



School District of Altoona

809 7th St West Altoona, WI 54720
715-839-6032 715-839-6066 FAX

Dr. Connie Biedron, Superintendent

www.altoona.k12.wi.us

ALTOONA BOARD OF EDUCATION

Regular Meeting
District Board Room
809 7th Street West
June 1, 2015
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. May 13, 2015 Special Meeting
 - b. May 18, 2015 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 \$898,634.85
 - (2) Student Activity Fund checks totaling \$11,676.79
9. Information
 - a. School Showcase
 - (1) High School "Aquaponics" Showcase (Classroom Visit)
 - b. Committee Reports
 - c. General Information
 - (1) Policy Discussion: Policy 535.3 – Job Sharing for Teachers, 535.3-R – Procedure for Job Sharing for Teachers
 - d. President's Report
 - (1) WASB Summer Institute, July 18
 - (2) WASB Workshops, August 12 and November 4

<p>Please note meeting location: District Board Room 809 7th Street West</p>

Altoona Board of Education, June 1, 2015

- e. Superintendent's Report
 - (1) Individualized Plan of Support Survey Results, Mike Haynes, CESA 10
 - (2) Monthly Student Enrollment Report
 - (3) Proposed Changes in Retirement (Voluntary Separation)
 - (4) Insurance Committee, May 28
 - (a) Health Insurance Plan Options
 - (5) On Track for the Future! Building Projects Update
 - (a) Agreement between the City of Altoona and the School District Concerning Infrastructure for New Elementary School
 - (b) Groundbreaking Ceremony, June 2
 - (c) Naming of New Elementary School
 - (6) End of Year Luncheon and Retirement Recognition, June 5
 - (7) 2015-17 State Budget
 - (8) Other Meetings, News and Events (Items announced in this category are not intended for discussion)
- 10. Board Action after Consideration and Discussion
 - a. Consider Resignation of Special Education Aide
 - b. Consider Resignation of Lunch/Recess Supervisor
 - c. Consider Resignation of RAILS Aide
 - d. Consider Approval of Additional RAILS Staff
 - e. Consider Employment Recommendation to Fill Elementary Physical Education Teacher Position
 - f. Consider Employment Recommendation to Fill Technology Education Teacher Position
 - g. Consider Employment Recommendation to Fill Payroll and Benefits Specialist/Financial Assistant Position
 - h. Consider Employment Recommendation to Fill Student Data Systems and Financial Assistant Position
 - i. Consider Recommendation for Continuation of .50 Elementary Math Intervention Specialist Position
 - j. Consider Recommendation for Continuation of and Employment in Middle School Aide Positions
 - k. Consider Approval of Resident Open Enrollment Applications for 2015/16
 - l. Consider Adoption of Board Calendar for 2015/16
 - m. Consider Initial Adoption of Policy 535.3 - Job Sharing for Teachers
 - n. Consider Approval of Health Insurance Provider and Plan Options
 - o. Consider Approval of Voluntary Separation Clause
 - p. Consider Naming of New Elementary School
 - q. Consider Agreement with the City of Altoona and School District of Altoona
- 11. Adjournment

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.

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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Dr. Connie Biedron, Superintendent

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ALTOONA BOARD OF EDUCATION
Special Meeting/Work Session
District Board Room
809 7th Street West
May 13, 2015
12:30 p.m.

1. The Special Meeting/Work Session of the Altoona Board of Education was called to order by Board President, Helen Drawbert at 12:35 p.m. in the District board room.
2. Roll call was taken and the following were present:
Helen S. Drawbert, President
Robin E. Elvig, Vice President
Michael J. Hilger, Clerk
Bradley D. Poquette, Treasurer
David A. Rowe, Member
Dr. Connie M. Biedron, Superintendent
Joyce M. Orth, Board Secretary

Also in attendance: Michael Markgren, business manager, and Debra Svihovec, Associated Financial Group.
3. Reading of Public Notice. Report of notice was given. 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. Review of Proposed Health Insurance Changes and Options. The committee, broker and bid processes were reviewed. Three local insurance brokers were interviewed, and Associated Financial Group was selected to take insurance bids on our behalf. Security Health Plan was the only vendor with a proposal that was less than the WEA's renewal, and Security Health Plan is the recommended provider. Their proposal includes HMO options for care at any Security Health Plan affiliate or Open Access options allowing employees to choose from any provider in our five county region. Indemnity coverage is also available for out of area retirees. The insurance committee will review prior to the board's action and no action will be taken today (see 8.a.).
6. Review of Proposed Changes to Retirement Plan. The committee process and priorities were reviewed along with estimated cost savings for the proposed plan. Once approved, the plan will go into effect in the 2016/17 school year. No action will be taken today (see 8.b.).
7. Review of Proposed Alternate Compensation Plan. The Compensation Model developed by the Alternate Compensation Committee was reviewed, and updated. Once approved, the plan will go into effect in the 2016/17 school year. No action will be taken today (see 8.c.).

8. Board Action after Consideration and Discussion. a. Consider Approval of Health Insurance Provider and Plan and Options. Motion by Elvig to postpone, seconded by Poquette. Elvig, yes; Rowe, yes; Hilger, yes; Poquette, yes; Drawbert, yes. Motion carried 5-0. b. Consider Approval of Retirement Plan Changes. Motion by Hilger to postpone, seconded by Poquette. Rowe, yes; Hilger, yes; Poquette, yes; Elvig, yes; Drawbert, yes. Motion carried 5-0. c. Consider Approval of Alternate Compensation Plan. Motion by Rowe to postpone, seconded by Poquette. Hilger, yes; Poquette, yes; Elvig, yes; Rowe, yes; Drawbert, yes. Motion carried 5-0.
9. Adjournment. Motion by Elvig to adjourn at 3:25 p.m., seconded by Rowe. Poquette, yes; Elvig, yes; Rowe, yes; Hilger, yes; Drawbert, yes. Motion carried 5-0.

The next Regular Meeting of the Altoona Board of Education is scheduled for Monday, May 18, 2015 at 6:30 p.m. in the District board room, 809 7th Street West, Altoona.

Joyce M. Orth CAP, Board Secretary

District Clerk

Date

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Dr. Connie Biedron, Superintendent

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ALTOONA BOARD OF EDUCATION

Regular Meeting
District Board Room
809 7th Street West
May 18, 2015
6:30 p.m.

1. The Regular Meeting of the Altoona Board of Education was called to order by Board President, Helen Drawbert at 6:30 p.m. in the District board room.
2. Roll call was taken and the following were present:
Helen S. Drawbert, President
Robin E. Elvig, Vice President
Michael J. Hilger, Clerk
Bradley D. Poquette, Treasurer
David A. Rowe, Member
Dr. Connie M. Biedron, Superintendent
Joyce M. Orth, Board Secretary
3. Reading of Public Notice. Report of notice was given. 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. May 4, 2015 Organizational Meeting. Motion by Elvig to approve the minutes of the Organizational Meeting as presented, seconded by Rowe. Elvig, yes; Rowe, yes; Hilger, yes; Poquette, yes; Drawbert, yes. Motion carried 5-0. b. May 4, 2015 Regular Meeting. Motion by Elvig to approve the minutes of the Regular Meeting as presented, seconded by Poquette. Rowe, yes; Hilger, yes; Poquette, yes; Elvig, yes; Drawbert, yes. Motion carried 5-0.
7. Public Participation. a. Non-Agenda items - public comment and concern. (1) Robin Elvig shared positive comments regarding the high school Pops Concert held on May 14. (2) Dave Rowe announced the middle school Pops Concert which is scheduled for 7:00 p.m. on May 21. Dave also noted spring sports teams that are doing well. b. Agenda items - public comment and concern. None.
8. Treasurer's Report. a. Approval of Checks for Payment. Motion by Rowe to approve General Fund checks totaling \$565,664.24 and Student Activity Fund checks totaling \$585.51 as presented, seconded by Elvig. Hilger, yes; Poquette, yes; Elvig, yes; Rowe, yes; Drawbert, yes. Motion carried 5-0. b. Approval of Treasurer's Report. Motion by Rowe to approve the Treasurer's Report as presented, seconded by Elvig. Poquette, yes; Elvig, yes; Rowe, yes; Hilger, yes; Drawbert, yes. Motion carried 5-0. c. Budget Update. Expenditures and Revenues as of May 14 were reviewed.

9. Information. **a. Committee Reports.** (1) Community Education Partnership Council. The May 14 meeting was reviewed. Topics presented included an overview of state and local testing, open enrollment, the April 23 Maker Fair, and the sixth grade's genius hour. In addition, updates were given regarding the status of our building projects, and school reports were presented. The terms for the intermediate school and high school members, Mary Stamos and Joan Gard, expire this year. (2) Insurance Committee. The Insurance Committee met in a meeting open to all staff on May 14 to review the current proposal. Since then, one of the two bidders, WEA Insurance, has released additional data about our "group," and would like to submit another bid for consideration. If the board wants to pursue a negotiation with the two bidders, they will postpone action on the Security Health Plan (10.g.) and give Security Health the additional information and the opportunity to resubmit their bid. **b. General Information.** (1) Policy Discussion: Policy 535.3 - Job Sharing. Postponed. **c. President's Report.** (1) Committee Appointments. Committee appointments were made. (2) Proposed Board Calendar 2015/16. The proposed calendar for July 2015 through June 2016 was reviewed. **d. Superintendent's Report.** (1) Open Enrollment Application Summary and Remaining Spaces for 2015/16. The summary for the 2015/16 application period was reviewed. A total of 72 nonresident applications were received during the three month period. This compares to 57 applications for 55 resident students to attend in another district. Open enrollment spaces remaining for the 2015/16 school year were also reviewed. There are no spaces in grade 6 and 11. (2) Aesop Substitute Placement and Absence Management System. Dr. Biedron updated the board about Aesop, the substitute placement and absence management system that the district will use beginning in the upcoming year. (3) On Track for the Future! Building Projects Update. The agreement between the City of Altoona and the school district concerning the infrastructure for the elementary school site is still pending. The City Council is expected to take action at their May 28 meeting. Mike Hilger requested information concerning the "comps" used in determining the purchase price for the 3.8 acre parcel that the city will purchase from the school district for a future water tower and well. A study is being conducted on the school site to determine whether or not wild lupine (as it relates to the Karner blue butterfly) is present on the property. (4) Other Meetings, News and Events (Items announced in this category are not intended for discussion). Items announced include the most recent joint finance committee direction, and last week's middle school color run that raised about \$20,000 for middle school programs. The Hockey Co-op was approved by the WIAA.
10. Board Action after Consideration and Discussion. **a. Consider Resignation to Head Varsity Baseball Coach.** Motion by Rowe to accept the resignation of Jason Johnson from his position as head varsity baseball coach effective May 4, 2015, seconded by Elvig. Elvig, yes; Rowe, yes; Hilger, yes; Poquette, yes; Drawbert, yes. Motion carried 5-0. **b. Consider Resignation to Assistant Varsity Baseball Coach.** Motion by Rowe to accept the resignation of John Gunderson, assistant varsity baseball coach effective May 4, 2015, seconded by Poquette. Rowe, yes; Hilger, yes; Poquette, yes; Elvig, yes; Drawbert, yes. Motion carried 5-0. **c. Consider Employment Recommendation to Fill Extracurricular Positions.** Motion by Elvig to employ Erica Emerson and Krystle Ricci, high school student council co-advisors for the 2015/16 school year as recommended, seconded by Poquette. Hilger, yes; Poquette, yes; Elvig, yes; Rowe, yes; Drawbert, yes. Motion carried 5-0. **d. Consider Employment Recommendation to Fill Intermediate School/Middle School Intervention Specialist.** Motion by Rowe to employ Monica Laux as intermediate/middle school intervention specialist as recommended, seconded by Elvig. Poquette, yes; Elvig, yes; Rowe, yes; Hilger, yes; Drawbert, yes. Motion carried 5-0. **e. Consider Employment Recommendation to Fill RAILS Summer Program Positions.** Motion by Elvig to employ Jess Lehman and Andrea Jackson as RAIL aides for sessions 1 and 2 as recommended, seconded by Poquette. Elvig, yes; Rowe, yes; Hilger, yes; Poquette, yes; Drawbert, yes. Motion carried 5-0.

f. Consider Recommendation for Approvals and Denials of Nonresident Open Enrollment Applications for 2015/16. Motion by Elvig to deny application numbers 6-13, 6-14 and 12-31 and approve all others as recommended, seconded by Rowe. Rowe, yes; Hilger, yes; Poquette, yes; Elvig, yes; Drawbert, yes. Motion carried 5-0. g. Consider Approval of Health Insurance Provider and Plan Options. Motion by Elvig to postpone, seconded by Poquette. Hilger, no; Poquette, yes; Elvig, yes; Rowe, yes; Drawbert, yes. Motion carried 4-1. h. Consider Approval of School District of Altoona Compensation Model. Motion by Hilger to adopt the Altoona Compensation Model effective in 2016/17, as presented, seconded by Rowe. Poquette, yes; Elvig, yes; Rowe, yes; Hilger, yes; Drawbert, yes. Motion carried 5-0. i. Consider Naming the New Elementary School. Motion by Elvig to postpone, seconded by Hilger. Elvig, yes; Rowe, yes; Hilger, yes; Poquette, yes; Drawbert, yes. Motion carried 5-0. j. Consider Approval of Standard Form of Agreement Between Owner and Construction Manager as Constructor. Motion by Elvig to approve the Agreement as presented, seconded by Hilger. Rowe, yes; Hilger, yes; Poquette, yes; Elvig, yes; Drawbert, yes. Motion carried 5-0.

11. Adjournment. Motion by Rowe to adjourn at 8:01 p.m., seconded by Poquette. Hilger, yes; Poquette, yes; Elvig, yes; Rowe, yes; Drawbert, yes. Motion carried 5-0.

The next Regular Meeting of the Altoona Board of Education is scheduled for Monday, June 1, 2015 at 6:30 p.m. in the District board room, 809 7th Street West, Altoona.

Joyce M. Orth CAP, Board Secretary

District Clerk

Date

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CHECK DATE	CHECK ACCOUNT			VENDOR	INVOICE DESCRIPTION	AMOUNT
	NUMBER	NUMBER	NUMBER			
05/22/2015	131302	10 L 000 000	811670	AMERIPRISE FINANCIAL SERVICES	Payroll accrual	1,150.00
					Totals for 131302	1,150.00
05/22/2015	131303	10 L 000 000	811680	OKLAHOMA DEPARTMENT OF HUMAN S	Payroll accrual	244.89
					Totals for 131303	244.89
05/22/2015	131304	50 L 000 000	811690	RBS CITIZENS N.A.	Payroll accrual	101.01
					Totals for 131304	101.01
05/22/2015	131305	10 L 000 000	811680	WI SCTF	Payroll accrual	46.98
	131305	27 L 000 000	811680	WI SCTF	Payroll accrual	7.02
	131305	10 L 000 000	811680	WI SCTF	Payroll accrual	164.00
					Totals for 131305	218.00
05/21/2015	131330	10 E 100 411	110000	ALTOONA SCHOOLS FOOD SERVICE	Cookies for Grandparents/Special Friends Day (May 1st) and Kindergarten Visiting Day (May 7th)	144.00
					Totals for 131330	144.00
05/21/2015	131331	10 E 400 949	162218	BALDWIN-WOODVILLE HIGH SCHOOL	fee for reservation of indoor tennis courts at UWRP for Tennis Subsectional 5/26/15	15.00
					Totals for 131331	15.00
05/21/2015	131332	10 E 800 358	221910	CHARTER COMMUNICATIONS	Cable in the Classroom digital receivers - ACCOUNT 8245 11 460 0051046	42.00
					Totals for 131332	42.00
05/21/2015	131333	10 L 000 000	816200	CORRY, DEANNA	REFUND OF RAIL 1 AND 2 SESSIONS	40.00
					Totals for 131333	40.00
05/21/2015	131334	10 E 800 310	252105	DIVERSIFIED BENEFIT SERVICES I	HRA-Health Reimbursement Arrangement Administrative Services	847.62
					Totals for 131334	847.62
05/21/2015	131335	10 E 400 310	125400	LIES, JUDY	Judy Lies-Accompaniment Pops concert, to be paid May 15th	125.00
					Totals for 131335	125.00
05/21/2015	131336	10 E 800 411	223100	MIDWEST TROPHY HOUSE	Senior Athletic Awards for HS awards night	209.00
					Totals for 131336	209.00
05/21/2015	131337	49 E 800 310	255120	MODE INTERIORS LLC	INTERIOR DESIGN SERVICES - HS FURNITURE	195.00
					Totals for 131337	195.00
05/21/2015	131338	10 E 800 435	222200	MOVIE LICENSING USA	Movie Public performance licenses for 7/1/2015-6/30/2017	2,030.00
					Totals for 131338	2,030.00

CHECK DATE	CHECK ACCOUNT			VENDOR	INVOICE DESCRIPTION	AMOUNT
	NUMBER	NUMBER	NUMBER			
05/21/2015	131339	10 E 100 411 110000		NANCY BOESE SIGN LANGUAGE	Sign Language Interpreter for P/T Conferences Should be taken out of Title 1 Funds Totals for 131339	180.00 180.00
05/21/2015	131340	10 E 400 320 254300		NEI ELECTRIC	Troubleshoot Lights flickering at D.O. Totals for 131340	77.75 77.75
05/21/2015	131341	27 E 700 411 158000		PETTY CASH FUND	Petty Cash for Cooking and Community Outings Totals for 131341	98.74 98.74
05/21/2015	131342	10 E 800 310 252000		ROBERT W. BAIRD & CO	BANK RECONCILIATION 03/19/15 Totals for 131342	750.00 750.00
05/21/2015	131343	10 E 400 949 162212		TREMPELEAU MOUNTAIN GOLF COURSE	Entry fee for Regional Golf tourney 5/26/15 Totals for 131343	85.00 85.00
05/21/2015	131344	10 E 200 411 120600		UW-EAU CLAIRE ROPES COURSE	UWEC High Ropes Totals for 131344	1,179.00 1,179.00
05/21/2015	131345	10 E 100 310 110102		WESTERN DAIRYLAND E.O.C., INC.	ECERS-R visits to 4K classrooms Totals for 131345	1,500.00 1,500.00
05/21/2015	131346	10 E 400 949 162212		WHISPERING PINES GOLF COURSE	entry fee for Cadott Golf Tourney 5/16/15 Totals for 131346	95.00 95.00
05/21/2015	131347	10 E 800 411 221910		WISNET	Wisnet GeoTrust Quick SSL certificate 3 year for Newweb Totals for 131347	233.00 233.00
05/22/2015	131354	10 E 400 949 162121		TREMPELEAU MOUNTAIN GOLF COURSE	greens fee for practice round - Regional golf Totals for 131354	126.00 126.00
05/28/2015	131355	10 E 800 440 223100		AGILE SPORTS TECHNOLOGIES	payment for HUDL software Totals for 131355	500.00 500.00
05/28/2015	131356	10 E 100 411 110000		ALTOONA SCHOOLS FOOD SERVICE	BADGER TESTING SNACKS FOR 3RD GRADE Totals for 131356	107.80 107.80
05/28/2015	131357	10 E 800 355 263300		AT&T	TELEPHONE Totals for 131357	133.17 133.17
05/28/2015	131358	10 E 400 949 162218		BALDWIN-WOODVILLE HIGH SCHOOL	fee for use of indoor tennis courts for Subsectional Tennis 5/26/15 Totals for 131358	106.25 106.25
05/28/2015	131359	10 L 000 000 816200		BIREN, ALICIA	REFUND FOR OUTDOOR ADVENTURES	10.00

CHECK DATE	CHECK NUMBER	ACCOUNT NUMBER	VENDOR	INVOICE DESCRIPTION	AMOUNT
				Totals for 131359	10.00
05/28/2015	131360	27 E 800 310 221400	CESA 5	COFSA	25.00
				Totals for 131360	25.00
05/28/2015	131361	50 E 800 415 257250	COCA-COLA BOTTLING CO	SUPPLIES	139.68
				Totals for 131361	139.68
05/28/2015	131362	10 E 400 310 120000	CHIPPEWA VALLEY TECHNICAL COLL	Youth Options - Spring 2015	6,799.34
				Totals for 131362	6,799.34
05/28/2015	131363	10 E 200 411 120600	DELTA EDUCATION, LLC	Sixth Grade Science Supplies	266.95
	131363	10 E 200 411 120600	DELTA EDUCATION, LLC	Sixth Grade Science Supplies	26.21
				Totals for 131363	293.16
05/28/2015	131364	10 E 800 310 252100	DIVERSIFIED BENEFIT SERVICES I	Flexible Benefit Administrative Services	183.38
				Totals for 131364	183.38
05/28/2015	131365	27 E 700 411 158000	FALL CREEK HIGH SCHOOL	CPI Training Materials	259.08
				Totals for 131365	259.08
05/28/2015	131366	10 E 800 470 110000	HANDWRITING WITHOUT TEARS	PK - 2 Curriculum Adoption	10,792.00
				Totals for 131366	10,792.00
05/28/2015	131369	10 E 100 411 253300	HILLYARD, INC - EAU CLAIRE	REPAIR OF ADVANCE TERRA 128B SN 1752415	54.00
	131369	10 E 200 411 253300	HILLYARD, INC - EAU CLAIRE	REPAIR OF ADVANCE TERRA 128B SN 1752415	54.00
	131369	10 E 400 411 253300	HILLYARD, INC - EAU CLAIRE	REPAIR OF ADVANCE TERRA 128B SN 1752415	54.00
	131369	10 E 100 411 253300	HILLYARD, INC - EAU CLAIRE	REPAIR NOBLES SCURBBER	28.33
	131369	10 E 200 411 253300	HILLYARD, INC - EAU CLAIRE	REPAIR NOBLES SCURBBER	28.33
	131369	10 E 400 411 253300	HILLYARD, INC - EAU CLAIRE	REPAIR NOBLES SCURBBER	28.34
	131369	10 E 100 411 253300	HILLYARD, INC - EAU CLAIRE	PAPER TOWEL ROLLS	363.08
	131369	10 E 200 411 253300	HILLYARD, INC - EAU CLAIRE	PAPER TOWEL ROLLS	363.08
	131369	10 E 400 411 253300	HILLYARD, INC - EAU CLAIRE	PAPER TOWEL ROLLS	363.09
	131369	10 E 100 411 253300	HILLYARD, INC - EAU CLAIRE	REPAIR ADVANCE AQUA15	38.60
	131369	10 E 200 411 253300	HILLYARD, INC - EAU CLAIRE	REPAIR ADVANCE AQUA15	38.60
	131369	10 E 400 411 253300	HILLYARD, INC - EAU CLAIRE	REPAIR ADVANCE AQUA15	38.60
	131369	10 E 100 411 253300	HILLYARD, INC - EAU CLAIRE	REPAIR ADVANCE TERRA 3700B SN 100500951	15.17
	131369	10 E 200 411 253300	HILLYARD, INC - EAU CLAIRE	REPAIR ADVANCE TERRA 3700B SN 100500951	15.17
	131369	10 E 400 411 253300	HILLYARD, INC - EAU CLAIRE	REPAIR ADVANCE TERRA 3700B SN 100500951	15.16
	131369	10 E 100 411 253300	HILLYARD, INC - EAU CLAIRE	PAPER TOWEL ROLLS	363.08
	131369	10 E 200 411 253300	HILLYARD, INC - EAU CLAIRE	PAPER TOWEL ROLLS	363.08
	131369	10 E 400 411 253300	HILLYARD, INC - EAU CLAIRE	PAPER TOWEL ROLLS	363.09
	131369	10 E 100 411 253300	HILLYARD, INC - EAU CLAIRE	PAPER TOWEL ROLLS	290.47
	131369	10 E 200 411 253300	HILLYARD, INC - EAU CLAIRE	PAPER TOWEL ROLLS	290.47
	131369	10 E 400 411 253300	HILLYARD, INC - EAU CLAIRE	PAPER TOWEL ROLLS	290.46
	131369	10 E 100 411 253300	HILLYARD, INC - EAU CLAIRE	REAIR OV ADVANCE BA5321D SN 1804612	38.00
	131369	10 E 200 411 253300	HILLYARD, INC - EAU CLAIRE	REAIR OV ADVANCE BA5321D SN 1804612	38.00

CHECK DATE	CHECK ACCOUNT				VENDOR	INVOICE DESCRIPTION	AMOUNT
	NUMBER	NUMBER					
05/28/2015	131369	10 E 400 411 253300			HILLYARD, INC - EAU CLAIRE	REAIR OV ADVANCE BA5321D SN 1804612	38.00
	131369	10 E 100 411 253300			HILLYARD, INC - EAU CLAIRE	REPIAR ADVANCE AQUAMAX SN 1738757	15.17
	131369	10 E 200 411 253300			HILLYARD, INC - EAU CLAIRE	REPIAR ADVANCE AQUAMAX SN 1738757	15.17
	131369	10 E 400 411 253300			HILLYARD, INC - EAU CLAIRE	REPIAR ADVANCE AQUAMAX SN 1738757	15.16
	131369	10 E 100 411 253300			HILLYARD, INC - EAU CLAIRE	REPAIR OF ADVANCE AQUA15	21.75
	131369	10 E 200 411 253300			HILLYARD, INC - EAU CLAIRE	REPAIR OF ADVANCE AQUA15	21.75
	131369	10 E 400 411 253300			HILLYARD, INC - EAU CLAIRE	REPAIR OF ADVANCE AQUA15	21.75
	131369	10 E 100 411 253300			HILLYARD, INC - EAU CLAIRE	REPAIR ADVANCE SCRUBBER SN 1804573	38.00
	131369	10 E 200 411 253300			HILLYARD, INC - EAU CLAIRE	REPAIR ADVANCE SCRUBBER SN 1804573	38.00
	131369	10 E 400 411 253300			HILLYARD, INC - EAU CLAIRE	REPAIR ADVANCE SCRUBBER SN 1804573	38.00
						Totals for 131369	3,796.95
05/28/2015	131370	10 E 200 411 143000			MIDWEST TROPHY HOUSE	End of the Year Awards	200.10
						Totals for 131370	200.10
05/28/2015	131371	10 E 800 440 223100			PORTA PHONE	FB headset reconditioning	399.00
						Totals for 131371	399.00
05/28/2015	131372	10 E 800 382 435000			SCHOOL DISTRICT OF GRANTSBURG	SPECIAL ED BASE COST OPEN ENROLLMENT	884.64
						Totals for 131372	884.64
05/28/2015	131373	10 A 000 000 714049			SHELLENBARGER, KRISTINA	Mileage to and from Stevens Point for Creative Curriculum conference	144.90
						Totals for 131373	144.90
05/28/2015	131374	10 E 800 440 223100			TEAM SPORTING GOODS	football helmet reconditioning	722.44
						Totals for 131374	722.44
05/28/2015	131375	10 E 800 310 231500			WELD, RILEY, PRENN & RICCI	LEGAL	1,516.50
						Totals for 131375	1,516.50
05/22/2015	141501080	10 L 000 000 811670			ING LIFE INS & ANNUITY CO	Payroll accrual	355.00
	141501080	27 L 000 000 811670			ING LIFE INS & ANNUITY CO	Payroll accrual	55.00
	141501080	10 L 000 000 811670			ING LIFE INS & ANNUITY CO	Payroll accrual	160.00
						Totals for 141501080	570.00
05/22/2015	141501082	10 L 000 000 811631			WEA INSURANCE TRUST	Payroll accrual	274.41
	141501082	27 L 000 000 811631			WEA INSURANCE TRUST	Payroll accrual	47.19
	141501082	10 L 000 000 811631			WEA INSURANCE TRUST	Payroll accrual	216.26
	141501082	27 L 000 000 811631			WEA INSURANCE TRUST	Payroll accrual	51.66
	141501082	10 L 000 000 811631			WEA INSURANCE TRUST	Payroll accrual	75,408.20
	141501082	27 L 000 000 811631			WEA INSURANCE TRUST	Payroll accrual	15,464.85
	141501082	10 L 000 000 811631			WEA INSURANCE TRUST	Payroll accrual	8,741.21
	141501082	27 L 000 000 811631			WEA INSURANCE TRUST	Payroll accrual	1,804.41
	141501082	10 L 000 000 811631			WEA INSURANCE TRUST	Payroll accrual	1,295.15
	141501082	27 L 000 000 811631			WEA INSURANCE TRUST	Payroll accrual	262.74

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DATE	NUMBER	NUMBER			VENDOR	DESCRIPTION	AMOUNT	
05/22/2015	141501082	80 L 000 000	811631	WEA INSURANCE TRUST	Payroll accrual		0.00	
	141501082	10 L 000 000	811631	WEA INSURANCE TRUST	Payroll accrual		274.41	
	141501082	27 L 000 000	811631	WEA INSURANCE TRUST	Payroll accrual		47.19	
	141501082	10 L 000 000	811631	WEA INSURANCE TRUST	Payroll accrual		75,408.20	
	141501082	27 L 000 000	811631	WEA INSURANCE TRUST	Payroll accrual		15,464.85	
	141501082	10 L 000 000	811631	WEA INSURANCE TRUST	Payroll accrual		216.26	
	141501082	27 L 000 000	811631	WEA INSURANCE TRUST	Payroll accrual		51.66	
	141501082	10 L 000 000	811631	WEA INSURANCE TRUST	Payroll accrual		10,765.02	
	141501082	27 L 000 000	811631	WEA INSURANCE TRUST	Payroll accrual		2,209.37	
	141501082	10 L 000 000	811631	WEA INSURANCE TRUST	Payroll accrual		8,741.21	
	141501082	27 L 000 000	811631	WEA INSURANCE TRUST	Payroll accrual		1,804.41	
	141501082	10 L 000 000	811631	WEA INSURANCE TRUST	Payroll accrual		1,295.15	
	141501082	27 L 000 000	811631	WEA INSURANCE TRUST	Payroll accrual		262.74	
	141501082	80 L 000 000	811631	WEA INSURANCE TRUST	Payroll accrual		0.00	
	141501082	10 L 000 000	811631	WEA INSURANCE TRUST	Payroll accrual		10,765.02	
	141501082	27 L 000 000	811631	WEA INSURANCE TRUST	Payroll accrual		2,209.37	
	141501082	10 A 000 000	715632	WEA INSURANCE TRUST	June billing in May 2015/retiree		37,712.39	
					Totals for 141501082		270,793.33	
05/21/2015	141501099	10 E 800 291	221300	BUTNICK, KIMBERLY	CREDIT REIMBURSEMENT X3		150.00	
					Totals for 141501099		150.00	
05/21/2015	141501100	10 E 800 291	221300	CAMLEK, SHANNON	CREDIT REIMBURSEMENT X3		150.00	
					Totals for 141501100		150.00	
05/21/2015	141501101	10 E 200 411	126000	CAROLINA BIOLOGICAL SUPPLY CO	Classroom supplies		45.21	
					Totals for 141501101		45.21	
05/21/2015	141501102	10 E 800 411	223100	CHIPPEWA VALLEY SPORTING GOODS	engraving on golf trophy		9.70	
	141501102	10 E 400 411	162117	CHIPPEWA VALLEY SPORTING GOODS	game softballs		60.00	
					Totals for 141501102		69.70	
05/21/2015	141501103	50 E 800 415	257220	DEAN FOODS OF WISCONSIN	SUPPLIES		346.37	
	141501103	50 E 800 415	257250	DEAN FOODS OF WISCONSIN	SUPPLIES		192.42	
	141501103	50 E 800 415	257220	DEAN FOODS OF WISCONSIN	SUPPLIES		393.01	
	141501103	50 E 800 415	257250	DEAN FOODS OF WISCONSIN	SUPPLIES		218.34	
	141501103	50 E 800 415	257220	DEAN FOODS OF WISCONSIN	SUPPLIES		77.82	
	141501103	50 E 800 415	257250	DEAN FOODS OF WISCONSIN	SUPPLIES		43.23	
	141501103	50 E 800 415	257220	DEAN FOODS OF WISCONSIN	SUPPLIES		78.22	
	141501103	50 E 800 415	257250	DEAN FOODS OF WISCONSIN	SUPPLIES		43.45	
	141501103	50 E 800 415	257220	DEAN FOODS OF WISCONSIN	SHORT PAYED INVOICE 10991076		19.29	
	141501103	50 E 800 415	257250	DEAN FOODS OF WISCONSIN	SHORT PAYED INVOICE 10991076		10.71	
					Totals for 141501103		1,422.86	
05/21/2015	141501104	50 E 800 415	257220	DOMINOS PIZZA	SUPPLIES		322.50	
					Totals for 141501104		322.50	
05/21/2015	141501105	50 E 800 415	257220	EARTHGRAINS BAKING CO. INC.	SUPPLIES		115.00	
	141501105	50 E 800 415	257220	EARTHGRAINS BAKING CO. INC.	SUPPLIES		53.31	
					Totals for 141501105		168.31	
05/21/2015	141501106	10 E 400 949	162219	EAU CLAIRE AREA SCHOOL DIST	entry fee for Intra City Track meet		125.00	
					Totals for 141501106		125.00	

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05/21/2015	141501107	10 E 800 291 221300			GRASER, PHILLIP	CREDIT REIMBURSEMENT X3 CREDITS	150.00
Totals for 141501107							150.00
05/21/2015	141501108	10 E 400 418 162212			HERMANN, TIMOTHY	Gas for golf van 5/5/15 to Marshfield	25.00
Totals for 141501108							25.00
05/21/2015	141501110	50 E 800 415 257220			INDIANHEAD FOODSERVICE INC	SUPPLIES	8.40
	141501110	50 E 800 415 257220			INDIANHEAD FOODSERVICE INC	SUPPLIES	143.50
	141501110	50 E 800 415 257220			INDIANHEAD FOODSERVICE INC	SUPPLIES	65.43
	141501110	50 E 800 415 257220			INDIANHEAD FOODSERVICE INC	SUPPLIES	417.18
	141501110	50 E 800 415 257220			INDIANHEAD FOODSERVICE INC	SUPPLIES	8.40
	141501110	50 E 800 415 257220			INDIANHEAD FOODSERVICE INC	SUPPLIES	1,396.80
	141501110	50 E 800 415 257220			INDIANHEAD FOODSERVICE INC	SUPPLIES	1,645.27
	141501110	50 E 800 415 257220			INDIANHEAD FOODSERVICE INC	SUPPLIES	2,830.06
	141501110	50 E 800 415 257220			INDIANHEAD FOODSERVICE INC	SUPPLIES	506.64
Totals for 141501110							7,021.68
05/21/2015	141501111	10 E 150 411 128000			KUCHTA, ROBERTA	Filament Spools for 3D Printer	158.44
Totals for 141501111							158.44
05/21/2015	141501112	10 E 800 342 232100			ORTH, JOYCE	Mileage and expense reimbursement	49.46
Totals for 141501112							49.46
05/21/2015	141501113	10 E 800 291 221300			PHIPPEN, JILL	CREDIT REIMBURSEMENT X6 CREDITS	300.00
Totals for 141501113							300.00
05/21/2015	141501114	10 E 800 411 223100			STAPLES	Paper and binder	146.81
Totals for 141501114							146.81
05/21/2015	141501115	10 E 800 291 221300			STEFFEN, ANDREA	CREDIT REIMBURSEMENT	1,005.00
Totals for 141501115							1,005.00
05/21/2015	141501116	10 E 800 291 221300			STILP, RACHAEL	CREDIT REIMBURSEMENT X3	150.00
Totals for 141501116							150.00
05/21/2015	141501119	10 E 150 341 256770			STUDENT TRANSIT EAU CLAIRE, IN	AIS - ICE AGE TRAIL	312.10
	141501119	27 E 800 341 256750			STUDENT TRANSIT EAU CLAIRE, IN	INTRADAY ROUTING	2,757.25
	141501119	27 E 800 341 256750			STUDENT TRANSIT EAU CLAIRE, IN	SPECIALNEEDS TO UW STOUT	320.00
	141501119	10 E 400 341 256770			STUDENT TRANSIT EAU CLAIRE, IN	CHOIR - UWEC	180.00
	141501119	10 E 400 341 256740			STUDENT TRANSIT EAU CLAIRE, IN	FORENSICS TO MADISON	1,121.70
	141501119	10 E 400 341 256740			STUDENT TRANSIT EAU CLAIRE, IN	TRACK	2,112.90
	141501119	10 E 400 341 256770			STUDENT TRANSIT EAU CLAIRE, IN	JUNIOR ACHIEVEMENT - HS	720.00
	141501119	10 E 400 341 256770			STUDENT TRANSIT EAU CLAIRE, IN	BAND AND CHOIR TO FALL CREEK	270.00
	141501119	10 E 400 341 256770			STUDENT TRANSIT EAU CLAIRE, IN	ECOLOGY CLASS	610.00
	141501119	27 E 800 341 256770			STUDENT TRANSIT EAU CLAIRE, IN	SPECIAL OLYMPICS	197.12
	141501119	10 E 400 341 256770			STUDENT TRANSIT EAU CLAIRE, IN	HS TO COURTHOUSE	135.00
	141501119	10 E 400 341 256740			STUDENT TRANSIT EAU CLAIRE, IN	BASEBALL	2,010.80
	141501119	10 E 400 341 256740			STUDENT TRANSIT EAU CLAIRE, IN	TENNIS	1,133.60
	141501119	10 E 200 341 256770			STUDENT TRANSIT EAU CLAIRE, IN	BLUGOLD BEGINNINGS UW DAVIES	202.60
	141501119	10 E 400 341 256740			STUDENT TRANSIT EAU CLAIRE, IN	SOFTBALL	255.00
	141501119	10 E 400 341 256770			STUDENT TRANSIT EAU CLAIRE, IN	HS SCIENCE MUSEUM - LENZ	553.75

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05/21/2015	141501119	10 E 400	341 256770	STUDENT TRANSIT EAU CLAIRE, IN	HS TO AND FROM REAL LIFE ACADEMY	135.00
					Totals for 141501119	13,026.82
05/21/2015	141501120	10 E 400	411 126000	VERNIER SOFTWARE & TECHNOLOGY	HS Science department order	2,722.46
					Totals for 141501120	2,722.46
05/21/2015	141501121	10 E 800	310 252000	WIPFLI, LLP	Audit Services	10,300.00
					Totals for 141501121	10,300.00
05/28/2015	141501124	10 E 800	291 221300	ADRIAN, JOSEPHINE	TUITION REIMBURSEMENT	150.00
					Totals for 141501124	150.00
05/28/2015	141501125	10 E 100	320 254300	BRAUN CORPORATION LLC	DOOR PROBELEMS WITH LIFTS	293.75
	141501125	10 E 400	320 254300	BRAUN CORPORATION LLC	DOOR PROBELEMS WITH LIFTS	293.75
					Totals for 141501125	587.50
05/28/2015	141501126	10 E 800	291 221300	CAMLEK, SHANNON	CREDIT REIMBURSEMENT X3	150.00
					Totals for 141501126	150.00
05/28/2015	141501127	27 E 800	310 221400	CESA #10	PD Workshop	450.00
					Totals for 141501127	450.00
05/28/2015	141501128	50 E 800	415 257220	DEAN FOODS OF WISCONSIN	SUPPLIES	75.79
	141501128	50 E 800	415 257250	DEAN FOODS OF WISCONSIN	SUPPLIES	75.79
	141501128	50 E 800	415 257220	DEAN FOODS OF WISCONSIN	SUPPLIES	91.26
	141501128	50 E 800	415 257250	DEAN FOODS OF WISCONSIN	SUPPLIES	91.25
	141501128	50 E 800	415 257220	DEAN FOODS OF WISCONSIN	SUPPLIES	-137.06
	141501128	50 E 800	415 257250	DEAN FOODS OF WISCONSIN	SUPPLIES	-137.06
	141501128	50 E 800	415 257220	DEAN FOODS OF WISCONSIN	SUPPLIES	366.10
	141501128	50 E 800	415 257250	DEAN FOODS OF WISCONSIN	SUPPLIES	366.10
	141501128	50 E 800	415 257220	DEAN FOODS OF WISCONSIN	SUPPLIES	351.66
	141501128	50 E 800	415 257250	DEAN FOODS OF WISCONSIN	SUPPLIES	351.66
					Totals for 141501128	1,495.49
05/28/2015	141501129	50 E 800	415 257220	EARTHGRAINS BAKING CO. INC.	SUPPLIES	122.93
	141501129	50 E 800	415 257220	EARTHGRAINS BAKING CO. INC.	SUPPLIES	72.71
					Totals for 141501129	195.64
05/28/2015	141501130	21 E 200	411 140000	EMERSON, GREGORY	PIZZA PARTY REIMBURSEMENT	23.19
					Totals for 141501130	23.19
05/28/2015	141501131	10 E 800	291 221300	ENGEN, MELANIE	CREDIT REIMBURSEMENT X3	150.00
					Totals for 141501131	150.00
05/28/2015	141501132	10 E 100	320 254300	G & K SERVICES, INC.	Blanket P.O.	9.97
	141501132	10 E 200	320 254300	G & K SERVICES, INC.	Blanket P.O.	9.97
	141501132	10 E 400	320 254300	G & K SERVICES, INC.	Blanket P.O.	9.96
	141501132	10 E 100	320 254300	G & K SERVICES, INC.	Blanket P.O.	18.48
	141501132	10 E 200	320 254300	G & K SERVICES, INC.	Blanket P.O.	18.48
	141501132	10 E 400	320 254300	G & K SERVICES, INC.	Blanket P.O.	18.47
	141501132	10 E 100	320 254300	G & K SERVICES, INC.	Blanket P.O.	13.47
	141501132	10 E 200	320 254300	G & K SERVICES, INC.	Blanket P.O.	13.47
	141501132	10 E 400	320 254300	G & K SERVICES, INC.	Blanket P.O.	13.46
					Totals for 141501132	125.73

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05/28/2015	141501133	10 L 000 000 816200	GAGNON, SHALYN	REFUND RAILS SESSION 1	20.00	
				Totals for 141501133	20.00	
05/28/2015	141501134	10 E 100 320 254300	GARBERS ELECTRIC MOTOR	GE MOTOR	144.23	
	141501134	10 E 200 320 254300	GARBERS ELECTRIC MOTOR	GE MOTOR	144.23	
	141501134	10 E 400 320 254300	GARBERS ELECTRIC MOTOR	GE MOTOR	144.23	
				Totals for 141501134	432.69	
05/28/2015	141501135	10 E 800 342 223100	HAYDEN, SCOTT	milage reimbursement	453.10	
				Totals for 141501135	453.10	
05/28/2015	141501136	10 E 400 418 162212	HERMAN, KELLY	milage and gas reimbursements for JV golf	167.10	
				Totals for 141501136	167.10	
05/28/2015	141501137	10 E 400 949 162212	HERMANN, TIMOTHY	coaches cart rental for WIAA Regional tourney 5/26/15	17.94	
	141501137	10 E 400 418 162212	HERMANN, TIMOTHY	reimbursement for Golf Coach - golf gas receipts	75.07	
				Totals for 141501137	93.01	
05/28/2015	141501138	50 E 800 415 257220	INDIANHEAD FOODSERVICE INC	SUPPLIES	852.24	
	141501138	50 E 800 415 257220	INDIANHEAD FOODSERVICE INC	SUPPLIES	97.05	
	141501138	50 E 800 415 257220	INDIANHEAD FOODSERVICE INC	SUPPLIES	828.46	
	141501138	50 E 800 415 257220	INDIANHEAD FOODSERVICE INC	SUPPLIES	989.90	
	141501138	50 E 800 415 257220	INDIANHEAD FOODSERVICE INC	SUPPLIES	143.50	
	141501138	50 E 800 415 257220	INDIANHEAD FOODSERVICE INC	SUPPLIES	4.80	
				Totals for 141501138	2,915.95	
05/28/2015	141501139	10 E 100 320 254300	INNOVATIONAL CONCEPTS, INC.	Monthly service on boiler water for H.S., M.S. and Elem.	179.98	
	141501139	10 E 200 320 254300	INNOVATIONAL CONCEPTS, INC.	Monthly service on boiler water for H.S., M.S. and Elem.	179.98	
	141501139	10 E 400 320 254300	INNOVATIONAL CONCEPTS, INC.	Monthly service on boiler water for H.S., M.S. and Elem.	185.14	
				Totals for 141501139	545.10	
05/28/2015	141501140	10 E 700 342 215000	KENT, LAURI	Mileage for 2014-15	192.63	
				Totals for 141501140	192.63	
05/28/2015	141501141	10 E 800 291 221300	LIERMAN, ANDREW	CREDIT REIMBURSEMENT X10	500.00	
				Totals for 141501141	500.00	
05/28/2015	141501142	10 E 100 310 122000	REGIS CATHOLIC SCHOOLS	TITLE 1 MARCH 1-31, 2015	204.27	
				Totals for 141501142	204.27	
05/28/2015	141501144	10 E 400 341 256770	STUDENT TRANSIT EAU CLAIRE, IN	SPANISH TO MICON AND IRVINE PARK	640.00	
	141501144	10 E 800 341 256710	STUDENT TRANSIT EAU CLAIRE, IN	ELEMENTARY ROUTES	13,890.80	
	141501144	10 E 800 341 256710	STUDENT TRANSIT EAU CLAIRE, IN	MONITORS	3,856.50	
	141501144	27 E 800 341 256750	STUDENT TRANSIT EAU CLAIRE, IN	MONITORS	1,525.20	
	141501144	10 E 200 341 256770	STUDENT TRANSIT EAU CLAIRE, IN	8TH GRADE TO INDOOR SPORTS CENTER	210.00	

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	NUMBER	NUMBER	NUMBER		DESCRIPTION		
05/28/2015	141501144	10 E 400 341 256770	STUDENT TRANSIT EAU CLAIRE, IN	PHYSICS TO VALLEYFAIR		699.15	
	141501144	27 E 800 341 256750	STUDENT TRANSIT EAU CLAIRE, IN	2 BUSES TO LAKE WISSOTA		500.00	
	141501144	10 E 200 341 256770	STUDENT TRANSIT EAU CLAIRE, IN	2 BUSES - UWEC		270.00	
	141501144	10 E 800 341 256710	STUDENT TRANSIT EAU CLAIRE, IN	ROUTE CONTRACTS		33,177.60	
	141501144	10 E 400 341 256770	STUDENT TRANSIT EAU CLAIRE, IN	ECOLOGY CLASS		858.85	
	141501144	10 E 150 341 256770	STUDENT TRANSIT EAU CLAIRE, IN	SAFETY PATROL ACTION CITY		90.00	
	141501144	10 E 800 341 256710	STUDENT TRANSIT EAU CLAIRE, IN	MID-DAY ROUTES		6,769.20	
	141501144	27 E 800 341 256750	STUDENT TRANSIT EAU CLAIRE, IN	SPECIAL ED ROUTE		5,359.00	
				Totals for 141501144		67,846.30	
05/28/2015	141501145	10 E 100 411 254300	VALLEY BUILDERS & HARDWARE CO	CLOSER		109.50	
	141501145	10 E 200 411 254300	VALLEY BUILDERS & HARDWARE CO	CLOSER		109.50	
	141501145	10 E 400 411 254300	VALLEY BUILDERS & HARDWARE CO	CLOSER		109.50	
				Totals for 141501145		328.50	
05/22/2015	201401564	10 L 000 000 811671	GREAT-WEST RETIREMENT SERVICES	Payroll accrual		1,463.00	
	201401564	27 L 000 000 811671	GREAT-WEST RETIREMENT SERVICES	Payroll accrual		500.00	
				Totals for 201401564		1,963.00	
05/22/2015	201401565	10 L 000 000 811612	WELLS FARGO BANK	Payroll accrual		28,142.03	
	201401565	27 L 000 000 811612	WELLS FARGO BANK	Payroll accrual		5,167.75	
	201401565	50 L 000 000 811612	WELLS FARGO BANK	Payroll accrual		316.08	
	201401565	80 L 000 000 811612	WELLS FARGO BANK	Payroll accrual		344.44	
	201401565	10 L 000 000 811611	WELLS FARGO BANK	Payroll accrual		4,572.35	
	201401565	27 L 000 000 811611	WELLS FARGO BANK	Payroll accrual		897.91	
	201401565	50 L 000 000 811611	WELLS FARGO BANK	Payroll accrual		132.39	
	201401565	80 L 000 000 811611	WELLS FARGO BANK	Payroll accrual		50.70	
	201401565	10 L 000 000 811612	WELLS FARGO BANK	Payroll accrual		603.78	
	201401565	50 L 000 000 811612	WELLS FARGO BANK	Payroll accrual		40.00	
	201401565	80 L 000 000 811612	WELLS FARGO BANK	Payroll accrual		7.50	
	201401565	10 L 000 000 811611	WELLS FARGO BANK	Payroll accrual		19,550.52	
	201401565	27 L 000 000 811611	WELLS FARGO BANK	Payroll accrual		3,839.14	
	201401565	50 L 000 000 811611	WELLS FARGO BANK	Payroll accrual		566.14	
	201401565	80 L 000 000 811611	WELLS FARGO BANK	Payroll accrual		216.79	
				Totals for 201401565		64,447.52	
05/22/2015	201401566	10 L 000 000 811611	WELLS FARGO BANK	Payroll accrual		19,550.52	
	201401566	27 L 000 000 811611	WELLS FARGO BANK	Payroll accrual		3,839.14	
	201401566	50 L 000 000 811611	WELLS FARGO BANK	Payroll accrual		566.14	
	201401566	80 L 000 000 811611	WELLS FARGO BANK	Payroll accrual		216.79	
	201401566	10 L 000 000 811611	WELLS FARGO BANK	Payroll accrual		4,572.35	
	201401566	27 L 000 000 811611	WELLS FARGO BANK	Payroll accrual		897.91	
	201401566	50 L 000 000 811611	WELLS FARGO BANK	Payroll accrual		132.39	
	201401566	80 L 000 000 811611	WELLS FARGO BANK	Payroll accrual		50.70	
				Totals for 201401566		29,825.94	
05/22/2015	201401567	10 L 000 000 811613	WISCONSIN DEPT OF REVENUE	Payroll accrual		13,996.91	
	201401567	27 L 000 000 811613	WISCONSIN DEPT OF REVENUE	Payroll accrual		2,631.95	
	201401567	50 L 000 000 811613	WISCONSIN DEPT OF REVENUE	Payroll accrual		174.15	
	201401567	80 L 000 000 811613	WISCONSIN DEPT OF REVENUE	Payroll accrual		150.98	
	201401567	10 L 000 000 811613	WISCONSIN DEPT OF REVENUE	Payroll accrual		107.50	
	201401567	80 L 000 000 811613	WISCONSIN DEPT OF REVENUE	Payroll accrual		7.50	
				Totals for 201401567		17,068.99	
05/22/2015	201401568	10 L 000 000 811621	WISCONSIN RETIREMENT SYSTEM	Payroll accrual		16,751.92	
	201401568	27 L 000 000 811621	WISCONSIN RETIREMENT SYSTEM	Payroll accrual		2,869.51	

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05/22/2015	201401568	80 L 000 000	811621	WISCONSIN RETIREMENT SYSTEM	Payroll accrual	174.38
	201401568	10 L 000 000	811621	WISCONSIN RETIREMENT SYSTEM	Payroll accrual	16,751.92
	201401568	27 L 000 000	811621	WISCONSIN RETIREMENT SYSTEM	Payroll accrual	2,869.51
	201401568	80 L 000 000	811621	WISCONSIN RETIREMENT SYSTEM	Payroll accrual	174.38
	201401568	10 L 000 000	811622	WISCONSIN RETIREMENT SYSTEM	Payroll accrual	3,468.35
	201401568	27 L 000 000	811622	WISCONSIN RETIREMENT SYSTEM	Payroll accrual	992.53
	201401568	50 L 000 000	811622	WISCONSIN RETIREMENT SYSTEM	Payroll accrual	403.66
	201401568	80 L 000 000	811622	WISCONSIN RETIREMENT SYSTEM	Payroll accrual	18.33
	201401568	10 L 000 000	811622	WISCONSIN RETIREMENT SYSTEM	Payroll accrual	3,468.35
	201401568	27 L 000 000	811622	WISCONSIN RETIREMENT SYSTEM	Payroll accrual	992.53
	201401568	50 L 000 000	811622	WISCONSIN RETIREMENT SYSTEM	Payroll accrual	403.66
	201401568	80 L 000 000	811622	WISCONSIN RETIREMENT SYSTEM	Payroll accrual	18.33
				Totals for 201401568		49,357.36
05/22/2015	201401569	10 L 000 000	811691	WEA TRUST ADVANTAGE	Payroll accrual	1,608.35
	201401569	27 L 000 000	811691	WEA TRUST ADVANTAGE	Payroll accrual	291.67
	201401569	10 L 000 000	811691	WEA TRUST ADVANTAGE	Payroll accrual	75.49
	201401569	27 L 000 000	811691	WEA TRUST ADVANTAGE	Payroll accrual	28.44
	201401569	10 L 000 000	811691	WEA TRUST ADVANTAGE	Payroll accrual	233.00
	201401569	10 L 000 000	811691	WEA TRUST ADVANTAGE	Payroll accrual	56.02
	201401569	27 L 000 000	811691	WEA TRUST ADVANTAGE	Payroll accrual	62.34
	201401569	10 L 000 000	811691	WEA TRUST ADVANTAGE	Payroll accrual	6,157.92
	201401569	27 L 000 000	811691	WEA TRUST ADVANTAGE	Payroll accrual	550.00
	201401569	80 L 000 000	811691	WEA TRUST ADVANTAGE	Payroll accrual	78.25
	201401569	10 L 000 000	811691	WEA TRUST ADVANTAGE	Payroll accrual	2,012.50
	201401569	27 L 000 000	811691	WEA TRUST ADVANTAGE	Payroll accrual	100.00
				Totals for 201401569		11,253.98
05/22/2015	201401570	10 A 000 000	711100	WELLS FARGO BANK/NET PR & DIRE	PR & DIRECT DEPOSIT/5-22-15	214,128.87
	201401570	27 A 000 000	711100	WELLS FARGO BANK/NET PR & DIRE	PR & DIRECT DEPOSIT/5-22-15	43,780.14
	201401570	50 A 000 000	711100	WELLS FARGO BANK/NET PR & DIRE	PR & DIRECT DEPOSIT/5-22-15	7,378.07
	201401570	80 A 000 000	711100	WELLS FARGO BANK/NET PR & DIRE	PR & DIRECT DEPOSIT/5-22-15	2,513.92
				Totals for 201401570		267,801.00
05/20/2015	201401585	10 E 100 249	110000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER	109.08
	201401585	10 E 100 249	110100	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER	207.27
	201401585	10 E 100 249	110101	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER	298.97
	201401585	10 E 100 249	110200	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER	144.19
	201401585	10 E 100 249	110300	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER	169.88
	201401585	10 E 100 249	143000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER	36.71
	201401585	10 E 100 249	213000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER	54.98
	201401585	10 E 100 249	222200	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER	41.98
	201401585	10 E 100 249	241000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER	200.29
	201401585	10 E 100 249	253300	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER	66.23
	201401585	10 E 100 249	110100	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER	48.14
	201401585	10 E 100 249	110101	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER	50.68
	201401585	10 E 100 249	110200	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER	80.96
	201401585	10 E 100 249	110300	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER	40.48
	201401585	10 E 200 249	120000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER	19.12
	201401585	10 E 200 249	120600	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER	92.47
	201401585	10 E 200 249	121000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER	5.89
	201401585	10 E 200 249	122000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER	137.46
	201401585	10 E 200 249	123000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER	12.57
	201401585	10 E 200 249	124000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER	54.21
	201401585	10 E 200 249	125400	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER	2.71
	201401585	10 E 200 249	125500	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER	24.14

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05/20/2015	201401585	10 E 200 249	125510	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		48.44	
	201401585	10 E 200 249	126000	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		63.04	
	201401585	10 E 200 249	127000	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		87.00	
	201401585	10 E 200 249	132700	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		27.30	
	201401585	10 E 200 249	136320	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		6.27	
	201401585	10 E 200 249	141000	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		6.03	
	201401585	10 E 200 249	143000	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		49.90	
	201401585	10 E 200 249	213000	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		96.59	
	201401585	10 E 200 249	222200	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		80.60	
	201401585	10 E 200 249	241000	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		125.74	
	201401585	10 E 200 249	241100	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		1.02	
	201401585	10 E 200 249	253300	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		89.54	
	201401585	10 E 200 249	254300	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		43.61	
	201401585	10 E 400 249	121000	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		29.97	
	201401585	10 E 400 249	122000	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		193.18	
	201401585	10 E 400 249	123000	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		84.13	
	201401585	10 E 400 249	124000	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		111.87	
	201401585	10 E 400 249	125400	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		2.71	
	201401585	10 E 400 249	125500	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		24.14	
	201401585	10 E 400 249	126000	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		161.63	
	201401585	10 E 400 249	127000	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		156.67	
	201401585	10 E 400 249	141000	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		9.16	
	201401585	10 E 400 249	143000	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		50.39	
	201401585	10 E 400 249	213000	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		67.94	
	201401585	10 E 400 249	222200	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		80.49	
	201401585	10 E 400 249	241000	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		118.24	
	201401585	10 E 400 249	241100	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		3.24	
	201401585	10 E 400 249	253300	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		82.89	
	201401585	10 E 400 249	254300	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		43.61	
	201401585	10 E 400 249	132700	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		78.88	
	201401585	10 E 400 249	136320	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		41.95	
	201401585	10 E 700 249	172000	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		61.66	
	201401585	10 E 800 249	211100	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		26.80	
	201401585	10 E 800 249	214400	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		31.98	
	201401585	10 E 800 249	221910	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		84.04	
	201401585	10 E 800 249	223100	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		25.70	
	201401585	10 E 800 249	232100	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		92.23	
	201401585	10 E 800 249	252000	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		72.34	
	201401585	10 E 800 249	254200	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		43.60	
	201401585	10 E 800 249	254300	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		45.13	
	201401585	10 E 800 249	239000	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		0.00	
	201401585	27 E 700 249	152000	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		61.66	
	201401585	27 E 700 249	158100	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		14.02	
	201401585	27 E 700 249	158320	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		48.24	
	201401585	27 E 700 249	158330	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		12.25	
	201401585	27 E 700 249	158340	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		9.44	
	201401585	27 E 700 249	158510	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		3.85	
	201401585	27 E 700 249	158520	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		48.24	
	201401585	27 E 700 249	158530	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		48.32	
	201401585	27 E 700 249	158710	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		61.92	
	201401585	27 E 700 249	158730	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		48.28	
	201401585	27 E 700 249	158750	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		48.31	
	201401585	27 E 700 249	158760	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		48.33	
	201401585	27 E 700 249	159110	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		568.83	
	201401585	27 E 700 249	213000	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		17.94	
	201401585	27 E 700 249	214400	DIVERSIFIED BENEFIT SERVICES	I HRA REIMBURSEMENT REGISTER		13.06	

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05/20/2015	201401585	27 E 700 249 223300		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		22.78	
	201401585	27 E 700 249 223300		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		33.66	
	201401585	10 E 100 249 110300		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		40.45	
	201401585	10 E 150 249 110450		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		468.22	
	201401585	27 E 700 249 158310		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		48.37	
	201401585	10 E 100 249 110000		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		0.00	
	201401585	10 E 200 249 122000		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		29.66	
	201401585	10 E 100 249 122000		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		29.76	
				Totals for 201401585			6,173.65	
05/19/2015	201401586	10 L 000 000 811614		DIVERSIFIED BENEFIT SERVICES I	BENEFITS CARD SETTLEMENT		797.90	
				Totals for 201401586			797.90	
05/20/2015	201401587	10 L 000 000 811614		DIVERSIFIED BENEFIT SERVICES I	FSA REIMBURSEMENT REGISTER		258.26	
				Totals for 201401587			258.26	
05/13/2015	201401588	10 E 100 249 110000		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		96.97	
	201401588	10 E 100 249 110100		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		184.26	
	201401588	10 E 100 249 110101		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		265.78	
	201401588	10 E 100 249 110200		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		128.18	
	201401588	10 E 100 249 110300		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		151.02	
	201401588	10 E 100 249 143000		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		32.64	
	201401588	10 E 100 249 213000		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		48.87	
	201401588	10 E 100 249 222200		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		37.32	
	201401588	10 E 100 249 241000		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		178.05	
	201401588	10 E 100 249 253300		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		58.88	
	201401588	10 E 100 249 110100		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		42.80	
	201401588	10 E 100 249 110101		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		45.05	
	201401588	10 E 100 249 110200		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		71.97	
	201401588	10 E 100 249 110300		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		35.98	
	201401588	10 E 200 249 120000		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		17.00	
	201401588	10 E 200 249 120600		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		82.20	
	201401588	10 E 200 249 121000		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		5.23	
	201401588	10 E 200 249 122000		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		122.20	
	201401588	10 E 200 249 123000		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		11.17	
	201401588	10 E 200 249 124000		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		48.19	
	201401588	10 E 200 249 125400		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		2.41	
	201401588	10 E 200 249 125500		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		21.46	
	201401588	10 E 200 249 125510		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		43.06	
	201401588	10 E 200 249 126000		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		56.04	
	201401588	10 E 200 249 127000		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		77.34	
	201401588	10 E 200 249 132700		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		24.27	
	201401588	10 E 200 249 136320		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		5.57	
	201401588	10 E 200 249 141000		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		5.36	
	201401588	10 E 200 249 143000		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		44.36	
	201401588	10 E 200 249 213000		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		85.86	
	201401588	10 E 200 249 222200		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		71.65	
	201401588	10 E 200 249 241000		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		111.78	
	201401588	10 E 200 249 241100		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		0.91	
	201401588	10 E 200 249 253300		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		79.60	
	201401588	10 E 200 249 254300		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		38.76	
	201401588	10 E 400 249 121000		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		26.64	
	201401588	10 E 400 249 122000		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		171.73	
	201401588	10 E 400 249 123000		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		74.79	
	201401588	10 E 400 249 124000		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		99.45	
	201401588	10 E 400 249 125400		DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		2.41	

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05/13/2015	201401588	10 E 400 249	125500	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		21.46	
	201401588	10 E 400 249	126000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		143.69	
	201401588	10 E 400 249	127000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		139.28	
	201401588	10 E 400 249	141000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		8.14	
	201401588	10 E 400 249	143000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		44.79	
	201401588	10 E 400 249	213000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		60.39	
	201401588	10 E 400 249	222200	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		71.56	
	201401588	10 E 400 249	241000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		105.11	
	201401588	10 E 400 249	241100	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		2.88	
	201401588	10 E 400 249	253300	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		73.69	
	201401588	10 E 400 249	254300	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		38.76	
	201401588	10 E 400 249	132700	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		70.13	
	201401588	10 E 400 249	136320	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		37.29	
	201401588	10 E 700 249	172000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		54.82	
	201401588	10 E 800 249	211100	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		23.83	
	201401588	10 E 800 249	214400	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		28.43	
	201401588	10 E 800 249	221910	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		74.71	
	201401588	10 E 800 249	223100	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		22.85	
	201401588	10 E 800 249	232100	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		81.99	
	201401588	10 E 800 249	252000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		64.30	
	201401588	10 E 800 249	254200	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		38.76	
	201401588	10 E 800 249	254300	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		40.12	
	201401588	10 E 800 249	239000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		0.00	
	201401588	27 E 700 249	152000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		54.82	
	201401588	27 E 700 249	158100	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		12.46	
	201401588	27 E 700 249	158320	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		42.88	
	201401588	27 E 700 249	158330	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		10.89	
	201401588	27 E 700 249	158340	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		8.40	
	201401588	27 E 700 249	158510	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		3.42	
	201401588	27 E 700 249	158520	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		42.89	
	201401588	27 E 700 249	158530	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		42.95	
	201401588	27 E 700 249	158710	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		55.04	
	201401588	27 E 700 249	158730	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		42.92	
	201401588	27 E 700 249	158750	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		42.95	
	201401588	27 E 700 249	158760	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		42.97	
	201401588	27 E 700 249	159110	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		505.68	
	201401588	27 E 700 249	213000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		15.95	
	201401588	27 E 700 249	214400	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		11.61	
	201401588	27 E 700 249	223300	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		20.25	
	201401588	27 E 700 249	223300	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		29.92	
	201401588	10 E 100 249	110300	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		35.96	
	201401588	10 E 150 249	110450	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		416.23	
	201401588	27 E 700 249	158310	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		43.00	
	201401588	10 E 100 249	110000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		0.00	
	201401588	10 E 200 249	122000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		26.37	
	201401588	10 E 100 249	122000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT REGISTER		26.45	
				Totals for 201401588			5,488.20	
05/12/2015	201401589	10 L 000 000	811614	DIVERSIFIED BENEFIT SERVICES I	BENEFITS CARD SETTLEMENT		111.20	
				Totals for 201401589			111.20	
05/13/2015	201401590	10 L 000 000	811614	DIVERSIFIED BENEFIT SERVICES I	FSA REIMBURSEMENT REGISTER		866.40	
				Totals for 201401590			866.40	
05/14/2015	201401591	10 E 800 355	263300	AT&T	Early Childhood		142.16	
				Totals for 201401591			142.16	

CHECK DATE	CHECK ACCOUNT			VENDOR	INVOICE	
	NUMBER	NUMBER			DESCRIPTION	AMOUNT
05/11/2015	201401592	10 E 100 331 253300	XCEL ENERGY	HS, FB FIELD, MS LAB, MS, ELE	1,994.31	
	201401592	10 E 100 336 253300	XCEL ENERGY	HS, FB FIELD, MS LAB, MS, ELE	3,484.87	
	201401592	10 E 200 331 253300	XCEL ENERGY	HS, FB FIELD, MS LAB, MS, ELE	1,458.81	
	201401592	10 E 200 336 253300	XCEL ENERGY	HS, FB FIELD, MS LAB, MS, ELE	4,853.45	
	201401592	10 E 400 331 253300	XCEL ENERGY	HS, FB FIELD, MS LAB, MS, ELE	2,286.77	
	201401592	10 E 400 336 253300	XCEL ENERGY	HS, FB FIELD, MS LAB, MS, ELE	5,726.97	
				Totals for 201401592	19,805.18	
05/13/2015	201401593	10 E 100 331 253300	XCEL ENERGY	EEC, DO, STORAGE	57.45	
	201401593	10 E 100 336 253300	XCEL ENERGY	EEC, DO, STORAGE	201.32	
	201401593	10 E 800 336 256600	XCEL ENERGY	EEC, DO, STORAGE	202.68	
	201401593	10 E 800 331 253300	XCEL ENERGY	EEC, DO, STORAGE	154.80	
	201401593	10 E 800 336 253300	XCEL ENERGY	EEC, DO, STORAGE	59.68	
				Totals for 201401593	675.93	
				Totals for checks	898,634.85	

FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
10	GENERAL	592,754.07	0.00	154,012.98	746,767.05
21	SPECIAL REVENUE TRUST FUND	0.00	0.00	23.19	23.19
27	SPECIAL EDUCATION FUND	110,052.93	0.00	13,677.89	123,730.82
49	OTHER CAPITAL PROJECTS	0.00	0.00	195.00	195.00
50	FOOD SERVICE	10,213.69	0.00	13,682.11	23,895.80
80	COMMUNITY SERVICE	4,022.99	0.00	0.00	4,022.99
***	Fund Summary Totals ***	717,043.68	0.00	181,591.17	898,634.85

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

CHECK DATE	CHECK ACCOUNT			VENDOR	INVOICE	
	NUMBER	NUMBER	NUMBER		DESCRIPTION	AMOUNT
05/18/2015	8119	61 L 000 000	814415 000	JOHNSON, JASON	scheels gift cards for selling coupon books Totals for 8119	-350.00 -350.00
05/18/2015	8136	61 L 000 000	814415 000	JOHNSON, JASON	scheels gift cards for selling coupon books Totals for 8136	350.00 350.00
05/20/2015	8137	61 L 000 000	814209 000	COCA-COLA BOTTLING C	Coke ORDER Totals for 8137	216.00 216.00
05/20/2015	8138	61 L 000 000	814207 000	JOSTENS (YEARBOOK)	Final invoice for 2015 Yearbook Totals for 8138	1,363.31 1,363.31
05/20/2015	8139	61 L 000 000	814228 000	LE PHILLIPS CAREER D	Softball T-Shirts Totals for 8139	919.00 919.00
05/20/2015	8140	61 L 000 000	814209 000	LEUKEMIA & LYMPHOMA	Pennies for Pasta Totals for 8140	131.76 131.76
05/20/2015	8141	61 L 000 000	814228 000	PLANERT, EMILEE	Reimbursement for Senior Awards for Softball team Totals for 8141	150.00 150.00
05/27/2015	8142	61 L 000 000	814551 000	BROWN, KAYLA	SCHOLARSHIP Totals for 8142	125.00 125.00
05/27/2015	8143	61 L 000 000	814551 000	BURCH, MICAH	SCHOLARSHIP Totals for 8143	500.00 500.00
05/27/2015	8144	61 L 000 000	814551 000	COLBERT, GRAESON	SCHOLARSHIP Totals for 8144	1,000.00 1,000.00
05/27/2015	8145	61 L 000 000	814551 000	JOHNSON, HANNAH	SCHOLARSHIP Totals for 8145	250.00 250.00
05/27/2015	8146	61 L 000 000	814551 000	KENT, JASON	SCHOLARSHIP Totals for 8146	750.00 750.00
05/27/2015	8147	61 L 000 000	814551 000	KLOMSTAD, RYAN	SCHOLARSHIP Totals for 8147	1,500.00 1,500.00
05/27/2015	8148	61 L 000 000	814551 000	KLOMSTAD, RYAN	SCHOLARSHIP Totals for 8148	300.00 300.00
05/27/2015	8149	61 L 000 000	814551 000	LIMA, MARIAH	SCHOLARSHIP Totals for 8149	1,000.00 1,000.00
05/27/2015	8150	61 L 000 000	814551 000	MARTIN, HANNAH	SCHOLARSHIP Totals for 8150	125.00 125.00
05/27/2015	8151	61 L 000 000	814551 000	MILLS, GABRIELLE	SCHOLARSHIP Totals for 8151	250.00 250.00
05/27/2015	8152	61 L 000 000	814551 000	OLESON, COURTNEY	SCHOLARSHIP	250.00

CHECK DATE	CHECK ACCOUNT		VENDOR	INVOICE	
	NUMBER	NUMBER		DESCRIPTION	AMOUNT
				Totals for 8152	250.00
05/27/2015	8153	61 L 000 000 814551 000	THILL, CALEB	SCHOLARSHIP	125.00
				Totals for 8153	125.00
05/27/2015	8154	61 L 000 000 814551 000	WACHTER, SHAUNDR	SCHOLARSHIP	125.00
				Totals for 8154	125.00
05/27/2015	8155	61 L 000 000 814551 000	WHITE, ZACHERY	SCHOLARSHIP	500.00
				Totals for 8155	500.00
05/27/2015	8156	61 L 000 000 814222 000	CESSPOOL CLEANER COM	Port-a-Potties for the Color Run	240.72
				Totals for 8156	240.72
05/27/2015	8157	61 L 000 000 814552 000	CHIPPEWA VALLEY SPOR	High School Track T-shirts (extra curr)	856.00
				Totals for 8157	856.00
05/27/2015	8158	61 L 000 000 814216 000	SCHOOL ANNUAL PUBLIS	Yearbook final invoice	1,000.00
				Totals for 8158	1,000.00
				Totals for checks	11,676.79

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	11,676.79	0.00	0.00	11,676.79
***	Fund Summary Totals ***	11,676.79	0.00	0.00	11,676.79

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

The Board of Education recognizes the importance of the relationship of a teacher to their students. However they also realize that there are times when a teacher may feel the need to request the sharing of a full time position for personal reasons. Although the Board will offer job sharing opportunities for teachers, they do so with the intent to keep the students best interest in the forefront of an approved job sharing position. Therefore, the Board will consider allowing job-sharing to occur on a case by case basis, with the stipulation that all requirements have been met.

The superintendent is responsible for recommending to the board when the best interests of the district would be served by the creation of a job-sharing assignment. Employees wishing to share a position shall submit an application as a team by March 31 to their building principal who, if approved, will forward the application to the superintendent who, if approved, will then make the recommendation to the board.

Adopted:

The job-sharing assignment is the shared performance of the duties of one full-time, professional position shared by two licensed, certified employees. Shared full-time position opportunities will only be available for full time employees who have been employed in the district for a minimum of three years. Said employees must not be on an Improvement Plan or have been on one over the previous three years.

The staff members making such a request will have their contract with the district reduced to fifty percent of the full, shared position. In entering into this application the teachers forfeit any future claims to return to a full-time position with the district unless they make an application for a full time position that may be open at that time.

Employees must submit a job-sharing application as a team, to their building principal by March 1st of the year preceding the intended job sharing. It is up to the discretion of the building principal and the superintendent to approve or reject the application.

Teachers sharing a full-time position will fulfill all required professional responsibilities in accordance with the provisions of the Professional Educator Handbook and as determined by the administration, such as staff development days, parent-teacher conferences or other school events the instructional staff would normally attend. The teachers will remain on the same evaluation cycle as before the sharing arrangement went into effect.

The Board reserves the right to terminate the sharing of a full-time position arrangement if such arrangement is not operating in the best interests of the students in the classroom as determined by the administration.

The sharing of a full time position will be for one year increments. Participants will need to re-apply on a yearly basis.

Approved:



2015 SUMMER LEADERSHIP INSTITUTE



JULY 18, 2015

HEIDEL HOUSE RESORT & SPA - GREEN LAKE, WI

The WASB Summer Leadership Institute is an opportunity for school board members and administrators to network with colleagues around the state and gain the knowledge and insights necessary to lead their districts.

The day will kick off with an inspiring keynote address to challenge board members' and administrators' ideas about what works and what doesn't work in addressing some of the most challenging issues facing public education today. Participants will then be able to choose from a wide variety of sessions covering student achievement, governance, communications, school funding and more to customize their experience.

Topics:

- ◆ Closing the Achievement Gap
- ◆ Key Work of School Boards
- ◆ Developing a New Teacher Pay Plan
- ◆ Equity Leadership
- ◆ The Opportunity of Difference
- ◆ Fund Balance 101
- ◆ Stress
- ◆ Superintendent's Evals
- ◆ Communication Strategies for Referendum
- ◆ Academic & Career Planning
- ◆ Building a Mission-Driven Work Culture
- ◆ Impact of Vouchers/Charters

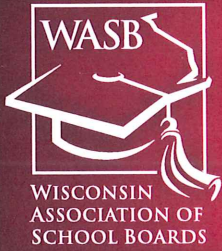
Event Details:

http://wasb.org/websites/meetings_events/index.php?p=1591

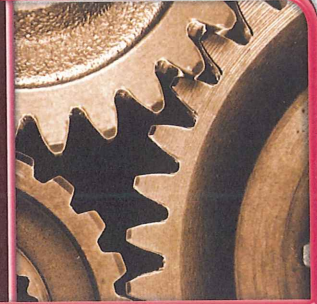
OR



Attending? RSVP to Joyce by June 15



WASB WORKSHOPS



Attend a WASB Workshop!

WASB/CESA 10 Workshops

Key Work of School Boards

Wednesday, August 12

CESA 10, CHIPPEWA FALLS

DINNER: 6 pm, PROGRAM: 6:30-9 pm

Presenter: Cheryl Stinski and Al Brown, WASB Consultants

\$85 per member

Every high-achieving school board is focused on functioning in ways that improve student achievement. Research shows that the more effective the board, the better a school district's students perform. In every decision and every action, the school board governance role centers on improving student learning outcomes. The Key Work of School Boards is a data-driven framework that aims to help boards achieve excellence in school governance through a road map designed to assist and support their work. Within the Key Work framework, five action areas are examined in detail: Vision, Accountability, Policy, Community Leadership, and Relationships. Learn how to use this practical framework to make a difference in your district.

The School Board's Role in Superintendent Evaluations

Wednesday, November 4

CESA 10, CHIPPEWA FALLS

DINNER: 6 pm, PROGRAM: 6:30-9 pm

Presenter: Lou Birchbauer, WASB Consultant

\$85 per member

The school board is responsible for the evaluation of the district administrator/superintendent by Wisconsin statute. The district administrator/superintendent evaluation process sets the tone for staff evaluation and should be undertaken in a planned and deliberate manner. Continuous improvement requires an assessment of progress in a school district. Leadership assessment is an integral part of any progress assessment. Gain valuable insight into performance assessment and meaningful tips for school board members trying to evaluate school leadership.

Workshop participants are encouraged to bring the current district administrator/superintendent job description to this session, so you can start to design the actual evaluation tool during this workshop.



***To register, visit wasb.org.
Click on Upcoming Conferences, Workshops and Webinars.***

Individualized Plan Of Support

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Survey Results

Public Relations/
Communications

School District of Altoona



C·E·S·A¹⁰

Cooperative Educational Service Agency

Where service and
leadership unite.

Cooperative Educational Service Agency 10
725 W Park Avenue, Chippewa Falls WI 54729
(715) 723-0341 (Phone), (715) 720-2070 (Fax)
www.cesa10.k12.wi.us

Follow CESA 10 on Facebook @
<http://www.facebook.com/Cooperative.Educational.Service.Agency.10>

INDIVIDUALIZED PLAN OF SUPPORT DISTRICT SUMMARY

In 2013, CESA 10 stakeholders developed a strategic goal, "To implement a culturally-responsive individualized plan of support for districts." The intention of this objective is to engage each member district on a rotating three-year basis in a self-assessment process designed to identify critical information pertaining to attitudes, beliefs and perceptions regarding progress toward local, state and federal priorities.

A multidisciplinary team of consultants, agency administrators and other experts developed the following report, using data and information collected through written staff surveys, face-to-face interviews with district administrative personnel and a review of applicable and available data.

On February 9, 2015, CESA 10 Agency Administrator Mike Haynes and Administrative Assistant Leigh McMahon met with the administrative team in Altoona. Included in the meeting were:

- District Administrator, Connie Biedron
- Director of Instruction, Andrea Steffen
- Director of Special Education and Pupil Services, Alan McCutcheon
- High School Principal, Jeff Pepowski
- Intermediate and Middle School Principal, Gary Pszeniczny
- Elementary Principal, Joann Walker

The purpose of this summary report is three-fold:

1. To provide district leaders with data and information that can be used to either support current efforts across a broad spectrum of priorities and mandates or support the need to adjust strategies;
2. To provide district stakeholders (including staff and board of education) with additional supports within existing services, or new services, in order to meet the needs identified by the staff and through a review of the district's progress toward local, state and federal priorities.
3. To provide communications and public relations material regarding the district's successes and current continuous improvement efforts to better inform the public and reinforce the important role of public education in Altoona, Wisconsin and indeed the entire nation.

Because this process is designed to engage districts on a three year cycle, the findings and recommendations included in this summary report can also serve as a benchmark to which future progress can be compared.

Section I – District Demographics

The School District of Altoona is located in Eau Claire County, 10 miles south of Chippewa Falls; junction of Highways 12 and 53; just east of Eau Claire. Altoona is known for its outdoor recreation, construction, growing retail and entertainment district.

Enrollment in the School District of Altoona is just under 1,600 students. The district's student population is comprised of .6% American Indian, 2.3% Asian, 2.2% Black, 5% Hispanic, .1% Pacific Isle and 84.4% White.

The district is comprised of 4 schools: Elementary (K4-3), Intermediate (4-5), Middle (6-8) and High (9-12). The district employs 11 administrators, 120 certified/teaching staff and 55 support staff.

Described as "easily the most affordable city in their top 10" and for "acing it in the classroom," Altoona is number eight on the list of the 10 best places in Wisconsin for the 2nd year. Additionally, Altoona High School has been recognized by U.S. News and World Report as a Silver "BEST High School" in U.S. News' Best High Schools 2014. Out of 446 eligible Wisconsin high schools, Altoona High School ranks #21 - one of just 34 receiving silver (32) or gold (2) medal ranking. Altoona High School was recognized as a Blue Star School in 2012-13.

Recently, Altoona High School was recognized by the Wisconsin Advanced Placement Advisory Council (WAPAC) as a Pacesetter School in Advanced Placement. The impetus of this recognition is to recognize access and excellence regarding Advanced Placement. Pacesetter schools have provided impressive student access to AP courses and posted excellent AP exam results.

Section II – Attitudes and Beliefs

A survey intended to gauge attitudes, beliefs and perceptions of school district staff was conducted in February and March, 2015. Copies of the survey are located at the end of this summary report.

Sixty-four staff members responded to the "Attitudes and Perceptions Self-Assessment." This included administrative personnel, instructional staff and non-instructional staff. Respondents were evenly dispersed between elementary, middle and high school.

The first section of the survey asked staff members several statements pertaining to attitudes and beliefs regarding student learning, the educational environment and continuous improvement. As seen in the results, the majority of respondents agreed or strongly agreed with the statements provided; however, some staff disagreed with

statements, particularly in the area of professional development. The most significant responses indicating disagreement pertained to professional development being continuous, available to all and correlated with student engagement. It is important to note that this is not dissimilar to other districts and, if viewed in context with what is offered by CESA 10 on a regional basis, provides CESA 10 with valuable feedback as the agency plans professional development in the future.

The second section of the survey centered on local and regional priorities. Again, a trend noted in the responses suggested that the majority of items identified were partially or fully implemented in the district. Items staff reported as “not in place” included culturally responsive practices, instructional coaching, collaborative co-teaching and flipped learning. Again, these are items in which CESA 10 and the Response to Intervention (RtI) Center can, and should, have an impact. The vast majority of responses indicated that the school district is deeply involved in the implementation of each of the local and regional priorities listed.

The third section of the survey asked staff members to rate their perception of the level of implementation for several state and federal priorities or mandates. Once again, the responses suggested that the majority of the items are partially or fully implemented. Items staff identified as “not in place” included the Next Generation Science Standards, and Special Education Results-Driven Accountability. This is not uncommon, as these items are relatively new.

Unlike many districts surveyed, perceptions regarding the utilization of the WISE (Wisconsin Information System for Educators), understanding screening and progress monitoring data and using school/district report card data was relatively high.

Staff also responded to several questions that gauge their knowledge of a variety of educational programs and strategies. These responses provided CESA 10 staff with valuable data that will assist as the agency develops professional development activities or additional supports and services for the district.

Finally, staff were asked “what are the top three things that CESA 10 could do to support” their work. The table below lists broad categories resulting from participant responses and indicates the number of responses that fit into those categories:

Educator Effectiveness and SLO Development	8
Curriculum, Instruction, Assessment and Data Use	14
Technology integration, flipped learning	12
Networking and collaboration (in- and out-of-district)	8
Professional Development, On-Site PD, Personalized PD, Time for PD	5
Other	6

Section III – Local Priorities

During the face-to-face visit, district leaders shared information regarding work occurring in the district.

According to district leaders, there are no significant areas of struggle. District staff is spending a fair amount of time on the ACT, new assessments, the Badger 3-8 and Educator Effectiveness. The district is managing the implementation and deployment of these mandates and district leaders expressed appreciation for CESA staff that have been on-site for training and professional development.

According to administrators, morale seems high; however they recognize the volume of work that has been involved in new mandates or initiatives and continues to look for ways to show their appreciation to the staff. There is significant enthusiasm regarding the new building and remodeling projects that were approved by voters in the fall.

The new assessment systems have created a fair amount of work to ensure that the technology was adequate and district staff have had concerns regarding the time these assessments have taken away from instruction. Regarding Educator Effectiveness, administrators shared the challenges associated with Teachscape; however, they also cited that CESA 10 consultant Nancy Estrem-Fuller has provided valuable support.

Implementing and utilizing the Professional Learning Communities (PLCs) framework is an ongoing priority among district leaders and staff. The district promotes and supports the PLC framework and has structures in place at each level (K-3, 4-5 and

6-12). Administrators cited the continuing need to establish and support a shared culture and belief system. Administrators' focus is currently placed on ensuring that PLC teams are accountable to data and the core premises of PLCs.

The district joined the CESA 10 personalized learning launch group in 2014 and continues to support that effort. Currently, personalized learning is being implemented in 2nd grade and in individual areas in the upper grades. The district's multi-age 4th and 5th grade program continues to be a unique opportunity geared at meeting student needs.

The district recently added a Curriculum, Instruction and Assessment coordinator and hired a new Special Education Director. Andrea Steffens shared the work they are doing with regard to curriculum structures for the district. They are beginning a focus on math and CESA 10 consultant Michelle Parks is working with them to create a three year plan for reviewing their program and ideas for support. Andrea also mentioned a need for support in Guided Reading. They also have one person participating in our Math Grant with UWEC and just completed an onsite book study on Number Talks.

Along with other administrators and the superintendent, there is an emerging interest to provide additional STEM (Science, Technology, Engineering and Mathematics) opportunities for students. At the time of our meeting, plans were underway to host a "Maker Fair" in collaboration with CVTC and UW-Stout. The district is also working with CVTC to create summer opportunities for students.

Section IV – Needs and Gaps

Survey data, as well as feedback from staff, administrators and CESA 10 consultants lead to the following insights:

- The district is looking for an affordable learning management system that integrates with their student management system and their curriculum building tool (BYOC).
- Staff are increasing their use of Google Apps for Education.
- The district is building a new elementary school. Working with CESA 10 staff, Altoona submitted an E-Rate request for funds to build the network infrastructure and network electronics in the new elementary school. Further, plans are being made to apply for E-Rate funds to construct a Wide Area Network connection from the new elementary school back to the existing campus. This application will occur in the fall of 2015.

- Staff and administration reported the need for additional Professional Learning Communities (PLC) support.
- Staff and administration reported the need for additional support in the area of formative assessments.
- Administrators indicated that they would like to ask employees to participate in the "Attitudes and Perceptions Self-Assessment" again in 2015-16 in order to gauge their progress.

Section V - Recommendations for the District and Deliverables by CESA 10

As a result of the findings through the survey, discussions with staff, administrators and consultants at CESA 10 who have strong ties to the work occurring across several disciplines in the district, several opportunities exist to enable the School District of Altoona to continue making progress toward local, state and federal priorities.

The following are specific recommendations:

Professional Learning Communities (PLC)

- Recommendation: Consider registering a team for the PLC Boot Camp on August 10, 2015 and encourage district leaders to participate in PLC offerings for administrators in the coming year.
- Deliverables: CESA 10 has and will continue to work with Solution Tree and interested districts to shape PLC events for the coming year, with specific attention on principals and other administrators.

Special Education

- Recommendation: Continue to encourage Special Education staff and Director participation in monthly school psychologists meetings, scheduled Regional Service Network meetings and other professional development events.
- Deliverables: Staff and leaders will learn more about the required Results-Driven Accountability for closing academic gaps in literacy for students with disabilities, be provided increased networking opportunities across CESA 10 and UW-Eau Claire staff collaboration to ensure eligibility integrity, availability of effective services and appropriate allocation of resources.

Technology

- Recommendation: Continue to take advantage of Educational Technology's professional development offerings.
- Deliverables: CESA 10 consultants will ensure that staff are fully utilizing the tools (such as Google Apps for Education) to enhance instructional practices.

Section VI - Conclusion

It is clear to CESA 10 consultants and administrators that the School District of Altoona has taken deliberate steps to remain ahead of the challenges that face K-12 schools. The staff is both qualified and committed to implementing each of the new initiatives and mandates that exist today.

The process to learn more about the district, including the attitudes and beliefs of the staff, has and will continue to enable CESA 10 to tailor its services to meet the district's needs. Please let us know if you have any questions regarding the survey, the findings or this summary report.

Individualized Plan Of Support – Survey Results

Altoona



C·E·S·A¹⁰

Cooperative Educational Service Agency

Where service and leadership unite.

Administration

Attitudes and Perceptions Self Assessment 2014-15 - Administration

Identify your school district:

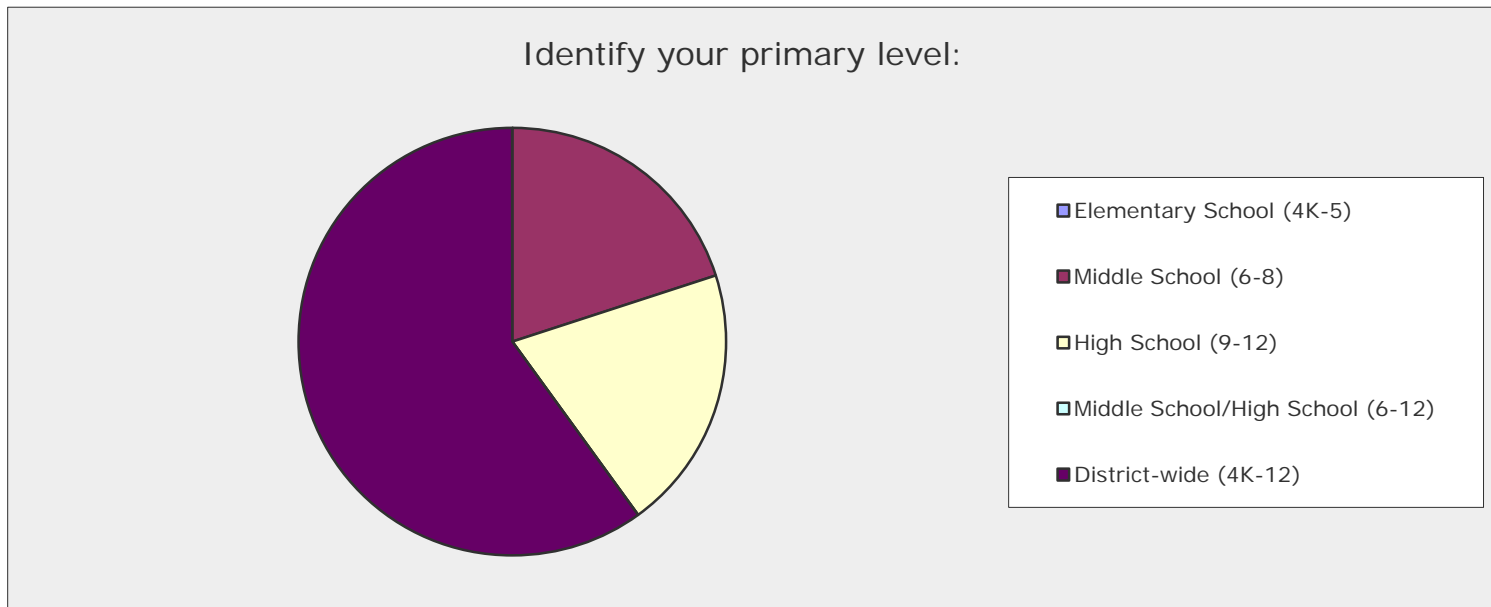
District	Osseo-Fairchild	Gilman	Owen-Withee	Gilmanton	Colby	Thorp	Bloomer	Altoona	Spencer	Response Count	
School District	0	0	0	0	0	0	0	6	0	6	
										Question Totals	
										<i>answered question</i>	6
										<i>skipped question</i>	0

Attitudes and Perceptions Self Assessment 2014-15 - Administration

Identify your primary category		
Answer Options	Response Percent	Response Count
Administrative (Superintendents, Principals, Technology Director)	100.0%	6
Non-Instructional/Central Office (Finance Director, Bookkeeper, Administrative Assistant, Human Resources, Payroll, etc.)	0.0%	0
Facilities (Director/Maintenance/Custodian, Facilities Management)	0.0%	0
Instructional (Curriculum Director, Dean of Students, Teacher, Counselor, Specialist, School Psychologist, Speech/Language Pathologist, etc.)	0.0%	0
Support Staff (Secretary, Aide, Bus Driver, etc.)	0.0%	0
<i>answered question</i>		6
<i>skipped question</i>		0

Attitudes and Perceptions Self Assessment 2014-15 - Administration

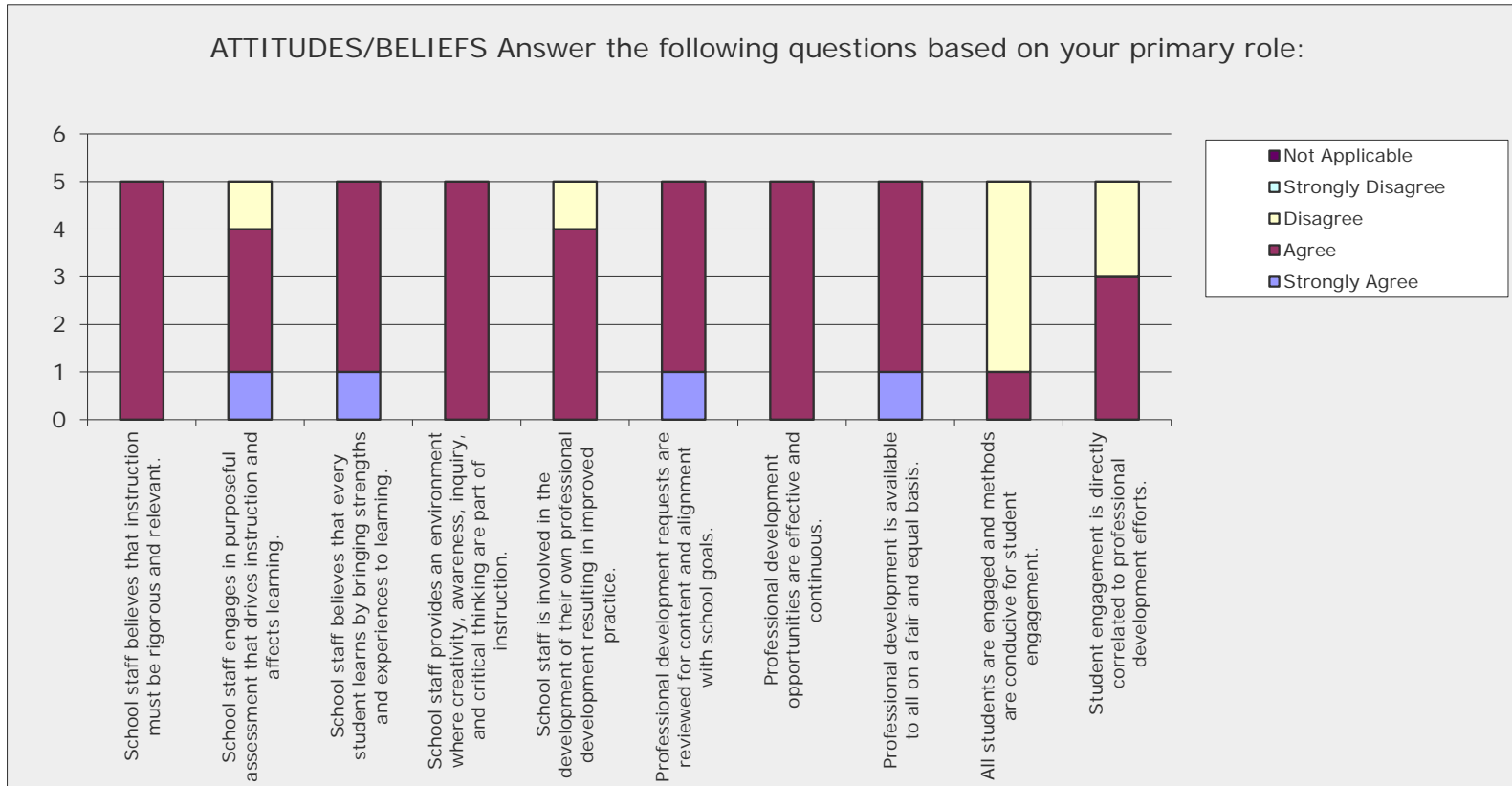
Identify your primary level:		
Answer Options	Response Percent	Response Count
Elementary School (4K-5)	0.0%	0
Middle School (6-8)	20.0%	1
High School (9-12)	20.0%	1
Middle School/High School (6-12)	0.0%	0
District-wide (4K-12)	60.0%	3
<i>answered question</i>		5
<i>skipped question</i>		1



Attitudes and Perceptions Self Assessment 2014-15 - Administration

ATTITUDES/BELIEFS Answer the following questions based on your primary role:						
Answer Options	Not Applicable	Strongly Disagree	Disagree	Agree	Strongly Agree	Response Count
School staff believes that instruction must be rigorous and relevant.	0	0	0	5	0	5
School staff engages in purposeful assessment that drives instruction and affects learning.	0	0	1	3	1	5
School staff believes that every student learns by bringing strengths and experiences to learning.	0	0	0	4	1	5
School staff provides an environment where creativity, awareness, inquiry, and critical thinking are part of instruction.	0	0	0	5	0	5
School staff is involved in the development of their own professional development resulting in improved practice.	0	0	1	4	0	5
Professional development requests are reviewed for content and alignment with school goals.	0	0	0	4	1	5
Professional development opportunities are effective and continuous.	0	0	0	5	0	5
Professional development is available to all on a fair and equal basis.	0	0	0	4	1	5
All students are engaged and methods are conducive for student engagement.	0	0	4	1	0	5
Student engagement is directly correlated to professional development efforts.	0	0	2	3	0	5
If you have multiple roles, are there any comments regarding attitudes and beliefs that change based on that other role?						1
<i>answered question</i>						5
<i>skipped question</i>						1

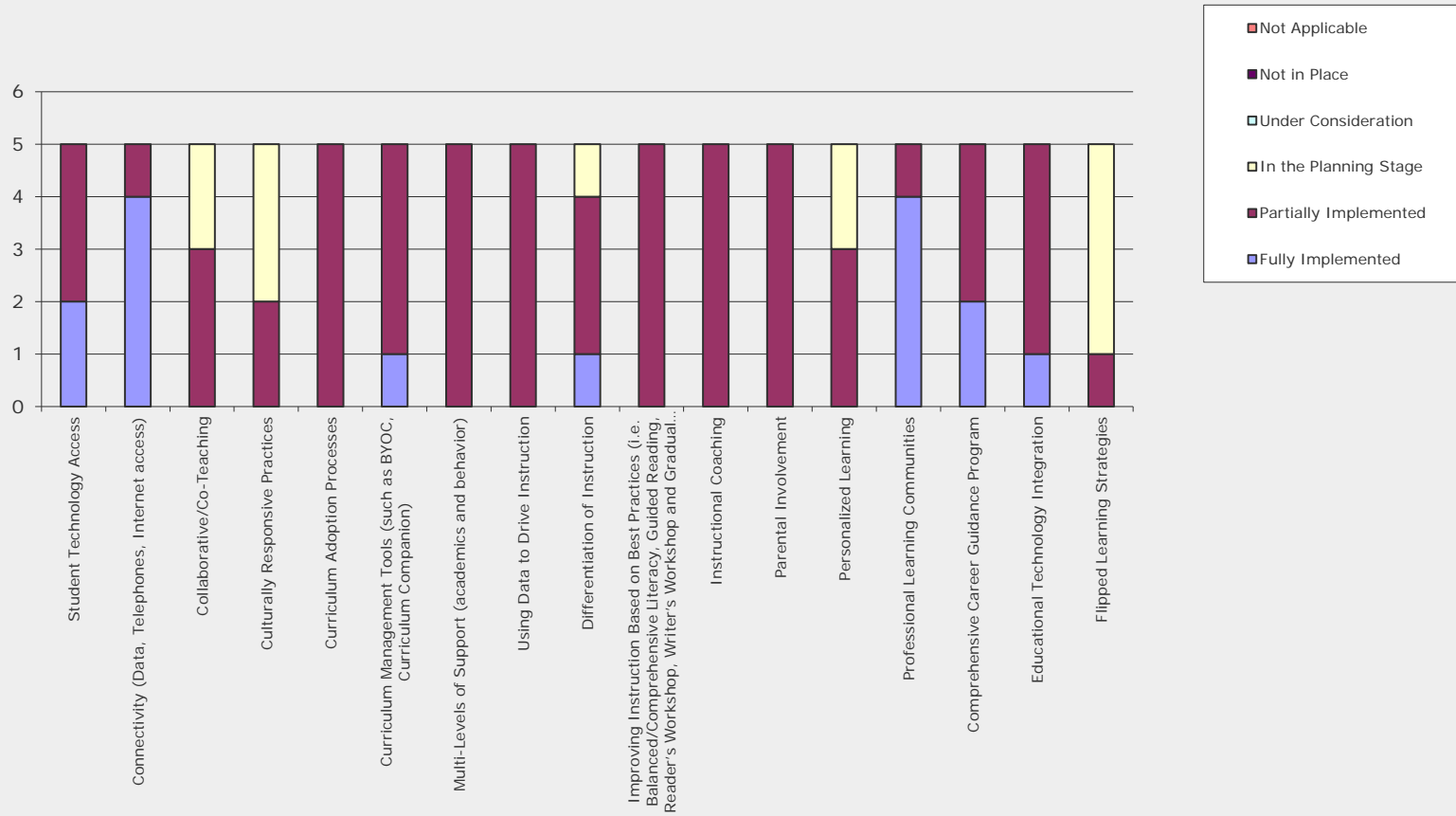
Number	Response Date	If you have multiple roles, are there any comments regarding attitudes and beliefs that change based on that other role?
1	Nov 11, 2014 9:08 PM	Most of these items are true for some, but not all staff.



Attitudes and Perceptions Self Assessment 2014-15 - Administration

REGIONAL/LOCAL PRIORITIES Please indicate your perception of the level of implementation of each of the following:							
Answer Options	Not Applicable	Not in Place	Under Consideration	In the Planning Stage	Partially Implemented	Fully Implemented	Response Count
Student Technology Access	0	0	0	0	3	2	5
Connectivity (Data, Telephones, Internet access)	0	0	0	0	1	4	5
Collaborative/Co-Teaching	0	0	0	2	3	0	5
Culturally Responsive Practices	0	0	0	3	2	0	5
Curriculum Adoption Processes	0	0	0	0	5	0	5
Curriculum Management Tools (such as BYOC, Curriculum Companion)	0	0	0	0	4	1	5
Multi-Levels of Support (academics and behavior)	0	0	0	0	5	0	5
Using Data to Drive Instruction	0	0	0	0	5	0	5
Differentiation of Instruction	0	0	0	1	3	1	5
Improving Instruction Based on Best Practices (i.e. Balanced/Comprehensive Literacy, Guided Reading, Reader's Workshop, Writer's Workshop and Gradual Release of Responsibility)	0	0	0	0	5	0	5
Instructional Coaching	0	0	0	0	5	0	5
Parental Involvement	0	0	0	0	5	0	5
Personalized Learning	0	0	0	2	3	0	5
Professional Learning Communities	0	0	0	0	1	4	5
Comprehensive Career Guidance Program	0	0	0	0	3	2	5
Educational Technology Integration	0	0	0	0	4	1	5
Flipped Learning Strategies	0	0	0	4	1	0	5
<i>answered question</i>							5
<i>skipped question</i>							1

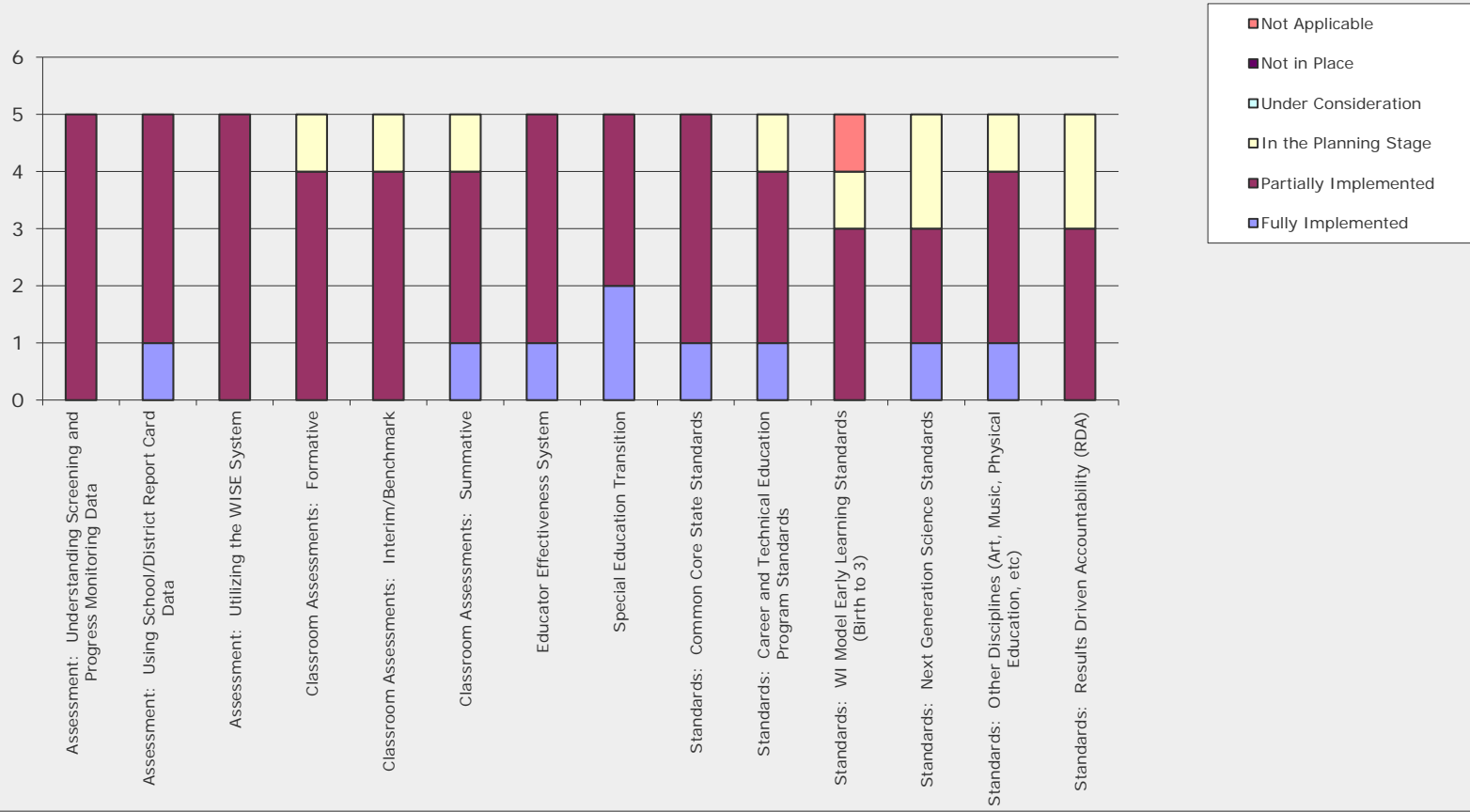
REGIONAL/LOCAL PRIORITIES Please indicate your perception of the level of implementation of each of the following:



Attitudes and Perceptions Self Assessment 2014-15 - Administration

STATE AND FEDERAL PRIORITIES Please indicate your perception of the level of implementation of each of the following:							
Answer Options	Not Applicable	Not in Place	Under Consideration	In the Planning Stage	Partially Implemented	Fully Implemented	Response Count
Assessment: Understanding Screening and Progress Monitoring Data	0	0	0	0	5	0	5
Assessment: Using School/District Report Card Data	0	0	0	0	4	1	5
Assessment: Utilizing the WISE System	0	0	0	0	5	0	5
Classroom Assessments: Formative	0	0	0	1	4	0	5
Classroom Assessments: Interim/Benchmark	0	0	0	1	4	0	5
Classroom Assessments: Summative	0	0	0	1	3	1	5
Educator Effectiveness System	0	0	0	0	4	1	5
Special Education Transition	0	0	0	0	3	2	5
Standards: Common Core State Standards	0	0	0	0	4	1	5
Standards: Career and Technical Education Program Standards	0	0	0	1	3	1	5
Standards: WI Model Early Learning Standards (Birth to 3)	1	0	0	1	3	0	5
Standards: Next Generation Science Standards	0	0	0	2	2	1	5
Standards: Other Disciplines (Art, Music, Physical Education, etc)	0	0	0	1	3	1	5
Standards: Results Driven Accountability (RDA)	0	0	0	2	3	0	5
<i>answered question</i>							5
<i>skipped question</i>							1

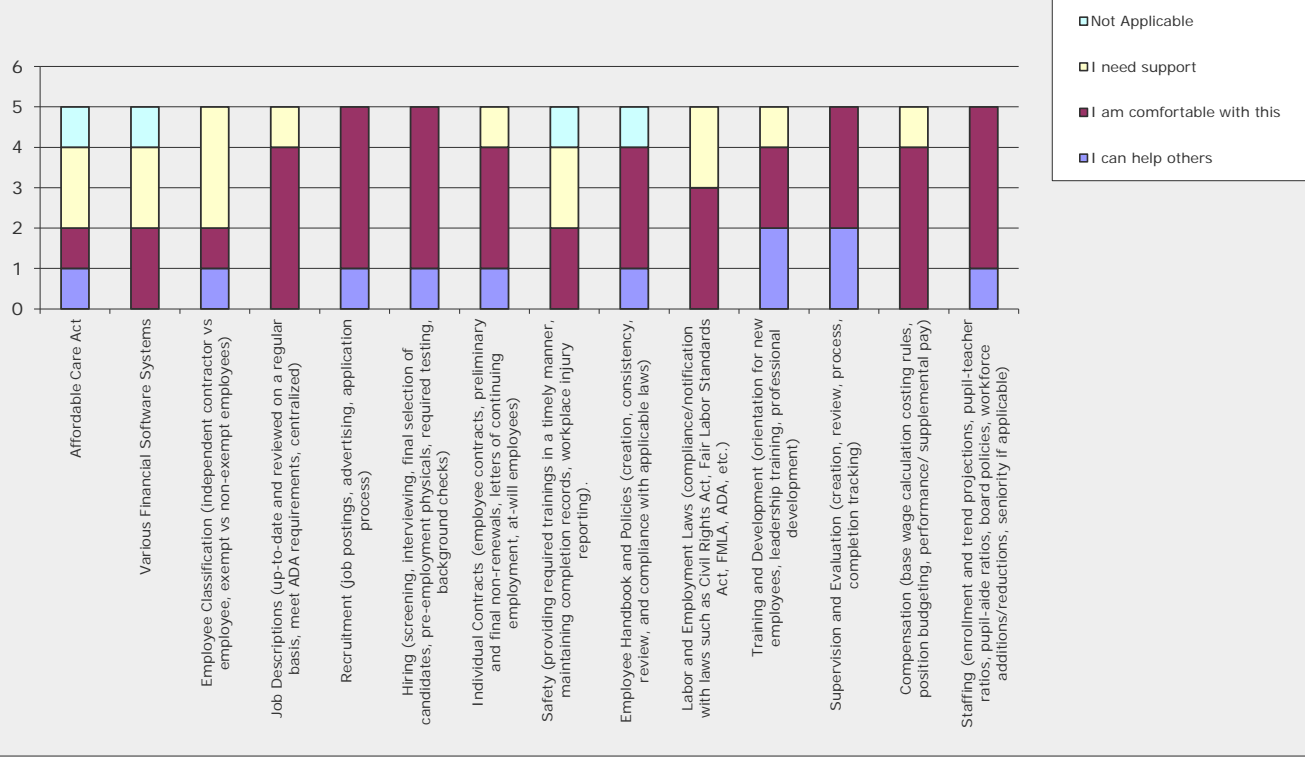
STATE AND FEDERAL PRIORITIES Please indicate your perception of the level of implementation of each of the following:



Attitudes and Perceptions Self Assessment 2014-15 - Administration

OPERATIONS/BUSINESS/HUMAN RESOURCES Please rate your knowledge about the following items:					
Answer Options	Not Applicable	I need support	I am comfortable with this	I can help others	Response Count
Affordable Care Act	1	2	1	1	5
Various Financial Software Systems	1	2	2	0	5
Employee Classification (independent contractor vs employee, exempt vs non-exempt employees)	0	3	1	1	5
Job Descriptions (up-to-date and reviewed on a regular basis, meet ADA requirements, centralized)	0	1	4	0	5
Recruitment (job postings, advertising, application process)	0	0	4	1	5
Hiring (screening, interviewing, final selection of candidates, pre-employment physicals, required testing, background checks)	0	0	4	1	5
Individual Contracts (employee contracts, preliminary and final non-renewals, letters of continuing employment, at-will employees)	0	1	3	1	5
Safety (providing required trainings in a timely manner, maintaining completion records, workplace injury reporting).	1	2	2	0	5
Employee Handbook and Policies (creation, consistency, review, and compliance with applicable laws)	1	0	3	1	5
Labor and Employment Laws (compliance/notification with laws such as Civil Rights Act, Fair Labor Standards Act, FMLA, ADA, etc.)	0	2	3	0	5
Training and Development (orientation for new employees, leadership training, professional development)	0	1	2	2	5
Supervision and Evaluation (creation, review, process, completion tracking)	0	0	3	2	5
Compensation (base wage calculation costing rules, position budgeting, performance/ supplemental pay)	0	1	4	0	5
Staffing (enrollment and trend projections, pupil-teacher ratios, pupil-aide ratios, board policies, workforce additions/reductions, seniority if applicable)	0	0	4	1	5
<i>answered question</i>					5
<i>skipped question</i>					1

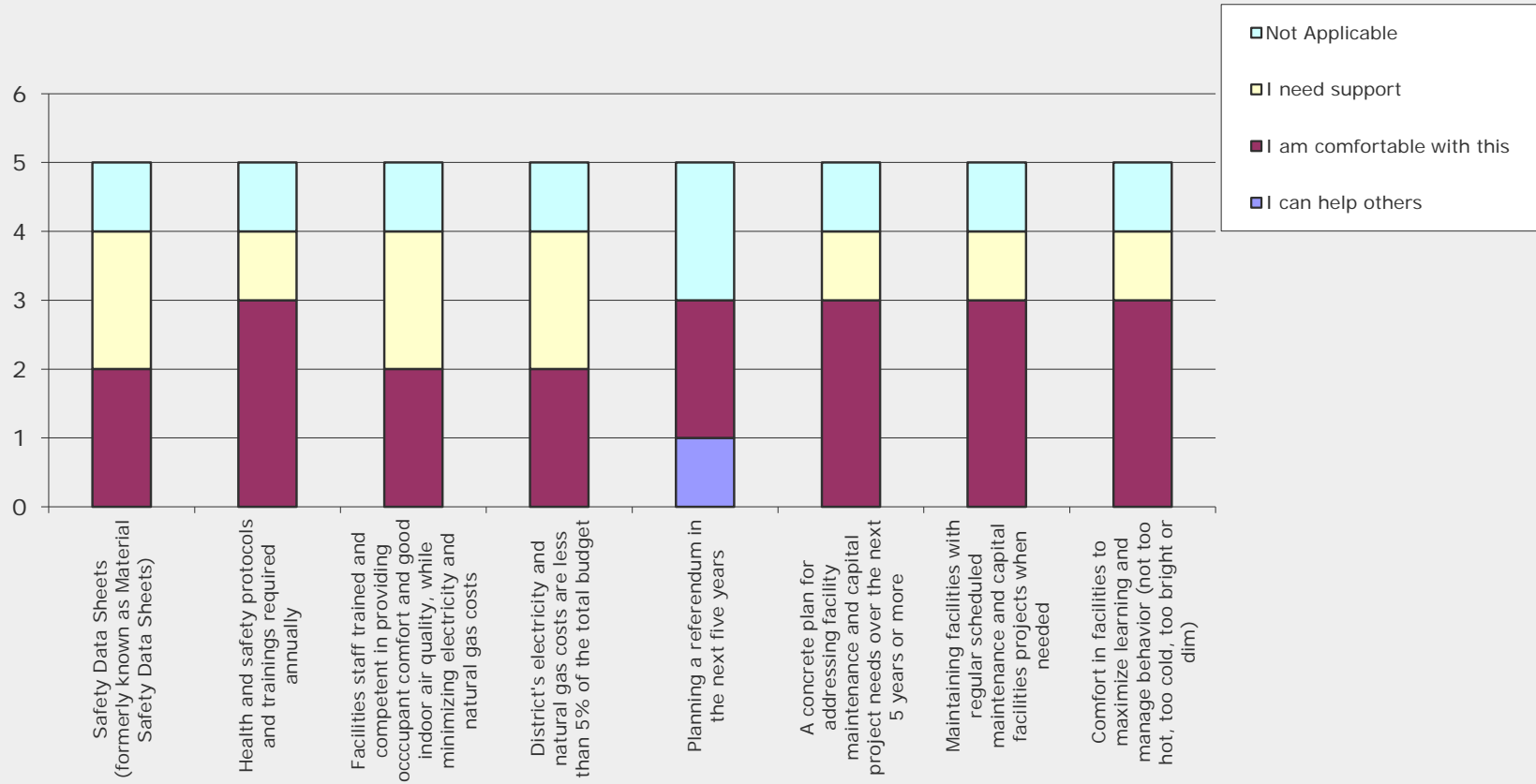
OPERATIONS/BUSINESS/HUMAN RESOURCES Please rate your knowledge about the following items:



Attitudes and Perceptions Self Assessment 2014-15 - Administration

FACILITIES MANAGEMENT Please rate your knowledge about the following items:					
Answer Options	Not Applicable	I need support	I am comfortable with this	I can help others	Response Count
Safety Data Sheets (formerly known as Material Safety Data Sheets)	1	2	2	0	5
Health and safety protocols and trainings required annually	1	1	3	0	5
Facilities staff trained and competent in providing occupant comfort and good indoor air quality, while minimizing electricity and natural gas costs	1	2	2	0	5
District's electricity and natural gas costs are less than 5% of the total budget	1	2	2	0	5
Planning a referendum in the next five years	2	0	2	1	5
A concrete plan for addressing facility maintenance and capital project needs over the next 5 years or more	1	1	3	0	5
Maintaining facilities with regular scheduled maintenance and capital facilities projects when needed	1	1	3	0	5
Comfort in facilities to maximize learning and manage behavior (not too hot, too cold, too bright or dim)	1	1	3	0	5
<i>answered question</i>					5
<i>skipped question</i>					1

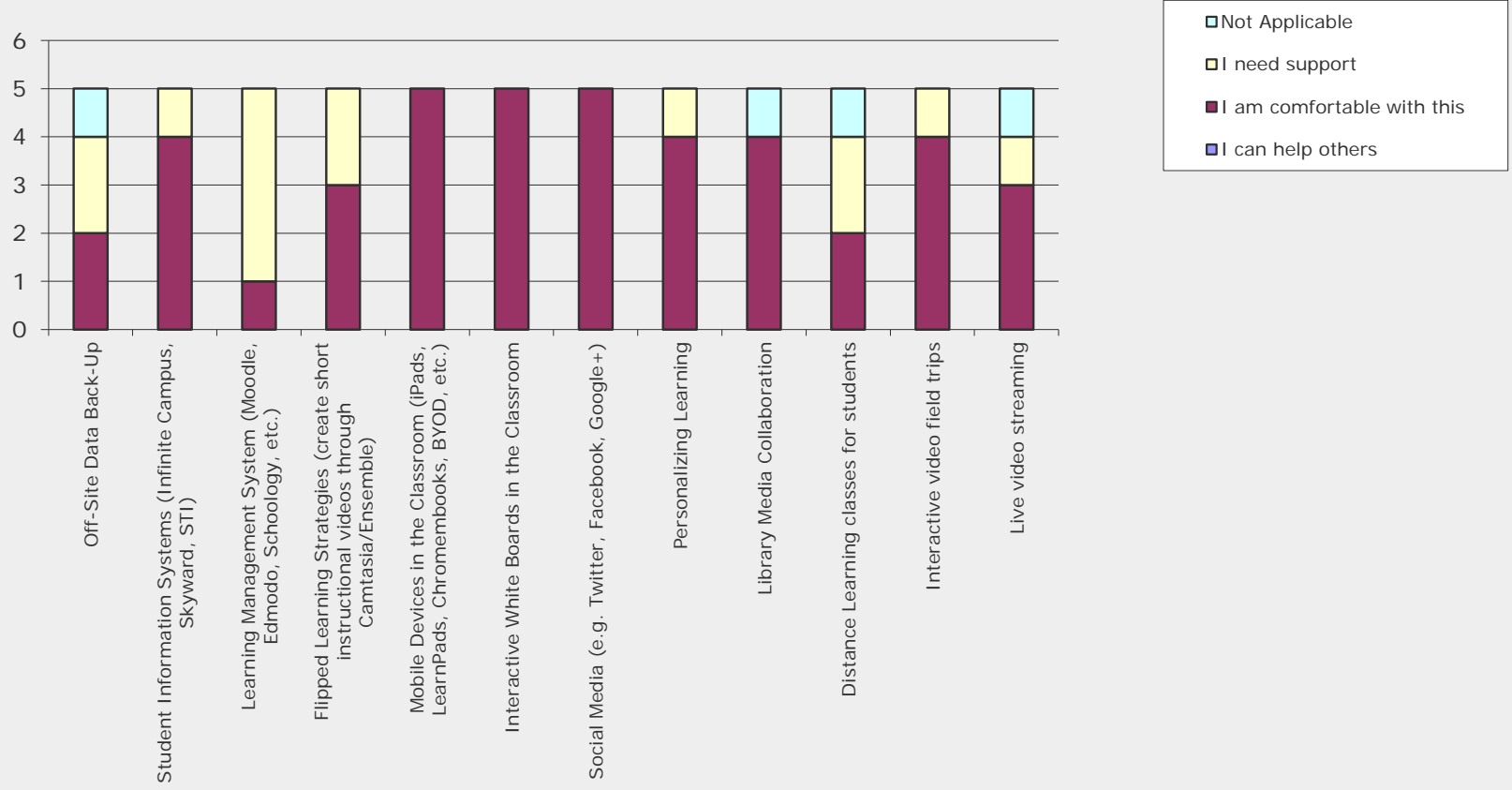
FACILITIES MANAGEMENT Please rate your knowledge about the following items:



Attitudes and Perceptions Self Assessment 2014-15 - Administration

EDUCATIONAL TECHNOLOGY - ADMINISTRATORS Please rate your district's level of utilization					
Answer Options	Not Applicable	I need support	I am comfortable with this	I can help others	Response Count
Off-Site Data Back-Up	1	2	2	0	5
Student Information Systems (Infinite Campus, Skyward, STI)	0	1	4	0	5
Learning Management System (Moodle, Edmodo, Schoology, etc.)	0	4	1	0	5
Flipped Learning Strategies (create short instructional videos through Camtasia/Ensemble)	0	2	3	0	5
Mobile Devices in the Classroom (iPads, LearnPads, Chromembooks, BYOD, etc.)	0	0	5	0	5
Interactive White Boards in the Classroom	0	0	5	0	5
Social Media (e.g. Twitter, Facebook, Google+)	0	0	5	0	5
Personalizing Learning	0	1	4	0	5
Library Media Collaboration	1	0	4	0	5
Distance Learning classes for students	1	2	2	0	5
Interactive video field trips	0	1	4	0	5
Live video streaming	1	1	3	0	5
<i>answered question</i>					5
<i>skipped question</i>					1

EDUCATIONAL TECHNOLOGY - ADMINISTRATORS Please rate your district's level of utilization



Attitudes and Perceptions Self Assessment 2014-15 - Administration

Tell us what your preferred educational technology professional development looks like. (face-to-face, online, virtual, for credit, etc.)

Answer Options	Response Count
	5
<i>answered question</i>	5
<i>skipped question</i>	1

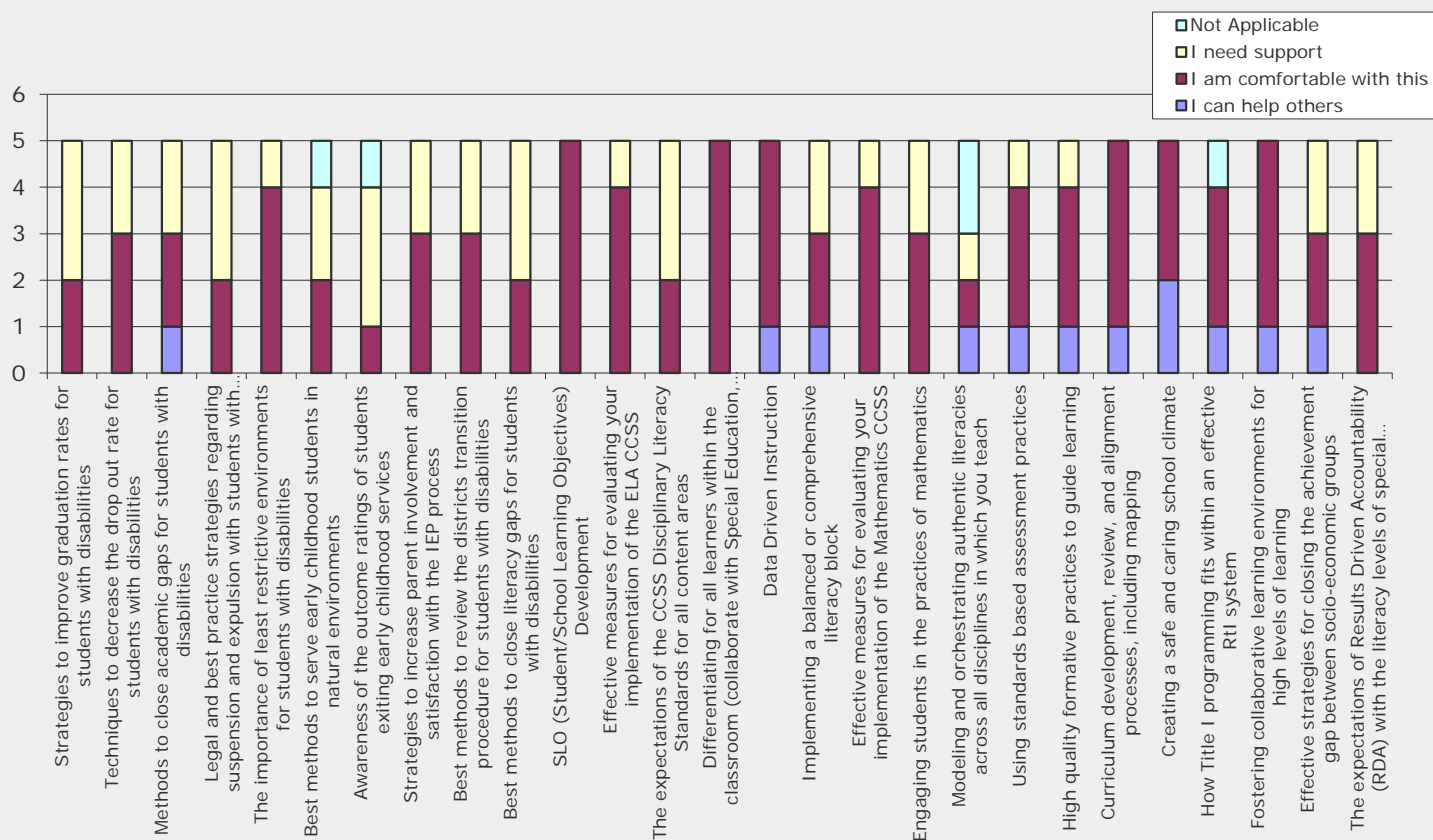
Number	Response Date	Response Text
1	Jan 14, 2015 2:47 PM	I prefer recorded webinars that allow me the flexibility to access the information and review it when I have time.
2	Jan 14, 2015 12:56 PM	Face to Face
3	Jan 14, 2015 4:47 AM	Face to face
4	Jan 13, 2015 2:08 PM	Face-to-face
5	Nov 11, 2014 9:08 PM	Face to face and on-line

Attitudes and Perceptions Self Assessment 2014-15 - Administration

INSTRUCTIONAL Please rate your knowledge about the following items:					
Answer Options	Not Applicable	I need support	I am comfortable with this	I can help others	Response Count
Strategies to improve graduation rates for students with disabilities	0	3	2	0	5
Techniques to decrease the drop out rate for students with disabilities	0	2	3	0	5
Methods to close academic gaps for students with disabilities	0	2	2	1	5
Legal and best practice strategies regarding suspension and expulsion with students with disabilities	0	3	2	0	5
The importance of least restrictive environments for students with disabilities	0	1	4	0	5
Best methods to serve early childhood students in natural environments	1	2	2	0	5
Awareness of the outcome ratings of students exiting early childhood services	1	3	1	0	5
Strategies to increase parent involvement and satisfaction with the IEP process	0	2	3	0	5
Best methods to review the districts transition procedure for students with disabilities	0	2	3	0	5
Best methods to close literacy gaps for students with disabilities	0	3	2	0	5
SLO (Student/School Learning Objectives) Development	0	0	5	0	5
Effective measures for evaluating your implementation of the ELA CCSS	0	1	4	0	5

The expectations of the CCSS Disciplinary Literacy Standards for all content areas	0	3	2	0	5
Differentiating for all learners within the classroom (collaborate with Special Education, English Language Learners, Gifted & Talented, etc)	0	0	5	0	5
Data Driven Instruction	0	0	4	1	5
Implementing a balanced or comprehensive literacy block	0	2	2	1	5
Effective measures for evaluating your implementation of the Mathematics CCSS	0	1	4	0	5
Engaging students in the practices of mathematics	0	2	3	0	5
Modeling and orchestrating authentic literacies across all disciplines in which you teach	2	1	1	1	5
Using standards based assessment practices	0	1	3	1	5
High quality formative practices to guide learning	0	1	3	1	5
Curriculum development, review, and alignment processes, including mapping	0	0	4	1	5
Creating a safe and caring school climate	0	0	3	2	5
How Title I programming fits within an effective RtI system	1	0	3	1	5
Fostering collaborative learning environments for high levels of learning	0	0	4	1	5
Effective strategies for closing the achievement gap between socio-economic groups	0	2	2	1	5
The expectations of Results Driven Accountability (RDA) with the literacy levels of special education students	0	2	3	0	5
<i>answered question</i>					5
<i>skipped question</i>					1

INSTRUCTIONAL Please rate your knowledge about the following items:



Attitudes and Perceptions Self Assessment 2014-15 - Administration

What are the top three (3) things that CESA 10 could do to support you and your work?

Answer Options	Response Count
	4
<i>answered question</i>	4
<i>skipped question</i>	2

Number	Response Date	Response Text
1	Jan 14, 2015 2:47 PM	Continue to facilitate collaboration and learning with other districts, serve as a bridge between the state and local districts, and stay current on legal requirements, educational trends, and best practices.
2	Jan 14, 2015 4:47 AM	Educator Effectiveness Coaching, Cutting edge technology training, State & federal mandates that are new or modified
3	Jan 13, 2015 2:08 PM	Provide salary and benefit grids/comparables <input type="checkbox"/> Provide EE implementation support <input type="checkbox"/> Provide networking opportunities
4	Nov 11, 2014 9:08 PM	Mathematics alignment <input type="checkbox"/> " " supplements <input type="checkbox"/> Flipped classrooms

Instructional

Attitudes and Perceptions Self Assessment 2014-15 - Instructional

Identify your school district:

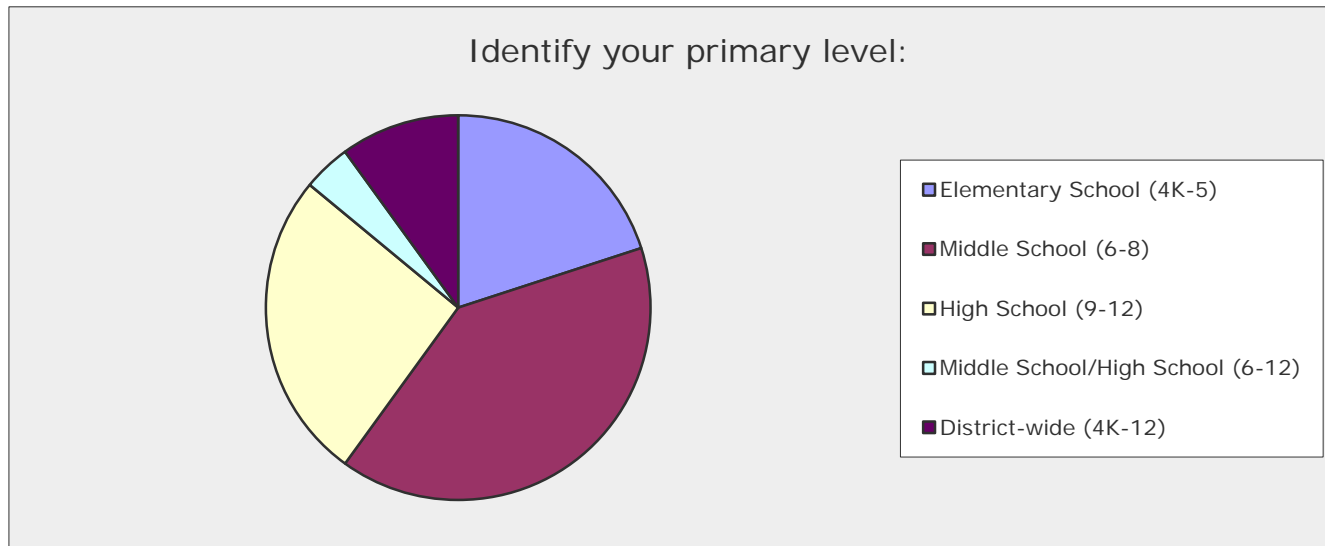
District	Osseo-Fairchild	Gilman	Owen-Withee	Gilmanton	Colby	Thorp	Bloomer	Altoona	Spencer	Response Count	
School District	0	0	0	0	0	0	0	56	0	56	
										Question Totals	
										<i>answered question</i>	56
										<i>skipped question</i>	0

Attitudes and Perceptions Self Assessment 2014-15 - Instructional

Identify your primary category		
Answer Options	Response Percent	Response Count
Administrative (Superintendents, Principals, Technology Director)	0.0%	0
Non-Instructional/Central Office (Finance Director, Bookkeeper, Administrative Assistant, Human Resources, Payroll, etc.)	0.0%	0
Facilities (Director/Maintenance/Custodian, Facilities Management)	0.0%	0
Instructional (Curriculum Director, Dean of Students, Teacher, Counselor, Specialist, School Psychologist, Speech/Language Pathologist, etc.)	100.0%	56
Support Staff (Secretary, Aide, Bus Driver, etc.)	0.0%	0
<i>answered question</i>		56
<i>skipped question</i>		0

Attitudes and Perceptions Self Assessment 2014-15 - Instructional

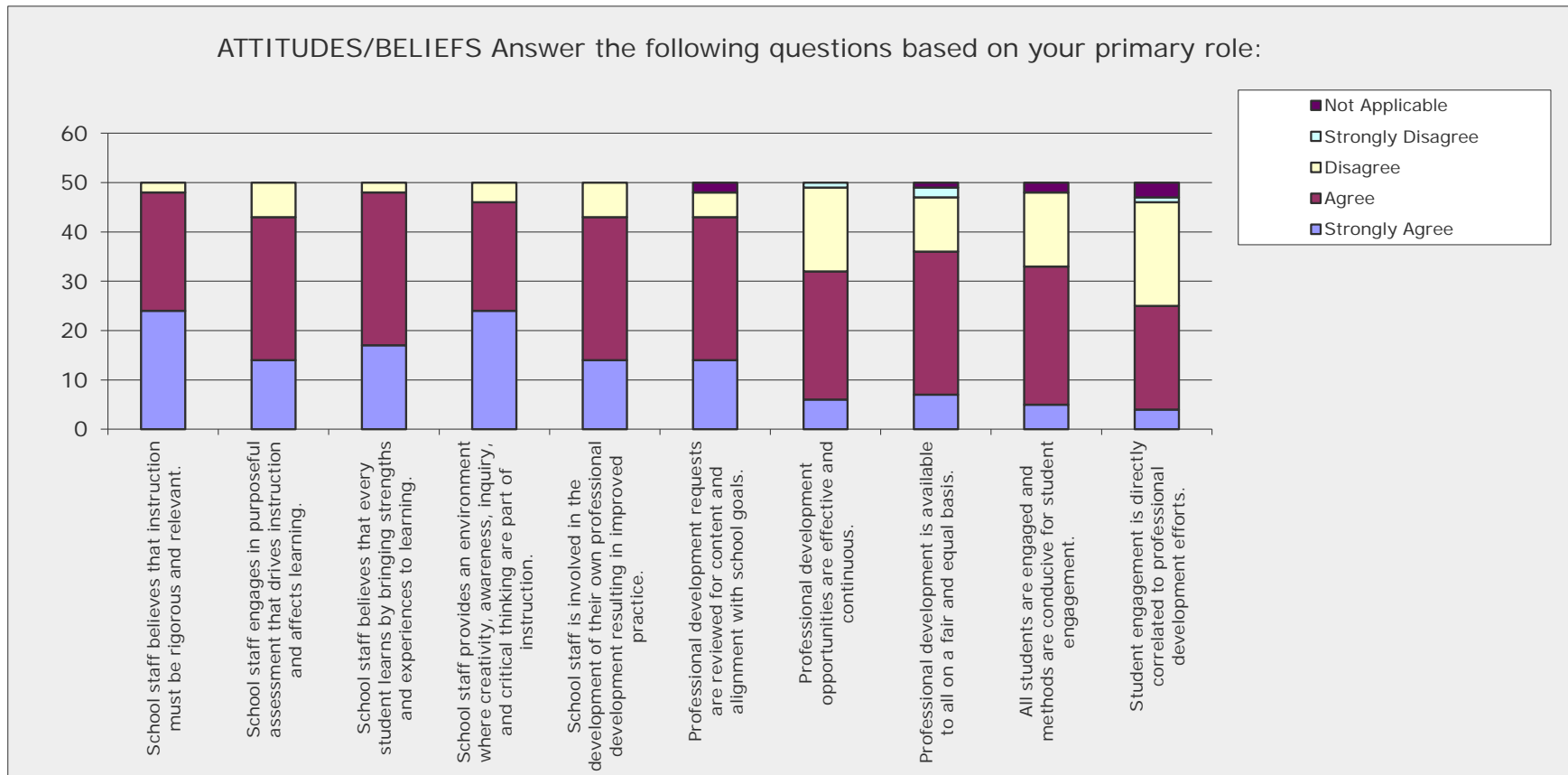
Identify your primary level:		
Answer Options	Response Percent	Response Count
Elementary School (4K-5)	20.0%	10
Middle School (6-8)	40.0%	20
High School (9-12)	26.0%	13
Middle School/High School (6-12)	4.0%	2
District-wide (4K-12)	10.0%	5
<i>answered question</i>		50
<i>skipped question</i>		6



Attitudes and Perceptions Self Assessment 2014-15 - Instructional

ATTITUDES/BELIEFS Answer the following questions based on your primary role:						
Answer Options	Not Applicable	Strongly Disagree	Disagree	Agree	Strongly Agree	Response Count
School staff believes that instruction must be rigorous and relevant.	0	0	2	24	24	50
School staff engages in purposeful assessment that drives instruction and affects learning.	0	0	7	29	14	50
School staff believes that every student learns by bringing strengths and experiences to learning.	0	0	2	31	17	50
School staff provides an environment where creativity, awareness, inquiry, and critical thinking are part of instruction.	0	0	4	22	24	50
School staff is involved in the development of their own professional development resulting in improved practice.	0	0	7	29	14	50
Professional development requests are reviewed for content and alignment with school goals.	2	0	5	29	14	50
Professional development opportunities are effective and continuous.	0	1	17	26	6	50
Professional development is available to all on a fair and equal basis.	1	2	11	29	7	50
All students are engaged and methods are conducive for student engagement.	2	0	15	28	5	50
Student engagement is directly correlated to professional development efforts.	3	1	21	21	4	50
If you have multiple roles, are there any comments regarding attitudes and beliefs that change based on that other role?						2
<i>answered question</i>						50
<i>skipped question</i>						6

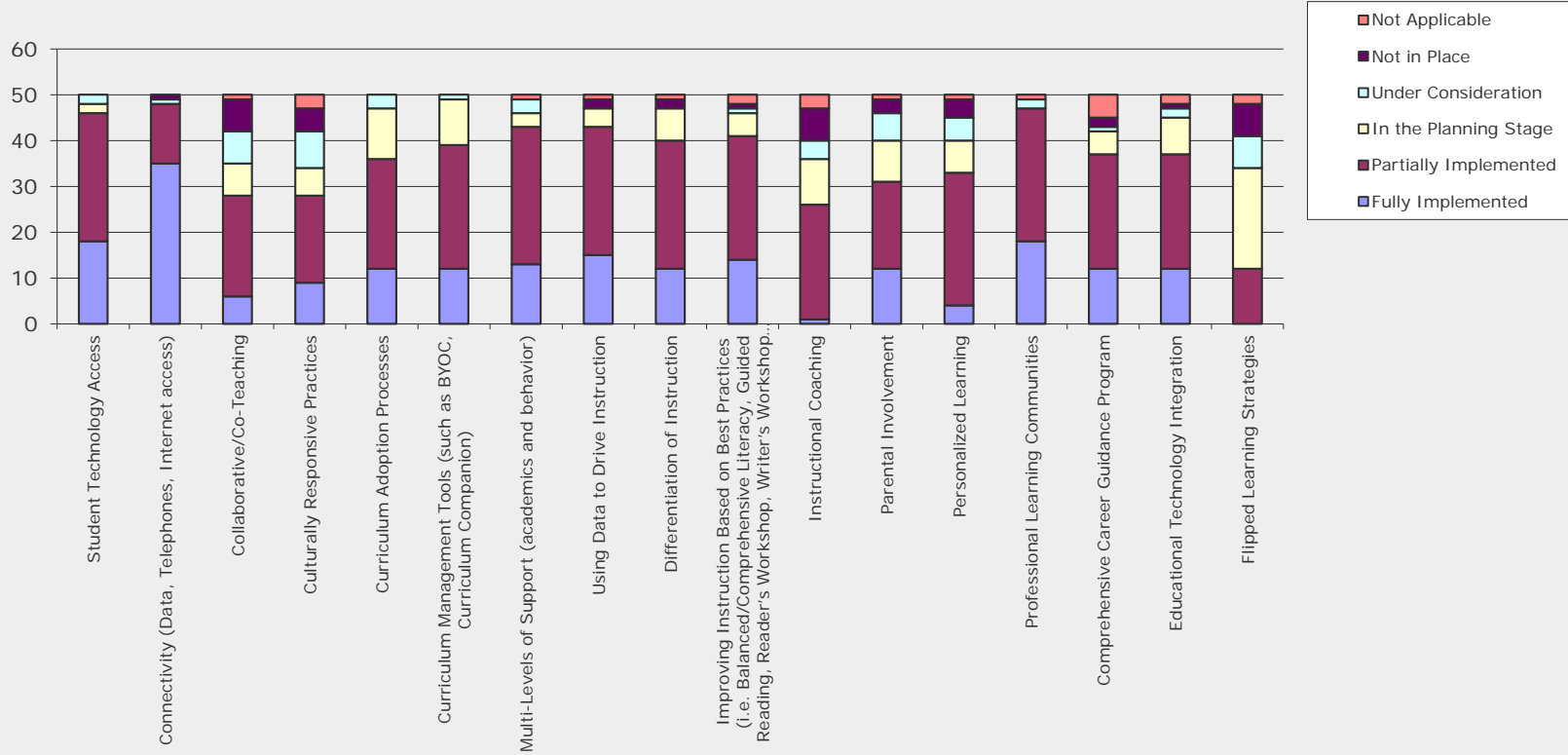
Number	Response Date	If you have multiple roles, are there any comments regarding attitudes and beliefs that change based on that other role?
1	Jan 13, 2015 11:09 PM	You forgot SCHOOL NURSE as educational staff.
2	Jan 13, 2015 9:48 PM	no



Attitudes and Perceptions Self Assessment 2014-15 - Instructional

REGIONAL/LOCAL PRIORITIES Please indicate your perception of the level of implementation of each of the following:							
Answer Options	Not Applicable	Not in Place	Under Consideration	In the Planning Stage	Partially Implemented	Fully Implemented	Response Count
Student Technology Access	0	0	2	2	28	18	50
Connectivity (Data, Telephones, Internet access)	0	1	1	0	13	35	50
Collaborative/Co-Teaching	1	7	7	7	22	6	50
Culturally Responsive Practices	3	5	8	6	19	9	50
Curriculum Adoption Processes	0	0	3	11	24	12	50
Curriculum Management Tools (such as BYOC, Curriculum Companion)	0	0	1	10	27	12	50
Multi-Levels of Support (academics and behavior)	1	0	3	3	30	13	50
Using Data to Drive Instruction	1	2	0	4	28	15	50
Differentiation of Instruction	1	2	0	7	28	12	50
Improving Instruction Based on Best Practices (i.e. Balanced/Comprehensive Literacy, Guided Reading, Reader's Workshop, Writer's Workshop and Gradual Release of Responsibility)	2	1	1	5	27	14	50
Instructional Coaching	3	7	4	10	25	1	50
Parental Involvement	1	3	6	9	19	12	50
Personalized Learning	1	4	5	7	29	4	50
Professional Learning Communities	1	0	2	0	29	18	50
Comprehensive Career Guidance Program	5	2	1	5	25	12	50
Educational Technology Integration	2	1	2	8	25	12	50
Flipped Learning Strategies	2	7	7	22	12	0	50
<i>answered question</i>							50
<i>skipped question</i>							6

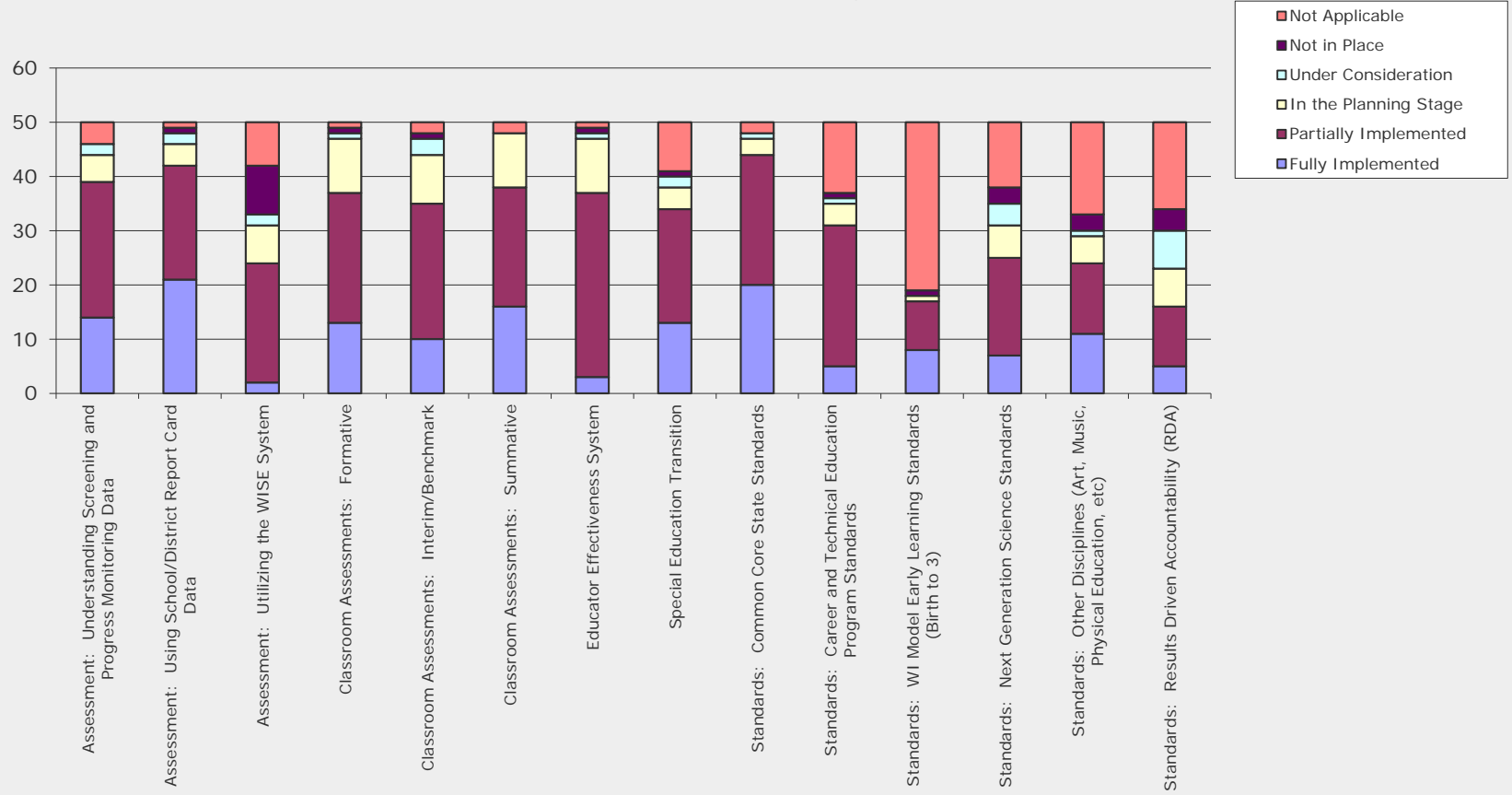
REGIONAL/LOCAL PRIORITIES Please indicate your perception of the level of implementation of each of the following:



Attitudes and Perceptions Self Assessment 2014-15 - Instructional

STATE AND FEDERAL PRIORITIES Please indicate your perception of the level of implementation of each of the following:							
Answer Options	Not Applicable	Not in Place	Under Consideration	In the Planning Stage	Partially Implemented	Fully Implemented	Response Count
Assessment: Understanding Screening and Progress Monitoring Data	4	0	2	5	25	14	50
Assessment: Using School/District Report Card Data	1	1	2	4	21	21	50
Assessment: Utilizing the WISE System	8	9	2	7	22	2	50
Classroom Assessments: Formative	1	1	1	10	24	13	50
Classroom Assessments: Interim/Benchmark	2	1	3	9	25	10	50
Classroom Assessments: Summative	2	0	0	10	22	16	50
Educator Effectiveness System	1	1	1	10	34	3	50
Special Education Transition	9	1	2	4	21	13	50
Standards: Common Core State Standards	2	0	1	3	24	20	50
Standards: Career and Technical Education Program Standards	13	1	1	4	26	5	50
Standards: WI Model Early Learning Standards (Birth to 3)	31	1	0	1	9	8	50
Standards: Next Generation Science Standards	12	3	4	6	18	7	50
Standards: Other Disciplines (Art, Music, Physical Education, etc)	17	3	1	5	13	11	50
Standards: Results Driven Accountability (RDA)	16	4	7	7	11	5	50
answered question							50
skipped question							6

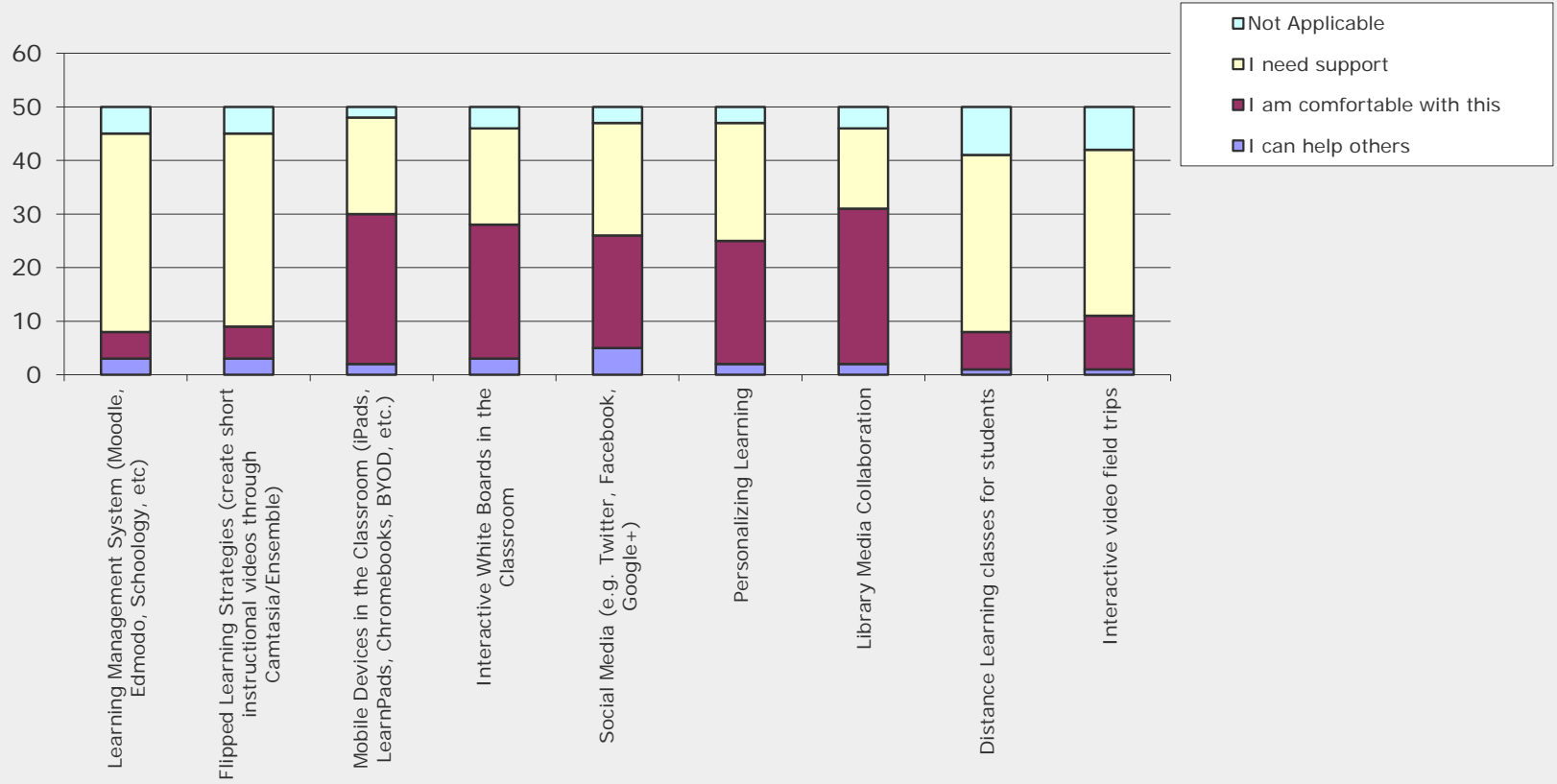
STATE AND FEDERAL PRIORITIES Please indicate your perception of the level of implementation of each of the following:



Attitudes and Perceptions Self Assessment 2014-15 - Instructional

EDUCATIONAL TECHNOLOGY - TEACHERS Please rate your level of classroom utilization					
Answer Options	Not Applicable	I need support	I am comfortable with this	I can help others	Response Count
Learning Management System (Moodle, Edmodo, Schoology, etc)	5	37	5	3	50
Flipped Learning Strategies (create short instructional videos through Camtasia/Ensemble)	5	36	6	3	50
Mobile Devices in the Classroom (iPads, LearnPads, Chromebooks, BYOD, etc.)	2	18	28	2	50
Interactive White Boards in the Classroom	4	18	25	3	50
Social Media (e.g. Twitter, Facebook, Google+)	3	21	21	5	50
Personalizing Learning	3	22	23	2	50
Library Media Collaboration	4	15	29	2	50
Distance Learning classes for students	9	33	7	1	50
Interactive video field trips	8	31	10	1	50
<i>answered question</i>					50
<i>skipped question</i>					6

EDUCATIONAL TECHNOLOGY - TEACHERS Please rate your level of classroom utilization



Attitudes and Perceptions Self Assessment 2014-15 - Instructional

Tell us what your preferred educational technology professional development looks like. (face-to-face, online, virtual, for credit, etc.)

Answer Options	Response Count
	50
<i>answered question</i>	50
<i>skipped question</i>	6

Number	Response Date	Response Text
1	Jan 21, 2015 9:20 PM	online
2	Jan 19, 2015 3:14 PM	face to face
3	Jan 16, 2015 9:12 PM	All
4	Jan 15, 2015 7:34 PM	face-to-face
5	Jan 15, 2015 7:29 PM	Combination of fact-to-face and online
6	Jan 15, 2015 6:25 PM	Face to face and for credit
7	Jan 15, 2015 5:20 PM	face to face
8	Jan 14, 2015 11:03 PM	face to face
9	Jan 14, 2015 10:58 PM	face-to-face, credit options available
10	Jan 14, 2015 10:15 PM	face-to-face
11	Jan 14, 2015 10:11 PM	face to face virtual
12	Jan 14, 2015 10:03 PM	face-to-face
13	Jan 14, 2015 9:46 PM	face to face
14	Jan 14, 2015 9:19 PM	I prefer to complete hands on tasks. Virtual or online is okay as well as face-to-face.
15	Jan 14, 2015 8:47 PM	credit book study
16	Jan 14, 2015 7:51 PM	face to face
17	Jan 14, 2015 7:21 PM	a variety of all
18	Jan 14, 2015 6:58 PM	Combination of face-to-face and online.

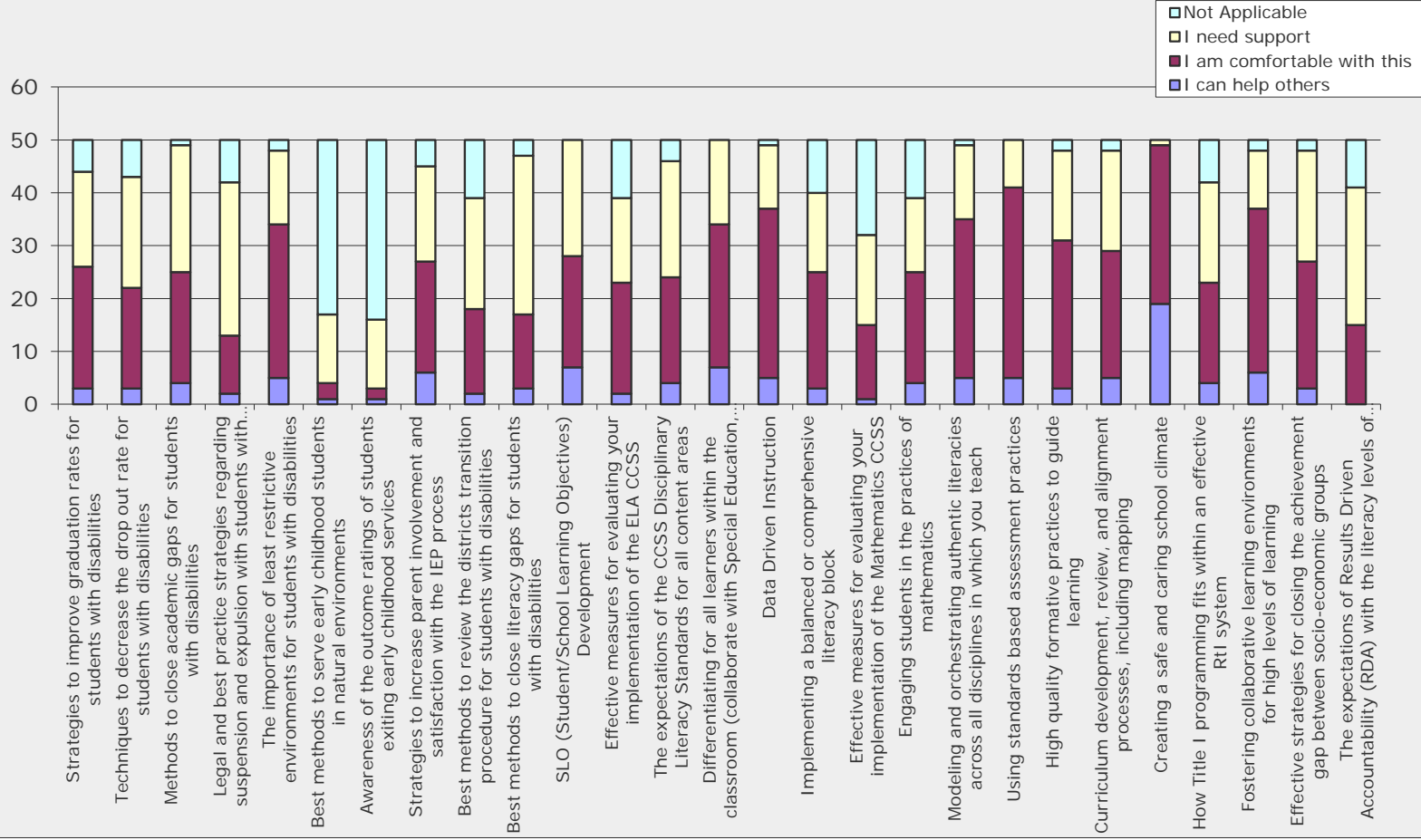
19	Jan 14, 2015 6:36 PM	I am trying to find a way to better incorporate the Smart Responses into my math classroom. I want to learn how to use them for possible assessments and driving my instruction.
20	Jan 14, 2015 5:43 PM	Face to face or online classes!
21	Jan 14, 2015 5:14 PM	face-to-face
22	Jan 14, 2015 4:41 PM	Face to Face
23	Jan 14, 2015 4:34 PM	Face to face, for credit, book studies
24	Jan 14, 2015 3:21 PM	face-to-face, for credit, for a reasonable cost
25	Jan 14, 2015 3:13 PM	In order for me to fully understand, I need time to practice which means hands-on learning
26	Jan 14, 2015 3:04 PM	I am open to multiple options/opportunities
27	Jan 14, 2015 2:51 PM	face to face
28	Jan 14, 2015 2:48 PM	I prefer to meet with my students face-to-face
29	Jan 14, 2015 2:48 PM	face-to-face
30	Jan 14, 2015 2:44 PM	face to face
31	Jan 14, 2015 2:41 PM	Face to face
32	Jan 14, 2015 2:37 PM	I appreciate face-to-face learning.
33	Jan 14, 2015 2:33 PM	Face to face and for credit.
34	Jan 14, 2015 2:25 PM	Face to Face and hands on
35	Jan 14, 2015 1:50 PM	face-to-face
36	Jan 14, 2015 12:52 PM	face-to-face
37	Jan 14, 2015 12:40 PM	Face to Face, for credit
38	Jan 14, 2015 12:35 PM	online
39	Jan 13, 2015 11:09 PM	Webinar,online for credit
40	Jan 13, 2015 10:29 PM	face to face or online.
41	Jan 13, 2015 9:48 PM	face to face
42	Jan 13, 2015 9:45 PM	Face to Face so I can see, hear the instructor and use hands on with the instructor.
43	Jan 13, 2015 8:59 PM	Face to Face
44	Jan 13, 2015 8:45 PM	face to face
45	Jan 13, 2015 8:28 PM	for credit, flexible
46	Jan 13, 2015 8:20 PM	Face to face
47	Jan 13, 2015 8:13 PM	face to face
48	Jan 13, 2015 8:08 PM	face to face
49	Jan 13, 2015 8:07 PM	In person
50	Jan 13, 2015 3:42 PM	Face to face

Attitudes and Perceptions Self Assessment 2014-15 - Instructional

INSTRUCTIONAL Please rate your knowledge about the following items:					
Answer Options	Not Applicable	I need support	I am comfortable with this	I can help others	Response Count
Strategies to improve graduation rates for students with disabilities	6	18	23	3	50
Techniques to decrease the drop out rate for students with disabilities	7	21	19	3	50
Methods to close academic gaps for students with disabilities	1	24	21	4	50
Legal and best practice strategies regarding suspension and expulsion with students with disabilities	8	29	11	2	50
The importance of least restrictive environments for students with disabilities	2	14	29	5	50
Best methods to serve early childhood students in natural environments	33	13	3	1	50
Awareness of the outcome ratings of students exiting early childhood services	34	13	2	1	50
Strategies to increase parent involvement and satisfaction with the IEP process	5	18	21	6	50
Best methods to review the districts transition procedure for students with disabilities	11	21	16	2	50
Best methods to close literacy gaps for students with disabilities	3	30	14	3	50
SLO (Student/School Learning Objectives) Development	0	22	21	7	50
Effective measures for evaluating your implementation of the ELA CCSS	11	16	21	2	50

The expectations of the CCSS Disciplinary Literacy Standards for all content areas	4	22	20	4	50
Differentiating for all learners within the classroom (collaborate with Special Education, English Language Learners, Gifted & Talented, etc)	0	16	27	7	50
Data Driven Instruction	1	12	32	5	50
Implementing a balanced or comprehensive literacy block	10	15	22	3	50
Effective measures for evaluating your implementation of the Mathematics CCSS	18	17	14	1	50
Engaging students in the practices of mathematics	11	14	21	4	50
Modeling and orchestrating authentic literacies across all disciplines in which you teach	1	14	30	5	50
Using standards based assessment practices	0	9	36	5	50
High quality formative practices to guide learning	2	17	28	3	50
Curriculum development, review, and alignment processes, including mapping	2	19	24	5	50
Creating a safe and caring school climate	0	1	30	19	50
How Title I programming fits within an effective RtI system	8	19	19	4	50
Fostering collaborative learning environments for high levels of learning	2	11	31	6	50
Effective strategies for closing the achievement gap between socio-economic groups	2	21	24	3	50
The expectations of Results Driven Accountability (RDA) with the literacy levels of special education students	9	26	15	0	50
<i>answered question</i>					50
<i>skipped question</i>					6

INSTRUCTIONAL Please rate your knowledge about the following items:



Attitudes and Perceptions Self Assessment 2014-15 - Instructional

What are the top three (3) things that CESA 10 could do to support you and your work?

Answer Options	Response Count
	36
<i>answered question</i>	36
<i>skipped question</i>	20

Number	Response Date	Response Text
1	Jan 19, 2015 3:14 PM	Grant writing, EE training, offering classes at our schools for state standards
2	Jan 16, 2015 9:12 PM	Facilitate curriculum discussions on site, with teaming partners. <input type="checkbox"/> Provide user-friendly training on flipped classroom lessons. <input type="checkbox"/> Provide online credit opportunities.
3	Jan 15, 2015 7:34 PM	Keep the Title III network a strong community <input type="checkbox"/> Offer EL strategies at all teacher trainings <input type="checkbox"/> Provide a Spanish interpreter available for districts to utilize
4	Jan 15, 2015 7:29 PM	Set up opportunities for like disciplines to meet and work <input type="checkbox"/> Keep us aware of the latest trends in tech and instruction <input type="checkbox"/> Advocate politically for increased teacher collaboration time
5	Jan 15, 2015 5:20 PM	assessments <input type="checkbox"/> curriculum development <input type="checkbox"/> data driven decision making
6	Jan 14, 2015 11:03 PM	individualize technology assistance
7	Jan 14, 2015 10:58 PM	1. technology training with applications to classroom <input type="checkbox"/> 2. guidance/strategies for aligning curriculum <input type="checkbox"/> 3. collection and management of informative student data and how to apply it with new EE
8	Jan 14, 2015 10:15 PM	need for content updates and recent developments
9	Jan 14, 2015 9:46 PM	Technology workshops
10	Jan 14, 2015 9:19 PM	Keep offering professional development in: <input type="checkbox"/> technology <input type="checkbox"/> math <input type="checkbox"/> reading
11	Jan 14, 2015 8:47 PM	Time to work with others <input type="checkbox"/> Curriculum time <input type="checkbox"/> Assessment of my instruction
12	Jan 14, 2015 7:51 PM	1. Technology Integration training <input type="checkbox"/> 2. SLO work <input type="checkbox"/> 3. Personalize Learning Development

13	Jan 14, 2015 7:21 PM	1 project-based curriculum repository categorized/organized by CCSS in all content areas <input type="checkbox"/> 2 help to align secondary curriculum with post secondary curriculum <input type="checkbox"/> 3 more money to secondary through grants
14	Jan 14, 2015 6:36 PM	1. Help me to figure out how to use add-on's for the Smart board. <input type="checkbox"/> 2. You do a great job already of supporting for math.
15	Jan 14, 2015 5:43 PM	Offer additional professional learning opportunities for twitter and instagram to add to our classroom. <input type="checkbox"/> Continue to offer google classes
16	Jan 14, 2015 5:14 PM	provide workshops, resources, and classroom curriculum support.
17	Jan 14, 2015 4:34 PM	Science Curriculum Collaboration, Technology
18	Jan 14, 2015 3:21 PM	1. Develop expertise (or at least, AN expert) in using data and teach administrators and teachers how to use it to drive instruction. REAL data analysis involves collecting large data sets and objectively analyzing the data (using valid statistical analysis). What I see is a lot of "data based" decisions being made incorrectly. Just because one school showed a slight improvement that is not statistically significant, does not mean that we all should emulate that district. What does the research base say works? What kind of VALID data can we collect that helps inform our practice. Looking at a "graph" with individual student data and "analyzing" data by looking at individual data points is NOT valid data analysis. <input type="checkbox"/> 2. Help us cut through all the educational jargon and fads. What does good teaching look like? How do we measure it? How do we diagnose weaknesses and improved?
19	Jan 14, 2015 3:13 PM	creating a website for parents to access ~ continued collaboration with other school districts
20	Jan 14, 2015 3:04 PM	Continued best practice <input type="checkbox"/> Provide easy to attend opportunities <input type="checkbox"/> Make sure things are applicable to my classroom
21	Jan 14, 2015 2:51 PM	functional SLO training
22	Jan 14, 2015 2:48 PM	1. Continued opportunities for professional development <input type="checkbox"/> 2. Opportunities for parent/teacher collaborative communication
23	Jan 14, 2015 2:33 PM	Literacy, technology in classroom, how to flip classroom...technology-wise.
24	Jan 14, 2015 2:25 PM	More trainings, give more time for teachers to allow them to go to these trainings, and give incentives to go to trainings outside the work day.
25	Jan 14, 2015 1:50 PM	1. provide iPads for classrooms Assistance with SLO and PPG <input type="checkbox"/>
26	Jan 14, 2015 12:52 PM	Co-teaching <input type="checkbox"/> Integrating technology
27	Jan 14, 2015 12:35 PM	formative assessment <input type="checkbox"/> analyzing data <input type="checkbox"/> engaging interventions
28	Jan 13, 2015 11:09 PM	Have Nursing /Health teaching education

29	Jan 13, 2015 10:29 PM	Send out a routine email letting us know what is coming up. I haven't been there in awhile, but I have always been happy with what I've learned.
30	Jan 13, 2015 9:48 PM	1. Discipline resources for teachers and admin <input type="checkbox"/> 2. continued support for SLO's <input type="checkbox"/> Continued support for EE
31	Jan 13, 2015 9:45 PM	I could use better technology use skills, google experience and social media help
32	Jan 13, 2015 8:59 PM	Provide at least one day to work with our groups a semester <input type="checkbox"/> Keep up with those under PDP's <input type="checkbox"/> More on Educator Effectiveness
33	Jan 13, 2015 8:45 PM	Offer time for teachers in same subject area to meet (make optional; not required)
34	Jan 13, 2015 8:20 PM	More workshops differentiation <input type="checkbox"/>
35	Jan 13, 2015 8:13 PM	flipped classroom <input type="checkbox"/> technology
36	Jan 13, 2015 3:42 PM	On site PD

Support Staff

Attitudes and Perceptions Self Assessment 2014-15 - Support Staff

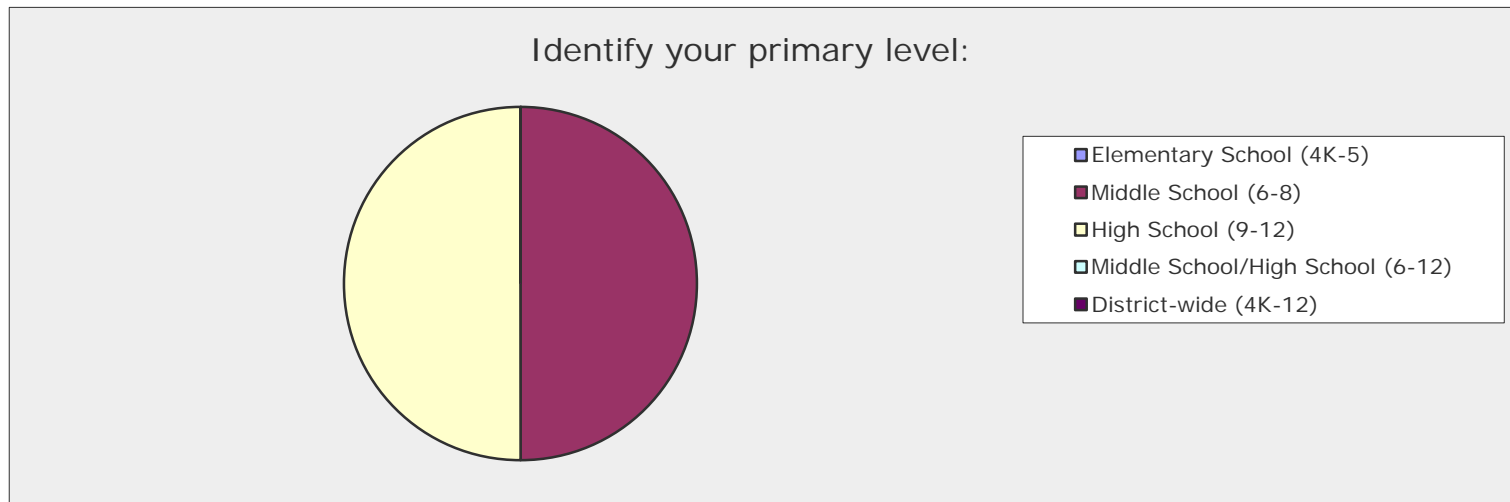
Identify your school district:											
District	Osseo-Fairchild	Gilman	Owen-Withee	Gilmanton	Colby	Thorp	Bloomer	Altoona	Spencer	Response Count	
School District	0	0	0	0	0	0	0	2	0	2	
										Question Totals	
										<i>answered question</i>	2
										<i>skipped question</i>	0

Attitudes and Perceptions Self Assessment 2014-15 - Support Staff

Identify your primary category		
Answer Options	Response Percent	Response Count
Administrative (Superintendents, Principals, Technology Director)	0.0%	0
Non-Instructional/Central Office (Finance Director, Bookkeeper, Administrative Assistant, Human Resources, Payroll, etc.)	0.0%	0
Facilities (Director/Maintenance/Custodian, Facilities Management)	0.0%	0
Instructional (Curriculum Director, Dean of Students, Teacher, Counselor, Specialist, School Psychologist, Speech/Language Pathologist, etc.)	0.0%	0
Support Staff (Secretary, Aide, Bus Driver, etc.)	100.0%	2
<i>answered question</i>		2
<i>skipped question</i>		0

Attitudes and Perceptions Self Assessment 2014-15 - Support Staff

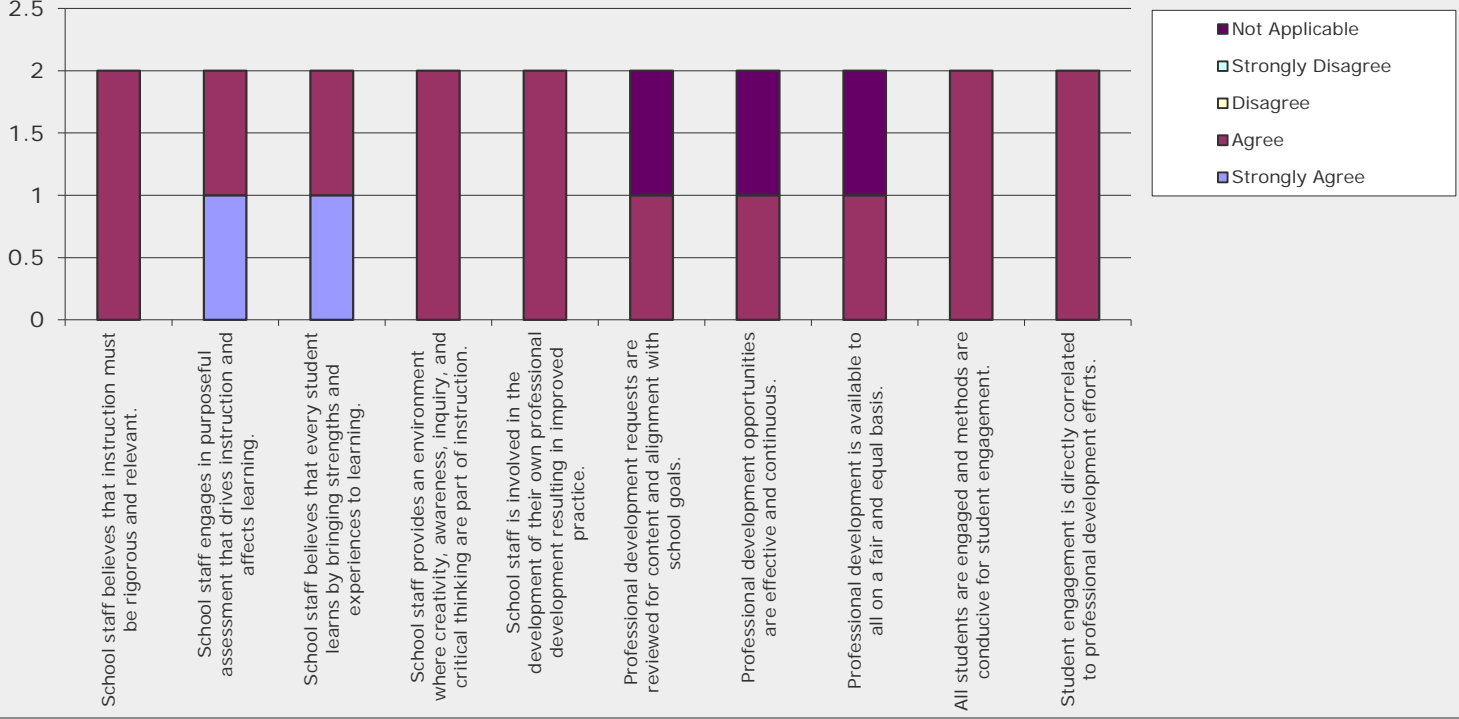
Identify your primary level:		
Answer Options	Response Percent	Response Count
Elementary School (4K-5)	0.0%	0
Middle School (6-8)	50.0%	1
High School (9-12)	50.0%	1
Middle School/High School (6-12)	0.0%	0
District-wide (4K-12)	0.0%	0
<i>answered question</i>		2
<i>skipped question</i>		0



Attitudes and Perceptions Self Assessment 2014-15 - Support Staff

ATTITUDES/BELIEFS Answer the following questions based on your primary role:						
Answer Options	Not Applicable	Strongly Disagree	Disagree	Agree	Strongly Agree	Response Count
School staff believes that instruction must be rigorous and relevant.	0	0	0	2	0	2
School staff engages in purposeful assessment that drives instruction and affects learning.	0	0	0	1	1	2
School staff believes that every student learns by bringing strengths and experiences to learning.	0	0	0	1	1	2
School staff provides an environment where creativity, awareness, inquiry, and critical thinking are part of instruction.	0	0	0	2	0	2
School staff is involved in the development of their own professional development resulting in improved practice.	0	0	0	2	0	2
Professional development requests are reviewed for content and alignment with school goals.	1	0	0	1	0	2
Professional development opportunities are effective and continuous.	1	0	0	1	0	2
Professional development is available to all on a fair and equal basis.	1	0	0	1	0	2
All students are engaged and methods are conducive for student engagement.	0	0	0	2	0	2
Student engagement is directly correlated to professional development efforts.	0	0	0	2	0	2
If you have multiple roles, are there any comments regarding attitudes and beliefs that change based on that other role?						0
answered question						2
skipped question						0

ATTITUDES/BELIEFS Answer the following questions based on your primary role:





PRESS RELEASE

June 2015 - Area school districts are working hard on behalf of students.

Eight area school districts recently participated in a voluntary process designed to measure their progress preparing and implementing a variety of educational priorities.

Cooperative Educational Service Agency 10 (CESA 10) in Chippewa Falls, one of 12 similar service agencies in the state, coordinated the effort as a response to a strategic goal, "To implement a culturally-responsive individualized plan of support for districts." The ongoing objective that evolved from the agency's strategic planning in 2013 is to engage each member district on a rotating three-year basis in a self-assessment process designed to identify critical information pertaining to attitudes, beliefs and perceptions regarding progress toward local, state and federal priorities.

The districts involved this year included Owen-Withee, Spencer, Osseo-Fairchild, Altoona, Bloomer, Colby, Gilman and Thorp.

A survey intended to gauge attitudes, beliefs and perceptions of school district staff was conducted in each of the eight participating districts, followed by face-to-face interviews with district leaders. A team of CESA 10 consultants and directors, using survey data, feedback from district leaders and prior knowledge about work occurring in each of the districts prepared a summary report. The purpose of the report is to provide district leaders with data and information that can be used to support current efforts across a broad spectrum of priorities in order to meet the needs identified by the staff during the process.

Public schools in Wisconsin are busy managing several high stakes initiatives, including preparing to implement a new required evaluation system and a new assessment system. The process, which centered largely on ways that CESA 10 can support a variety of efforts, revealed a common theme regarding ways to maximize the effectiveness of professional development. Several districts specifically pointed out intent to find ways to facilitate teacher to teacher networking and sharing of professional learning outcomes.

Other commonalities included the need to provide ongoing support in curriculum alignment, integrating technology and learning management tools to support the use of data to improve instruction and customized professional development in the area of technology, instructional coaching and closing the achievement gap between various student groups.

Data and information collected through the survey and interviews reinforced that every district has made significant progress toward all of these efforts. According to Mike Haynes, CESA 10 Agency Administrator, "The teachers and administrators in each of the districts involved in this process this year, as well as all of the districts CESA 10 serves, are committed to doing everything they can to ensure students are successful in school and as they transition to college or careers. As a result, these districts have been preparing for new initiatives deliberately for some time. It is our job to support them as they continue working on behalf of students."

SCHOOL DISTRICT OF ALTOONA ENROLLMENT DATA FOR 2014/15

2013/14 September and June Totals:

	<u>K4</u>	<u>K</u>	<u>K .5</u>	<u>Gr 1</u>	<u>Gr 2</u>	<u>Gr 3</u>	<u>Gr 4</u>	<u>Gr 5</u>	<u>Gr 6</u>	<u>Gr 7</u>	<u>Gr 8</u>	<u>Gr 9</u>	<u>Gr 10</u>	<u>Gr 11</u>	<u>Gr 12</u>	<u>Totals</u>
20-Sep-2013	116	142	0	128	101	120	116	103	94	109	101	117	115	97	112	1571
09-Jun-14	121	137	0	129	102	123	113	100	96	108	98	115	118	90	111	1561

2014/15 Monthly District Totals:

	<u>K4</u>	<u>K</u>	<u>K .5</u>	<u>Gr 1</u>	<u>Gr 2</u>	<u>Gr 3</u>	<u>Gr 4</u>	<u>Gr 5</u>	<u>Gr 6</u>	<u>Gr 7</u>	<u>Gr 8</u>	<u>Gr 9</u>	<u>Gr 10</u>	<u>Gr 11</u>	<u>Gr 12</u>	<u>Totals</u>
19-Sep-2014	86	118	1	137	128	108	127	116	105	100	110	104	119	110	92	1561
23-Oct-2014	86	120	1	137	126	107	128	117	106	100	108	103	119	112	90	1560
18-Nov-2014	87	122	1	137	127	109	126	116	105	100	107	103	120	113	88	1561
11-Dec-2014	87	123	1	137	127	109	126	116	105	100	107	104	118	112	87	1559
9-Jan-2015	87	124	1	135	124	107	124	114	105	100	106	102	117	112	87	1545
23-Feb-2015	86	125	1	135	122	109	128	114	108	100	104	101	116	113	89	1551
10-Mar-2015	86	124	1	133	122	109	128	114	108	100	105	101	116	113	89	1549
10-Apr-2015	86	124	1	133	122	110	129	115	109	101	108	101	114	111	89	1553
18-May-2015	85	123	1	134	121	109	130	115	109	101	108	101	114	109	89	1549
June																
* K-12= on campus only															Average Enrollment:	1554

School Totals This Month:

	<u>K4</u>	<u>K</u>	<u>Gr 1</u>	<u>Gr 2</u>	<u>Gr 3</u>	<u>Total</u>	<u>Last Month</u>
Pedersen	85	124	134	121	109	573	576
	<u>Gr 4</u>	<u>Gr 5</u>					
Intermediate School	130	115				245	244
	<u>Gr 6</u>	<u>Gr 7</u>	<u>Gr 8</u>				
Middle School	109	101	108			318	318
	<u>Gr 9</u>	<u>Gr 10</u>	<u>Gr 11</u>	<u>Gr 12</u>			
High School	101	114	109	89		413	415
	Total:					1549	1553

VOLUNTARY SEPARATION (To replace Voluntary Retirement clause p. 24 Professional Educator Handbook in 2016/17 school year)

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

Professional educators must meet all of the following requirements in order to access the early separation 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 separation to the Superintendent no later than March 1 of the school year at the end of which the professional educator will sever employment;

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

- 15 to 19.99 years of service: \$1,500 for every year from hire to June 30, 2016.
- 20 to 24.99 years of service: \$2,000 for every year from hire to June 30, 2016.
- 25 to 29.99 years of service: \$2,500 for every year from hire to June 30, 2016.
- 30 or more years of service: \$3,000 for every year from hire to June 30, 2016.

This amount will be paid out in five (5) equal annual installments beginning on the first December 10th succeeding separation from the Employer.

The professional educator 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 times \$190.

The following separation benefit program will be in effect for professional educators hired on or after June 1, 2008. Pre June 1, 2008 hires will be grandfathered in on December 10, 2016. No retroactive payments will be made:

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 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 per day into the employee's HRA at the time of separation.

VOLUNTARY RETIREMENT

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

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

- a. Must have been employed the equivalent of fifteen (15) years of full-time employment as a professional educator in the School District of Altoona;
- b. 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 retire;
- c. Must achieve at least the minimum age of fifty-five 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 one half of the District share of the monthly health insurance premium for retiring professional educators between the ages of 55 and 57, and the Employer will pay the District share of the premium in effect at time of retirement from age 57 until eligible for Medicare.

The retiring professional educator will have the opportunity of converting their accumulated sick leave to a dollar amount equivalent to the number of accumulated sick leave days times \$190. The purpose of this conversion is to make available an individual account to be used to offset the employee share and one half of the District share of the monthly premium from age 55 to 57 and any increases in health insurance premiums after the date of retirement until eligible for Medicare or until the sick leave bank is exhausted, at which time the retiree will assume responsibility for the difference.

The following retirement benefit program will be in effect for professional educators hired on or after June 1, 2008 and will be an option for all other employees. No retroactive payments will be made:

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 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 per day into the employee's HRA at the time of retirement.

WEA has submitted a new bid with a couple of other options. Security lowered their bid slightly. There is no way to really compare the proposals. They are in direct opposition. Both OPEN networks are the same go anywhere coverage. WEA's alternates include Mayo only while Security's alternates include basically every provider except Mayo.

The base plans would cost employees about the same. Security offers better money saving options for employees. Also, Security is offering access to a near site clinic that is available only to Altoona and Eau Claire school districts. It is fully staffed including blood work, x-rays, and physical therapy...all from birth. Everything done there is free of charge with no co-pay or deductible. WEA is offering Express Care without co-pay or deductible. There are not as many services, and it doesn't accept patients under age 2. It is not staffed with a doctor. That site is also open to anyone in the area, not just Altoona and EC schools.

The District will be offering a base plan and staff will be able to buy up or down at their own expense or savings.

Both have offered a second year rate cap. WEA is 7.5% if the claim/premium rate is under 92% and 12% if it is above 92%. Security is offering a cap of 5% if the claim/premium is under 92% and 12% if it is above 92%. Further, if 25% to 50% of staff pick the HMO options, Security is offering a cap of 3% if the claim/premium rate is under 92% and 10% if it is above 92%. And if over 50% of staff pick the HMO the cap is 0% if the claim/premium rate is under 92% and 7% if it is above 92%.

This summary shows the basic plan design and employee cost comparisons: annual premium co-pay, net deductible, additional out-of-pocket, and total potential employee costs.

We will be holding short employee meetings on Monday after school. There we will explain the WEA and Security plan options.

School District of Altoona

Single	Current	Renewal		Alternate		Option 1	Option 2	Option 3	Option 13	Option 14	Option 15
	WEA PPO OPEN \$0/\$10/\$25/\$50 100%	WEA POS OPEN RX \$0/\$10/\$25/\$50 100%	WEA PPO Mayo Only RX \$0/\$10/\$25/\$50 100%	WEA PPO OPEN RX 0/10/30%/50% 100%	WEA PPO Mayo Only RX \$0/\$10/\$25/\$50 100%	Option 1 Plan 1 Security POS OPEN RX\$10/\$25/\$50 100%	Option 2 Plan 1 Security HMO No Mayo No Mayo RX\$10/\$25/\$50 100%	Option 3 Plan 1 Security Indemnity OPEN RX\$10/\$25/\$50 100%	Option 13 Plan 5 Security POS OPEN RX\$10/\$25/\$50 80%/20%	Option 14 Plan 5 Security HMO No Mayo No Mayo RX\$10/\$25/\$50 80%/20%	Option 15 Plan 5 Security Indemnity OPEN RX\$10/\$25/\$50 80%/20%
Premium Co-Pay Rate	12.50%	17.75%	10.25%	14.75%	8.00%	18.50%	11.50%	23.00%	8.75%	1.00%	13.75%
Premium	\$ 752.68	\$ 722.56	\$ 662.36	\$ 695.52	\$ 644.82	\$ 729.41	\$ 671.89	\$ 771.80	\$ 651.19	\$ 600.74	\$ 688.36
Annualized	\$ 9,032.16	\$ 8,670.72	\$ 7,948.32	\$ 8,346.24	\$ 7,737.84	\$ 8,752.92	\$ 8,062.68	\$ 9,261.60	\$ 7,814.28	\$ 7,208.88	\$ 8,260.32
District Cost	\$ 7,903.14	\$ 7,131.67	\$ 7,133.62	\$ 7,115.17	\$ 7,118.81	\$ 7,133.63	\$ 7,135.47	\$ 7,131.43	\$ 7,130.53	\$ 7,136.79	\$ 7,124.53
District HRA Contribution											
District Increase		\$ (771.47)	\$ (769.52)	\$ (787.97)	\$ (784.33)	\$ (769.51)	\$ (767.67)	\$ (771.71)	\$ (772.61)	\$ (766.35)	\$ (778.61)
Premium Co-Pay	\$ 1,129.02	\$ 1,539.05	\$ 814.70	\$ 1,231.07	\$ 619.03	\$ 1,619.29	\$ 927.21	\$ 2,130.17	\$ 683.75	\$ 72.09	\$ 1,135.79
Maximum Deductible	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 3,000.00	\$ 3,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00
Additional Out-of-Pocket	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 1,000.00	\$ 1,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ 1,000.00	\$ 1,000.00	\$ 1,000.00
HRA Bridge	\$ (1,750.00)	\$ (1,750.00)	\$ (1,750.00)	\$ (1,750.00)	\$ (1,750.00)	\$ (1,750.00)	\$ (1,750.00)	\$ (1,750.00)	\$ (1,750.00)	\$ (1,750.00)	\$ (1,750.00)
District HRA Contribution	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Max Out-of-Pocket	\$ 3,379.02	\$ 3,789.05	\$ 3,064.70	\$ 3,481.07	\$ 2,869.03	\$ 3,869.29	\$ 3,177.21	\$ 4,380.17	\$ 2,933.75	\$ 2,322.09	\$ 3,385.79
Single Plans	27	27	27	27	27	27	27	27	27	27	27
Total Monthly Premium	\$ 20,322.36	\$ 19,509.12	\$ 17,883.72	\$ 18,779.04	\$ 17,410.14	\$ 19,694.07	\$ 18,141.03	\$ 20,838.60	\$ 17,582.13	\$ 16,219.98	\$ 18,585.72
District Monthly Premium	\$ 17,782.07	\$ 16,046.25	\$ 16,050.64	\$ 16,009.13	\$ 16,017.33	\$ 16,050.67	\$ 16,054.81	\$ 16,045.72	\$ 16,043.69	\$ 16,057.78	\$ 16,030.18
Family	Current	Renewal		Alternate		Option 1	Option 2	Option 3	Option 13	Option 14	Option 15
WEA PPO OPEN \$0/\$10/\$25/\$50 100%	WEA POS OPEN RX \$0/\$10/\$25/\$50 100%	WEA PPO Mayo Only RX \$0/\$10/\$25/\$50 100%	WEA PPO OPEN RX 0/10/30%/50% 100%	WEA PPO Mayo Only RX \$0/\$10/\$25/\$50 100%	Option 1 Plan 1 Security POS OPEN RX\$10/\$25/\$50 100%	Option 2 Plan 1 Security HMO No Mayo No Mayo RX\$10/\$25/\$50 100%	Option 3 Plan 1 Security Indemnity OPEN RX\$10/\$25/\$50 100%	Option 13 Plan 5 Security POS OPEN RX\$10/\$25/\$50 80%/20%	Option 14 Plan 5 Security HMO No Mayo No Mayo RX\$10/\$25/\$50 80%/20%	Option 15 Plan 5 Security Indemnity OPEN RX\$10/\$25/\$50 80%/20%	
Premium Co-Pay Rate	12.50%	17.75%	10.25%	14.75%	8.00%	18.50%	11.50%	23.00%	8.75%	1.00%	13.75%
Premium	\$ 1,674.32	\$ 1,607.34	\$ 1,473.40	\$ 1,547.18	\$ 1,434.36	\$ 1,622.57	\$ 1,494.62	\$ 1,716.87	\$ 1,448.57	\$ 1,336.35	\$ 1,531.26
Annualized	\$ 20,091.84	\$ 19,288.08	\$ 17,680.80	\$ 18,566.16	\$ 17,212.32	\$ 19,470.84	\$ 17,935.44	\$ 20,602.44	\$ 17,382.84	\$ 16,036.20	\$ 18,375.12
District Cost	\$ 17,580.36	\$ 15,864.45	\$ 15,868.52	\$ 15,827.65	\$ 15,835.33	\$ 15,868.73	\$ 15,872.86	\$ 15,863.88	\$ 15,861.84	\$ 15,875.84	\$ 15,848.54
District HRA Contribution											
District Increase		\$ (1,715.91)	\$ (1,711.84)	\$ (1,752.71)	\$ (1,745.03)	\$ (1,711.63)	\$ (1,707.50)	\$ (1,716.48)	\$ (1,718.52)	\$ (1,704.52)	\$ (1,731.82)
Premium Co-Pay	\$ 2,511.48	\$ 3,423.63	\$ 1,812.28	\$ 2,738.51	\$ 1,376.99	\$ 3,602.11	\$ 2,062.58	\$ 4,738.56	\$ 1,521.00	\$ 160.36	\$ 2,526.58
Maximum Deductible	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00	\$ 6,000.00	\$ 6,000.00	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00	\$ 6,000.00	\$ 6,000.00	\$ 6,000.00
Additional Out-of-Pocket	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00	\$ 2,000.00	\$ 2,000.00	\$ 4,000.00	\$ 4,000.00	\$ 4,000.00	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00
HRA Bridge	\$ (3,500.00)	\$ (3,500.00)	\$ (3,500.00)	\$ (3,500.00)	\$ (3,500.00)	\$ (3,500.00)	\$ (3,500.00)	\$ (3,500.00)	\$ (3,500.00)	\$ (3,500.00)	\$ (3,500.00)
District HRA Contribution	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Max Out-of-Pocket	\$ 7,011.48	\$ 7,923.63	\$ 6,312.28	\$ 7,238.51	\$ 5,876.99	\$ 8,102.11	\$ 6,562.58	\$ 9,238.56	\$ 6,021.00	\$ 4,660.36	\$ 7,026.58
Family Plans	131	131	131	131	131	131	131	131	131	131	131
Total Monthly Premium	\$ 219,335.92	\$ 210,561.54	\$ 193,015.40	\$ 202,680.58	\$ 187,901.16	\$ 212,556.67	\$ 195,795.22	\$ 224,909.97	\$ 189,762.67	\$ 175,061.85	\$ 200,595.06
District Monthly Premium	\$ 191,918.93	\$ 173,186.87	\$ 173,231.32	\$ 172,785.19	\$ 172,869.07	\$ 173,233.69	\$ 173,278.77	\$ 173,180.68	\$ 173,158.44	\$ 173,311.23	\$ 173,013.24
Total Annual Premium	\$ 2,875,899.36	\$ 2,760,847.92	\$ 2,530,789.44	\$ 2,657,515.44	\$ 2,463,735.60	\$ 2,787,008.88	\$ 2,567,235.00	\$ 2,948,982.84	\$ 2,488,137.60	\$ 2,295,381.96	\$ 2,630,169.36
District Annual Premium	\$ 2,516,411.94	\$ 2,270,797.41	\$ 2,271,383.52	\$ 2,265,531.91	\$ 2,266,636.75	\$ 2,271,412.24	\$ 2,272,002.98	\$ 2,270,716.79	\$ 2,270,425.56	\$ 2,272,428.14	\$ 2,268,521.07
District Savings Percent		-9.76%	-9.74%	-9.97%	-9.93%	-9.74%	-9.71%	-9.76%	-9.78%	-9.70%	-9.85%
District Savings		\$ (245,614.53)	\$ (245,028.42)	\$ (250,880.03)	\$ (249,775.19)	\$ (244,999.70)	\$ (244,408.97)	\$ (245,695.15)	\$ (245,986.38)	\$ (243,983.80)	\$ (247,890.87)



AGENDA FOR REGULAR COUNCIL MEETING ON **THURSDAY, MAY 28, 2015**
6:00 P.M. ALTOONA CITY COUNCIL CHAMBERS

- I. Call Meeting to Order.
- II. Pledge of Allegiance.
- III. Roll Call for Council Persons.
Roll Call for Department Heads.
- IV. Citizens Participation Period. (No more than twenty minutes unless extended by two-thirds vote.)
- V. Discuss/consider approval of minutes of the May 14, 2015, Regular Council Meeting.
- VI. REPORTS
 - A. City Officers/Department Heads
 - B. City Committees
- VII. UNFINISHED BUSINESS
 1. Discuss/consider Development Agreement between the City of Altoona and the School District of Altoona. (Delayed at the May 14, 2015, Council meeting)
- VIII. NEW BUSINESS
 1. Discuss/consider approval of Resolution 5A-15 – Passage of final resolution authorizing street and utility improvements, levying special assessments against benefited property and awarding the bid for the Roberts Street/Roberts Court Street Reconstruction project.
 2. Discuss/consider fence encroachment issue at 527 2nd Street East (parcel #201-2032-01).
 3. Discuss/consider contract between Altoona Lodging LLC and the City of Altoona regarding parking in the River Prairie Development.
 4. Discuss/consider agreement between the City of Altoona and Eau Claire County for cost sharing on Highland Avenue/Spooner Avenue Project.
 5. Discuss/consider approval of Michael Myers as the New Agent for Walgreen Company, d.b.a Walgreens #03497, 1819 South Hastings Way, Altoona, Wisconsin. (Approved by the Altoona Police Department).
 6. Discuss/consider special exemption for Altoona Lions Club to obtain a Picnic License to sell fermented malt beverages at Tenth Street Park (designated consumption & sale area) during a car show in conjunction with Cinder City Days Celebration, June 6, 2015. (Rain date June 7, 2015)
 7. Discuss/consider WISDOT Lease Agreement for property under the Hwy 53 bridge for the canoe landing.
 8. Discuss/consider awarding fire truck bid.

9. Discuss/consider awarding contract for firework services to Spielbauer Fireworks Co., Inc. for providing a fireworks show on the 4th of July.
10. Discuss/consider Resolution 5B-15, a resolution amending the City of Altoona 2015 Capital Projects Fund Budget to recognize receipt of a FEMA Assistance to Firefighters Grant, two DNR Recreational Trails Aids Grants, and to further amend the budget in consideration of fire truck bids coming in over budget.
11. Discuss/consider contract between the City and Rodli, Beskar, Neuhaus, Murray & Pletcher, S.C. for attorney services related to PFC hearing.
12. Discuss/consider Resolution 5C-15, a resolution calling for a Public hearing on a project by Grace Lutheran Foundation and the Issuance of Health Care Facilities Revenue Bonds by the Village of Elk Mound, Wisconsin and the Village of Fairchild, Wisconsin.
13. Discuss/consider convening in Closed Session pursuant to the following Wis. Stats:

Wis. Stats 19.85 (1)(e) deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session.

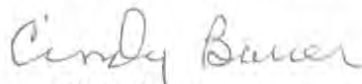
 - A. Purchase and/or sale of property.

Wis. Stats 19.85 (1)(c) considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

 - A. Police Department Matter
 - B. Police Department Confidential Administrative Assistant Offer
 - C. Finance Director Offer.
14. Motion to reconvene to Open Session for the purpose of discussion and possible consideration on the matter entertained in Closed Session.
 - A. Purchase and/or sale of property.
 - B. Police Department Matter
 - C. Police Department Confidential Administrative Assistant Offer
 - D. Finance Director Offer.

IX. MISCELLANEOUS BUSINESS AND COMMUNICATIONS:

X. ADJOURNMENT.


Cindy Bauer
City Clerk

Requests from persons with disabilities who need assistance to participate in this meeting/hearing should be made to the City Clerk's Office at 715-839-6092 with as much advance notice as possible.

Speak Your Peace: The Civility Project

The Common Council of the City of Altoona, Wisconsin, recognizes and has adopted by *Resolution 3B-15* that the nine tools of civility, drafted by *Speak Your Peace: The Civility Project* will provide increased opportunities for civil discourse in order to find positive resolutions to the issues that face our city. These tools include the following:

*Pay Attention | Listen | Be Inclusive | Don't Gossip | Show Respect | Be Agreeable
Apologize | Give Constructive Criticism | Take Responsibility*



MEMORANDUM

TO: Altoona City Council
FROM: Michael Golat, City Administrator
DATE: May 21, 2015
SUBJECT: Summary of May 28, 2015 Council Meeting Items

Provided below for your consideration is a summary of the May 28, 2015 Council Meeting agenda items.

UNFINISHED BUSINESS

ITEM 1 - Discuss/consider Development Agreement between the City of Altoona and the School District of Altoona. (Action postponed at the May 14, 2015 Council meeting).

Attached for your review is a development agreement between the City and School District of Altoona that sets forth provisions for the School District to construct public infrastructure in conjunction with construction of their new elementary school. The primary purpose of the agreement is to assure the infrastructure is constructed in conformance with the City's specifications.

There are three special provisions that I want to bring to your attention that are addressed towards the end of the agreement as follows:

1. **Cost Sharing Provision:** The agreement specifies the City will pay 31% of the cost of the project in order to provide capacity to support future development. The estimated total cost of the project is \$839,500 and the City's estimated contribution is \$260,500, while the School District's estimated share is \$579,000.
2. **Land Purchase:** The School District owns property that is suitable for development of a new well and construction of a water tower. The agreement specifies that the City and School District will proceed towards entering into a purchase sale agreement wherein the School District will sell 3.8 acres of property to the City for \$20,000 per acres—total price \$76,000.
3. **Easements:** The School District is responsible for acquiring and conveying all necessary utility easements.

Suggested motion: I move to approve/not approve the Development Agreement between the City of Altoona and the School District of Altoona.

NEW BUSINESS

ITEM 1 – Discuss/consider approval of Resolution 5A-15, a resolution authorizing street and utility improvements and levying special assessments against benefited property for the Roberts Street/ Roberts Court Street Reconstruction Project. (Public hearing at the May 14, 2015 Council meeting).

City of Altoona, Wisconsin

School District of Altoona New Elementary School

By City of Altoona and School District of Altoona

THIS AGREEMENT is entered into this _____ day of _____, 2015, between the City of Altoona, Wisconsin, a Wisconsin municipal corporation (“City”) and the School District of Altoona, Wisconsin (“School District”).

WHEREAS, School District is improving real estate within the City of Altoona for the purpose of constructing a new elementary school;

WHEREAS, City and School District desire to memorialize certain agreements made between the City and School District with respect to the improvement of the Real Estate by entering into this Agreement.

NOW, THEREFORE, IN CONSIDERATION of the following mutual agreements and covenants, the parties hereby agree as follows:

1. Definitions. The following definitions shall be used in interpreting and applying the terms and conditions of this Agreement:

“**Contractor**” shall mean the general/prime contractor and its subcontractors hired or retained by the School District to construct improvements under this Agreement.

“**DPW/CE**” shall, at the sole option of the City, include either or both of the City’s Director of Public Works or Consulting Engineer.

“**Final Project Acceptance**” shall mean the written approval by the City of a required improvement as being in substantial compliance with the requirements of this Agreement and applicable provisions of the City’s regulations pertaining thereto. Depending upon the timing of individual aspects of the School District’s performance, there may be one or more final project acceptances under this Agreement.

2. The School District shall, at its own expense and pursuant to the cost-proration described in Attachment A, construct water systems, storm drainage facilities, and sanitary sewers to service the new elementary school. The aforementioned improvements shall be performed in strict conformity with the Altoona Municipal Code, City of Altoona Standard Specifications, and the Special Conditions for Project Development.
3. No work shall commence on the required improvements until written approval of the plans and specifications has been obtained by School District from City and this Agreement has been fully executed. No work shall commence on the required improvements until the School District, School District's Engineer, and DPW/Public Works Director and necessary City staff meet on the site for a pre-construction meeting.
4. The School District shall furnish, pursuant to the cost-proration described in Attachment A, all engineering services for the project, including but not limited to:
 - (a) Preparation of complete plans and specifications for the required improvements by a registered Professional Engineer licensed to practice in the State of Wisconsin.
 - (b) Submittal for approval of sewer and water extensions by the Wisconsin Department of Natural Resources and Notice of Intent (NOI), as required by Wisconsin Administrative Code.
5. In addition, the School District shall furnish or perform the following at its own expense, except as otherwise specified herein:
 - (a) Reimbursement to the City for all costs incurred by the City or its agents to complete plan review to assure compliance with the approved plans and specifications, provided costs will not exceed \$500. Any costs over \$500 will be incurred exclusively by City, and School District shall not be liable for said costs.
 - (b) Full-time resident inspection by the School District's Engineer during all construction operations, the cost of which shall be shared between City and School District pursuant to the cost-proration described in Attachment A. No work shall be performed within the public right-of-way unless the School District's inspector is present on the site. The School District's inspector shall keep daily inspection records, a copy of which shall be submitted to the DPW/Public Works Director upon reasonable request. The School District's inspector shall be a Wisconsin Professional Engineer obtained by School District or working

under the supervision of a Wisconsin Professional Engineer obtained by School District.

- (c) Upon completion of the required improvements, provision to the City of a full set of as-built record drawings, plans and files in electronic format as well as a summary of all project costs. Said as-built record drawings, plans and files shall be submitted within 60 days of final project acceptance. The Performance Guarantee will not be released until the as-builts are received.
 - (d) Upon completion of the required improvements, the School District shall provide the City with applicable testing results showing all applicable standards have been met prior to acceptance of the required improvements by the City, the cost of such tests shall be shared between City and School District pursuant to the cost-proration described in Attachment A.
6. The City shall not exercise direct supervision and inspection of the improvements during the construction operations. The DPW/Public Works Director, or designated representative, may make periodic visits to the site of the required improvements and may require that certain tests be made to assure compliance with City standards and the approved plans and specifications. The City shall work with the School District's Engineer as the official representative of the School District concerning engineering and construction matters.
7. The School District agrees that the required improvements shall be completed to the highest quality and performed in a workmanlike manner and that all materials and labor shall be in strict conformity with the approved plans and specifications and improvement standards of the City. All materials, labor and workmanship shall be subject to the inspection and approval of the City or a duly authorized representative of the City. Any material or labor rejected by the City as defective or unsuitable shall be removed and replaced with approved materials and workmanship to the satisfaction and approval of the City. Said removals and replacements shall be at the sole expense of the School District.
8. Upon completion of all the required improvements, the DPW/Public Works Director, a representative of the Contractor, and a representative of the School District's Engineer, shall make a final inspection of the improvements. Before final payment is made to the Prime Contractor by the School District, the DPW/Public Works Director shall be satisfied that all work has been completed in accordance with the approved plans and specifications. The School District's Engineer shall submit a written statement attesting to the same prior to final project acceptance by the DPW/Public Works Director. The School District shall be responsible for

scheduling the final inspection and for receiving a written final acceptance of all the required improvements from the DPW/Public Works Director.

9. The School District shall warrant and guarantee its own and its Contractor(s) performance as well as all materials supplied by its Contractor(s) and all of the work furnished under this Agreement against any defect in workmanship of material for a period of one (1) year, except that all concrete work shall be warranted and guaranteed for (3) three years, following the date of final project acceptance of the required improvements by the City. Under this warranty and guarantee the School District agrees to make repair and/or replace, as the case may be, without delay, at his own expense, any failure of any such work due to faulty materials, construction or installation or to the failure of any such equipment to successfully perform all the work put upon it within the limits of the specifications and further shall repair and/or replace, as the case may be, any damage to any part of the work caused by such failure.

10. Insurance Requirements.

- (a) School District shall assure its Contractor procures and maintains for the duration of the construction insurance against claims for injuries to persons or damages to property which may arise from or in connection with performance of the work hereunder by the Contractor, his agents, representative, employees or subcontractors.
- (b) Minimum Scope of Insurance.
School District's Contractor's insurance coverage shall be at least as broad as: Insurance Services Office commercial general liability coverage, "occurrence" form CG 0001. Insurance Service Office form number CA 0001 covering automobile liability, code 1 "any auto" and endorsement CA 0025. Workers' compensation insurance, as required in Wisconsin State Statutes, and employer's liability insurance.
- (c) Minimum Limits of Insurance.
School District shall assure its Contractor maintains limits no less than general liability: \$1,000,000 combined single limit per occurrence for bodily injury, personal injury and property damage. A combination of primary and excess to meet this limit is acceptable. Automobile liability: \$1,000,000 combined single limit per accident for bodily injury and property damage. Workers' compensation and employers' liability: Workers' compensation limits as required by Wisconsin State Statutes and employer's liability limits of \$500,000 per accident.

11. Indemnification.

The School District agrees that it shall indemnify, save and hold harmless the City, its agents and employees of and from any and all claims, demands, actions, causes of action of whatsoever nature or character arising out of or by reason of the School District or its Contractor's development of the Real Estate, construction of the required improvements and performance under this Agreement. It is hereby understood and agreed that any and all employees of the School District and its Contractor and all other persons employed by the School District and its Contractor in the performance of services under this Agreement, shall not be considered employees of the City and that any and all claims that may or might arise under the Worker's Compensation Act of the State of Wisconsin on behalf of said employees while so engaged shall be the sole responsibility of the School District and its Contractor, as the case may be. Any and all claims made by any third parties as a consequence of any act or omission on the part of School District's or Contractor's employees while so engaged in the performance of these services to be rendered herein by the School District and its Contractor, shall in no way be the obligation or responsibility of the City.

12. It is understood by the School District that the water systems, storm drainage facilities, and sanitary sewers shall, upon final project acceptance, become City improvements for use by and accommodation of the general public. School District further agrees to abide by all applicable state laws related to construction of public infrastructure.

13. Attachment A, attached hereto, is incorporated into and made a part of this Agreement by reference. (*SPECIAL CONDITIONS FOR PROJECT DEVELOPMENT*)

14. Miscellaneous Terms and Conditions.

(a) Variances between Code and Agreement.

Should there be any discrepancies or variances between the requirements of the Altoona Municipal Code and this Agreement, this Agreement shall control to the extent of those variances.

(b) Laws of Wisconsin to Control.

This Agreement shall be governed under, and construed pursuant to, the laws of the State of Wisconsin. To the extent of any inconsistency between the language of this Agreement and that of the aforesaid applicable Wisconsin law, the language contained in this Agreement shall control and/or prevail, to the fullest extent permitted by Wisconsin law. If a court of competent jurisdiction adjudicates any provision of this Agreement to be invalid or unenforceable, the remaining provisions of

this Agreement shall nevertheless continue in full force and effect. Venue for dispute resolution shall be in the Circuit Court for Eau Claire County.

(c) Integration.
Notwithstanding prior written agreements or understandings between the parties hereto pertaining to the subject matter hereof, this Agreement shall constitute the complete understanding and agreement of the parties hereto.

(d) Notices.
Notices required or deemed to be advisable under the terms of this Agreement shall be personally delivered or mailed by first class mail to the following representatives of the parties hereto:

To City: Mike Golat
City Administrator
1303 Lynn Avenue
Altoona, WI 54720
(715) 839-6092

To School District: Connie Biedron
Superintendent
School District of Altoona
711 7th St. West
Altoona, WI 54720
(715) 839-6031

(e) Assignment.
School District shall have no right, expressed or implied, to assign its rights and interest under this Agreement, without written consent of the City, which consent may not be unreasonably withheld.

(f) Binding Effect.
All the covenants, conditions and obligations herein contained shall be binding upon and inure to the benefit of the respective successors and assigns of the parties hereto to the same extent as if each successor and assign were in each case named as a party to this Agreement. This Agreement may not be changed, modified or discharged except by writing signed by both City and School District.

(g) Waiver.
No waiver of any default by School District hereunder shall be implied from any omission by City to take any action on account of such default if such default persists or is repeated and no express waiver shall effect any default other than the default specified in the express waiver, and then only for the time and the extent therein stated. One or more waivers

of any covenant, term or condition of this Agreement by City shall not be construed as a waiver of a subsequent breach of the same covenant, term or condition.

- (h) Separability.
Each and every covenant and agreement contained in this Agreement shall for all purposes be construed to be a separate and independent covenant and agreement. The breach of any covenant or agreement contained herein by either party shall in no way or manner discharge or relieve the other party from its obligation to perform each and every covenant and agreement herein.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals as of the day and date first written above.

FOR: School District of Altoona, WI

By: _____
Helen Drawbert
Title: _____

FOR: City Of Altoona

By: _____
Jack E. Blackburn, Mayor

Attest: _____
Cindy Bauer, City Clerk

ACKNOWLEDGMENT: Short, Elliot and Hendrickson (School District's Engineer)

By: _____
Title: _____
Attachments:

Attachment A: Special Conditions for Project Development

Attachment A: SPECIAL CONDITIONS FOR PROJECT DEVELOPMENT

(1) PROJECT INFORMATION

PROJECT: School District of Altoona, New Elementary School

SCHOOL DISTRICT (Name): School District of Altoona
(Address): 711 7th Street West
Altoona, WI 54720
(Telephone): 715-839-6032
(Contact Person): Connie Biedron

ENGINEER (Name): Short Elliot Hendrickson Inc.
(Address): 10 N. Bridge Street
Chippewa Falls, WI 54729
(Telephone): 715-720-6200
(Contact Person): Randy Sanford

CONTRACTOR *To be determined through bid process.*
(Name):
(Address):
(Telephone):
(Contact Person):

(2) SCOPE OF WORK

Items to be completed by School District, at School District's expense, unless otherwise specified, under the terms of this Agreement.

- (a) The School District shall provide all potable water systems, storm drainage facilities, and sanitary sewers, in conformance with City standards and approved plans and specifications as necessary.
- (b) The School District shall pay to the City the actual cost incurred by the City for civil plan review and approval, provided costs will not exceed \$500.
- (c) The School District shall provide, describe, and dedicate all required easements and rights-of-way to the City for public use including: drainage and/or utility easements, and roadway(s), should any exist. The aforementioned easements shall be prepared by School District and provided to the City for review and approval prior to recording.
- (d) The School District shall assure that iron monuments are placed at all lot and block corners, and at all angle points on the boundary lines. Iron monuments shall be in place after all construction work has been completed in order to preserve the lot markers.

- (e) The School District shall be responsible for all street maintenance until streets are accepted by the City. Warning signs consistent with applicable standards shall be placed when hazards develop in streets or sidewalks / pathways to prevent or hinder travel by the public. If and when streets become impassable, such streets shall be barricaded and closed upon providing notice to the City and getting approval for such closures. The School District shall be responsible for keeping streets within and outside of the project swept clean of dirt and debris that may spill or wash onto the streets from the construction operations. The School District may request, in writing, that the City keep the streets open during winter months by plowing snow prior to final acceptance of said streets. The City may plow the streets at their sole discretion. The City shall not be responsible for repairing any damage caused by snowplow operations. Snow plowing services do not constitute final acceptance of the streets.
- (f) The School District shall be responsible for requests for underground utility locates for work covered under this Agreement until the City receives the as-built record drawings, plans and files for the completed work. The School District shall notify local private utilities and direct them to contact the School District for utility locates within the actual work limits of this Agreement. The City will continue to be responsible for locating City utilities that were accepted by the City prior to the date of this Agreement and were not modified by this Agreement. The local private utilities include cable television, electric, gas, telephone, and other local communications companies.
- (g) The School District shall furnish the City of Altoona DPW/Public Works Director a copy of the fully signed final survey with easements, as-built record drawings, plans and files, summary of final project costs, and stamped/signed final plans, specifications, and copies of all required agency approvals including, but not limited to, WDNR, COE, Eau Claire County, etc., prior to the first reduction of the Performance Guarantee.

Upon completion of construction of necessary streets and utilities within a newly developed subdivision, the School District shall provide the City with the following information regarding the construction:

1. Public Storm Sewer Systems:

- (a) Total cost of storm sewer constructed, including catch basins.
- (b) Total cost of any public storm water retention structure(s) constructed.

2. Water and Sanitary Sewer:

- (a) Total footage, size and cost of all water main constructed, listed by street name on which installed. Also include type of water main material used.
- (b) Total number, size and cost of all fire hydrants constructed.
- (c) Total number, size and cost of all water laterals installed. Include cost of curb stops and curb boxes. Also include type of material used for laterals.
- (d) Total footage, size and cost of all sanitary sewer main constructed, listed by street name on which installed. Also include type of sewer main material used.

(e) Total number, size and cost of all sanitary sewer services installed. Also include type of material used for services.

All of the above costs should include the School District's applicable engineering costs.

This information is necessary as the City is required under GASB 34 to include the cost of all infrastructure in its financial reports, including that infrastructure that was contributed by School District.

(3) SPECIAL CONDITIONS

A. Cost Sharing

Consistent with Chapter 13 of Altoona Municipal Code, and in order to provide excess infrastructure capacity for anticipated future development and growth, the City agrees to pay a proportionate share of the construction costs for the infrastructure necessary to facilitate School District's improvement of the Real Estate. For the avoidance of doubt, the City is only paying for that portion of the infrastructure construction costs that is above and beyond what would have otherwise been required by School District to facilitate School District's development of the Real Estate. The City's proportionate share of the infrastructure construction project was calculated as follows:

1. SEH, engineer for the development contemplated herein, estimated the following costs for upgrading the infrastructure being constructed and installed at the Real Estate by School District to accommodate City's anticipated future development in proximity to the Real Estate: (i) upsizing the water and sewer mains; (ii) constructing a sewer pump station and force main, upsized to accommodate anticipated future development; and (iii) related engineering and professional services required to design a regional utility solution.
2. City staff reviewed the estimated upgrade costs provided by SEH, revised the estimates and met with School District representatives.
3. City and School District mutually agreed, after arms-length negotiations, that the cost estimates for the infrastructure construction project were equitable.
4. The resultant, mutually agreed upon proportionate share schedule for the infrastructure construction project was agreed to by City and School District:

School District Share:	69%	(\$579,000 estimated)
City Share:	31%	(\$260,500 estimated)

By this Agreement, City and School District do hereby agree to pay their proportionate share of the actual cost of the infrastructure improvement project based on the percentages noted above. Upon final approval of the infrastructure improvement plans by both School District and City, School District will bid the project and enter into any necessary contract(s) with a qualified contractor (which contractor shall be approved by City). School District will pay the contractor for such work and bill the City for reimbursement of its proportionate share of the project, such payment being due by City within twenty (20) days from receipt of the bill from School District. School District shall also provide City with evidence of payment to the contractor, along with a detailed summary of work completed in relation to such bill.

B. Land Purchase for Water Tower and Well

To accommodate anticipated growth and development, the City anticipates it will, at some time in the future, need to construct an additional water well and water tower. School District owns excess property at the development which City has deemed suitable for constructing a well and/or water tower improvements.

By this Agreement, School District agrees to sell to City, and City agrees to purchase from School District, an approximately 3.8-acre parcel of the Real Estate, the specific location to be mutually agreed upon by City and School District, for a purchase price of Twenty Thousand and 00/100 Dollars (\$20,000.00) per acre, for a total of Seventy Six Thousand and 00/100 Dollars (\$76,000.00). City and School District agree to enter into a purchase sale agreement setting for the details of such transaction and specifically identifying the portion of the Real Estate to be purchased by City.

For Immediate Release:

May 27, 2015

"On Track for the Future"

School District of Altoona Breaks Ground for New Elementary School



Altoona, WI — The School District of Altoona will officially break ground at the new elementary school site on Tuesday, June 2, at 1:30 PM.

Four elementary students were selected to be a part of the "shovels on the ground" ceremony. One of those students, a second grader named Blake said, "I'm excited to be able to see the first shovel full of dirt at the new school. I get to see where my brother is going to go to school!" Izzabelle, a kindergarten student said, "I can't wait to dig because I'm excited to do something I've never done in my entire life! I like doing things I haven't done before. Like, I haven't been to Mexico!" First grader, Jonathan said he can't wait because he wants to see the new school, and from third grader Jadyne, "I am so excited! I can't wait to see the first shovel of dirt that will become the new school! When my parents hear this news that I was chosen to come, it is really going to cheer them up." These students will join school officials, city officials and other special guests at the site - located at 157 Bartlett Avenue, Altoona.

Back at Pedersen Elementary, the remaining 480+ students will watch and celebrate the historic event via live-stream. The public is invited to join them!

Groundbreaking Ceremony for New Elementary School

Tuesday, June 2
1:30PM

Watch live-stream:

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

Joyce Orth, Executive Assistant

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News Release

Education Information Services ■ 125 South Webster Street ■ P.O. Box 7841 ■ Madison, WI 53707-7841 ■ (608) 266-3559

FOR IMMEDIATE RELEASE

DPI-NR 2015-58 B

Wednesday, May 27, 2015

Contact: Tom McCarthy, DPI Communications Officer, (608) 266-3559

Legislative action slides teacher licensing standards toward the bottom

MADISON — Major changes to teacher licensing voted into the 2015-17 state budget, without a hearing, puts Wisconsin on a path toward the bottom, compared to the nation, for standards required of those who teach at the middle and high school level.

Adopted as a K-12 omnibus motion by the Joint Committee on Finance (JFC), the education package deregulates licensing standards for middle and high school teachers across the state. The legislation being rolled into the biennial budget would require the Department of Public Instruction to license anyone with a bachelor's degree in any subject to teach English, social studies, mathematics, and science. The only requirement is that a public school or school district or a private choice school determines that the individual is proficient and has relevant experience in each subject they teach. Traditional licensure requires educators in middle and high school to have a bachelor's degree and a major or minor in the subject they teach, plus completion of intensive training on skills required to be a teacher, and successful passage of skills and subject content assessments.

Additionally, the JFC motion would require the DPI to issue a teaching permit for individuals who have not earned a bachelor's degree, or potentially a high school diploma, to teach in any subject area, excluding the core subjects of mathematics, English, science, and social studies. The only requirement would be that the public school or district or private voucher school determines that the individual is proficient and has relevant experience in the subject they intend to teach. For both provisions in the JFC motion, the DPI would not be able to impose any additional requirements. This may preclude the fingerprinting and background checks required of all other licensed school staff. The standard also is lower than that currently required for teachers in choice and charter schools, who must have at least a bachelor's degree.

“We are sliding toward the bottom in standards for those who teach our students,” said State Superintendent Tony Evers. “It doesn't make sense. We have spent years developing licensing standards to improve the quality of the teacher in the classroom, which is the most important school-based factor in improving student achievement. Now we're throwing out those standards.”

(more)

Currently, all 50 states require a beginning teacher to have a bachelor's degree for traditional licensure, with a narrow exception for career and technical education teachers (Georgia). The states have differing standards for alternative routes to licensure, generally requiring major content coursework or a test in lieu of coursework for individuals to be eligible for an alternate route to earn a teaching license.

“Wisconsin has several routes for career changers, who want to teach our elementary and secondary school students, to earn a teaching license through alternative programs,” Evers noted. “Emergency permits allow them to work under supervision while completing educator preparation program requirements. Each alternative route program ensures that candidates are supported and are ready to do the job independently when they complete alternative licensing requirements.”

Under provisions of the omnibus motion, the leaders of 424 public school districts, 23 independent public charter schools (2R charters), and potentially hundreds of private choice schools would determine who is qualified to teach in their schools. Current provisions of the JFC motion would restrict these licenses to teaching at the district or school that recommended the individual for licensure.

“Learning about how children develop, managing a classroom and diffusing conflict among students, working with parents, and developing engaging lessons and assessments that inform instruction — these are the skills our aspiring educators learn in their training programs,” Evers said. “Teaching is much more than being smart in a subject area.

“This motion presents a race to the bottom,” Evers said. “It completely disregards the value of the skills young men and women develop in our educator training programs and the life-changing experiences they gain through classroom observation and student teaching. This JFC action is taking Wisconsin in the wrong direction. You don’t close gaps and improve quality by lowering standards.”

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NOTES: A “Pathways to Licensure” presentation that describes the various routes to earn an educator license in Wisconsin is available on the Department of Public Instruction website at <http://pb.dpi.wi.gov/sites/default/files/imce/pb/ppt/Preparation%20Pathways%20to%20Licensure%202%2019%202015.pptx>. This news release is available electronically at http://dpi.wi.gov/sites/default/files/news-release/dpinr2015_58.pdf.

May 28, 2015

To: Altoona School Board

Fr: Joyce Orth, Open Enrollment Coordinator

RE: Open Enrollment 2015/16 Resident Applicants (OUT)

Please approve all Resident Applications (57 applications for 55 students).

Grade:	Resident Applicants (Out)
	4/30/15:
Early Childhood	0
K4	19
K	0
1	1
2	2
3	4
4	2
5	5 (4 students)
6	3 (2 students)
7	4
8	3
9	8
10	2
11	2
12	2
TOTALS	57 (55 students)

ALTOONA BOARD OF EDUCATION
PROPOSED Board Calendar for 2015/16

July 7 (Tuesday)	Regular Meeting
July 20	Regular Meeting
August 3	Regular Meeting
August 17	Regular Meeting
September 8 (Tuesday)	Regular Meeting
September 21	Regular Meeting
October 5	Regular Meeting
October 19	Regular Meeting
October 26	Annual Budget Hearing/Annual Meeting
November 2	Regular Meeting
November 16	Regular Meeting
December 7	Regular Meeting
December 21	Regular Meeting
January 4	Regular Meeting
January 18	Regular Meeting
February 1	Regular Meeting
February 15	Regular Meeting
March 7	Regular Meeting
March 21	Regular Meeting
April 4	Regular Meeting
April 18	Regular Meeting
May 2	Organizational Meeting/Regular Meeting
May 16	Regular Meeting
June 6	Regular Meeting
June 20	Regular Meeting

Adopted:

Please Note: This calendar may be subject to change as necessary. Please check our website to confirm meeting dates, location, and time.