



School District of Altoona

1903 Bartlett Ave Altoona, WI 54720
715-839-6032 715-839-6066 FAX

www.altoona.k12.wi.us

ALTOONA BOARD OF EDUCATION

Regular Meeting
District Board Room
1903 Bartlett Avenue
April 9, 2018
6:30 p.m.

Agenda

1. Call to Order
2. Roll Call
3. Reading of Public Notice
4. Pledge of Allegiance
5. Rules for Meeting
6. Approval of Minutes
 - a. March 19, 2018 Regular Meeting
7. Public Participation (All remarks are to be addressed to the Board; discussion among citizens present is not permitted. Board members may ask questions of a speaker; however, no formal deliberations are allowed at this time.)
 - a. Non-Agenda items - public comment and concern
 - b. Agenda items - public comment and concern
8. Treasurer's Report.
 - a. Approval of Checks for Payment
 - (1) General Fund checks totaling \$2,087,320.45
 - (2) Student Activity Fund checks totaling \$7,790.64
9. Information
 - a. Community Showcase
 - (1) "Feed a Child Nyre You" Program Impact, Jennie Childs
 - (2) "Head Start Program" Impact, Debbie Davis
 - b. School Showcase
 - (1) Student Representative's Update
 - (2) Student Representative Applicants for 2018/19 – 2019/20, Jason LeMay
 - c. Committee Reports
 - (1) Parks and Recreation Committee, March 26
 - d. General Information
 - (1) Election Results
 - e. President's Report
 - (1) Interim Superintendent Search Update

Altoona Board of Education, April 9, 2018

- f. Superintendent's Report
 - (1) Donations Update
 - (2) Monthly Enrollment Update
 - (3) Volunteer Coaches Update
 - (4) Eggs & Issues, April 20
 - (5) Review of Recommended Handbook Changes
 - (a) Professional Educator Handbook
 - (b) Support Staff Handbook

- 10. Board Action after Consideration and Discussion
 - a. Consider Resignation of Special Education Paraprofessional
 - b. Consider Resignation of Middle School Track Coach
 - c. Consider Resignation of Robotics Coach
 - d. Consider Employment Recommendation to Fill Middle School Girls' Track and Field Coach Position for 2017/18
 - e. Consider Employment Recommendation to Fill Assistant Softball Coach Position for 2017/18
 - f. Consider Employment Recommendation to Fill Assistant Track and Field Coach Position for 2017/18
 - g. Consider Amendments to Professional Educator Handbook
 - h. Consider Amendments to Support Staff Handbook
 - i. Consider Initial Adoption of 343.44 – Part-Time Open Enrollment
 - j. Consider Initial Adoption of 343.45 – Technical College Course Program
 - k. Consider Initial Adoption of 343.46 – Early College Credit Program
 - l. Consider Approval of CESA 10 Services for 2018/19

- 11. Adjournment

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Offering large school opportunities with a small school approach.

ALTOONA SCHOOL BOARD AGREEMENT

- We base our decisions on the best interest of the students.
- We are guided by our Vision, Mission and our Strategic Plan.
- We believe that every employee makes a contribution to the success of every student.
- We conduct ourselves within commonly understood principles of integrity.
- We listen carefully and respectfully to ensure all voices are heard.
- We practice good stewardship of our tax dollars.
- We seek to operate with as much transparency as possible.
- We do not engage in drama or political rhetoric.
- We seek a way around obstacles; reframing from an attitude of “we can’t,” to “how can we?”

Adopted: 9/19/11

Amended: 1/21/13



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ALTOONA BOARD OF EDUCATION
Regular Meeting
District Board Room
1903 Bartlett Avenue
March 19, 2018
6:30 p.m.

1. The Regular Meeting of the Altoona Board of Education was called to order by Board Vice President, Helen Drawbert at 6:30 p.m. in the District board room.
2. Roll call was taken and the following were present:
Robin E. Elvig, President (attending via remote participation)
Helen S. Drawbert, Vice President
Michael J. Hilger, Clerk
Bradley D. Poquette, Treasurer
David A. Rowe, Member
Joyce M. Orth, Board Secretary
Michael Markgren, Acting Superintendent
3. Reading of Public Notice. Report of notice was presented. All posting requirements were met and posting places are noted: Altoona City Hall, Altoona Post Office, school district office, high school office, middle school office, and elementary school office.
4. Pledge of Allegiance
5. Rules for Meeting
6. Approval of Minutes. a. March 5, 2018 Regular Meeting. Motion by Rowe to approve the March 5, minutes as presented, seconded by Poquette. Drawbert, abstain; Rowe, yes; Hilger, yes; Poquette, yes; Elvig, yes. Motion carried 4-0. b. March 12, 2018 Special Meeting. Motion by Poquette to approve the March 12 minutes, as presented, seconded by Hilger. Rowe, yes; Hilger, yes; Poquette, yes; Drawbert, yes; Elvig, yes. Motion carried 5-0.
7. Public Participation. a. Non-Agenda items - public comment and concern. Dave Rowe noted our visit from Governor Walker, Lt. Governor Kleefisch and Attorney General Schimel this morning. The visit hosted by the elementary school, included a press conference at which time they announced plan for a School Safety grant fund. b. Agenda items - public comment and concern. None.
8. Treasurer's Report and Business Services Report. a. Approval of Checks for Payment. Motion by Rowe to approve General Fund checks totaling \$676,298.60 and Student Activity Fund checks totaling \$542.00 as presented, seconded by Hilger. Hilger, yes; Poquette, yes; Drawbert, yes; Rowe, yes; Elvig, yes. Motion carried 5-0.

- b. Approval of Treasurer’s Report. Motion by Elvig to approve the Treasurer’s Report as presented, seconded by Rowe. Poquette, yes; Drawbert, yes; Rowe, yes; Hilger, yes; Elvig, yes. Motion carried 5-0.
- c. Expenditures, Revenues and Cash Position. Expenditures, revenues and cash position (general fund 2011/12 to 2017/18) as of March 14 were reviewed.
9. Information. **a. Standards of Excellence Presentation.** Representatives from the Standards of Excellence task force, Amanda Mussehl, Kim Frazier, Jenna Baxter, and Teresa Langlois, provided an overview of the “Standards” process, the eight core values and their essential elements (see 10.q.). Other members of the staff team included Brenda Gilmartin, Sara Brahan, Bill Steinke, Sarah Pszeniczny, Sharon Chwala, Teresa Druckrey, Bonita Norberg, Liza Erickson and Angela Nelson. **b. General Information.** (1) Policies for Discussion. The following policies were discussed: 343.44 – Part-Time Open Enrollment, 343.45 – Technical College Course Program, and 343.46 – Early College Credit Program. **c. President’s Report.** (1) Staff Feedback and Process–Interim Superintendent. Listening sessions with staff and the results from the staff survey were reviewed. Staff feedback was sought to help determine the desired qualities for an interim superintendent and the feedback was used to draft the job description (10.n.). **d. Superintendent’s Report.** (1) Donations Update. Donations of \$1,350 received following the March 5 board meeting were recognized: Flutter Busters LLC, \$550; Aldi, \$500; Dave and Sue Rowe, \$300.
10. Board Action after Consideration and Discussion. **a. Consider Retirement of Custodian.** Motion by Rowe to accept the retirement of David Gunderson, custodian, effective June 30, 2018, as presented, seconded by Poquette. Poquette, yes; Drawbert, yes; Rowe, yes; Hilger, yes; Elvig, yes. Motion carried 5-0. **b. Consider Resignation of Assistant Track Coach.** Motion by Poquette to accept the resignation of Steve Lippert, assistant track coach, seconded by Hilger. Drawbert, yes; Rowe, yes; Hilger, yes; Poquette, yes; Elvig, yes. Motion carried 5-0. **c. Consider Employment Recommendation to Fill Limited-Term Kindergarten Teacher Position for 2018/19.** Motion by Rowe to employ Cassandra Flackey in the limited-term (2018/19 school year) kindergarten teacher position, as recommended, seconded by Hilger. Rowe, yes; Hilger, yes; Poquette, yes; Drawbert, yes; Elvig, yes. Motion carried 5-0. **d. Consider Employment Recommendation to Fill Grade 3 Teacher Position.** Motion by Rowe to employ Lindsey Gerber in the grade 3 teacher position, as recommended, seconded by Drawbert. Hilger, yes; Poquette, yes; Drawbert, yes; Rowe, yes; Elvig, yes. Motion carried 5-0. **e. Consider Reaffirmation of Decision for Continuation of Elementary Interim Principal for 2018/19.** Motion by Drawbert to reaffirm the decision that Tara Betlach will continue as interim principal for 2018/19, seconded by Rowe. Poquette, yes; Drawbert, yes; Rowe, yes; Hilger, yes; Elvig, yes. Motion carried 5-0. **f. Consider Recommendation for Continuation of Elementary Special Education Teacher Position.** Motion by Poquette to approve continuation of the elementary special education teacher position, and the employment of Kayla Arnold, as recommended, seconded by Hilger. Drawbert, yes; Rowe, yes; Hilger, yes; Poquette, yes; Elvig, yes. Motion carried 5-0. **g. Consider Recommendation for Alternative Education Teacher Position.** Motion by Rowe to approve an Alternative Education Teacher position beginning in 2018/19, as recommended, seconded by Poquette. Rowe, yes; Hilger, yes; Poquette, yes; Drawbert, yes; Elvig, yes. Motion carried 5-0. **h. Consider Recommendation for .50 Middle School Special Education Teacher Position.** Motion by Elvig to approve a part-time (.50) middle school special education teacher position beginning in 2018/19, as recommended, seconded by Drawbert. Hilger, yes; Poquette, yes; Drawbert, yes; Rowe, yes; Elvig, yes. Motion carried 5-0. **i. Consider Recommendation for Technology Education Teacher Position.** Motion by Elvig to approve the technology education teacher position beginning in 2018/19, as recommended, seconded by Poquette. Poquette, yes; Drawbert, yes; Rowe, yes; Hilger, yes; Elvig, yes. Motion carried 5-0. **j. Consider Recommendation for Intermediate School Teacher Position for Limited Term 2018/19.** Motion by Elvig to approve the limited term 4th grade teacher position for 2018/19, as recommended, seconded by Rowe. Drawbert, yes; Rowe, yes; Hilger, yes; Poquette, yes; Elvig, yes. Motion carried 5-0.

- k. Consider Recommendation for Full-Time Curriculum and Instruction Coordinator Position for Limited Term 2018/19. Motion by Elvig to approve the limited term curriculum and instruction coordinator position for 2018/19, as recommended, seconded by Hilger. Rowe, yes; Hilger, yes; Poquette, yes; Drawbert, yes; Elvig, yes. Motion carried 5-0.
- l. Consider Recommendation for Increased FTE for English Language Learners Teacher. Motion by Elvig to approve the increased FTE to full-time for Sarah Pedersen, English language learners teacher, as recommended, seconded by Hilger. Hilger, yes; Poquette, yes; Drawbert, yes; Rowe, yes; Elvig, yes. Motion carried 5-0.
- m. Consider Job Description for Curriculum and Instruction Coordinator. Motion by Elvig to adopt the Curriculum and Instruction Coordinator job description, as presented, seconded by Rowe. Poquette, yes; Drawbert, yes; Rowe, yes; Hilger, yes; Elvig, yes. Motion carried 5-0.
- n. Consider Job Description for Interim Superintendent. Motion by Drawbert to adopt the Interim Superintendent job description, as presented, seconded by Poquette. Drawbert, yes; Rowe, yes; Hilger, yes; Poquette, yes; Elvig, yes. Motion carried 5-0.
- o. Consider Early College Credit Program Intentions List for Semester 1 2018/19. Motion by Elvig to approve the Early College Credit Program intentions list for semester 1, 2018/19, as presented, seconded by Poquette. Rowe, yes; Hilger, yes; Poquette, yes; Drawbert, yes; Elvig, yes. Motion carried 5-0.
- p. Consider Technical College Course Program Intentions List for Semester 1 2018/19. Motion by Rowe to approve the Technical College Course intentions list for semester 1, 2018/19, as presented, seconded by Hilger. Hilger, yes; Poquette, yes; Drawbert, yes; Rowe, yes; Elvig, yes. Motion carried 5-0.
- q. Consider Adoption of Standards of Excellence. Motion by Elvig to adopt the Standards of Excellence, as presented, seconded by Poquette. Poquette, yes; Drawbert, yes; Rowe, yes; Hilger, yes; Elvig, yes. Motion carried 5-0.
- r. Consider Application for Cooperative Team Renewal 2018/19 – Boys’ Hockey. Motion by Drawbert to approve the application for team renewal – boys’ hockey, as presented, seconded by Rowe. Drawbert, yes; Rowe, yes; Hilger, yes; Poquette, yes; Elvig, yes. Motion carried 5-0.

- 11. Adjournment. Motion by Elvig to adjourn at 7:45 p.m., seconded by Poquette. Rowe, yes; Hilger, yes; Poquette, yes; Drawbert, yes; Elvig, yes. Motion carried 5-0.

The next Regular Meeting of the Altoona Board of Education is scheduled for Monday, April 9, 2018 at 6:30 p.m. in the District board room.

Joyce M. Orth CAP, Board Secretary

District Clerk

Date

CHECK DATE	CHECK ACCOUNT			VENDOR	INVOICE DESCRIPTION	AMOUNT
	NUMBER	NUMBER	NUMBER			
03/12/2018	134056	10 E 400 411 162205		APG MEDIA OF WI	VOID, DUP PAYMENT, GBB POSTERS Totals for 134056	-188.22 -188.22
03/15/2018	134065	10 E 800 332 253300		CHIPPEWA VALLEY ENERGY	FUEL OIL FOR ALT ED BLDG Totals for 134065	382.18 382.18
03/15/2018	134066	10 E 800 320 254300		CINTAS	AES, AHS DUST MOPS Totals for 134066	125.80 125.80
03/15/2018	134067	10 E 800 320 254300		CLIMATE MAKERS	remove and replace bearings on CW pump1 and recharge boiler condensate neutralizer. Totals for 134067	1,375.00 1,375.00
03/15/2018	134068	10 E 400 411 136320		GOLDEN SPIKE AWARDS	laser engraver materials, graphic printing materials	500.00
	134068	10 E 400 411 136320		GOLDEN SPIKE AWARDS	GRAPHIC MATERIAL Totals for 134068	152.50 652.50
03/15/2018	134069	10 E 400 310 161339		GOULD, JODI	Forensics Judge - Regis Totals for 134069	100.00 100.00
03/15/2018	134070	10 E 400 310 161339		JESKE, RAE	Forensics Judge - Regis Totals for 134070	100.00 100.00
03/15/2018	134071	10 E 400 310 125400		LIES, JUDY	Payment for Festival Concert accompaniment Totals for 134071	150.00 150.00
03/15/2018	134072	10 E 400 310 161339		NEUMUELLER, HAILEY	Forensics Judge - Regis Totals for 134072	100.00 100.00
03/15/2018	134073	10 E 800 411 253300		SCHOOL TECHNOLOGY ASSOCIATES,	Fingerprint scanners for the Elementary School Totals for 134073	2,858.00 2,858.00
03/15/2018	134074	10 E 400 411 126000		SCIENCE MUSEUM OF MINNESOTA	Field trip to Minnesota Science Museum-LENZ Totals for 134074	366.00 366.00
03/19/2018	134075	10 L 000 000 811670		AMERIPRISE FINANCIAL SERVICES	403(B)S Totals for 134075	1,350.00 1,350.00
03/19/2018	134076	10 L 000 000 811680		WI SCTF	CHILD SUPPORT	46.98
	134076	27 L 000 000 811680		WI SCTF	CHILD SUPPORT Totals for 134076	7.02 54.00
03/20/2018	134077	10 E 400 411 241000		ALTOONA FOOD SERVICE	Food for ACT testing February 27th and February 28, 2018. Totals for 134077	202.50 202.50
03/20/2018	134078	10 E 200 310 125400		BERGQUIST, NICOLE	Large Group Accompaniment-AMS Totals for 134078	50.00 50.00

CHECK DATE	CHECK ACCOUNT			VENDOR	INVOICE		AMOUNT
	NUMBER	NUMBER	NUMBER		DESCRIPTION		
03/20/2018	134079	10 E 800 310 252105		DIVERSIFIED BENEFIT SERVICES I	MARCH Flexible Benefit Administrative Services		145.47
					Totals for 134079		145.47
03/20/2018	134080	10 E 800 310 162101		GILBERTSON'S CLEANERS, LTD	Dry cleaning for Locomotion costumes from previous years		1,467.85
					Totals for 134080		1,467.85
03/20/2018	134081	50 E 800 411 257220		HERITAGE FOODSERVICE GROUP, IN	Parts for Elementary School Dishwasher		35.49
					Totals for 134081		35.49
03/20/2018	134082	10 E 400 949 162204		INDEPENDENCE SCHOOL DISTRICT	Event Fees for Baseball Tourney-4-14-2018		100.00
					Totals for 134082		100.00
03/20/2018	134083	10 E 800 320 254300		STATE OF WI DSPS-INDUSTRY SERV	Permit to operate fee for Elementary school		50.00
					Totals for 134083		50.00
03/23/2018	134084	10 E 400 187 162105		GIANI, AMY	GAME WORKER		30.00
	134084	10 E 400 187 162205		GIANI, AMY	GAME WORKER		30.00
	134084	10 E 400 187 162205		GIANI, AMY	GAME WORKER		40.00
					Totals for 134084		100.00
03/23/2018	134085	10 E 400 187 162205		LIMA, TIMOTHY	GAME WORKER		30.00
	134085	10 E 400 187 162205		LIMA, TIMOTHY	GAME WORKER		30.00
	134085	10 E 400 187 162205		LIMA, TIMOTHY	GAME WORKER		30.00
	134085	10 E 400 187 162205		LIMA, TIMOTHY	GAME WORKER		30.00
					Totals for 134085		120.00
03/23/2018	134086	80 E 200 187 392105		VARSHO, AVERIE	GAME WORKER		20.00
	134086	80 E 200 187 392105		VARSHO, AVERIE	GAME WORKER		20.00
	134086	80 E 200 187 392105		VARSHO, AVERIE	GAME WORKER		20.00
	134086	80 E 200 187 392105		VARSHO, AVERIE	GAME WORKER		20.00
					Totals for 134086		80.00
03/23/2018	134087	10 E 400 187 162205		WINSAND, BREANNA	GAME WORKER		30.00
	134087	10 E 400 187 162205		WINSAND, BREANNA	GAME WORKER		30.00
					Totals for 134087		60.00
03/22/2018	134088	27 E 700 411 158000		CASH	cash to take students to lunch, 5 ten dollar bills, Steve Marczinke-class		50.00
					Totals for 134088		50.00
03/22/2018	134089	10 E 800 348 254500		KWIK TRIP, INC	MAINT, SPED, ATHL, FS FILLS FEB. 2018		1,302.05
					Totals for 134089		1,302.05
03/22/2018	134090	10 E 400 341 256740		LITCHFIELD RENT A CAR	Van rental Dorian festival		299.44
					Totals for 134090		299.44
03/22/2018	134091	27 E 800 382 436660		SCHOOL DISTRICT OF FALL CREEK	SPEECH/LANG SHARED COSTS, 2ND INSTALLMENT 2017-18		7,895.00
					Totals for 134091		7,895.00

CHECK DATE	CHECK ACCOUNT			VENDOR	INVOICE	AMOUNT
	NUMBER	NUMBER	NUMBER		DESCRIPTION	
03/22/2018	134092	10 E 800 310 231500		STRANG, PATTESON, RENNING, LEW	LEGAL SERVICES FEB. 2018. MATTER# 01025-00099 Totals for 134092	21,706.58 21,706.58
03/27/2018	134093	27 E 700 341 256750		ABBY VANS INC	A. WILLIAMS: JAN 1-31, 2018 Totals for 134093	112.00 112.00
03/27/2018	134094	10 E 400 310 162223		ALTOONA YOUTH HOCKEY ASSOC	Ice rental 2017-18 Totals for 134094	17,675.00 17,675.00
03/27/2018	134095	10 E 400 310 162223		CENTER ICE CLUB	Hockey game workers-9 HOME GAMES	1,800.00
	134095	10 E 400 310 162223		CENTER ICE CLUB	BIG Clothing Order Fundraiser-CENTER ICE SHARE Totals for 134095	336.00 2,136.00
03/27/2018	134096	10 E 800 320 254300		CLIMATE MAKERS	reset outside air sensor for AIS Totals for 134096	270.00 270.00
03/27/2018	134097	10 E 400 310 161339		EIMMERMAN, MALORIE	Forensics Judge - Waupaca Totals for 134097	100.00 100.00
03/27/2018	134098	10 E 400 310 161339		OHREN, NICHOLAS	Forensics Judge - Waupaca Totals for 134098	100.00 100.00
03/27/2018	134099	10 E 800 411 223100		WADA	REGISTRATION: WADA LTI 501 and 502 courses: JAMES OLIVER Totals for 134099	130.00 130.00
03/27/2018	134100	10 E 400 943 161339		WAUPACA HIGH SCHOOL	Entry Fees for Waupaca Forensics Tournament Totals for 134100	536.00 536.00
03/29/2018	134101	27 E 700 411 158000		CESA 11	CCR IEP training: PLANERT, MARTIN, KING, VANBLARCOM Totals for 134101	60.00 60.00
03/29/2018	134102	10 E 400 310 125400		LIES, JUDY	Accompaniments for Solo and Ensemble-CHOIR Totals for 134102	250.00 250.00
04/03/2018	134103	10 L 000 000 811670		AMERIPRISE FINANCIAL SERVICES	403(B)S Totals for 134103	1,350.00 1,350.00
04/03/2018	134104	10 L 000 000 811680		WI SCTF	CHILD SUPPORT	46.98
	134104	27 L 000 000 811680		WI SCTF	CHILD SUPPORT Totals for 134104	7.02 54.00
03/15/2018	171800934	10 E 800 411 221100		B & B ELECTRIC INC	Electrical Services provided by B&B Electric for FAB LAB invoice # 84267 Totals for 171800934	1,011.58 1,011.58

CHECK DATE	CHECK ACCOUNT			VENDOR	INVOICE DESCRIPTION	AMOUNT
	NUMBER	NUMBER	NUMBER			
03/15/2018	171800935	10 E 800 320 254500		BOBCAT PLUS	repairs to bobcat brush unit	610.90
					Totals for 171800935	610.90
03/15/2018	171800936	10 E 800 411 221910		CDW GOVERNMENT, INC.	ADO EDU K12 ADD ON DVC L4 MOS-6 #20	250.00
					Totals for 171800936	250.00
03/15/2018	171800937	10 E 400 411 222200		DEMCO, INC .	LIBRARY SUPPLIES	161.72
					Totals for 171800937	161.72
03/15/2018	171800938	10 E 400 341 256740		EAU CLAIRE AREA SCHOOL DIST	Bus trip to State DECA with Eau Claire North and Memorial	333.35
					Totals for 171800938	333.35
03/15/2018	171800939	10 E 800 432 222200		FOLLETT SCHOOL SOLUTIONS, INC.	ARTIST DVDS	269.55
					Totals for 171800939	269.55
03/15/2018	171800940	10 E 800 411 253300		HILLYARD, INC - EAU CLAIRE	ORDER #54240406: CHARGER, SPRAY GUN, WIRE	130.88
					Totals for 171800940	130.88
03/15/2018	171800941	10 E 400 310 161339		JESKE, HUNTER	Forensics Judge - Regis	100.00
					Totals for 171800941	100.00
03/15/2018	171800943	10 E 400 411 125500		JW PEPPER	AMS Jazz Music	92.99
	171800943	10 E 400 411 125500		JW PEPPER	6th grade band music for next concert	95.99
	171800943	10 E 400 411 125500		JW PEPPER	HS Music (Last piece) for our Festival Concert Old Churches by Michael Colgrass	70.99
	171800943	10 E 400 411 125500		JW PEPPER	HS Jazz Ensemble Books (used for gigs like Valentine's Dinner).	92.29
	171800943	10 E 400 411 125500		JW PEPPER	Music for our HS March Concert	95.99
	171800943	10 E 400 411 125500		JW PEPPER	New Pep Band Music	174.99
	171800943	10 E 400 411 125500		JW PEPPER	Darklands March	75.99
	171800943	10 E 800 411 162101		JW PEPPER	Music for In Training Show Choir	300.96
					Totals for 171800943	1,000.19
03/15/2018	171800944	10 E 400 341 256740		KRUG'S BUS SERVICE	Hockey transportation-KASSON, MN	927.00
					Totals for 171800944	927.00
03/15/2018	171800945	21 E 800 411 223100		SPRINGER, WENDY	Parents Night GBB-LESS TAX	126.46
					Totals for 171800945	126.46
03/15/2018	171800946	10 E 200 411 122000		STAPLES	classroom supplies, tape dispenser, tape, anchor chart paper, paper cutter-MADISON	90.90
	171800946	10 E 100 417 110000		STAPLES	COPY PAPER-BOSS	589.60
					Totals for 171800946	680.50
03/15/2018	171800947	21 E 800 411 223100		WINSAND, STACY	Parents Night BBB	84.70
					Totals for 171800947	84.70

CHECK DATE	CHECK ACCOUNT			VENDOR	INVOICE		AMOUNT
	NUMBER	NUMBER	NUMBER		DESCRIPTION		
03/15/2018	171800948	10 E 400 310	125400	WSMA	WSMA Festival Clinic		21.00
					registration fee-HS CHOIR		
					Totals for 171800948		21.00
03/16/2018	171800953	80 E 200 310	392105	CALKINS, JEFFREY	OFFICIAL		50.00
					Totals for 171800953		50.00
03/16/2018	171800954	80 E 200 310	392105	SUMNER, JOHN	OFFICIAL		50.00
					Totals for 171800954		50.00
03/16/2018	171800955	10 E 400 310	162205	WHITE, NICHOLAS	OFFICIAL		90.00
					Totals for 171800955		90.00
03/23/2018	171800956	10 L 000 000	811670	VOYA INSTITUTIONAL TRUST COMPA	403(B)S		245.00
	171800956	27 L 000 000	811670	VOYA INSTITUTIONAL TRUST COMPA	403(B)S		105.00
	171800956	10 L 000 000	811670	VOYA INSTITUTIONAL TRUST COMPA	403(B)S		100.00
					Totals for 171800956		450.00
03/19/2018	171800957	10 L 000 000	811637	MADISON NATIONAL LIFE INS CO,	SHORT-TERM DISABILITY INS		260.64
	171800957	27 L 000 000	811637	MADISON NATIONAL LIFE INS CO,	SHORT-TERM DISABILITY INS		68.31
	171800957	10 L 000 000	811636	MADISON NATIONAL LIFE INS CO,	LTD INS BENEFITS		1,417.76
	171800957	27 L 000 000	811636	MADISON NATIONAL LIFE INS CO,	LTD INS BENEFITS		333.75
	171800957	10 L 000 000	811638	MADISON NATIONAL LIFE INS CO,	AD&D/LIFE INS BENEFITS		224.54
	171800957	27 L 000 000	811638	MADISON NATIONAL LIFE INS CO,	AD&D/LIFE INS BENEFITS		41.92
	171800957	10 L 000 000	811637	MADISON NATIONAL LIFE INS CO,	SHORT-TERM DISABILITY INS		260.64
	171800957	27 L 000 000	811637	MADISON NATIONAL LIFE INS CO,	SHORT-TERM DISABILITY INS		68.31
	171800957	10 L 000 000	811636	MADISON NATIONAL LIFE INS CO,	LTD INS BENEFITS		1,517.46
	171800957	27 L 000 000	811636	MADISON NATIONAL LIFE INS CO,	LTD INS BENEFITS		333.75
	171800957	10 L 000 000	811638	MADISON NATIONAL LIFE INS CO,	AD&D/LIFE INS BENEFITS		228.44
	171800957	27 L 000 000	811638	MADISON NATIONAL LIFE INS CO,	AD&D/LIFE INS BENEFITS		41.92
	171800957	10 L 000 000	811636	MADISON NATIONAL LIFE INS CO,	INSURANCE ADJUSTMENTS		-31.47
	171800957	10 L 000 000	811637	MADISON NATIONAL LIFE INS CO,	INSURANCE ADJUSTMENTS		-14.56
	171800957	10 L 000 000	811638	MADISON NATIONAL LIFE INS CO,	INSURANCE ADJUSTMENTS		-6.42
					Totals for 171800957		4,744.99
03/19/2018	171800958	10 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS PREMIUMS		429.75
	171800958	27 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS PREMIUMS		114.09
	171800958	50 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS PREMIUMS		12.09
	171800958	10 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS BENEFITS		174.00
	171800958	27 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS BENEFITS		41.06
	171800958	50 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS BENEFITS		2.00
	171800958	10 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS PREMIUMS		437.59
	171800958	27 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS PREMIUMS		114.09
	171800958	50 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS PREMIUMS		12.09
	171800958	10 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS BENEFITS		174.88
	171800958	27 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS BENEFITS		41.06
	171800958	50 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS BENEFITS		2.00
	171800958	10 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	INSURANCE ADJUSTMENTS		-18.35
					Totals for 171800958		1,536.35
03/19/2018	171800959	10 L 000 000	811631	SECURITY HEALTH PLAN OF WI, IN	HEALTH INS DEDUCTIONS		8,497.66
	171800959	27 L 000 000	811631	SECURITY HEALTH PLAN OF WI, IN	HEALTH INS DEDUCTIONS		1,805.63
	171800959	10 L 000 000	811631	SECURITY HEALTH PLAN OF WI, IN	HEALTH INS BENEFITS		62,323.59
	171800959	27 L 000 000	811631	SECURITY HEALTH PLAN OF WI, IN	HEALTH INS BENEFITS		13,243.61
	171800959	10 L 000 000	811631	SECURITY HEALTH PLAN OF WI, IN	HEALTH INS DEDUCTIONS		8,497.66

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	NUMBER	NUMBER	NUMBER			
03/19/2018	171800959	27 L 000 000	811631	SECURITY HEALTH PLAN OF WI, IN	HEALTH INS DEDUCTIONS	1,905.97
	171800959	10 L 000 000	811631	SECURITY HEALTH PLAN OF WI, IN	HEALTH INS BENEFITS	62,323.59
	171800959	27 L 000 000	811631	SECURITY HEALTH PLAN OF WI, IN	HEALTH INS BENEFITS	13,978.69
	171800959	10 E 800 240	291000	SECURITY HEALTH PLAN OF WI, IN	RETIREE INSURANCE PREMIUMS	35,972.32
	171800959	10 L 000 000	811631	SECURITY HEALTH PLAN OF WI, IN	INSURANCE ADJUSTMENTS	5,504.11
					Totals for 171800959	214,052.83
03/20/2018	171800961	10 E 150 411	110450	HENRICHS, PAUL	COFFEE URN	39.92
					Totals for 171800961	39.92
03/20/2018	171800962	10 E 800 411	253300	HILLYARD, INC - EAU CLAIRE	MAND/CRANBERRY FOAM SOAP	419.04
					Totals for 171800962	419.04
03/20/2018	171800963	10 E 150 411	121000	NASCO	art supplies-BURGRAFF	697.28
					Totals for 171800963	697.28
03/20/2018	171800964	27 E 700 411	152000	PEARSON EDUCATION	DAYC-2 assessment kit	384.78
	171800964	27 E 700 411	215000	PEARSON EDUCATION	BASC BESS Screeners/Reports	-62.50
					Totals for 171800964	322.28
03/20/2018	171800965	10 E 100 411	110101	REALLY GOOD STUFF, INC.	Misc. classroom supplies- guided reading stand, easel-KESSLER	169.84
					Totals for 171800965	169.84
03/20/2018	171800966	10 E 800 310	254300	SHRED AWAY	DOCUMENT DESTRUCTION & RECYCLING 2-2-2018	45.00
					Totals for 171800966	45.00
03/20/2018	171800968	10 E 400 411	132700	STAPLES	supplies for Business ed-OSTRANDER	59.44
	171800968	10 E 400 411	132700	STAPLES	supplies for business ed. classes-OSTRANDER	328.40
	171800968	10 E 700 411	172000	STAPLES	DESK REFERENCE	63.88
	171800968	10 E 700 411	172000	STAPLES	DISPLAY-REPLACEMENT	
	171800968	10 E 700 411	172000	STAPLES	classroom supplies-ADRIAN	124.41
	171800968	10 E 700 411	172000	STAPLES	CREDIT REFERENCE DISPLAY	-63.88
	171800968	10 E 700 411	172000	STAPLES	CREDIT REPLACEMENT REFERENCE DISPLAY	-63.88
					Totals for 171800968	448.37
03/20/2018	171800969	10 E 800 341	256710	STUDENT TRANSIT EAU CLAIRE, IN	FEB 1-28, 2018: ALTOONA ROUTES CONTRACT TO/FROM SCHOOL.	49,214.16
	171800969	27 E 700 341	256750	STUDENT TRANSIT EAU CLAIRE, IN	FEB 1-28, 2018: ALTOONA ROUTES CONTRACT TO/FROM SCHOOL.	12,545.96
	171800969	10 E 100 341	256770	STUDENT TRANSIT EAU CLAIRE, IN	INV#S: 26908, 26912,26919,26921,26922,26929, 26931	430.00
	171800969	10 E 800 342	221400	STUDENT TRANSIT EAU CLAIRE, IN	INV#S: 26908, 26912,26919,26921,26922,26929, 26931	360.00
	171800969	10 E 200 341	256770	STUDENT TRANSIT EAU CLAIRE, IN	INV#S: 26908, 26912,26919,26921,26922,26929, 26931	190.00

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03/20/2018	171800969	10 E 400 341 256740	STUDENT TRANSIT EAU CLAIRE, IN	INV#S: 26908, 26912,26919,26921,26922,26929, 26931		369.85
	171800969	10 E 200 341 256740	STUDENT TRANSIT EAU CLAIRE, IN	INV#S: 26908, 26912,26919,26921,26922,26929, 26931		600.00
				Totals for 171800969		63,709.97
03/20/2018	171800970	50 L 000 000 811200	TAHER, INC	FEB 2018 OPERATING EXPENSES		43,250.54
				Totals for 171800970		43,250.54
03/20/2018	171800971	10 E 400 310 162400	THIRTEENTH STRONG	3RD INSTALLMENT 2017-2018		5,812.50
				Totals for 171800971		5,812.50
03/20/2018	171800972	10 E 800 411 221910	WISNET	1G TRANSCEIVER, 1 FIBER JUMPER		88.98
				Totals for 171800972		88.98
03/20/2018	171800973	10 E 800 411 221100	BALLENTINE, JEFFERY	WTEA professional conference Jeff Ballentine March 8 - 9		135.16
				Totals for 171800973		135.16
03/20/2018	171800974	10 E 800 342 221400	CHWALA, SHARON	CCF, WISEDATE CONF-WAUSUA		81.75
	171800974	10 E 800 342 252000	CHWALA, SHARON	CCF, WISEDATE CONF-WAUSUA		10.90
				Totals for 171800974		92.65
03/20/2018	171800975	21 E 200 411 140000	EMERSON, GREGORY	FUEL UP TO PLAY 60: FEB, MAR 2018		126.71
				Totals for 171800975		126.71
03/20/2018	171800976	10 E 800 411 221910	ERICKSON, KIMBERLY	GOOGLE TEST		10.00
				Totals for 171800976		10.00
03/20/2018	171800977	10 E 800 291 221300	HARP, TERESA	1 CREDIT @ \$50.00		50.00
				Totals for 171800977		50.00
03/20/2018	171800978	10 E 200 342 213000	KALDOR, BROOKE	WSCA CONF MADISON		200.56
				Totals for 171800978		200.56
03/20/2018	171800979	10 E 800 342 232100	ORTH, JOYCE	MILEAGE JAN-MAR 9, 2018		41.42
				Totals for 171800979		41.42
03/20/2018	171800980	10 E 200 342 221400	PHIPPEN, JILL	WSRA CONF-MILWAUKEE		284.49
				Totals for 171800980		284.49
03/20/2018	171800981	10 E 800 942 232100	ROTARY CLUB OF EAU CLAIRE	MEMBERSHIP DUES, MEETINGS, FUNDRAISERS		411.25
				Totals for 171800981		411.25
03/20/2018	171800982	10 E 800 342 221910	SCHEPPKE, MARK	BRAINSTORM CONF-WI DELLS, THORP		180.94
				Totals for 171800982		180.94
03/20/2018	171800983	10 E 800 411 221910	SKIFSTAD, LISA	GOOGLE TEST		10.00
				Totals for 171800983		10.00

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03/20/2018	171800984	10 E 400	341 256740	STUDENT TRANSIT EAU CLAIRE, IN	REMAINING FEB CHARTERS		1,366.30
	171800984	80 E 200	341 256790	STUDENT TRANSIT EAU CLAIRE, IN	REMAINING FEB CHARTERS		935.00
					Totals for 171800984		2,301.30
03/23/2018	171800985	10 E 400	187 162105	HOFF, CHRISTINE	GAME WORKER		40.00
	171800985	10 E 400	187 162205	HOFF, CHRISTINE	GAME WORKER		40.00
	171800985	80 E 200	187 392105	HOFF, CHRISTINE	GAME WORKER		35.00
					Totals for 171800985		115.00
03/23/2018	171800986	10 E 400	187 162105	SPRINGER, WENDY	GAME WORKER		30.00
	171800986	10 E 400	187 162205	SPRINGER, WENDY	GAME WORKER		60.00
	171800986	10 E 400	187 162205	SPRINGER, WENDY	GAME WORKER		40.00
					Totals for 171800986		130.00
03/23/2018	171800987	10 E 400	187 162205	WEISHEIPL, DAVID	GAME WORKER		30.00
					Totals for 171800987		30.00
03/22/2018	171800988	27 E 700	411 158000	CAMBIUM LEARNING GROUP	TransMath Level 2 Teacher Kit		438.90
					Totals for 171800988		438.90
03/22/2018	171800989	10 E 400	310 120000	CESA #10	1ST SEMS EC OFF CAMPUS COSTS- 4 HALF CREDITS		1,754.11
	171800989	10 E 800	342 221400	CESA #10	MATH WORKSHOPS FEB 21 & 22: HAVLERSON, KORENUK, LOCKEY, MABLE, PLANERT, DRESCHER, GERBER, GUTSCH, LANGLOIS, STOMOS, STANGEL		550.00
					Totals for 171800989		2,304.11
03/22/2018	171800990	10 E 800	320 254300	INNOVATIONAL CONCEPTS, INC.	MARCH MONTH SERVICE PROG: AHS, AMS AES		545.10
					Totals for 171800990		545.10
03/22/2018	171800991	10 E 100	417 110000	SCHOOL SPECIALTY, INC.	OFFICE AND PAPER SUPPLIES-AES		649.39
					Totals for 171800991		649.39
03/22/2018	171800992	10 E 800	411 221910	TIERNEY BROTHERS, INC.	24# ULTRA BRITE BOND 24X300 #2		59.83
					Totals for 171800992		59.83
03/22/2018	171800993	10 E 800	320 254300	VALLEY BUILDERS & HARDWARE CO	KEY BLANKS, CUT STANDARD KEY BLANK		20.94
					Totals for 171800993		20.94
03/27/2018	171800996	27 E 700	411 158000	ABLENET INC	Powerlink 4 Adapter for Switch Activated Appliances		280.50
					Totals for 171800996		280.50
03/27/2018	171800997	10 E 400	310 162223	BIG ATHLETICS	Rink jacket embroidery		127.41
					Totals for 171800997		127.41
03/27/2018	171800998	10 E 400	949 161339	DISALLE, JOHN	Forensics Judge - Waupaca		100.00
					Totals for 171800998		100.00
03/27/2018	171800999	10 E 800	435 222910	HEARTLAND BUSINESS SYSTEMS	Cisco SMARTnet - 1 Year - Service - 8 x 5 Next Business		3,774.54

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				Day, Maintenance Hardware PN: AIR-CT5508-100-K9 Serial Number: FCW1604L081 Dates: 2/23/18 - 2/22/19 Totals for 171800999	3,774.54
03/27/2018	171801000	10 E 400 310 161339	JESKE, HUNTER	Forensics Judge - Waupaca Totals for 171801000	100.00 100.00
03/27/2018	171801001	10 E 400 411 125400	JW PEPPER	Music for HS Choirs Pops Concert- Totals for 171801001	641.18 641.18
03/27/2018	171801002	10 E 100 342 221400	KESSLER, ERIKA	FEB 22-23. BROOKFIELD, WI Totals for 171801002	258.33 258.33
03/27/2018	171801003	10 E 800 411 221910	ROFF, LISA	GOOGLE CERTIFICATE Totals for 171801003	10.00 10.00
03/27/2018	171801004	10 E 400 949 162223	SCHOOL DISTRICT OF MENOMONIE	Hockey tournament event fee-DEC 28-29, 2017 Totals for 171801004	250.00 250.00
03/27/2018	171801005	10 E 100 411 241000	SCHOOL SPECIALTY, INC.	Elementary, Intermediate, Middle school chairs	1,334.53
	171801005	10 E 200 411 241000	SCHOOL SPECIALTY, INC.	Elementary, Intermediate, Middle school chairs	106.98
	171801005	10 E 800 444 120000	SCHOOL SPECIALTY, INC.	Elementary, Intermediate, Middle school chairs	2,062.66
	171801005	10 E 150 411 241000	SCHOOL SPECIALTY, INC.	Elementary, Intermediate, Middle school chairs Totals for 171801005	621.13 4,125.30
03/27/2018	171801006	10 E 400 411 127000	STAPLES	Classroom Supplies-BOLEY	23.28
	171801006	10 E 150 411 110000	STAPLES	Batteries, office pens & elastic bands-GILMARTIN Totals for 171801006	31.52 54.80
03/27/2018	171801007	10 E 100 411 241000	STURZ, ALEXA	PAPER PLATES (LESS TAX)- AES FAMILY LEARNING NIGHT Totals for 171801007	29.56 29.56
03/27/2018	171801008	10 E 800 342 223100	UPWARD, ELISSA	NOV 27, 2017-FEB 28, 2018 Totals for 171801008	20.06 20.06
03/27/2018	171801009	10 E 200 310 125400	WSMA	WSMA Clinic Registration-MS CHOIR	21.00
	171801009	10 E 400 310 125500	WSMA	WSMA Solo and Ensemble - Band Fees (plus one piano event) Totals for 171801009	115.30 136.30
03/29/2018	171801010	10 E 800 411 254300	FIRST SUPPLY LLC-EAU CLAIRE	RETRO FIT KIT, FILTER SGL COOLER PREP Totals for 171801010	903.11 903.11
03/29/2018	171801011	10 E 150 411 121000	NASCO	art supplies-BURGRAFF	30.72

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				Totals for 171801011		30.72
03/29/2018	171801012	10 E 800 320 254300	NET GUARD SECURITY SOLUTIONS	Troubleshoot Door H1 at high school, giving false alarms.		434.75
				Totals for 171801012		434.75
03/29/2018	171801013	10 E 150 411 110450	SCHOOL SPECIALTY, INC.	Classroom Supplies-SCOTT		60.82
				Totals for 171801013		60.82
03/23/2018	201700015	10 L 000 000 811200	ADVANCED DISPOSAL - EAU CLAIRE	TRASH/RECYCLING		-703.68
				Totals for 201700015		-703.68
03/13/2018	201701668	10 L 000 000 811614	DIVERSIFIED BENEFIT SERVICES I	FSA BENEFITS CARDS - 03/11/18		241.33
	201701668	27 L 000 000 811614	DIVERSIFIED BENEFIT SERVICES I	FSA BENEFITS CARDS - 03/11/18		282.50
				Totals for 201701668		523.83
03/13/2018	201701669	27 L 000 000 811614	DIVERSIFIED BENEFIT SERVICES I	FSA REIMBURSEMENTS - 03/16/18		1,238.00
				Totals for 201701669		1,238.00
03/13/2018	201701670	10 E 800 249 259000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENTS-03/16/18		7,457.58
				Totals for 201701670		7,457.58
03/23/2018	201701671	10 A 000 000 711101	CCF BANK	NET PAYROLL - 03/23/18		232,185.00
	201701671	27 A 000 000 711101	CCF BANK	NET PAYROLL - 03/23/18		51,423.91
	201701671	50 A 000 000 711101	CCF BANK	NET PAYROLL - 03/23/18		5,610.61
	201701671	80 A 000 000 711101	CCF BANK	NET PAYROLL - 03/23/18		491.35
				Totals for 201701671		289,710.87
03/23/2018	201701672	10 L 000 000 811612	EFTPS	FEDERAL TAXES		371.28
	201701672	27 L 000 000 811612	EFTPS	FEDERAL TAXES		50.00
	201701672	50 L 000 000 811612	EFTPS	FEDERAL TAXES		12.00
	201701672	10 L 000 000 811612	EFTPS	FEDERAL TAXES		25,086.45
	201701672	27 L 000 000 811612	EFTPS	FEDERAL TAXES		4,833.03
	201701672	50 L 000 000 811612	EFTPS	FEDERAL TAXES		88.77
	201701672	80 L 000 000 811612	EFTPS	FEDERAL TAXES		41.97
	201701672	10 L 000 000 811611	EFTPS	FICA TAXES		20,387.80
	201701672	27 L 000 000 811611	EFTPS	FICA TAXES		4,408.16
	201701672	50 L 000 000 811611	EFTPS	FICA TAXES		413.64
	201701672	80 L 000 000 811611	EFTPS	FICA TAXES		38.22
	201701672	10 L 000 000 811611	EFTPS	MEDICARE TAXES		4,768.20
	201701672	27 L 000 000 811611	EFTPS	MEDICARE TAXES		1,030.93
	201701672	50 L 000 000 811611	EFTPS	MEDICARE TAXES		96.73
	201701672	80 L 000 000 811611	EFTPS	MEDICARE TAXES		8.94
	201701672	10 L 000 000 811611	EFTPS	MEDICARE TAXES		4,768.20
	201701672	27 L 000 000 811611	EFTPS	MEDICARE TAXES		1,030.93
	201701672	50 L 000 000 811611	EFTPS	MEDICARE TAXES		96.73
	201701672	80 L 000 000 811611	EFTPS	MEDICARE TAXES		8.94
	201701672	10 L 000 000 811611	EFTPS	FICA TAXES		20,387.80
	201701672	27 L 000 000 811611	EFTPS	FICA TAXES		4,408.16
	201701672	50 L 000 000 811611	EFTPS	FICA TAXES		413.64
	201701672	80 L 000 000 811611	EFTPS	FICA TAXES		38.22
				Totals for 201701672		92,788.74
03/23/2018	201701673	10 L 000 000 811671	GREAT-WEST RETIREMENT SERVICES	DEFERRED COMPENSATION		514.50
	201701673	27 L 000 000 811671	GREAT-WEST RETIREMENT SERVICES	DEFERRED COMPENSATION		500.00
				Totals for 201701673		1,014.50

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03/23/2018	201701674	10 L 000 000	811670	HORACE MANN LIFE INS COMPANY	403(B) DEDUCTIONS	330.00
	201701674	27 L 000 000	811670	HORACE MANN LIFE INS COMPANY	403(B) DEDUCTIONS	100.00
					Totals for 201701674	430.00
03/23/2018	201701675	10 L 000 000	811691	WEA TRUST ADVANTAGE	PAYROLL DEDUCTIONS	102.26
	201701675	10 L 000 000	811691	WEA TRUST ADVANTAGE	PAYROLL DEDUCTIONS	98.54
	201701675	27 L 000 000	811691	WEA TRUST ADVANTAGE	PAYROLL DEDUCTIONS	8.70
	201701675	10 L 000 000	811691	WEA TRUST ADVANTAGE	PAYROLL DEDUCTIONS	20.55
	201701675	10 L 000 000	811670	WEA TRUST ADVANTAGE	403(B) DEDUCTIONS	254.59
	201701675	10 L 000 000	811670	WEA TRUST ADVANTAGE	403(B) DEDUCTIONS	2,772.33
	201701675	27 L 000 000	811670	WEA TRUST ADVANTAGE	403(B) DEDUCTIONS	284.00
	201701675	10 L 000 000	811670	WEA TRUST ADVANTAGE	403(B)S	1,558.35
	201701675	27 L 000 000	811670	WEA TRUST ADVANTAGE	403(B)S	291.67
	201701675	10 L 000 000	811670	WEA TRUST ADVANTAGE	ROTH IRA'S	233.00
	201701675	27 L 000 000	811670	WEA TRUST ADVANTAGE	ROTH IRA'S	0.00
	201701675	10 L 000 000	811691	WEA TRUST ADVANTAGE	403(B)S	1,803.50
	201701675	27 L 000 000	811691	WEA TRUST ADVANTAGE	403(B)S	184.00
					Totals for 201701675	7,611.49
03/23/2018	201701676	10 L 000 000	811613	WISCONSIN DEPT OF REVENUE	STATE TAXES	135.58
	201701676	50 L 000 000	811613	WISCONSIN DEPT OF REVENUE	STATE TAXES	7.42
	201701676	10 L 000 000	811613	WISCONSIN DEPT OF REVENUE	STATE TAXES	15,247.94
	201701676	27 L 000 000	811613	WISCONSIN DEPT OF REVENUE	STATE TAXES	3,138.85
	201701676	50 L 000 000	811613	WISCONSIN DEPT OF REVENUE	STATE TAXES	83.12
	201701676	80 L 000 000	811613	WISCONSIN DEPT OF REVENUE	STATE TAXES	25.97
					Totals for 201701676	18,638.88
03/23/2018	201701677	10 L 000 000	811690	WISCONSIN DEPT OF REVENUE	PAYROLL DEDUCTIONS	115.50
					Totals for 201701677	115.50
03/20/2018	201701678	27 L 000 000	811614	DIVERSIFIED BENEFIT SERVICES I	FSA BENEFITS CARDS-03/18/18	80.04
					Totals for 201701678	80.04
03/20/2018	201701679	10 L 000 000	811614	DIVERSIFIED BENEFIT SERVICES I	FSA REIMBURSEMENTS-03/23/18	2,258.96
					Totals for 201701679	2,258.96
03/20/2018	201701680	10 E 800 249	259000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENTS-03/23/18	4,144.16
					Totals for 201701680	4,144.16
03/20/2018	201701681	10 E 800 336	253300	EC ENERGY COOPERATIVE	AES ELECTRICITY, ACCT #13417001	3,548.21
					Totals for 201701681	3,548.21
03/10/2018	201701682	10 E 800 411	252000	MAGIC-WRIGHTER	FEB 2018 INTERNET PAYMENT TRANSACTIONS	41.00
					Totals for 201701682	41.00
03/12/2018	201701683	10 E 800 331	253300	XCEL ENERGY, INC.	JAN 13-FEB 10 GAS & ELECTRICITY. HS, FBF,MS,GARAGE, AES, AIS,EEC, ALT ED BDG, STORAGE	8,073.08
	201701683	10 E 800 336	253300	XCEL ENERGY, INC.	JAN 13-FEB 10 GAS & ELECTRICITY. HS, FBF,MS,GARAGE, AES, AIS,EEC, ALT ED BDG, STORAGE	23,652.07

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	NUMBER	NUMBER		DESCRIPTION		
					Totals for 201701683	31,725.15
03/27/2018	201701684	10 L 000 000 811100	CCF BANK	LINE OF CREDIT LOAN +		1,065,000.00
				INTEREST		
	201701684	10 E 800 682 283000	CCF BANK	LINE OF CREDIT LOAN +		325.88
				INTEREST		
					Totals for 201701684	1,065,325.88
03/27/2018	201701685	10 L 000 000 811614	DIVERSIFIED BENEFIT SERVICES I	FSA BENEFITS CARDS - 03/25/18		71.10
	201701685	27 L 000 000 811614	DIVERSIFIED BENEFIT SERVICES I	FSA BENEFITS CARDS - 03/25/18		240.99
					Totals for 201701685	312.09
03/27/2018	201701686	10 L 000 000 811614	DIVERSIFIED BENEFIT SERVICES I	FSA REIMBURSEMENTS - 03/30/18		547.10
					Totals for 201701686	547.10
03/27/2018	201701687	10 E 800 249 259000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENTS - 03/30/18		9,248.06
					Totals for 201701687	9,248.06
03/30/2018	201701688	10 L 000 000 811621	WISCONSIN RETIREMENT SYSTEM	WRS RETIREMENT		17,368.77
	201701688	27 L 000 000 811621	WISCONSIN RETIREMENT SYSTEM	WRS RETIREMENT		3,468.48
	201701688	10 L 000 000 811622	WISCONSIN RETIREMENT SYSTEM	WRS RETIREMENT		3,605.43
	201701688	27 L 000 000 811622	WISCONSIN RETIREMENT SYSTEM	WRS RETIREMENT		1,287.57
	201701688	50 L 000 000 811622	WISCONSIN RETIREMENT SYSTEM	WRS RETIREMENT		303.43
	201701688	10 L 000 000 811621	WISCONSIN RETIREMENT SYSTEM	WRS RETIREMENT		17,368.77
	201701688	27 L 000 000 811621	WISCONSIN RETIREMENT SYSTEM	WRS RETIREMENT		3,468.48
	201701688	10 L 000 000 811622	WISCONSIN RETIREMENT SYSTEM	WRS RETIREMENT		3,605.43
	201701688	27 L 000 000 811622	WISCONSIN RETIREMENT SYSTEM	WRS RETIREMENT		1,287.57
	201701688	50 L 000 000 811622	WISCONSIN RETIREMENT SYSTEM	WRS RETIREMENT		303.43
	201701688	10 L 000 000 811621	WISCONSIN RETIREMENT SYSTEM	WRS RETIREMENT		18,459.70
	201701688	27 L 000 000 811621	WISCONSIN RETIREMENT SYSTEM	WRS RETIREMENT		3,468.49
	201701688	80 L 000 000 811621	WISCONSIN RETIREMENT SYSTEM	WRS RETIREMENT		28.47
	201701688	10 L 000 000 811622	WISCONSIN RETIREMENT SYSTEM	WRS RETIREMENT		3,515.27
	201701688	27 L 000 000 811622	WISCONSIN RETIREMENT SYSTEM	WRS RETIREMENT		1,223.86
	201701688	50 L 000 000 811622	WISCONSIN RETIREMENT SYSTEM	WRS RETIREMENT		343.38
	201701688	80 L 000 000 811622	WISCONSIN RETIREMENT SYSTEM	WRS RETIREMENT		30.48
	201701688	10 L 000 000 811621	WISCONSIN RETIREMENT SYSTEM	WRS RETIREMENT		18,459.70
	201701688	27 L 000 000 811621	WISCONSIN RETIREMENT SYSTEM	WRS RETIREMENT		3,468.49
	201701688	80 L 000 000 811621	WISCONSIN RETIREMENT SYSTEM	WRS RETIREMENT		28.47
	201701688	10 L 000 000 811622	WISCONSIN RETIREMENT SYSTEM	WRS RETIREMENT		3,515.27
	201701688	27 L 000 000 811622	WISCONSIN RETIREMENT SYSTEM	WRS RETIREMENT		1,223.86
	201701688	50 L 000 000 811622	WISCONSIN RETIREMENT SYSTEM	WRS RETIREMENT		343.38
	201701688	80 L 000 000 811622	WISCONSIN RETIREMENT SYSTEM	WRS RETIREMENT		30.48
					Totals for 201701688	106,206.66
03/30/2018	201701689	10 E 800 310 252100	EMPLOYEE BENEFITS CORPORATION	COBRA ADMINISTRATIVE FEES		158.00
					Totals for 201701689	158.00
04/01/2018	201701875	10 L 000 000 811635	DELTA DENTAL	DENTAL INS BENEFITS		8,132.46
	201701875	27 L 000 000 811635	DELTA DENTAL	DENTAL INS BENEFITS		1,885.11
	201701875	10 L 000 000 811635	DELTA DENTAL	DENTAL INS BENEFITS		-8,132.46
	201701875	27 L 000 000 811635	DELTA DENTAL	DENTAL INS BENEFITS		-1,885.11
	201701875	10 L 000 000 811635	DELTA DENTAL	DENTAL INS BENEFITS		8,132.46
	201701875	27 L 000 000 811635	DELTA DENTAL	DENTAL INS BENEFITS		1,885.11
	201701875	10 L 000 000 811635	DELTA DENTAL	DENTAL INS BENEFITS		8,132.46
	201701875	27 L 000 000 811635	DELTA DENTAL	DENTAL INS BENEFITS		1,980.93
	201701875	10 L 000 000 811635	DELTA DENTAL	DENTAL INS BENEFITS		-8,132.46

CHECK	CHECK ACCOUNT						INVOICE	
DATE	NUMBER	NUMBER			VENDOR	DESCRIPTION	AMOUNT	
04/01/2018	201701875	27 L 000 000 811635	DELTA	DENTAL		DENTAL INS BENEFITS	-1,980.93	
	201701875	10 L 000 000 811635	DELTA	DENTAL		DENTAL INS BENEFITS	8,132.46	
	201701875	27 L 000 000 811635	DELTA	DENTAL		DENTAL INS BENEFITS	1,980.93	
	201701875	10 L 000 000 811635	DELTA	DENTAL		INSURANCE ADJUSTMENTS	-255.02	
						Totals for 201701875	19,875.94	

Totals for checks 2,087,320.45

FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
10	GENERAL	1,655,804.89	0.00	227,573.14	1,883,378.03
21	SPECIAL REVENUE TRUST FUND	0.00	0.00	337.87	337.87
27	SPECIAL EDUCATION FUND	128,547.91	0.00	21,704.64	150,252.55
50	FOOD SERVICE	51,395.00	0.00	35.49	51,430.49
80	COMMUNITY SERVICE	771.51	0.00	1,150.00	1,921.51
***	Fund Summary Totals ***	1,836,519.31	0.00	250,801.14	2,087,320.45

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

CHECK	CHECK ACCOUNT	INVOICE	
DATE	NUMBER NUMBER	VENDOR DESCRIPTION	AMOUNT
03/15/2018	8402 61 L 000 000 814465 000	EAU CLAIRE CHILDREN' Charlotte's Web Play TICKETS #10	45.00
		Totals for 8402	45.00
03/27/2018	8403 61 L 000 000 814465 000	FEED MY PEOPLE FOOD Feed My People Fundraiser	1,906.42
		Totals for 8403	1,906.42
03/27/2018	8404 61 L 000 000 814407 000	RIVER PRAIRIE CENTER Girls Basketball Banquet	932.29
		Totals for 8404	932.29
03/27/2018	8405 61 L 000 000 814480 000	WI DECA SCH #101, 2018 Wisconsin DECA registration and hotel, April 21 - 24, 2018	2,075.00
		Totals for 8405	2,075.00
03/29/2018	8406 61 L 000 000 814449 000	SPEECHWIRE TOURNAMEN Payment to Speechwire Tournament Services for tournament scheduling/tabulating online program	150.00
		Totals for 8406	150.00
03/15/2018	????????? 61 L 000 000 814477 000	INDIANHEAD FOODSERVI Supplies for store-THE RED ZONE	393.84
		Totals for 171800949	393.84
03/15/2018	????????? 61 L 000 000 814465 000	MISSISSIPPI WELDERS Rental/Lease Agreement-HS CD PROG	29.70
		Totals for 171800950	29.70
03/15/2018	????????? 61 L 000 000 814801 000	STAPLES Office Supplies-LANE	27.55
03/15/2018	????????? 61 L 000 000 814801 000	STAPLES Office Supplies-LANE	188.65
		Totals for 171800951	216.20
03/15/2018	????????? 61 L 000 000 814483 000	WASC State student council fee, HS	1,290.00
		Totals for 171800952	1,290.00
03/22/2018	????????? 61 L 000 000 814477 000	INDIANHEAD FOODSERVI supplies for school store	691.20
		Totals for 171800994	691.20
03/27/2018	????????? 61 L 000 000 814415 000	BIG ATHLETICS Game jackets-BASEBALL	60.99
		Totals for 171800995	60.99
		Totals for checks	7,790.64

FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
61	EXTRA CURRICULAR FUND	7,790.64	0.00	0.00	7,790.64
***	Fund Summary Totals ***	7,790.64	0.00	0.00	7,790.64

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

The purpose of the Altoona School District is to serve the educational needs of the students who attend the schools. Having a student representative on the Board of Education helps us to:

- better facilitate communication between the Board and the students in the district.
- increase awareness of the democratic process by our students.
- create an opportunity for students to participate in the decision-making process.

One Altoona High School student, and one alternate, shall be selected to serve as an ex officio representative to the Board of Education during his/her Junior and/or senior year.

The student representative shall act as a resource to the Board and advise the Board on student-related matters. He/she shall be responsible for communicating to the student body regarding actions or discussions of the Board, which will affect or be of interest to students. The student representative shall be required to attend the first board meeting of the month with the exception of meetings held in the summer. The student representative shall not vote on matters before the Board.

The student representative may be recalled if he/she fails to fulfill his/her responsibilities.

Specific guidelines for student representation to the Board shall be established by the high school principal.

Adopted: 02/04/13

Student of the Board Application

Alyse Tainter

As an eleven-year long Altoona School District student, I strongly surmise that I exceed the expectations of a student who is thought of as "involved" within our community. To start, I have participated in student council since fifth grade and was elected the middle school student council president in the fall of my eighth grade year. Student council has taught me the importance of helping others and creating a positive school environment through various seminars, events, and community service. Furthermore, I am also a member of DECA (business competition organization), volleyball, and a newly to-be-inducted National Honor Society student. In previous years, I have also been involved in basketball and softball. I can also often be found participating in community service activities at St. Mary's Catholic Church, school dances, sporting events, or other events hosted by the High School's Student Council. Attending different games and the events that are hosted through the school have shown myself the importance of seeing the community as a whole that is intertwined and not only a group of individuals.

There are many reasons as to why I would like to become the Student Representative for the the Altoona School District Board of Education. First, I believe that the students of the Altoona School District are all very different from each other and the only ways to best serve them is to have a student's opinion and input be taken into consideration. I have often been described as a social butterfly who is a very friendly and outgoing individual. This has allowed myself to get to learn a wide variety of the student body, both young and old. Through the years, I have also been introduced to the thoughts, questions, and concerns from various students. Furthermore, being elected to become the Student Representative for the Altoona School District Board for Education would also allow myself to transform into a better "well-rounded" young adult. Having the responsibility of representing the entire student body would also better prepare me for becoming a positive future leader of our community and furthermore, the world.

If I were to become the Student Representative, I would take various steps to ensure that all of the students throughout the district were represented towards their best interest. For example, I would constantly ask the opinions of different individuals or groups of students throughout various classes and the different interests in which they share. This may include randomly selecting a student once a week and interviewing them on their thoughts of various topics or events that are being taken throughout their school and the district as a whole. The students would range in both individual class and the exact building in which they are taught (elementary, intermediate, middle, high). As a representative, I would use my diversity through race, gender, thoughts, and uniqueness to encourage everyone for a more enthusiastic and supportive campus and education for everyone.

Lastly, I would like to conclude my paper with a quote from Benjamin Franklin that states. . . "Tell me and I will forget, teach me and I may remember, involve me and I learn." Thank you for your time and consideration when reading and thinking of my application.

Sedona Van Ert

March, 2018

Student of The Board

Being a part of our community in Altoona has been a priority in my life. The Explorer program at the Altoona Fire Department is one thing that I have been apart of. I started the Explorers when I was in sixth grade. Up until last year, we would meet every Tuesday and learn about the fire and EMS career path. During my time in the Explorers program, we hosted pancake and spaghetti feeds for the community. I also did regular training at the fire department. This helped teach me responsibility and the value of knowledge. In school I play softball and sing in the choir. Through softball, I have learned to stay humble and learn from my mistakes. Choir has taught me to work as a team and to communicate my problems and ideas. All these things I have learned through my community experience will help me become a student representative that others can rely on.

To become the Student Representative on the Altoona Board of Education would be an amazing opportunity, and learning experience. This would allow me to voice the opinions and ideas of students on important matters that are happening in our school around us. I believe that becoming the student representative would help me become more responsible with not only myself but with the school. I would like to become the Student Representative on the Altoona Board of Education because I understand that we are all here because we want to work towards the same goal. We want to help improve the education for the students here at Altoona. I want to be able to play a part in achieving this goal. I would like to be immersed in the conversations and also be able to voice my own opinions while being heard by the school district.

If I was selected to be the Student Representative of the Altoona Board of Education, I would ask as many people as I can and get their feedback on the many issues that we face in in our school. I will listen to the kids who feel as though their voices are unheard among their peers. I would go around during lunch, watch sports events, and attend club meetings to get a better feel for the different groups we have in our school. I will listen without judgment or criticism to the problems that students face at Altoona. I would make it my priority to get as many different opinions, ideas, and input that I can from my peers. To be apart of the board of education would be an experience that I will be able to take with me throughout my whole life.



Altoona Parks & Recreation Committee Agenda
Monday March 26, 2018 6:00pm
Parks & Recreation Office
1419 Front Porch Place

1. Call Meeting to Order
2. Roll Call
3. Maintenance Report
4. Recreation Report
5. Discuss/consider approval of minutes from the February 26, 2018 Parks & Recreation Committee Meeting.
6. Discuss playground features at Devney Park
7. Discuss/consider purchasing the Unity Dome playground piece from the Altoona Elementary School for \$5,000 installed.
8. Public Comments and Concerns
9. Adjournment

Debra Goldbach
Recreation Manager
Altoona Parks & Recreation Department



March 19, 2018

Item #6

Discuss playground features at Devney Park

As discussed at the February Parks & Recreation Committee Meeting, Committee Members stated they would like input on the playground structure that will be in Devney Park. Staff would like to start the conversation so we can move forward with the Request for Proposal. Staff for present different ideas to the Committee for discussion.

Item #7

Discuss/consider purchasing the Unity Dome playground piece from the Altoona Elementary School for \$5,000 installed.

Mike Markgren, School District of Altoona's Finance Director contacted the Parks & Recreation Office on October 19, 2017 wondering if the Parks Department would be interested in purchasing a playground piece called the Unity Dome from the School District. The school staff would like to put something else in it's place as they feel the piece is too big for the kindergarten and first grade students. The piece is just over a year old and the School District would like \$5,000.00 for the playground structure installed. I contacted Lee Recreation, the playground company that the Unity Dome was purchased from, and the price for a new Unity Dome is approximately \$11,000-\$12,000.

Staff would like to purchase the Unity Dome from the School District of Altoona for the requested \$5,000. Staff would also like to see the Unity Dome placed in Altoona City Park (10th Street Park).

**SCHOOL DISTRICT OF ALTOONA
BOARD OF CANVASSERS
157 Bartlett Street
ELEMENTARY SCHOOL CONFERENCE ROOM
April 5, 2018
3:15 p.m.
Agenda**

1. Call to order.
2. Roll Call.
3. Review ballot count.
4. Adjournment.

Position Announcement Interim Superintendent



Offering large school opportunities with a small school approach.

Engage. Equip. Empower.

SCHOOL DISTRICT OF
ALTOONA

1903 Bartlett Avenue
Altoona WI 54720



Phone: 715-839-6032

Fax: 715-839-6066

E-mail: jorth@altoona.k12.wi.us

School District of Altoona

Altoona, Wisconsin

Certified & Support Staff: 210

Student Enrollment: 1616

Contract: July 1, 2018 - June 30, 2019

The Interim Superintendent position is an important limited-term, part-time position (3 days per week).

The Interim Superintendent will bridge the gap between the outgoing superintendent and the next long-term, incoming superintendent. His or her main roles are to prepare the school district for the upcoming change in District leadership and to set up the incoming superintendent for success. This highly qualified person will have experience as a successful superintendent, having been highly regarded by his or her previous staff and community. The Interim Superintendent position requires the ability, skills, and experience to quickly assume leadership of the District and develop productive relationships with a highly motivated staff and Board of Education. This person will have exceptional leadership and communication skills, having demonstrated a style similar to "servant leadership." He or she will be a person of strength and unquestionable integrity. The Interim Superintendent will assume general superintendent duties with a focus on problem solving, morale-building, and redeveloping trust between staff and the administration/School Board as well as within the community.

This is not a position for an applicant potentially seeking the long-term superintendent position.

Position posting & application instructions:

<http://www.altoona.k12.wi.us/district/adminopenings.cfm>



Family Learning Night at Altoona Elementary featured Grow Your Mind activities. March 1018



Four AHS students will compete at the International Career Development Conference in Atlanta. April, 2018

As of
3/19/18
we've
received
donations
totaling
\$34,416
since
December
2017!

Altoona is located in west central Wisconsin in the heart of the Chippewa Valley. Contiguous to Eau Claire, Altoona is a community of 7,056 residents and home to about 581 businesses. The Altoona school district serves a student population of just over 1,600 students.

The school district includes the City of Altoona, a portion of the Town of Washington and to a much smaller extent the Town of Lincoln and City of Eau Claire. The district extends six miles to the east, south to highway AA, southwest to Otter Creek. The northern border is Lake Altoona. Fairfax Avenue is the district's western limit.

Three of the district's four schools, Altoona Intermediate School (4-5), Altoona Middle School (6-8), and Altoona High School (9-12) are conveniently located on one site.

The annual operating budget is \$24,820,000.

A new state of art elementary school was built and opened to our K-3 student population in the 2016/17 school year. Altoona Elementary School is located just two miles east of the main campus at 157 Bartlett Avenue.

Wisconsin



The District Office is located in the newly renovated Altoona Intermediate and Middle School building.

Board members Robin Elvig, Mike Hilger & Dave Rowe were recognized at the WASB Fall Regional Meeting in October 2017.

Left to right:
Brad Poquette, Treasurer
John Ashely, WASB
Robin Elvig, President
Helen Drawbert, Vice President
Mike Hilger, Clerk
Dave Rowe, Member


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School District of Altoona

Interim Superintendent

Description

SCHOOL DISTRICT OF ALTOONA

TITLE: Interim Superintendent (Limited Term 2018/19; Part-Time)

JOB ANALYSIS:

The School District of Altoona regards the interim superintendent as an important limited-term position necessary to bridge the gap between the outgoing superintendent and the next long-term, incoming superintendent. His or her main roles are to prepare the school district for the upcoming change in District leadership and to set up the incoming superintendent for success. This highly qualified person will have experience as a successful superintendent, having been highly regarded by his or her previous staff and community. The Interim Superintendent position requires the ability, skills, and experience to quickly assume leadership of the District and develop productive relationships with a highly motivated staff and Board of Education. This person will have exceptional leadership and communication skills, having demonstrated a style similar to "servant leadership." He or she will be a person of strength and unquestionable integrity. The interim superintendent will assume general superintendent duties with a focus on problem-solving, morale-building, and redeveloping trust between staff and the administration/School Board as well as within the community.

This position is a limited-term, part-time position; three days per week. This is not a position for an applicant potentially seeking the long-term superintendent position.

REPORTS TO: Board of Education

COORDINATES WITH: Board of Education, committees, all staff, municipal officers, civic and business organizations, and the media.

ATTENDS OR PARTICIPATES IN: A wide range of community activities, along with participation in appropriate educational organizations, civic events and student performances/athletic events.

SUPERVISES: Administrative staff, directly; all teachers and non-certified staff, indirectly.

PERFORMANCE RESPONSIBILITIES:

As assessed by the Board of Education, the interim superintendent's job responsibilities will encompass the following:

- resolving existing conflicts or tensions before the long-term superintendent arrives
- maintaining the course and momentum of District programming
- enhancing the District, focusing on and growing the staffs' strengths
- helping to manage a positive change in culture, seeking staff input, and monitoring and facilitating

Job Information

Location:

Altoona, Wisconsin, 54720, United States

Job ID:

40176555

Posted:

March 29, 2018

Position Title:

Interim Superintendent

Company Name:

School District of Altoona

Job Function:

Superintendent

Job Type:

Temporary

Job Duration:

Indefinite

Min Education:

Master's Degree

Min Experience:

3-5 Years

the change process

- making difficult decisions; though done in a well-considered, respectful, and transparent manner
- being transparent to staff (and all constituents) by stating goals and motives in relation to actions taken
- clearly communicating with staff the roles/responsibilities of a superintendent, helping them assess the qualities they would like to see in a long-term superintendent
- demonstrating and facilitating effective communication and leadership skills among staff and administrators
- re-establishing community support

EVALUATION: Performance of this job will be evaluated on an ongoing basis with the Board of Education.

TERMS OF EMPLOYMENT: Twelve (12) month; salary to be established by the Board.

QUALIFICATIONS & EDUCATIONAL REQUIREMENTS:

General Requirements:

1. Valid State of Wisconsin Superintendent's certification
2. Minimum of a Master's Degree and at least four years of administrative experience as a Superintendent, with five years teaching experience preferred

Requirements

Required Application Materials: In addition to the WECAN application process, resume, transcripts and three current letters of recommendation are required (upload to [WECAN](#)).

See Position Announcement Flyer, Job Description, Strategic Plan and our Standards of Excellence, along with link to WECAN: <http://www.altoona.k12.wi.us/district/adminopenings.cfm>

Jobs You May Like

<p>District Administrator - Eleva-Strum School...</p> <p>Eleva-Strum School District Strum, WI, United States</p>	<p>Director of Academics & Pupil Services</p> <p>Sparta Area School District Sparta, WI, United States</p>	<p>Director of Human Resources</p> <p>West Allis-West Milwaukee... West Allis, WI, United States</p>	<p>Superintendent</p> <p>School District of Beloit Beloit, WI, United States</p>
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DONATIONS UPDATE

as of April 9, 2018

Date Recognized:	Contributor:	Description:	Amount:	Value:
<u>4/9/2018</u>	<u>Xcel Energy</u>	<u>Required match for the Fab Lab grant</u>	<u>\$500</u>	
3/19/2018	Dave and Sue Rowe	Required match for the Fab Lab grant	\$300	
3/19/2018	Aldi	for supplies for garden towers	\$500	
<u>3/19/2018</u>	<u>Flutter Busters LLC</u>	<u>for 2nd grade Beaver Creek field trip</u>	<u>\$550</u>	
3/5/2018	Tools for Schools Grant	Library books	\$250	
3/5/2018	Altoona Area Foundation	Nonfiction reading materials	\$1,000	
3/5/2018	Altoona Area Foundation	I-pads (4-5)	\$1,000	
3/5/2018	Walmart	Required match for the Fab Lab grant	\$500	
<u>3/5/2018</u>	<u>Amundson Appliance</u>	<u>Refrigerator for MS Snack Shack</u>		<u>\$500</u>
2/5/2018	Mississippi Welders Supply Co	Required match for the Fab Lab grant	\$200	
2/5/2018	AnnMarie Foundation	Required match for the Fab Lab grant	\$4,500	
2/5/2018	RealityWorks	Required match for the Fab Lab grant	\$5,000	
<u>2/5/2018</u>	<u>RealityWorks</u>	<u>Required match for the Fab Lab grant</u>	<u>\$5,000</u>	
1/4/2018	Altoona Area Foundation	Guided Reading Books	\$1,000	
<u>1/4/2018</u>	<u>Marshfield Clinic Health Systems</u>	<u>Required match for the Fab Lab grant</u>	<u>\$2,500</u>	
12/18/2017	Women's Giving Circle Grant	K-3 STEM coding & robotics curriculum	\$5,966	
12/18/2017	Halfmoom Education Inc	Required match for the Fab Lab grant	\$200	
12/18/2017	Richard Jurmain	Required match for the Fab Lab grant	\$200	
12/18/2017	Kelly Heating & Electric LLC	Required match for the Fab Lab grant	\$250	
<u>12/18/2017</u>	<u>Northwestern Bank</u>	<u>Required match for the Fab Lab grant</u>	<u>\$5,000</u>	
Total to Date:			\$34,916	
Total Fab Lab Matching Funds:			\$24,150	

SCHOOL DISTRICT OF ALTOONA ENROLLMENT DATA FOR 2017/18

2016/17 September and June Totals:																
	K4	K	K .5	Gr 1	Gr 2	Gr 3	Gr 4	Gr 5	Gr 6	Gr 7	Gr 8	Gr 9	Gr 10	Gr 11	Gr 12	Totals
16-Sep-2016	103	118	0	107	125	134	116	104	127	117	100	99	106	99	115	1570
6-Jun-2017	106	116	0	106	130	136	120	105	127	115	103	103	109	101	105	1582

2017/18 Monthly District Totals:																
	K4	K	K .5	Gr 1	Gr 2	Gr 3	Gr 4	Gr 5	Gr 6	Gr 7	Gr 8	Gr 9	Gr 10	Gr 11	Gr 12	Totals
15-Sep-2017	104	126	0	118	107	134	129	118	113	125	121	106	107	103	101	1612
20-Oct-17	105	127	0	118	108	137	129	118	111	124	119	106	108	103	101	1614
20-Nov-17	106	126	0	120	108	137	129	119	112	125	120	106	108	103	97	1616
11-Dec-17	105	125	0	120	108	137	128	118	112	125	120	107	107	103	97	1612
12-Jan-2018	106	124	0	120	109	136	129	118	114	127	120	108	105	102	98	1616
13-Feb-2018	108	123	0	121	108	137	129	118	113	124	120	108	107	103	98	1617
27-Mar-2018	106	122	0	121	106	137	129	117	112	124	120	108	107	103	98	1610
Apr																
May																
June																
* K-12= on campus only															Average Enrollment:	1614

Sept - Present

School Totals this Month: Compared to:

	K4	K	Gr 1	Gr 2	Gr 3	Total	Last Month
Elementary School:	106	122	121	106	137	592	597
		Gr 4	Gr 5				
Intermediate School:	129	117				246	247
		Gr 6	Gr 7	Gr 8			
Middle School:	112	124	120			356	357
		Gr 9	Gr 10	Gr 11	Gr 12		
High School:	108	107	103	98		416	416
Total:						1610	1617



**Eggs & Issues: The Chamber's
Annual "State Of Altoona"**

Friday, April 20, 7 - 8:30 a.m.
River Prairie Center
1445 Front Porch Place
\$20 per person for Chamber members

A Chamber Business Advocacy Event Sponsors:

- **Advocate- Xcel Energy, Miron Construction**
Supporter - Banbury Place, Eau Claire Energy Cooperative

Our annual update on what's happening in the City of Altoona, presented by the Mayor Brendan Pratt and City Administrator Mike Golat. Get the latest on the completion of public facilities in River Prairie, the challenges of Altoona's continuing growth, and the key priorities of the city for 2018.

Attending? Register with Joyce by >>>> APRIL 13

Professional Educator Handbook Revisions
April 9, 2018

The following pages contain revisions recommended by the administrative team.

- [3]-[4] Updated with current Strategic Plan
- [15] Revision to WORK DAY/HOURS OF WORK – Normal Hours of Work to fix issues that stemming from specified hours and give flexibility to the building principals
- [27]-[28] VOLUNTARY EARLY RETIREMENT – Section 1 and Section 2
- [29]-[31] TIME OFF AND LEAVES – PAID LEAVE DAYS – Sick Leave – Compassion Clause
Page 29 is included for context, revisions are on page 30
- TIME OFF AND LEAVES – PAID LEAVE DAYS – Personal Day
Revisions are on pages 30-31

OUR VISION

~~The vision of the Altoona School District, in partnership with our students, their families, and our community, is to build a foundation for life long learning and the emotional well being of our students.~~

~~We are dedicated to offering large school opportunities with a small school approach.~~

Updated: July 15, 2013

OUR MISSION

We strongly believe in:

- ~~• Promoting our students' emotional well being and enabling them to meet all the state standards for core subject areas while encouraging competency in problem solving and critical thinking skills;~~
- ~~• Utilizing technology to transform teaching and learning so students can find global opportunities for study or jobs and expand their capacity for celebrating diversity;~~
- ~~• Preparing our students for post-secondary education, or for the contemporary job market;~~
- ~~• Supporting the learning of students with special needs and prepare them for adult life;~~
- ~~• Attracting and retaining strong teachers and evaluating them by measuring their performance, effectiveness and innovation;~~
- ~~• Strategically monitoring and being responsible stewards for the Altoona School District, and always advocating for public education;~~
- ~~• Jointly planning and sharing resources with outside entities including local government, businesses, and non-profit groups;~~
- ~~• Engaging the community by providing unique learning and recreation opportunities for adults and encouraging partnerships between parents, teachers, students and community members.~~

Adopted: July 2, 2012



SCHOOL DISTRICT OF ALTOONA STRATEGIC PLAN

Engage. Equip. Empower.

Offering large school opportunities with a small school approach

<p>Our Values: Student-Focused; Respect; Responsibility; Empathy; Joy; Continuous Improvement; Collaboration; Safety</p>			
<p>STUDENTS</p> <p>Altoona is a district where students feel connected and supported so they can learn, explore and realize their unique strengths and potential</p> <p>Goals:</p> <ul style="list-style-type: none"> Students achieve at the highest levels in a variety of ways Flexible individualized learning opportunities integrated into core classes are available for all students K-12 Students are individuals who think creatively, using critical thinking skills to solve problems and advocate for themselves Our culture promotes and supports a love of learning, social-emotional wellbeing, safety and care for students Students exit the system prepared for success in post-secondary endeavors 	<p>PEOPLE</p> <p>Altoona is a district where all staff find purpose, worthwhile work and the opportunity to make a difference</p> <p>Goals:</p> <ul style="list-style-type: none"> Leaders, teachers and staff are engaged as owners in the work of the district and demonstrate our values in daily work and interactions High quality teachers and staff are recruited, recognized and retained in the workforce Opportunities for development and advancement result in a high performing workforce Transparent and timely communication systems provide accurate flow of information 	<p>SERVICE</p> <p>All schools and departments work in partnership to serve our students, parents and community</p> <p>Goals:</p> <ul style="list-style-type: none"> Parents are highly satisfied with the quality of their child's education Students and schools are supported by strong partnerships among the district, families and the community District departments provide seamless support for internal and external stakeholders 	<p>RESOURCES</p> <p>Persistent focus on efficiency and effectiveness in all processes results in the highest return on investment</p> <p>Goals:</p> <ul style="list-style-type: none"> Financial and Human Resources processes are clearly aligned to deliver the best possible learning and working environment Facilities and technology are managed to continually improve and meet the changing needs of students Student Services programs consistently ensure that the needs of all students are met or exceeded Increase fidelity to curriculum and consistent use of best instructional strategies

Adopted: 07/10/17

Physical Examination

Examination: Upon initial employment, physical examinations shall be required of District employees in accordance with section 118.25 of the Wisconsin Statutes. When hired, a professional educator will be given a conditional offer of employment, contingent on evidence that the professional educator is of sound health and able to perform the essential functions of their job.

Fitness for Duty: The District may require a physical and/or mental examination, at the expense of the District, in order to determine the professional educator's ability to perform the essential functions of his/her job, if the inquiry is job-related and consistent with business necessity, and consistent with the limitations imposed by applicable State and Federal law. The examination is to be conducted by a physician of the District's choosing. Failure to comply with this request or failure to provide a doctor's certification of fitness for duties assigned may result in discipline up to and including discharge/termination.

Professional Appearance/Dress Code

Professional educators are judged not only by their service but also by their appearance. It is the District's expectation that every professional educator's appearance is consistent with the high standards we set for ourselves as a District. Professional educators are expected to present a well-groomed, professional appearance and to practice good personal hygiene as employees represent the District to students, parents and the public.

The District will not tolerate dress or attire from professional educators that is considered disruptive, inappropriate, of a political nature or which adversely affects the educational atmosphere.

Enforcement of this policy must be non-discriminatory with regard to sex, race, religion or other legally-protected class status.

WORK DAY/HOURS OF WORK

Normal Hours of Work

Certified staff are professional employees as defined by the federal Fair Labor Standards Act and the Wisconsin Municipal Employee Relations Act, § 111.70(1) (L), Wis. Stats.

All professional educators shall be required to be in their assigned building and available to students pursuant to the schedule established by the District or building principal. Such schedule shall include time for collaboration, preparation and lunch.

Although professionals' work is not limited to any specified number of hours or days per week, the normal hours of work for full-time employees in positions authorized as "40-hours per week" are considered to be an average of eight (8) hours per day plus a duty-free 30-minute lunch period. ~~The teacher's work day, begins no later than 7:30 a.m. and ends no earlier than 3:45 p.m. with the exception of Friday's and the day prior to holiday breaks when staff may leave at the end of the day following the departure of the buses.~~ Staff are expected to remain in the building during the established 7.25 instructional and planning hours as established by the building principal and remain in the building until the departure of buses. If meetings should run later than 3:45 p.m., professional educators are expected to remain for the duration of the meeting. The individual calling the meeting will make every effort to communicate the date and time of the meeting at least one week in advance.

VOLUNTARY EARLY RETIREMENT

(Updated 2/1/16 4/10/18; Effective 7/1/16 7/1/18)

The Board may provide, at its sole discretion, an early retirement benefit for eligible professional educators, and reserves the right to modify or terminate this benefit at any time.

Section 1 – Professional Educators hired before June 1, 2008.

Professional educators must meet all of the following requirements in order to access the early retirement benefit:

1. Must have been employed the equivalent of fifteen (15) years of full-time employment as a professional educator in the School District of Altoona;
2. Must submit a written, voluntary letter of retirement to the Superintendent no later than March 1 of the school year at the end of which the professional educator will sever employment;
3. Must achieve at least the minimum age of fifty-five (55) on or before September 1 of the year of retirement

For professional educators hired for service prior to June 1, 2008, the Employer will pay an early retirement benefit, based on years of service to the School District of Altoona from hire date to June 30, 2016, as follows:

- 9 to 14.99 years of service: 12 monthly payments for four years with each year equal to the employee's 15-16 annual rate of insurance, or until medicare eligibility, whichever is less.
- 15 to 19.99 years of service: 12 monthly payments for five years with each year equal to the employee's 15-16 annual rate of insurance, or until medicare eligibility, whichever is less.
- 20 to 24.99 years of service: 12 monthly payments for six years with each year equal to the employee's 15-16 annual rate of insurance, or until medicare eligibility, whichever is less.
- 25 to 29.99 years of service: 12 monthly payments for seven years with each year equal to the employee's 15-16 annual rate of insurance, or until medicare eligibility, whichever is less.
- 30 or more years of service: 12 monthly payments for eight years with each year equal to the employee's 15-16 annual rate of insurance, or until medicare eligibility, whichever is less.

The annual rates for the 15-16 school year are:

- \$7,000 Cash-in-Lieu
- \$7,061 Single Plan
- \$15,708 Family Plan

These payments will be paid out on a monthly basis.

Professional educators severing employment will have the opportunity of converting their accumulated sick leave to a dollar amount equivalent to the number of accumulated sick leave days using the following sliding schedule based on years of service as of June 30, 2016:

- ~~9 to 19.99 years of service: \$75/unused sick day.~~
- 20 9 to 24.99 years of service: \$110/unused sick day.
- 25 to 29.99 years of service: \$150/unused sick day.
- 30 or more years of service: \$190/unused sick day.

This accumulated sick leave payout can be used towards premium increases up to the District base health insurance plan. There will be no cash payout of the unused sick days.

Any professional staff member, who was hired before June 1, 2008, will be given the opportunity to waive the tiered health insurance plan in favor of the HRA plan.

Section 2 – Professional Educators hired on or after June 1, 2008

The following separation benefit program will be in effect for professional educators hired on or after June 1, 2008:

1. Upon completion of the employee's fifth (5th) consecutive year of service to the District, the District shall establish a Health Reimbursement Arrangement (HRA) account in the employee's name. The account will be fully vested and transferable once created.
2. On December 10th of the sixth (6th) consecutive year of service to the District and each consecutive year following, a deposit of 6% of the yearly salary, to a maximum of \$3,000.00, shall be made to the employee's HRA account.
3. Accumulated sick leave days will be paid out at ~~\$60.00~~ **\$110.00** per day into the employee's HRA at the time of separation.

TIME OFF AND LEAVES

PAID LEAVE DAYS

Each professional educator will have access to his or her paid leave balances through the Employee Portal. Paid leave may be taken in quarter-day increments. The responsibility for applying for and claiming leave rests with the professional educator. In all cases of absence, it is the responsibility of the professional educator to contact his/her principal in a timely manner.

Paid Leave Bank (Sick, Bereavement, Emergency)

Sick Leave

Yearly sick leave credit of ten (10) days shall be granted to the full-time professional educator (pro-rated accordingly for part-time employees) on the first day the professional educator reports to work for the contract year. Sick leave will accumulate to a maximum of one hundred (100) days.

Professional educators beginning work after the first day of the contract year shall receive a pro-rated amount of sick leave. Professional educators who leave the District's employment prior to the completion of his/her contract year shall have a pro-rated amount of sick leave removed from his/her account.

Sick leave shall cover necessary absences from duty because of personal illness, bodily injury, hospitalization or surgery. Sick leave may be used to care for a member of the immediate family. Immediate family shall be father, mother, brother, sister, spouse, domestic partner, child(ren), father-in-law, mother-in-law, sister-in-law, brother-in-law, grandparent and grandchildren. Immediate family shall also include the child(ren), father, mother, brother, sister, grandparent or grandchildren of a domestic partner.

It is expected that whenever possible medical or dental appointments for the employee or family member be scheduled outside of regularly scheduled work hours. When appointments cannot be scheduled outside of the regularly scheduled work hours, professional educators are expected to return to work after the appointment if the timeframe permits them to do so. When a professional educator intends to be absent for a medical/dental appointment or other non-school business for less than a quarter of a day, the professional educator may avoid use of sick leave if the professional educator makes arrangements with a colleague for coverage and notifies the principal of the arrangements in advance of the absence. The employee is also required to sign-out and sign-in upon their leaving and returning to the building. If the principal, school office, or sub caller is used to provide a substitute, then the professional educator will be charged with a half-day of sick leave if the absence is limited to either before lunch or after lunch, and a full-day of sick leave if the absence includes time both before and after lunch.

In the event an employee becomes eligible for benefits under the District's long term disability insurance program, the employee will no longer be allowed to use sick leave or accumulated sick leave.

Whenever the District deems such verification appropriate, the professional educator may be required to furnish the District with a certificate of illness signed by a medical provider verifying the reason for the absence. Such certificate should include a statement releasing the professional educator to return to work and a statement as to whether any limitations or restrictions are placed upon the work which may be performed. Nothing in this section shall be interpreted as limiting the District's ability to discipline or

discharge employees for excessive absenteeism.

When applicable, State and Federal FMLA shall run concurrently. For employees eligible for Federal FMLA, the District may require use of applicable accrued paid leave while taking FMLA leave; for employees only eligible for State FMLA, the employee may request, but the employer may not require, substitution of applicable accrued paid leave.

Compassion Clause: Sick leave days may be given by a professional educator to another professional educator upon written notice by ~~both employees~~ **the donor** to the District Business Office. Staff members can give ~~one day~~ **one-tenth of their accumulated sick days** to any staff member that has used all their sick days. The days given are for sick and emergency purposes, not for personal reasons. Once the days are given, they cannot be taken back. ~~The Compassion Clause does not apply to maternity or paternity leave.~~

No more than what is needed for the current situation, **up to 60 days**, can be given to an individual employee in a given school year. Extenuating circumstances will require Board approval.

Bereavement Leave

Professional educators shall be granted Bereavement Leave not to exceed five days in the event of a death in the family or close relationship. Bereavement Leave shall be deducted from the employee's Paid Leave Bank. It is the professional educator's responsibility to submit the appropriate form to his/her principal in advance of taking such leave. Professional educators who access Bereavement Leave consisting of multiple days for the same death shall confer with his/her principal in advance for the purpose of maintaining smooth school operations in his/her absence. The District may require proof of the death, the relationship, travel itineraries, or other documentation from the professional educator whenever the District deems such verification appropriate. A written request must be made to the Superintendent if it is felt that more days are needed.

Emergency Leave

In the event of an emergency not covered by illness in the family as indicated in the Sick Leave section or death as indicated in the Bereavement Leave section, the professional educator may apply for Emergency Leave to be granted by the Superintendent. Emergency Leave shall be deducted from Paid Leave Bank and will be granted only if sufficient evidence is submitted to satisfy there is a compelling reason for absence. Usually this leave will be granted only under extraordinary and uncontrollable circumstances. These circumstances will usually fall under the classification of an unforeseen nature that could not possibly be foreseen by the employee, such as damages to the professional educator's residence or vehicle caused by fire, flood, tornado, or other unforeseen emergency.

Personal Day

One (1) contracted day per school year will be granted to a professional educator who has personal matters which require absence during a work day. A Personal Day is defined as leave from a regular work day to conduct personal business which cannot be conducted outside the regular work day. Personal leave is accumulative to a maximum of ~~three (3)~~ **five (5)** days.

After five (5) years of continuous service to the District the professional educator will be granted two (2) personal leave days per school year with an accumulation to ~~three (3)~~ **five (5)** days.

Requests for Personal Days must be made by email to the immediate Supervisor as early as possible but not less than two (2) days prior to the day requested **unless an emergency arises**. If the event which gives

rise to the request is unknown at that time, such request must be made as soon as the employee becomes aware of the necessity for this leave and can reasonably communicate with the building principal or supervisor. All personal leave days require supervisor approval and are granted/denied at administrator's discretion.

Typically, no more than two (2) professional educators in a building or five (5) professional educators in the District may use a Personal Day on the same day. No Personal Day leaves will be granted on the first or last week of school, ~~on the day before or after a holiday~~, or on an inservice or Parent-Teacher Conference day.

Upon written request to the payroll specialist, up to two (2) unused personal days may be paid out at year-end at \$75 \$110 per day.

Chaperone Day

Professional educators whose child is enrolled in the Altoona School District may apply for the equivalent of one (1) paid day per child per year, allocated in half-days, to serve as a field-trip chaperone, classroom assistant, or participant in a school-sponsored activity in which the child is involved. This day is non-accumulative and is in addition to the annual Sick Leave and Personal Leave allocation. Application for such leave shall be made in accordance with the rules and limitations of the Personal Leave calendar and shall require submission of the appropriate form.

Administratively-Approved Leave

A professional educator may request Administratively-Approved Leave (with or without pay) for absences not covered under Sick Leave, Personal Leave, Bereavement Leave, or Emergency Leave provisions. Paid Administratively-Approved Leave shall access the professional educator's Sick Leave account. Unpaid Administratively-Approved Leave shall result in a pro-rated daily deduction of the teacher's contract and payment by the professional educator of daily benefit costs (1/190) after three (3) continuous leave days. This leave and the conditions thereof, including compensation, shall be at the discretion of the Superintendent whose decision shall be final and without appeal.

Requests for Administratively-Approved Leave shall be made with the appropriate form at least 15 days prior to the absence if advance notice is available. In the event that 15 days advance notice is not available, the professional educator shall be responsible for submitting the appropriate form as soon as the information is available. Administrators retain full discretion to grant or deny said request.

Jury Duty and Witness Duty

Where a professional educator is absent as a result of performing jury duty or acting as a witness in a matter on behalf of the District, the professional educator will be paid his/her full salary provided that all payments, less mileage, due the professional educator for performing jury duty shall be endorsed to the District. Professional educators shall report to work if released from jury duty or the witness stand when at least a half-day remains in the scheduled work day. Professional educators are required to submit proof to verify the amount of the payment and/or their requirement/request to appear.

National Guard Duty

Where a professional educator is absent due to required service in the National Guard or Reserve, the professional educator will be paid his/her full salary for a period of up to five (5) days for such absence, barring any overriding provision by the state or federal government. This leave will be granted without any deduction from the professional educator's Sick Leave account, provided that the professional educator endorses to the District all payments by the military for the days covered by paid leave from the

Support Staff Handbook Revisions
April 9, 2018

The following pages contain revisions recommended by the administrative team.

[3]-[4] Updated with current Strategic Plan

[21]-[22] VOLUNTARY EARLY RETIREMENT – Section 1

[22] TIME OFF AND LEAVES – PAID LEAVE DAYS – Paid Leave Bank - Sick Leave

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Updated: July 15, 2013

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Adopted: July 2, 2012



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Engage. Equip. Empower.

Offering large school opportunities with a small school approach

<p>Our Values: Student-Focused; Respect; Responsibility; Empathy; Joy; Continuous Improvement; Collaboration; Safety</p>			
STUDENTS	PEOPLE	SERVICE	RESOURCES
<p>Altoona is a district where students feel connected and supported so they can learn, explore and realize their unique strengths and potential</p> <p>Goals:</p> <ul style="list-style-type: none"> Students achieve at the highest levels in a variety of ways Flexible individualized learning opportunities integrated into core classes are available for all students K-12 Students are individuals who think creatively, using critical thinking skills to solve problems and advocate for themselves Our culture promotes and supports a love of learning, social-emotional wellbeing, safety and care for students Students exit the system prepared for success in post-secondary endeavors 	<p>Altoona is a district where all staff find purpose, worthwhile work and the opportunity to make a difference</p> <p>Goals:</p> <ul style="list-style-type: none"> Leaders, teachers and staff are engaged as owners in the work of the district and demonstrate our values in daily work and interactions High quality teachers and staff are recruited, recognized and retained in the workforce Opportunities for development and advancement result in a high performing workforce Transparent and timely communication systems provide accurate flow of information 	<p>All schools and departments work in partnership to serve our students, parents and community</p> <p>Goals:</p> <ul style="list-style-type: none"> Parents are highly satisfied with the quality of their child's education Students and schools are supported by strong partnerships among the district, families and the community District departments provide seamless support for internal and external stakeholders 	<p>Persistent focus on efficiency and effectiveness in all processes results in the highest return on investment</p> <p>Goals:</p> <ul style="list-style-type: none"> Financial and Human Resources processes are clearly aligned to deliver the best possible learning and working environment Facilities and technology are managed to continually improve and meet the changing needs of students Student Services programs consistently ensure that the needs of all students are met or exceeded Increase fidelity to curriculum and consistent use of best instructional strategies

Adopted: 07/10/17

Tax-Sheltered Annuity (TSA)/403(b) Retirement Plan

The District will maintain a TSA program without regard to the employee's current or former employee's contribution amounts. Employees shall have the opportunity to participate in the District's Internal Revenue Service's (IRS) Code 403(b) Savings Program and invest his or her money through salary deferral in annuities and other qualifying IRS Code 403(b) investment vehicles. Employees will be permitted to have their contribution remitted via payroll deduction to an Investment Vehicle offered by a vendor listed as a District-approved vendor, as required by the IRS Code and as directed by the District's plan document.

Wisconsin Deferred Compensation (WDC)/457(b) Retirement Plan

The District will make available and employees shall have the opportunity to participate in Wisconsin Deferred Compensation (WDC) program described in the IRS code section 457(b). Deferred compensation programs allow eligible employees to save and invest before-tax and after-tax (Roth) dollars for retirement. Employees will be permitted to have their contribution remitted via payroll deduction to WDC.

Section 125/Flexible Spending Account

The District will provide an Internal Revenue Service authorized cafeteria plan/flexible spending account (FSA) under applicable sections of the Internal Revenue Code (§ 105, § 106, § 125 and § 129) to permit employees to reduce their salary and contribute to an FSA to cover the following expenses:

- a. Payment of insurance premium amounts (IRC § 106);
- b. Permitted medical expenses not covered by the insurance plan (IRC § 105)
- c. Dependent care costs (IRC § 129) subject to the limitations set forth in the Internal Revenue Service Code.

Payments and the designation of amounts to be contributed to the employee's account will be subject to the procedures, rules and regulations of the plan's administrating agency. The provision of this plan shall be contingent upon the continuance of this benefit under the applicable Internal Revenue Code Sections (§ 105, § 106, § 125 and § 129).

VOLUNTARY RETIREMENT

(Updated ~~04/18/16~~ 4/10/18; Effective 07/01/16 18)

The Board may provide, at its sole discretion, a post-retirement benefit for eligible support staff, and reserves the right to modify or terminate this benefit at any time.

Support staff must meet all of the following requirements in order to access the early retirement benefit:

- Must have been employed the equivalent of fifteen (15) years of full-time employment as a support staff in the School District of Altoona;
- Must submit a written, voluntary letter of retirement to the Superintendent no later than March 1 of the school year at the end of which the support staff will retire;
- Must achieve at least the minimum age of fifty-seven (57) on or before July 1 of the year of retirement.

SECTION 1 – Fifteen (15) or more years of service as of June 30, 2016

- Employees who retire, and had fifteen (15) years of service in the District prior to June 30, 2016, shall receive \$250 per month into a qualified health reimbursement account (HRA) in the employee's name for five years or until the employee is eligible for Medicare, whichever comes first.
- Employees who retire, and had twenty (20) years of service in the District prior to June 30, 2016, shall receive \$375 per month into a qualified health reimbursement account (HRA) in the employee's name for five years or until the employee is eligible for Medicare, whichever comes first.
- Employees who retire, and had twenty five (25) years of service in the District prior to June 30, 2016, shall receive \$500 per month into a qualified health reimbursement account (HRA) in the employee's name for five years or until the employee is eligible for Medicare, whichever comes first.
- These payments will be pro-rated on a 2,080 (12 month, full-time) annual hour basis.
- Eligible retirees shall be paid twenty-five percent (25%) of the accumulated sick leave at the wage rate in effect at the time of retirement. This payment is not to exceed a maximum of \$2500.

SECTION 2 – Less than fifteen (15) years of service as of June 30, 2016

- Eligible retirees shall be paid twenty-five percent (25%) of the accumulated sick leave at the wage rate in effect at the time of retirement. This payment is not to exceed a maximum of \$2500.

TIME OFF AND LEAVES

PAID LEAVE DAYS

Each support staff will have access to his or her paid leave balances through the Employee Portal. Paid leave may be taken in quarter-day increments. The responsibility for applying for and claiming leave rests with the support staff. In all cases of absence, it is the responsibility of the support staff to contact his/her principal/supervisor in a timely manner.

Paid Leave Bank (Sick, Bereavement, Emergency)

Sick Leave

Effective July 1, 2013 part-time support staff working less than ~~1,235~~ 720 hours will not receive additional sick time. ~~Employees hired before this date will keep their current accumulation only.~~

Yearly sick leave credit of ten (10) days shall be granted to the full-time support staff (pro-rated accordingly for part-time employees who work more than 1,235 hours; yearly sick leave credit of five (5) days shall be granted to part-time employees who work more than 720 hours) on the first day the support staff reports to work for the contract year. Sick leave will accumulate to a maximum of one hundred (100) days.

Support staff beginning work after the first day of the contract year shall receive a pro-rated amount of sick leave. Support staff who leave the District's employment prior to the completion of his/her contract

Under the part-time open enrollment program, a student enrolled in a public school in the high school grades may be permitted to attend a public school in a nonresident school district to take up to two courses at any one time.

If a student wishes to participate in the part-time open enrollment program, the student and his/her parent or guardian are solely responsible for (1) following all application procedures, (2) providing express notice to the applicable school districts that confirms the student's intent to attend a course into which the student has been accepted, and (3) meeting relevant deadlines, as such requirements are defined in state law, any applicable state regulations, and the policies and procedures of the applicable school districts. Failure to submit a timely and complete application or a failure to follow other mandatory procedures is grounds for loss of the opportunity to participate in the course(s).

In collaboration with the Open Enrollment Coordinator, the High School Principal or an administrative-level designee shall be responsible for (1) ensuring that the District appropriately processes all resident and nonresident student applications for the part-time open enrollment program; and (2) determining whether the District will approve or deny individual applications based on the criteria established in state law, any applicable state regulations, and applicable District policies and procedures.

Resident High School Students Attending Courses in Other Public School Districts

The District shall deny a resident student's otherwise timely and complete application to attend a course in another public school district under the part-time public school open enrollment program if:

1. The course conflicts with the student's individualized education program (IEP); or
2. The cost of the course would impose an undue financial burden on the District

Nonresident High School Students Attending Courses in the District

Nonresident students seeking to enroll in specific District courses under the part-time open enrollment program shall be subject to the same criteria that are used for making course-related eligibility and acceptance decisions for students who are District residents. Such criteria include space availability considerations and meeting applicable course prerequisites, academic requirements, proficiency standards, and conduct-related requirements. However, up to the point at which the District issues formal notice of acceptance or denial to a nonresident applicant (which will occur no sooner than six weeks before and no later than one week before the course is scheduled to begin), the District will give preference (i.e., ahead of part-time open enrollment applicants) in making acceptance and placement decisions for individual courses to the following:

1. Otherwise-eligible students whose primary enrollment and school of attendance is (or at the time of the applicable course will be) within the public schools of the District (including resident students and nonresident students attending a school in the District under the full-time open enrollment program); and

2. Residents of the District who are otherwise eligible to apply for and take the course under state law or under any Board policy (e.g., certain residents who are enrolled in a private school, tribal school, or home-based private educational program).

If, after applying the applicable preferences, the District has space available in a course for part-time open enrollment students and any other students who may be eligible to apply to take the course, but the District has received more qualifying applications from such interested persons than there are spaces available, the District will use a random procedure to determine which additional students to accept into the course.

Application of Policy in Special Situations

To the extent required by law, the terms “resident student,” “nonresident student,” and “nonresident school district,” within this policy shall be construed to appropriately accommodate atypical situations where the public school that a student normally attends on a full-time basis is not located in the same school district in which the student’s legal residence is located.

Legal Ref:

Wisconsin Statutes

Section 115.385(4)	[required parent notification of educational options, including part-time open enrollment]
Section 118.13	[student nondiscrimination]
Section 118.145(4)	[resident students enrolled in private schools/tribal schools taking courses in the public high school]
Section 118.15(1)(d)	[discretionary program and curriculum modifications]
Section 118.33	[high school graduation requirements]
Section 118.52	[part-time open enrollment]
Section 118.53	[home-schooled students taking courses in the public schools]
Section 118.57	[required public notification of educational options, including part-time open enrollment]

ADOPTED:

High school students in grade 11 or 12 who meet the eligibility requirements defined in applicable statutes, regulations, and District policies, and who submit timely and complete applications and notices, may be permitted to enroll in one or more courses at a technical college through the technical college course program.

The High School Principal or an administrative-level designee shall be responsible for (1) ensuring that the District appropriately processes requests/applications related for the technical college course program; and (2) except for refusal of permission to take a course that is based on an undue financial burden, determining whether the District will approve individual applications and pay for specific courses based on the criteria established in state law, any applicable state regulations, and applicable District policies and procedures.

The authority of the program administrator(s) includes, but is not limited to, the authority to make or approve the following determinations on behalf of the District:

1. Whether a student meets the minimum eligibility criteria established in state law;
2. Whether a proposed course is comparable to a course already offered in the District;
3. Whether the student will be eligible to receive high school credit for the successful completion of a proposed course; and
4. Whether the proposed course and any resulting credit meets any of the District's high school graduation requirements.

While the District may refuse to allow a student with a disability to attend a technical college through the technical college course program if the costs related to any special services required for the student would impose an undue financial burden on District, the determination of an undue financial burden shall be made by the Superintendent.

Responsibility for Costs; Limitations on District Payments

To the extent required by state law, the District shall pay the costs associated with students' enrollment in a technical college under this policy if the course is taken for high school credit and the course is not comparable to a course offered in the District. Limitations on the District's responsibility for payment include the following:

1. The District shall pay only such tuition, fees, and course materials costs as are required by law. If the District is required to pay the technical college for the cost of a book or similar resource that is not a one-time use item, the student may be required to return the resource(s) to the District upon completion of the course.

2. The District shall pay for no more than the equivalent of a combined total of 18 secondary semester credits per student for any courses that are taken through the technical college course program or the Early College Credit Program. Courses that the District paid for under the former Youth Options Program count toward this credit limit.
3. The District shall only pay for courses that are successfully completed. If a student receives a failing grade in a course or fails to complete the course, the student's parent or guardian or the student, if an adult, is responsible for reimbursing the District for the tuition, fees, and other costs paid by the District. If this reimbursement is not made upon request, the student is ineligible for any further participation in the technical college course program and the Early College Credit Program. However, the student or the student's parent or guardian may submit a written request asking the School Board to waive this repayment obligation if the Board determines, at its discretion, that extenuating circumstances led to the unsuccessful completion of the relevant course(s) and repayment would impose an unreasonable and undue financial burden on the student or the student's family.
4. Unless otherwise required by law, the District is not responsible for providing transportation to technical college courses taken under this policy or paying for transportation-related costs.

Good Academic Standing

Solely for purposes of determining a student's eligibility to enroll in a course at a technical college under this policy, "good academic standing" in the District means that the student has a cumulative high school grade point average of at least 2.0 at the time of the determination.

Course Comparability

For purposes of determining whether a course that a student wishes to take through the technical college course program is comparable to a course offered by the District, and pending the development of any new state regulations applicable to the technical college course program or the adoption of other specific local standards for determining course comparability, the District shall apply the standards found in [PI 40.07\(1m\)](#) of the Wisconsin Administrative Code, as such standards were in effect as of December 31, 2017.

Reconsideration and Appeals

A student or his/her parent or guardian may submit a written request for the District Administrator to reconsider a District decision related to a student's participation in the technical college course program, except for any decisions made directly by the Board. In addition, if an applicant for the program disagrees with a District decision regarding comparability of courses or the satisfaction of high school graduation requirements, state law provides that the applicant may appeal the District's decision to the State Superintendent of Public Instruction within 30 days after the District's decision.

Legal Ref:

Wisconsin Statutes

Section 38.12(14)	[attendance at technical college under the technical college course program, also known as the "Start College Now" Program]
Section 115.385(4)	[parent notification of educational options]
Section 118.15(1)(b)	[attendance at a technical college in lieu of high school or on a part-time basis by a child 16 years of age or over and a child at risk]
Section 118.15(1)(d)	[discretionary program and curriculum modifications]
Section 118.153(1)(a)	[definition of a child at risk of not graduating from high school]
Section 118.33	[high school graduation requirements]
Section 118.55	[early college credit program]
Section 118.57	[public notification of educational options]

Wisconsin Administrative Code

Chapter PI 40	[regulations governing technical college attendance under the Youth Options Program, which were based on statutory provisions that were essentially identical to section 38.12(14)]
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ADOPTED:

High school students who meet the eligibility requirements defined in applicable statutes, regulations, and District policies, and who submit timely and complete applications and notices, may be permitted to enroll in one or more courses at an institution of higher education through the Early College Credit Program.

The High School Principal or an administrative-level designee shall be responsible for (1) ensuring that the District appropriately processes requests/applications related to the Early College Credit Program; and (2) determining whether the District will approve individual applications and pay for specific courses based on the criteria established in state law, any applicable state regulations, and applicable District policies and procedures.

The authority of the program administrator(s) includes, but is not limited to, the authority to make or approve the following determinations on behalf of the District:

1. Whether a student meets the minimum eligibility criteria established in state law;
2. Whether a proposed course is comparable to a course already offered in the District;
3. Whether the proposed course and any resulting credit meets any of the District's high school graduation requirements; and
4. Whether the student will be eligible to receive high school credit for the successful completion of a proposed course, and, if so, the amount of high school credit.

Initial Applications and Notices Students Are Required to Submit

Students interested in enrolling in an institution of higher education (IHE) for the purpose of taking one or more nonsectarian courses under the Early College Credit Program must do all of the following to start the application process:

1. Submit a timely and complete application directly to the applicable IHE in the semester prior to the semester or session in which the course is scheduled to begin. The student must adhere to all application deadlines and other related requirements established by the IHE; and
2. Submit a timely and complete written notice to the District that identifies the student's intent to take one or more courses under the Early College Credit Program. A separate notification form must be completed and processed for each IHE semester/session in which a student intends to take a course.
 - a. The initial notification form must be submitted to the District by March 1 if the student intends to enroll at the IHE in the subsequent fall semester, by October 1

if the student intends to enroll in the subsequent spring semester, and by March 1 if the student intends to enroll in the subsequent summer semester/summer session.

- b. In addition to any other information required on the form, the initial notice must identify the name of the IHE the student plans to attend, the titles of the course(s) in which the student intends to enroll, the number of postsecondary credits of each course, and whether the student will be taking the course(s) for high school credit, postsecondary credit, or both.

Responsibility for Costs; Limitations on District Payments

To the extent required by state law and as applicable to each course that a student takes under the Early College Credit Program, the District shall pay the appropriate tuition amount to the IHE and such other costs (if any) as may be specified by law. The student or the student's parent or guardian shall pay the amounts (if any) specified as the student's responsibility for each course under state law and District's policy. The following also apply:

1. If a student takes a course at an IHE that is comparable to a course offered in the District, the District will make no payment for the course. Instead, the student taking the comparable course is responsible for paying the tuition and fees for the course.
2. If a student takes a course at an IHE for postsecondary credit only, and the course is not comparable to a course offered in the District, the student or the student's parent or guardian shall pay to the District 25% of the tuition amount that the District is required to pay to the IHE, unless such 25% payment is determined to pose an undue financial burden on the student's family under standards and procedures set by the Department of Public Instruction. If applicable to a course and not waived pursuant to state law, the following provisions further govern the timing and method for making such 25% payments to the District:
 - a. The student or his/her parent or guardian may make payment for such courses via a personal check or a bank (cashiers) check, made payable to the School District of Altoona, or by online payment via the District's e-Funds for Schools option. Payments attempted in other forms, including in U.S. currency, are not acceptable and will be refused or returned to the payor. If a check is returned as non-payable due to insufficient funds, a stop-payment order, or any other reason, any related fee(s) charged to the District by a financial institution will be added to the amount due.
 - b. Unless the District's Business Office has agreed in writing to a different plan of scheduled payments, payment is due in full within 30 days of the date on which the District provides the student (or student's parent or guardian) with an invoice of the specific amount due. If a family wishes to arrange a payment plan, the family shall submit a request to the District's Business Office before the start date of the course(s). The District's Business Office may agree to a payment plan provided that (1) the student has no other outstanding obligations to the District that are in arrears, and (2) payments under the plan are spread out over no more than four (4) installments, with an initial payment due at the time the payment plan is arranged and with the final payment to be made no later than the earlier of 30 days after the course is complete or at least 10 days prior to the student's high school graduation. Initial installments under such a payment plan may be based on

an estimated amount owed if a definite figure cannot be provided by the IHE at that time.

- c. If the District receives any payment from the student or the student's parent or guardian as a share of tuition, and it is later determined that the District is not responsible for paying tuition for the course, or if the amount received as payment exceeds the amount of the student's actual payment obligation, the District will refund the appropriate amount to the student or his/her parent or guardian.
 - d. Any past-due payments for a share of course tuition that are owed by a student may result in the denial of certain school-related privileges in the same manner that applies to other past-due school fees and charges.
3. The District shall pay for no more than the equivalent of a combined total of 18 postsecondary semester credits per student for any courses that are taken through the technical college course program (section 38.12(14) of the state statutes) or the Early College Credit Program. Courses that the District paid for under the former Youth Options Program count toward this credit limit.
 4. The District shall only pay for courses that are successfully completed. If a student receives a failing grade in a course or fails to complete the course, the student's parent or guardian or the student, if an adult, is responsible for reimbursing the District for the costs paid by the District. If this reimbursement is not made upon request, the student is ineligible for any further participation in the technical college course program and the Early College Credit Program. However, the student or the student's parent or guardian may submit a written request asking the School Board to waive this repayment obligation if the Board determines, at its discretion, that extenuating circumstances led to the unsuccessful completion of the relevant course(s) and repayment would impose an unreasonable and undue financial burden on the student or the student's family.
 5. In order for a student to avoid a payment obligation (where applicable) for a course taken through the Early College Credit Program, it is the sole responsibility of the student and his/her parent or guardian to ensure that the student withdraws from the course prior to the applicable IHE's deadline for doing so such that the IHE will not charge the District any tuition for the course.
 6. Unless otherwise required by law, the District is not responsible for providing transportation to IHE courses taken under this policy or paying for transportation-related costs.

Satisfaction of Graduation Requirements; Awarding High School Credit for College Courses; and Course Comparability Determinations

Pending the development of any new state regulations applicable to the Early College Credit Program that address the granting of high school credit for a course taken at an IHE under this policy, the satisfaction of high school graduation requirements, and/or the determination of whether a course offered by an IHE is comparable to a course offered in the District, or the adoption of other specific local standards for making such determinations within the Early College Credit Program, the District shall apply the mandatory and discretionary standards found in [PI 40.07](#) of the Wisconsin Administrative Code, as such standards were in effect as of December 31, 2017.

If a student who intends to take a course through the Early College Credit Program disagrees with a District decision regarding comparability of courses, satisfaction of high school graduation requirements, or the number of high school credits to be awarded for a course (if any), the student may appeal the District's decision to the State Superintendent of Public Instruction within 30 days after the decision.

Legal Ref:

Wisconsin Statutes

[Section 38.12\(14\)](#)

[attendance at technical college under the technical college course program, also known as "Start College Now" Program]

[Section 115.385\(4\)](#)

[required parent notification of educational options, including Early College Credit Program]

[Section 118.15\(1\)\(d\)](#)

[discretionary program and curriculum modifications]

[Section 118.33](#)

[high school graduation requirements]

[Section 118.55](#)

[the Early College Credit Program]

[Section 118.57](#)

[required public notification of educational options, including Early College Credit Program]

[Section 120.12\(17\)](#)

[non-Early College Credit Program courses taken for high school credit at a UW System Institution]

Wisconsin Administrative Code

[Chapter PI 40](#)

[regulations governing attendance at postsecondary institutions under the Youth Options Program, which were based on statutory provisions that predated the effective date of the Early College Credit Program]

ADOPTED:

Summary of Services Estimate 2018-19

Altoona



NOTE: Because some service costs are based on projected expenses, some rates may be adjusted during this time period.

Administrative Services					
Code	Service	Invoiced	Local Cost	Grants	Total
AD 1	Software Hosting Service	Quarterly	\$ -		\$ -
	Strategic Planning	After Completion			
	Superintendent Search Service	After Completion			
	Technology Vulnerability Testing	After Completion			
<i>Total Administrative Services</i>			\$ -	\$ -	\$ -

Operations					
Code	Service	Invoiced	Local Cost	Grants	Total
O 1	Delivery Services	Quarterly	\$ 1,500		\$ 1,500
	NASDTEC Clearinghouse	Annually			
	Cooperative Purchasing Services	No Charge			
	Financial Software Services	Billed Quarterly by CESA 5			
<i>Total Operations</i>			\$ 1,500	\$ -	\$ 1,500

Learning Services					
Code	Service	Invoiced	Local Cost	Grants	Total
LS 1	School Improvement Services	Quarterly	\$ 8,500		\$ 8,500
LS 2	Technology Consulting and Staff Development	Quarterly	\$ -		\$ -
LS 3	CADENC	Quarterly	\$ 13,209		\$ 13,209
LS 4	CWETN	Quarterly	\$ -		\$ -
LS 5	Project Circuit	Quarterly	\$ -		\$ -
LS 6	WIN	Quarterly	\$ -		\$ -
LS 7	Video Services	Quarterly	\$ -		\$ -
	Student Course Costs	2x/yr			
	PlayOn WIAA Tournament Video Streaming	Invoiced in November			
	Equipment Maintenance	Invoiced in May			
	Video Fieldtrips	Invoiced in May			
LS 8	Instructional Media Center	Local is Quarterly Grant is 2x/yr (Dec & Jun)	\$ -	\$ -	\$ -
LS 9	Big Rivers Library Consortium	Quarterly	\$ -		\$ -
LS 10	E-Rate Support and Planning	Quarterly	\$ 4,869		\$ 4,869
	Title I	Quarterly			
	Title II and III	Claim Process/Not Billed			
	Carl Perkins	Not Billed			
	Math Advantage	Invoiced per attendance			
	Star Lab - Additional Days Purchased	Invoiced when used			
	Youth Apprenticeship	Not Billed			
<i>Total Learning Services</i>			\$ 26,578	\$ -	\$ 26,578

Facilities Management Services					
<i>*An additional signed contract is required for this service</i>					
Code	Service	Invoiced	Local Cost	Grants	Total
FM 1	Environmental Health and Safety*	Quarterly	\$ 3,271		\$ 3,271
FM 2	Energy Management Program*	Quarterly	\$ -		\$ -
	Facility Assessments	Per Separate Contract			
	Referendum Planning	Per Separate Contract			
	Construction Management	Per Separate Contract			
	Owner's Representative	Per Separate Contract			
	Natural Gas Transportation	Direct Billed by gas company			
<i>Total Facilities Management Services</i>			\$ 3,271	\$ -	\$ 3,271

LS 1 Reduced from \$24,633
LS 2 Reduced from \$ 9,840

Mike Haynes,
Administrator
CESA 10
725 W. Park Avenue
Chippewa Falls, WI

Summary of Services Estimate 2018-19

Altoona



NOTE: Because some service costs are based on projected expenses, some rates may be adjusted during this time period.

Special Education Services					
<i>Many of these services are based on student need</i>					
<i>All grant money is invoiced separately in December and June</i>					
Code	Service	Invoiced	Local Cost	Grants	Total
SE 1A	Special Education Leadership	Quarterly	\$ -	\$ -	\$ -
SE 1B	New Director/Designee Support	Quarterly	\$ -	\$ -	\$ -
SE 2A	Special Ed Administration/Fiscal Support	Quarterly	\$ -	\$ -	\$ -
SE 2B	Early Childhood Administration Support	Quarterly	\$ -	\$ -	\$ -
SE 2C	SBS/Medicaid Support	Not Billed	\$ -	\$ -	\$ -
SE 2D	Program Consultation	Quarterly	\$ -	\$ -	\$ -
SE 2E	Professional Development	Quarterly	\$ -	\$ -	\$ -
SE 2F	ParaEducator.net	Quarterly	\$ -	\$ 280	\$ 280
SE 3A	School Psychologist Services	Quarterly	\$ -	\$ -	\$ -
SE 3B	School Psychologist Support	Quarterly	\$ -	\$ 6,075	\$ 6,075
SE 3B(a)	Virtual Assistant	Quarterly	\$ -	\$ -	\$ -
SE 3C	SEEDS Software/Support	Quarterly	\$ -	\$ 5,400	\$ 5,400
Itinerant Services					
SE 4A	Hearing Impaired Instructional Services	Quarterly	\$ -	\$ -	\$ -
SE 4B	Educational Interpreter/Communications Aide	Quarterly	\$ -	\$ -	\$ -
SE 4C	Educational Audiology - Basic Services	Quarterly	\$ 5,360	\$ 500	\$ 5,860
SE 4D	Educational Audiology - IEP Related Services	Quarterly	\$ 4,912	\$ 500	\$ 5,412
SE 4E	Occupational Therapy	Quarterly	\$ -	\$ -	\$ -
SE 4E(a)	Overdrive Subscription	Quarterly	\$ -	\$ -	\$ -
SE 4F	Physical Therapy	Quarterly	\$ -	\$ -	\$ -
SE 4G	Vision-Impaired Services	Quarterly	\$ 10,400	\$ 500	\$ 10,900
SE 4H	Nursing Services	Quarterly	\$ -	\$ -	\$ -
In-District Personnel					
SE 5A	Early Childhood	Quarterly	\$ -	\$ -	\$ -
SE 5B	Speech/Language	Quarterly	\$ -	\$ -	\$ -
SE 5C	Social Worker	Quarterly	\$ -	\$ -	\$ -
SE 6	Foster Grandparents	Quarterly	\$ -	\$ -	\$ -
<i>Total Special Education Services</i>			\$ 20,672	\$ 13,255	\$ 33,927

Total Services:		\$ 52,021	\$ 13,255	\$ 65,276
ADM	Average Daily Membership (ADM):	\$ 2,960		\$ 2,960
TOTAL COSTS:		\$ 54,981	\$ 13,255	\$ 68,236

Signature _____

Date _____

Bottom Line Total Costs Reduced from:

\$80,954

\$94,209

A total savings of: \$25,973