 5895 - STUDENT EMPLOYMENT (Rescind)**

This policy is being rescinded. Teenagers in Wisconsin need a work permit if they are under 16 and are not working in agriculture or domestic service. Schools are no longer authorized to provide students with work permits. Parents or guardians must apply for the permit online through the Wisconsin Department of Workforce Development (DWD) website.

### **Policy 6152.01 - WAIVER OF SCHOOL FEES OR FINES (Revised)**

This policy provides that school fees and fines do not prevent financially struggling students from accessing their education and required materials, consistent with the requirement that such charges cannot be barriers to the educational program. It establishes clear eligibility standards, including for low-income and homeless students, and outlines a necessary procedure for requesting and appealing fee waivers. By formalizing this process, the policy upholds equity by preventing discrimination against students whose families are unable to pay.

The policy revisions make optional the language for fee eligibility standards and the resolution of disputes, as well as a defined list and options for fees to be waived. It is recommended to improve options, reflect practice, and enhance clarity.

### **Policy 6320 - PURCHASING (Revised)**

This policy outlines the procedures for the procurement of all supplies, materials, equipment, and services using District funds, emphasizing compliance with relevant laws and ethical standards. Its importance lies in ensuring fair and open competition, responsible financial management, and preventing conflicts of interest in all purchasing transactions.

The key policy revisions include reorganization of content as well as clarification on single vendor bids and the timeline for bid delivery to the District. This revision is recommended but not required.

### **Policy 7540.02 - Digital Content and Accessibility (Replacement)**

This policy provides digital equity and legal compliance by mandating that all District web content and mobile apps adhere to accessibility standards like WCAG 2.1, Level AA. This adherence provides individuals with disabilities an equal opportunity to access information, programs, and services, preventing discrimination as required by Section 504 and the ADA. Furthermore, the policy maintains the professional and educational integrity of the District's digital presence, controlling content for appropriateness, security, and alignment with the District's mission.

This replacement policy now reflects the U.S. Department of Justice (DOJ) final rule provisions under Title II of the Americans with Disabilities Act (ADA) requiring state and local government entities — including public schools — to make web content and mobile applications accessible to individuals with disabilities. There are statutory timelines relative to the technical standards compliance that are addressed in the notes of the policy template. Adoption is recommended for a legally compliant guideline.

### **Policy 7540.08 - ARTIFICIAL INTELLIGENCE (AI) (Replacement)**

This policy update/revision is designed to be legally compliant by referencing and building upon existing Federal laws, Family Educational Rights and Privacy Act (FERPA), Individuals with Disabilities Education Act (IDEA), Children's Online Privacy Protection Act (COPPA); Protection of Pupil Rights Amendment (PPRA) and State laws, Public Records Law WI 19.31 - S19.37; Personally Identifiable Information WI 19.62 - S19.80; Pupil Records Law Section WI 118.125; Access to Personal Internet Account Information Section WI 995.55, as well as school board policies related to privacy, civil rights, and academic integrity. It takes an active, risk-mitigating approach to integrating AI into education while prioritizing ethical use and legal adherence.

This policy replaces the current template due to significant expansion and increased language required for legal compliance.