## School District of <br> Altoona

ALTOONA BOARD OF EDUCATION<br>Regular Meeting<br>Altoona Commons Addition<br>September 19, 2011<br>6:30 p.m.<br>Agenda

1. Call to Order
2. Roll Call
3. Reading of Public Notice
4. Pledge of Allegiance
5. Approval of Minutes
a. September 6, 2011 Regular Meeting
6. Public Participation
a. Non-Agenda items - public comment and concern
b. Agenda items - public comment and concern
7. Treasurer's Report
a. Approval of Checks for Payment
(1) General fund checks totaling $\$ 667,959.48$
(2) Student activity fund checks totaling $\$ 112.76$
(3) Debt service checks totaling \$ -0-
b. Approval of Treasurer’s Report
8. Information
a. Committee Meeting Report
(1) Finance Committee Meeting, September 21
b. General Information
c. President Report
(1) 2011 Fall Regional Meeting, October 11
(2) 2011 WSAA/WASB School Law Seminar, October 14
(3) Life of an Athlete Leadership/Parent Meetings and Coaches Training, September 12, 13, 14
d. Superintendent's Report
(1) Buildings and Grounds Update, Greg Johnson
(2) Review Lighting Proposals for Elementary and Middle Schools, Greg Johnson
(3) Legislative Meeting, September 26
(4) Schedule Board/Administrative Workday, November 2, 3 or 4
9. Board Action after Consideration and Discussion
a. Consider Employment Recommendation to Fill Extracurricular Positions
b. Consider Recommendation for Youth Options Course Change
c. Consider Approval of Elementary School Lighting Project
d. Consider Approval of Middle School Lighting Project
e. Consider Approval of Grievance Procedure
f. Consider Altoona School Board Meeting Agreement
10. Adjournment

In partnership with our students, their families and the community, the vision of the School District of Altoona is to build a foundation for life-long learning and the emotional well-being of our students as we offer "large school opportunities with a small school approach"
on our unique single campus setting.

# School District of <br> Altoona 

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

Greg Fahrman, Superintendent
www.altoona.k12.wi.us

ALTOONA BOARD OF EDUCATION<br>Regular Meeting<br>Altoona Commons Addition<br>September 6, 2011<br>6:30 p.m.

1. The Regular Meeting of the Altoona Board of Education was called to order by Board President, Edward Bohn at 6:32 p.m. in the Altoona commons addition.
2. Roll call was taken and the following were present:

Edward P. Bohn, President
Helen S. Drawbert, Vice President; Absent
Robin E. Elvig, Clerk
Robert (Red) A. Hanks, Treasurer
Michael J. Hilger, Member
Gregory J. Fahrman, Superintendent
Joyce M. Orth, Board Secretary
3. Reading of Public Notice. 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. Approval of Minutes. a. August 15, 2011 Regular Meeting. Motion by Hanks to approve the minutes as presented, seconded by Elvig. Hanks, yes; Elvig, yes; Drawbert, absent; Hilger, yes; Bohn, yes. Motion carried 4-0.
6. Public Participation. a. Non-Agenda items - public comment and concern. (1) Red Hanks noted the most recent city council meeting. (2) Greg Fahrman gave a busing update. Elementary buses are now using the area designated at Third Street West for bus loading/unloading. (3) Greg Fahrman shared an update concerning the water main project approved by the board on August 15. During the repair an additional leak was found and repaired, resulting in a total project cost of approximately $\$ 10,000$. (4) Karen Henry, pupil services/curriculum director, recognized dedicated teachers and staff across the district for their volunteer hours this summer. (5) Juanita Peck, VISTA, reviewed her position and duties. A VISTA Update will be placed on an upcoming agenda. (6) Mike Hilger is talking with and visiting other districts that have community education programs in place. (7) Ed Bohn shared an update from his visit with Sheila Lehnen last week when he presented her with her service plaque. (8) Red Hanks mentioned that the high school band performed last Saturday at the Minnesota State Fair. b. Agenda items - public comment and concern. None.
7. Treasurer's Report. a. Approval of Checks for Payment. Motion by Hilger to approve general fund checks totaling $\$ 450,158.97$ and student activity fund checks totaling $\$ 1,479.34$ as presented, seconded by Elvig. Elvig, yes; Drawbert, absent; Hilger, yes; Hanks, yes; Bohn, yes. Motion carried 4-0.
8. Information. a. Administrative Report. None. b. Committee Meeting Report. None. c. General Information. None. d. President Report. (1) WASB Fall Regional Meeting. The Region 4 Fall Meeting will be held at the Stout Ale House in Menomonie on October 11. Board members should RSVP to Joyce by October 3. (2) WASB/WSAA School Law Seminar. The School Law Seminar is scheduled for October 14 at the Alliant Energy Center, Madison. If lodging is needed, board members should let Joyce know by September 12. Topics will include annual meeting basics, public records law/social media issues, implementation and issues connected with Acts 10 and 32, civil rights issues, and expulsion procedures.
e. Superintendent's Report. (1) Jamie Vollmer Presentation. The August 31 keynote presentation by Jamie Vollmer was reviewed. Helen Drawbert, Robin Elvig and Red Hanks attended along with all school district staff. The session was hosted by the Eau Claire school district at Memorial High School.
(2) Legislative Meeting. The Eau Claire school district will host the next legislative meeting on September 26, 8:30 a.m. at Northwoods Norske Nook. (3) Strategic Planning: Review Alignment of District Initiatives. Current practices and initiatives have been reviewed to determine where they align with the district mission. The board will take an in depth look at the strategic initiative process when they meet with the administrative team for a work session later this fall. In the meantime, board members should review the alignment document. (4) Discuss Grievance Procedure. The grievance procedure drafted by Weld Riley Prenn and Ricci was reviewed. It will be included on the September 19 agenda for approval.
9. Board Action after Consideration and Discussion. a. Consider Resignation of Special Education Aide. Motion by Hanks to accept the resignation of Karen Ratering, special education aide, effective immediately, seconded by Elvig. Drawbert, absent; Hilger, yes; Hanks, yes; Elvig, yes; Bohn, yes. Motion carried 4-0. b. Consider Resignation of High School Social Studies Teacher. Motion by Elvig to accept the resignation of Jamey McIntosh, high school social studies teacher, effective immediately under the full late-resignation penalty of $\$ 1250$, seconded by Hanks. Motion by Hilger to amend the motion, allowing for a reduction of the late-resignation penalty to $\$ 1000$, seconded by Hanks. Drawbert, absent; Elvig, yes; Hilger, yes; Hanks, yes; Bohn, yes. Motion carried 4-0. Roll call on main motion to accept the resignation with a late resignation penalty of $\$ 1000$ as amended: Hilger, yes; Hanks, yes; Elvig, yes; Drawbert, absent; Bohn, yes. Motion carried 4-0. c. Consider Resignation from Extracurricular Positions. Motion by Elvig to accept the resignation of Jamey McIntosh, high school student council advisor and $7^{\text {th }}$ grade boys' basketball coach, seconded by Hilger. Hanks, yes; Elvig, yes; Drawbert, absent; Hilger, yes; Bohn, yes. Motion carried 4-0. d. Recommendation to Fill Extracurricular Positions. Motion by Elvig to employ coaches/advisors for the 2011/12 season as recommended: Jennifer Madsen, high school softball assistant; Sarah Myers, high school flags; Kevin Stabenow, high school boys hockey assistant; Joyce Orth, SADD; Kyle Boyea, high school boys basketball assistant, seconded by Hilger. Elvig, yes; Drawbert, absent; Hilger, yes; Hanks, yes; Bohn, yes. Motion carried 4-0. e. Consider Employment Recommendation for High School Social Studies Teacher. Motion by Hanks to employ Erin Lynnes, social studies teacher, effective August 30, 2011, seconded by Elvig. Drawbert, absent; Hilger, yes; Hanks, yes; Elvig, yes; Bohn, yes. Motion carried 4-0. f. Consider Employment Recommendation for High School Social Studies Teacher. Motion by Hanks to employ Gary Clark, social studies teacher, effective September 6, 2011, seconded by Elvig. Hilger, yes; Hanks, yes; Elvig, yes; Drawbert, absent; Bohn, yes. Motion carried 4-0. g. Consider Recommendation for Additional Kindergarten Section for 2011/12. Motion by Hanks to approve the additional ( $8^{\text {th }}$ ) section of kindergarten for 2011/12 as recommended, seconded by Hilger. Hanks, yes; Elvig, yes; Drawbert, absent; Hilger, yes; Bohn, yes. Motion carried 4-0. h. Consider Employment Recommendation to Fill Additional Kindergarten Position and Issue Preliminary Notice of Nonrenewal Due to One Year Status. Motion by Elvig to employ Kathy Carey, kindergarten teacher (oneyear contract for 2011/12) and issue preliminary notice of nonrenewal due to one year position status, seconded by Hilger. Elvig, yes; Drawbert, absent; Hilger, yes; Hanks, yes; Bohn, yes. Motion carried 4-0.
i. Consider Lunch Meal Price Increase for Grades 5-12 for 2011/12. Motion by Hanks to approve the price increase of .05 for lunch meals, grades 5-12, seconded by Elvig. Drawbert, absent; Hilger, yes; Hanks, yes; Elvig, yes; Bohn, yes. Motion carried 4-0. j. Consider Altoona School Board Meeting Agreement. Motion by Hanks to postpone, seconded by Hilger. Hilger, yes; Hanks, yes; Elvig, yes; Drawbert, absent; Bohn, yes. Motion carried 4-0.
10. Adjournment. Motion by Elvig to adjourn at 7:37 p.m., seconded by Hanks. Hanks, yes; Elvig, yes; Drawbert, absent; Hilger, yes; Bohn, yes. Motion carried 4-0.

The next Regular Meeting of the Altoona Board of Education is scheduled for Monday, September 19, 2011 at 6:30 p.m. in the Altoona commons addition.

Joyce M. Orth CPS, Board Secretary

District Clerk
Date

In partnership with our students, their families and the community, the vision of the School District of Altoona is to build a foundation for life-long learning and the emotional well-being of our students as we offer "large school opportunities with a small school approach" on our unique single campus setting.



08/17/2011
12661810 E 400411162210000
08/17/2011

08/23/2011
08/23/2011
08/23/2011 08/23/2011

08/23/2011 12659210 L 000000811680000

08/17/2011 12661710 E 800355263300000
12659110 L 000000811650000 12659110 L 000000811650000 12659110 L 000000811650000 12659110 L 000000811650000

| VENDOR | INVOICE |  |
| :---: | :---: | :---: |
|  | DESCRIPTION | AMOUNT |
| WI SCTF | Payroll accrual | 550.00 |
|  | Totals for 126566 | 737.50 |
| VALUE AUTO MART OF EAU CL | Payroll accrual | 50.00 |
|  | Totals for 126588 | 50.00 |

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| SEPT BILLING IN AUGUST 2011 | -12,296.17 |
| :---: | :---: |
| SEPTEMBER 2011 BILLING IN | 46,331.30 |
| AUGUST/RETIRE |  |
| Payroll accrual | 702.36 |
| Payroll accrual | 45.31 |
| Payroll accrual | 24.56 |
| Payroll accrual | 5.66 |
| Payroll accrual | 205.90 |
| Payroll accrual | 14.91 |
| Payroll accrual | 6.75 |
| Payroll accrual | 34.38 |
| Payroll accrual | 4.62 |
| Payroll accrual | 3.00 |
| Payroll accrual | 16,288.38 |
| Payroll accrual | 1,477.78 |
| Payroll accrual | 1,084.79 |
| Payroll accrual | 102.96 |
| Payroll accrual | 66.85 |
| Payroll accrual | 702.36 |
| Payroll accrual | 45.31 |
| Payroll accrual | 24.56 |
| Payroll accrual | 5.66 |
| Payroll accrual | 16,288.38 |
| Payroll accrual | 1,477.78 |
| Payroll accrual | 1,084.79 |
| Payroll accrual | 102.96 |
| Payroll accrual | 66.85 |
| Payroll accrual | 205.90 |
| Payroll accrual | 14.91 |
| Payroll accrual | 6.75 |
| Payroll accrual | 34.38 |
| Payroll accrual | 4.62 |
| Payroll accrual | 3.00 |
| Totals for 126590 | 74,171.55 |

$\begin{array}{ll}\text { WEST CENTRAL EDUCATION AS Payroll accrual } & 36.11\end{array}$
WEST CENTRAL EDUCATION AS Payroll accrual 219.89
$\begin{array}{ll}\text { WEST CENTRAL EDUCATION AS Payroll accrual } & 36.11\end{array}$
WEST CENTRAL EDUCATION AS Payroll accrual 219.89

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\text { Totals for } 126591 \quad 512.00
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## WI SCTF

AT\&T

CHIPPEWA VALLEY SPORTING Football supplies
714.50

CHIPPEWA VALLEY SPORTING scorebooks, tape, volleyballs 314.00

| CHECK <br> DATE | CHECK <br> NUMBER | ACCOUNT NUMBER |  |  |  | VENDOR | INVOICE DESCRIPTION | AMOUNT |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  |  |  |  |  |  |  | Totals for 126618 | 1,028.50 |
| 08/17/2011 | 126619 | 10 E 800 | 310 | 232100 | 923 | WISCONSIN DEPARTMENT OF P | Vista Match-new and continuing | 150.00 |
|  |  |  |  |  |  |  | Totals for 126619 | 150.00 |
| 08/17/2011 | 126620 | 10 E 800 | 310 | 221910 | 000 | FIRST CHOICE COMPUTER | recycling of electronic equipment | 50.00 |
|  |  |  |  |  |  |  | Totals for 126620 | 50.00 |
| 08/17/2011 | 126621 | 10 E 400 | 411 | 126000 | 000 | FLINN SCIENTIFIC INC. | SLIDE, CARTILAGE HYALINE | 31.32 |
| 08/17/2011 | 126621 | 10 E 400 | 411 | 126000 | 000 | FLINN SCIENTIFIC INC. | Classroom Materials | 2,750.11 |
|  |  |  |  |  |  |  | Totals for 126621 | 2,781.43 |
| 08/17/2011 | 126622 | 10 E 800 | 310 | 221910 | 000 | GOOGLE, INC. | GMail/Postini archiving and discovery services | 25.93 |
|  |  |  |  |  |  |  | Totals for 126622 | 25.93 |
| 08/17/2011 | 126623 | 10 E 100 | 411 | 253300 | 000 | HILLYARD, INC - EAU CLAIR | MOP FLAT FLOW FINISH SYSTEM | 86.22 |
| 08/17/2011 | 126623 | 10 E 200 | 411 | 253300 | 000 | HILLYARD, INC - EAU CLAIR | MOP FLAT FLOW FINISH SYSTEM | 86.22 |
| 08/17/2011 | 126623 | 10 E 400 | 411 | 253300 | 000 | HILLYARD, INC - EAU CLAIR | MOP FLAT FLOW FINISH SYSTEM | 86.23 |
|  |  |  |  |  |  |  | Totals for 126623 | 258.67 |
| 08/17/2011 | 126624 | 10 E 800 | 353 | 258500 | 000 | L \& M MAIL SERVICE, INC. | NEWSLETTER SNT 08/11/11 | 504.25 |
|  |  |  |  |  |  |  | Totals for 126624 | 504.25 |
| 08/17/2011 | 126625 | 10 E 100 | 320 | 254300 | 000 | THE MOOREFIELD GROUP INC | WATER MANAGEMENT SERVICE | 61.67 |
|  |  |  |  |  |  |  | AUGUST 2011 |  |
| 08/17/2011 | 126625 | 10 E 200 | 320 | 254300 | 000 | THE MOOREFIELD GROUP INC | WATER MANAGEMENT SERVICE | 61.67 |
|  |  |  |  |  |  |  | AUGUST 2011 |  |
| 08/17/2011 | 126625 | 10 E 400 | 320 | 254300 | 000 | THE MOOREFIELD GROUP INC | WATER MANAGEMENT SERVICE | 61.66 |
|  |  |  |  |  |  |  | AUGUST 2011 |  |
|  |  |  |  |  |  |  | Totals for 126625 | 185.00 |

08/17/2011 12662610 E 400354120000000
08/17/2011 12662710 E 400310162308000

08/17/2011 12662810 E 100310241000000

| $08 / 17 / 2011$ | 126629 | 10 | E 400411 | 125500 | 000 |  |  |
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| $08 / 17 / 2011$ | 126630 | 10 | E 100 | 411 | 254300 | 000 |  |
| $08 / 17 / 2011$ | 126630 | 10 | E | 200 | 411 | 254300 | 000 |
| $08 / 17 / 2011$ | 126630 | 10 | E | 400 | 411 | 254300 | 000 |

08/17/2011 12663110 E 800480266000000


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12664010 E 100411110000000

12664210 E 100411254300000 12664210 E 200411254300000 12664210 E 400411254300000

12664310 E 400411126000000 12664310 E 400411126000000

12664410 E 400411162210000

12664510 E 100411253300000 12664510 E 200411253300000 12664510 E 400411253300000 12664510 E 100411253300000 12664510 E 200411253300000 12664510 E 400411253300000

| VENDOR | INVOICE DESCRIPTION | AMOUNT |
| :---: | :---: | :---: |
| SPEED OF SOUND | bass guitar repair | 43.25 |
|  | Totals for 126632 | 43.25 |
| UNEMPLOYMENT INSURANCE | UNEMPLOYMENT INSURANCE | 1,699.93 |
|  | Totals for 126633 | 1,699.93 |
| WARDEAN, KIMBERLY | Cray Academy registration reimbursement | 70.00 |
|  | Totals for 126634 | 70.00 |
| WAUSAU SCHOOL DISTRICT | Tennis entry fee 8/15/11 | 50.00 |
|  | Totals for 126635 | 50.00 |
| WOODWIND \& BRASSWIND | SKB Trap Case \& 18" Zildjian Crash Ride | 475.00 |
|  | Totals for 126636 | 475.00 |
| AT\&T | TELEPHONE 8/2011 | 135.72 |
|  | Totals for 126637 | 135.72 |
| CARSON-DELLOSA PUBLISHING | Classroom Supplies | 48.28 |
|  | Totals for 126638 | 48.28 |
| CDW GOVERNMENT, INC. | Projector mounting materials and equipment | 1,961.71 |
| CDW GOVERNMENT, INC. | Projector mounting materials and equipment | 124.85 |
|  | Totals for 126639 | 2,086.56 |
| CULLIGAN WATER SERVICE | CULLIGAN ANNUAL ORDER | 9.60 |
| CULLIGAN WATER SERVICE | CULLIGAN ANNUAL ORDER | 8.60 |
|  | Totals for 126640 | 18.20 |
| EXXON MOBIL - PROCESSING | AUG 2011 | 1,012.40 |
|  | Totals for 126641 | 1,012.40 |
| FIRST SUPPLY LLC | Blanket P.O. | 5.31 |
| FIRST SUPPLY LLC | Blanket P.O. | 5.31 |
| FIRST SUPPLY LLC | Blanket P.o. | 5.32 |
|  | Totals for 126642 | 15.94 |
| FLINN SCIENTIFIC INC. | laboratory supplies | 715.13 |
| FLINN SCIENTIFIC INC. | laboratory supplies | 73.04 |
|  | Totals for 126643 | 788.17 |
| HEALY AWARDS INC. | Helmet decals | 76.81 |
|  | Totals for 126644 | 76.81 |
| HILLYARD, INC - EAU CLAIR | EXPLORER | 65.51 |
| HILLYARD, INC - EAU CLAIR | EXPLORER | 65.51 |
| HILLYARD, INC - EAU CLAIR | EXPLORER | 65.52 |
| HILLYARD, INC - EAU CLAIR | BLADDER REPLACEMENT FLOW | 15.25 |
| HILLYARD, INC - EAU CLAIR | BLADDER REPLACEMENT FLOW | 15.25 |
| HILLYARD, INC - EAU CLAIR | BLADDER REPLACEMENT FLOW | 15.24 |
|  | Totals for 126645 | 242.28 |

CHECK ACCOUNT


08/26/2011
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08/26/2011

| $08 / 26 / 2011$ | 126655 | 10 | E | 200 | 411 | 241000 | 000 |
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| $08 / 26 / 2011$ | 126655 | 10 | E | 200 | 411 | 120000 | 000 |
| $08 / 26 / 2011$ | 126655 | 10 | E | 200 | 417 | 120000 | 000 |
| $08 / 26 / 2011$ | 126655 | 10 | $E$ | 100 | 411 | 110400 | 000 |
| $08 / 26 / 2011$ | 126655 | 10 | E | 400 | 411 | 132700 | 400 |

$08 / 26 / 2011$

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08/31/2011 08/31/2011

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12665610 E 100411110100000 12665710 E 200411126000000

12665810 L 000000811200000 12665810 E 800730270000000

12665910 L 000000811680000

12666010 L 000000811690000

12666110 L 000000811690000

| VENDOR | INVOICE DESCRIPTION | AMOUNT |
| :---: | :---: | :---: |
| HSBC BUSINESS SOLUTIONS | menards card ACCOUNT | 58.17 |
|  | 6004-3004-0000-1308 |  |
|  | Totals for 126646 | 58.17 |
| LAKE WISSOTA GOLF \& EVENT | Admin Retreat held on August $17,2011$ | 1,001.06 |
|  | Totals for 126647 | 1,001.06 |
| LAKESHORE LEARNING MATERI | supplies for school year | 97.42 |
|  | Totals for 126648 | 97.42 |
| MINUTEMAN PRESS | SCHOOL CALENDARS | 497.49 |
|  | Totals for 126649 | 497.49 |
| NORTHSIDE SERVICE | Yellow truck - brakes failed | 197.49 |
|  | Totals for 126650 | 197.49 |
| QUILL CORPORATION | mailing envelopes for report cards | 166.45 |
|  | Totals for 126651 | 166.45 |

ROCK N'ROLL TO GO PLUS, I Senior Leadership Day 50.00
Totals for $126652 \quad 50.00$


| UNEMPLOYMENT INSURANCE | Special assessment | $12,000.00$ |
| ---: | ---: | ---: |
| UNEMPLOYMENT INSURANCE | Special assessment | $-7,417.30$ |
|  | Totals for 126658 | $4,582.70$ |


| OKLAHOMA DEPARTMENT OF HU Payroll accrual | 74.91 |
| ---: | ---: |
| Totals for 126659 | 74.91 |

UW-EAU CLAIRE
Payroll accrual
148.18
148.18

VALUE AUTO MART OF EAU CL Payroll accrual
50.00


| CHECK | CHECK ACCOUNT NUMBER NUMBER |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
| DATE |  |  |  |  |  |
| 09/01/2011 | 126675 | 10 E 400 | 949 | 162118 | 000 |
| 09/01/2011 | 126676 | 10 E 400 | 949 | 162308 | 000 |
| 09/01/2011 | 126676 | 10 E 400 | 949 | 162121 | 000 |

$09 / 01 / 2011 \quad 12667710$ E 400949162121000
$09 / 01 / 2011 \quad 12667810$ E 400949162308000

09/01/2011 12667910 E 400949162308000

| $09 / 01 / 2011$ | 126680 | 10 | E | 100 | 411 | 254300 | 000 |
| :--- | :--- | :--- | :--- | :--- | :--- | :--- | :--- |
| $09 / 01 / 2011$ | 126680 | 10 | E | 200 | 411 | 254300 | 000 |
| $09 / 01 / 2011$ | 126680 | 10 | $E$ | 400 | 411 | 254300 | 000 |
| $09 / 01 / 2011$ | 126680 | 10 | E | 100 | 411 | 254300 | 000 |
| $09 / 01 / 2011$ | 126680 | 10 | E | 200 | 411 | 254300 | 000 |
| $09 / 01 / 2011$ | 126680 | 10 | $E$ | 400 | 411 | 254300 | 000 |

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12668310 E 400949162118000

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12668410 L 000000811650000 12668427 L 000000811650000

12668510 L 000000811634000 12668527 L 000000811634000 12668510 L 000000811634000 12668527 L 000000811634000 12668510 L 000000811634000 12668527 L 000000811634000 12668510 L 000000811634000 12668527 L 000000811634000

| VENDOR | DESCRIPTION | AMOUNT |
| :---: | :---: | :---: |
|  | Totals for 126674 | 128.10 |
| MIDDLE BORDER CONFERENCE | Girls tennis Conference fee Middle Border Conference | 50.00 |
|  | Totals for 126675 | 50.00 |
| NEILLSVILLE HIGH SCHOOL | entry fee CC Scrimmage at | 50.00 |
|  | Neillsville |  |
| NEILLSVILLE HIGH SCHOOL | VB entry fee @ Neillsville | 150.00 |
|  | Invite 8/27/11 |  |
|  | Totals for 126676 | 200.00 |

NEW RICHMOND HIGH SCHOOL Vb entry fee New Richmond 100.00 Invite 10/1/11
Totals for $126677 \quad 100.00$

SCHOOL DISTRICT OF LOYAL entry fee at Loyal 8/30/11 100.00
Totals for $126678 \quad 100.00$

OSSEO-FAIRCHILD SCHOOL DI cc entry fee at OF 8/29/11 90.00 Totals for $126679 \quad 90.00$

| SHERWIN-WILLIAMS | PRO EXT GLIDE | 21.27 |
| :---: | :---: | :---: |
| SHERWIN-WILLIAMS | PRO EXT GLIDE | 21.27 |
| SHERWIN-WILLIAMS | PRO EXT GLIDE | 21.26 |
| SHERWIN-WILLIAMS | Blanket P. 0. | 86.13 |
| SHERWIN-WILLIAMS | Blanket P.O. | 86.13 |
| SHERWIN-WILLIAMS | Blanket P.O. | 86.13 |
|  | Totals for 126680 | 322.19 |
| STAPLES | Supplies for Math 2011-2012 | 7.03 |
| STAPLES | Supplies | 310.38 |
| STAPLES | Supplies 2011-2012 | 35.68 |
| STAPLES | Supplies for Math 2011-2012 | 93.03 |

US LAMP INC
ballast and fixtures for 259.10
trophy cases at High School
Totals for $126682 \quad 259.10$

WAUSAU SCHOOL DISTRICT entry fee for girls tennis @ 50.00 Wausau West HS 8/15/11

Totals for 126683
50.00

ALTOONA EDUCATION ASSOCIA Payroll accrual 5,297.58
ALTOONA EDUCATION ASSOCIA Payroll accrual
Totals for 126684
715.92
$6,013.50$

| MINNESOTA LIFE | INSURANCE | Payroll accrual |
| :--- | :--- | :--- | 181.69







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

| FUND | DESCRIPTION | BALANCE SHEET | REVENUE | EXPENSE | TOTAL |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 10 | GENERAL | 187,668.96 | 0.00 | 42,572.39 | 230,241.35 |
| 21 | SPECIAL REVENUE TRUST FUND | 0.00 | 0.00 | 1,214.65 | 1,214.65 |
| 27 | SPECIAL EDUCATION FUND | 24,071.48 | 0.00 | 598.40 | 24,669.88 |
| 50 | FOOD SERVICE | 157.52 | 0.00 | 17,071.12 | 17,228.64 |
| 80 | COMMUNITY SERVICE | 5.58 | 0.00 | 104.00 | 109.58 |
| 99 | Cooperative Programs | 82.18 | 0.00 | 1,001.06 | 1,083.24 |
| *** | und Summary Totals *** | 211,985.72 | 0.00 | 62,561.62 | 274,547.34 |




| CHECK <br> DATE | CHECK <br> NUMBER | ACCOUNT <br> NUMBER |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 09/13/2011 | 111200089 | 50 | E | 800 | 415 | 257220 | 000 |
| 09/13/2011 | 111200089 |  | E | 800 | 415 | 257250 | 000 |
| 09/13/2011 | 111200090 | 50 | E | 800 | 415 | 257220 | 000 |
| 09/13/2011 | 111200090 | 50 | E | 800 | 415 | 257220 | 000 |
| 09/13/2011 | 111200090 | 50 | E | 800 | 415 | 257220 | 000 |
| 09/13/2011 | 111200090 |  | E | 800 | 415 | 257220 | 000 |

$09 / 13 / 201111120009250$ E 800415257210000
$09 / 13 / 201111120009250$ E 800415257220000
$09 / 13 / 201111120009250$ E 800415257250000
$09 / 13 / 201111120009250$ E 800419257220000
$09 / 13 / 201111120009250$ E 800415257220000
$09 / 13 / 201111120009250$ E 800415257210000
$09 / 13 / 201111120009250$ E 800415257220000
$09 / 13 / 201111120009250$ E 800415257250000
$09 / 13 / 201111120009250$ E 800419257220000
$09 / 13 / 201111120009250$ E 800415257220000
$09 / 13 / 201111120009250$ E 800415257210000
$09 / 13 / 201111120009250$ E 800415257220000
$09 / 13 / 201111120009250$ E 800415257250000
$09 / 13 / 201111120009250$ E 800419257220000
$09 / 13 / 201111120009250$ E 800415257210000
$09 / 13 / 201111120009250$ E 800415257220000
$09 / 13 / 201111120009250$ E 800415257250000
$09 / 13 / 201111120009250$ E 800419257220000
$09 / 13 / 201111120009250$ E 800415257210000
$09 / 13 / 201111120009250$ E 800415257220000
$09 / 13 / 201111120009250$ E 800415257250000 $09 / 13 / 201111120009250$ E 800419257220000
VENDOR
CEDAR CREST ICE CREAM
CEDAR CREST ICE CREAM

EARTHGRAINS BAKING CO. IN blanket order for earthgrains
EARTHGRAINS BAKING CO. IN blanket order for earthgrains
EARTHGRAINS BAKING CO. IN blanket order for earthgrains
EARTHGRAINS BAKING CO. IN blanket order for earthgrains
Totals for 111200090

| INDIANHEAD | FOODSERVICE | blanket order for Indianhead Foodservice | 1,183.51 |
| :---: | :---: | :---: | :---: |
| INDIANHEAD | FOODSERVICE | blanket order for Indianhead Foodservice | 2,223.59 |
| INDIANHEAD | FOODSERVICE | blanket order for Indianhead Foodservice | 17.96 |
| INDIANHEAD | FOODSERVICE | blanket order for Indianhead Foodservice | 318.60 |
| INDIANHEAD | FOODSERVICE | blanket order for Indianhead Foodservice | 96.00 |
| INDIANHEAD | FOODSERVICE | blanket order for Indianhead Foodservice | 748.10 |
| INDIANHEAD | FOODSERVICE | blanket order for Indianhead Foodservice | 3,258.52 |
| INDIANHEAD | FOODSERVICE | blanket order for Indianhead Foodservice | 233.26 |
| INDIANHEAD | FOODSERVICE | blanket order for Indianhead Foodservice | 1,041.82 |
| INDIANHEAD | FOODSERVICE | blanket order for Indianhead Foodservice | 12.50 |
| INDIANHEAD | FOODSERVICE | blanket order for Indianhead Foodservice | 885.24 |
| INDIANHEAD | FOODSERVICE | blanket order for Indianhead Foodservice | 2,712.76 |
| INDIANHEAD | FOODSERVICE | blanket order for Indianhead Foodservice | 302.26 |
| INDIANHEAD | FOODSERVICE | blanket order for Indianhead Foodservice | 226.19 |
| INDIANHEAD | FOODSERVICE | blanket order for Indianhead Foodservice | 1,046.37 |
| INDIANHEAD | FOODSERVICE | blanket order for Indianhead Foodservice | 3,179.18 |
| INDIANHEAD | FOODSERVICE | blanket order for Indianhead Foodservice | 155.94 |
| INDIANHEAD | FOODSERVICE | blanket order for Indianhead Foodservice | 711.07 |
| INDIANHEAD | FOODSERVICE | blanket order for Indianhead Foodservice | 1,271.65 |
| INDIANHEAD | FOODSERVICE | blanket order for Indianhead Foodservice | 2,435. 22 |
| INDIANHEAD | FOODSERVICE | blanket order for Indianhead Foodservice | 605.20 |
| INDIANHEAD | FOODSERVICE | blanket order for Indianhead Foodservice | 53.81 |



09/07/2011 20110015310 L 000000811670000 09/07/2011 20110015327 L 000000811670000 09/07/2011 20110015399 L 000000811670000

09/07/2011 20110015410 L 000000811671000 09/07/2011 20110015427 L 000000811671000

09/07/2011 20110015510 L 000000811612000 09/07/2011 20110015550 L 000000811612000 09/07/2011 20110015580 L 000000811612000 09/07/2011 20110015510 L 000000811612000 09/07/2011 20110015527 L 000000811612000 09/07/2011 20110015550 L 000000811612000 09/07/2011 20110015580 L 000000811612000 09/07/2011 20110015599 L 000000811612000 09/07/2011 20110015510 L 000000811611000 09/07/2011 20110015527 L 000000811611000 09/07/2011 20110015550 L 000000811611000 09/07/2011 20110015580 L 000000811611000 09/07/2011 20110015599 L 000000811611000 09/07/2011 20110015510 L 000000811611000 09/07/2011 20110015527 L 000000811611000 09/07/2011 20110015550 L 000000811611000 09/07/2011 20110015580 L 000000811611000 09/07/2011 20110015599 L 000000811611000

09/07/2011 20110015610 L 000000811611000 09/07/2011 20110015627 L 000000811611000 09/07/2011 20110015650 L 000000811611000 09/07/2011 20110015680 L 000000811611000 09/07/2011 20110015699 L 000000811611000 09/07/2011 20110015610 L 000000811611000 09/07/2011 20110015627 L 000000811611000 09/07/2011 20110015650 L 000000811611000 09/07/2011 20110015680 L 000000811611000 09/07/2011 20110015699 L 000000811611000

09/07/2011 20110015750 L 000000811690000 09/07/2011 20110015710 L 000000811690000

| VENDOR | INVOICE DESCRIPTION | AMOUNT |
| :---: | :---: | :---: |
|  | Totals for 111200092 | 22,718.75 |
| MCKEE FOODS CORPORATION | blanket order for McKee | 223.20 |
| MCKEE FOODS CORPORATION | blanket order for McKee | 15.50 |
|  | Totals for 111200093 | 238.70 |
| EMPLOYEE BENEFITS COOPERA | Payroll accrual | 566.32 |
| EMPLOYEE BENEFITS COOPERA | Payroll accrual | 433.00 |
| EMPLOYEE BENEFITS COOPERA | Payroll accrual | 977.81 |
| EMPLOYEE BENEFITS COOPERA | Payroll accrual | 83.50 |
| EMPLOYEE BENEFITS COOPERA | Payroll accrual | 22.50 |
|  | Totals for 201100152 | 2,083.13 |


| HORACE MANN LIFE INS COMP Payroll accrual | 469.00 |
| :--- | ---: |
| HORACE MANN LIFE INS COMP Payroll accrual | 16.00 |
| HORACE MANN LIFE INS COMP Payroll accrual | 200.00 |
|  | Totals for 201100153 |


| GREAT-WEST RETIREMENT SER Payroll accrual | $1,003.50$ |  |
| ---: | ---: | ---: |
| GREAT-WEST RETIREMENT SER Payroll accrual | 500.00 |  |
|  | Totals for 201100154 | $1,503.50$ |


| WELLS FARGO BANK | Payroll accrual | 559.50 |
| :--- | :--- | ---: |
| WELLS FARGO BANK | Payroll accrual | 10.00 |
| WELLS FARGO BANK | Payroll accrual | 7.50 |
| WELLS FARGO BANK | Payroll accrual | $25,313.86$ |
| WELLS FARGO BANK | Payroll accrual | $2,853.22$ |
| WELLS FARGO BANK | Payroll accrual | 272.13 |
| WELLS FARGO BANK | Payroll accrual | 9.17 |
| WELLS FARGO BANK | Payroll accrual | 108.18 |
| WELLS FARGO BANK | Payroll accrual | $11,366.95$ |
| WELLS FARGO BANK | Payroll accrual | $1,640.71$ |
| WELLS FARGO BANK | Payroll accrual | 90.81 |
| WELLS FARGO BANK | Payroll accrual | 8.97 |
| WELLS FARGO BANK | Payroll accrual | 65.62 |
| WELLS FARGO BANK | Payroll accrual | $3,924.28$ |
| WELLS FARGO BANK | Payroll accrual | 566.42 |
| WELLS FARGO BANK | Payroll accrual | 31.35 |
| WELLS FARGO BANK | Payroll accrual | 3.10 |
| WELLS FARGO BANK | Payroll accrual | 22.65 |

WELLS FARGO BANK WELLS FARGO BANK WELLS FARGO BANK WELLS FARGO BANK WELLS FARGO BANK WELLS FARGO BANK WELLS FARGO BANK WELLS FARGO BANK WELLS FARGO BANK WELLS FARGO BANK

| Payroll accrual | $3,924.28$ |
| :---: | ---: |
| Payroll accrual | 566.42 |
| Payroll accrual | 31.35 |
| Payroll accrual | 3.10 |
| Payroll accrual | 22.65 |
| Payroll accrual | $16,779.79$ |
| Payroll accrual | $2,422.05$ |
| Payroll accrual | 134.05 |
| Payroll accrual | 13.25 |
| Payroll accrual | 96.87 |
| Totals for 201100156 | $23,993.81$ |

WISCONSIN DEPT OF REVENUE Payroll accrual

4.86 WISCONSIN DEPT OF REVENUE Payroll accrual

| $\begin{aligned} & \text { CHECK } \\ & \text { DATE } \end{aligned}$ | CHECK ACCOUNT |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  | NUMBER NUMBER |  |  |  |  |
| 09/07/2011 | 201100157 | 10 L 000 | 000 | 811613 | 000 |
| 09/07/2011 | 201100157 | 50 L 000 | 000 | 811613 | 000 |
| 09/07/2011 | 201100157 | 80 L 000 | 000 | 811613 | 000 |
| 09/07/2011 | 201100157 | 10 L 000 | 000 | 811613 | 000 |
| 09/07/2011 | 201100157 | 27 L 000 | 000 | 811613 | 000 |
| 09/07/2011 | 201100157 | 50 L 000 | 000 | 811613 | 000 |
| 09/07/2011 | 201100157 | 80 L 000 | 000 | 811613 | 000 |

09/07/2011 20110015810 L 000000811621000 09/07/2011 20110015827 L 000000811621000 09/07/2011 20110015810 L 000000811622000 09/07/2011 20110015827 L 000000811622000 09/07/2011 20110015850 L 000000811622000 09/07/2011 20110015899 L 000000811622000 09/07/2011 20110015810 L 000000811621000 09/07/2011 20110015810 L 000000811621000 09/07/2011 20110015827 L 000000811621000 09/07/2011 20110015810 L 000000811622000 09/07/2011 20110015827 L 000000811622000 09/07/2011 20110015850 L 000000811622000 09/07/2011 20110015880 L 000000811622000 09/07/2011 20110015899 L 000000811622000 09/07/2011 20110015810 L 000000811622000 09/07/2011 20110015827 L 000000811622000 09/07/2011 20110015850 L 000000811622000 09/07/2011 20110015880 L 000000811622000

09/07/2011 20110015910 L 000000811691000 09/07/2011 20110015910 L 000000811691000 09/07/2011 20110015910 L 000000811691000 09/07/2011 20110015927 L 000000811691000 09/07/2011 20110015910 L 000000811691000 09/07/2011 20110015910 L 000000811670000 09/07/2011 20110015927 L 000000811670000 09/07/2011 20110015910 L 000000811670000 09/07/2011 20110015927 L 000000811670000 09/07/2011 20110015980 L 000000811670000 09/07/2011 20110015910 L 000000811669000

09/07/2011 20110016010 A 000000711100000 09/07/2011 20110016027 A 000000711100000 09/07/2011 20110016050 A 000000711100000 09/07/2011 20110016080 A 000000711100000 09/07/2011 20110016099 A 000000711100000

09/12/2011 20110016110 E 400411122000000

09/12/2011 20110016210 E 400470122000000

| VENDOR |  | INVOICE |  |
| :---: | :---: | :---: | :---: |
|  |  | DESCRIPTION | AMOUNT |
| WISCONSI | DEPT OF REVENUE | Payroll accrual | 32.50 |
| WISCONSI | DEPT OF REVENUE | Payroll accrual | 55.00 |
| WISCONSI | DEPT OF REVENUE | Payroll accrual | 7.50 |
| WISCONSI | DEPT OF REVENUE | Payroll accrual | 14,133.29 |
| WISCONSI | DEPT OF REVENUE | Payroll accrual | 1,961.86 |
| WISCONSI | DEPT OF REVENUE | Payroll accrual | 109.01 |
| WISCONSI | DEPT OF REVENUE | Payroll accrual | 2.40 |
| WISCONSI | DEPT OF REVENUE | Payroll accrual | 68.01 |

WISCONSIN RETIREMENT SYST Payroll accrual WISCONSIN RETIREMENT SYST Payroll accrual WISCONSIN RETIREMENT SYST Payroll accrual WISCONSIN RETIREMENT SYST Payroll accrual WISCONSIN RETIREMENT SYST Payroll accrual WISCONSIN RETIREMENT SYST Payroll accrual WISCONSIN RETIREMENT SYST Payroll accrual WISCONSIN RETIREMENT SYST Payroll accrual WISCONSIN RETIREMENT SYST Payroll accrual WISCONSIN RETIREMENT SYST Payroll accrual WISCONSIN RETIREMENT SYST Payroll accrual WISCONSIN RETIREMENT SYST Payroll accrual WISCONSIN RETIREMENT SYST Payroll accrual WISCONSIN RETIREMENT SYST Payroll accrual WISCONSIN RETIREMENT SYST Payroll accrual WISCONSIN RETIREMENT SYST Payroll accrual WISCONSIN RETIREMENT SYST Payroll accrual WISCONSIN RETIREMENT SYST Payroll accrual Totals for 201100158

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WELLS FARGO BANK WELLS FARGO BANK WELLS FARGO BANK WELLS FARGO BANK WELLS FARGO BANK

WELLS FARGO CARD SERVICES Book for Applied... Fragments
WELLS FARGO CARD SERVICES Book for Applied... Fragments 9.39 Totals for 201100161

WELLS FARGO CARD SERVICES Novels for English 12
471.00

Totals for 201100162

12,689. 16
1,672. 21
985.95
93.53
86.96
75.89
201.82

12,890.98
1,672. 21
2,565.90
583.78
95.10
13.70
75.89

1,579.95
490.25
8.14
13.70

35,795. 12
159.90
84.11
413.00
20.00
13.65

3,665.68
140.13

5,385.75
275.00
78.25

2,252. 50
12,487.97

180, 729. 23
28,287.65
1,498.15
93.60

1, 019.22
211,627. 85 9.39 471.00
.


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

| FUND | DESCRIPTION | BALANCE SHEET | REVENUE | EXPENSE | TOTAL |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 10 | GENERAL | 302,886.35 | 0.00 | 16,979.42 | 319,865.77 |
| 27 | SPECIAL EDUCATION FUND | 44,277.94 | 0.00 | 123.24 | 44,401.18 |
| 50 | FOOD SERVICE | 2,426.91 | 0.00 | 24,587.56 | 27,014.47 |
| 80 | COMMUNITY SERVICE | 276.74 | 0.00 | 0.00 | 276.74 |
| 99 | Cooperative Programs | 1,754.98 | 0.00 | 99.00 | 1,853.98 |
| *** | und Summary Totals *** | 351,622.92 | 0.00 | 41,789.22 | 393,412.14 |




## SCHOOL DISTRICT OF ALTOONA <br> Bank Balances <br> August 2011

GENERAL ACCOUNTS (FUNDS 10, 23, 27, 38, 50, and 80)
Wells Fargo Bank
Beginning balance (42,799.87)
Receipts 1,535,289.52
Disbursements $\quad(1,253,101.24)$
Transfers in $\quad 1,003,390.06$
Transfers out (700,000.00)
Service Fees
(656.90)
Ending Balance $\underline{542,121.57}$
Wells Fargo Bank Savings
Beginning balance 1,942,074.87
Transfers in 700,000.00
Transfers out (1,003,390.06)
Interest
Ending Balance $\quad 1,638,872.39$
State Government Pool
Beginning balance 367,465.76
Receipts 45,342.17
Transfers in 0.00
Transfers out 0.00
Interest $\underline{34.48}$
Ending Balance $\underline{412,842.41}$

Wisconsin Liquid Asset Fund
Beginning balance 2,146.17
Interest $\underline{0.00}$
Ending Balance $\quad$ 2,146.17

# SCHOOL DISTRICT OF ALTOONA <br> Bank Balances 

August 2011
DEBT SERVICE FUND 39
Wells Fargo Bank
Beginning balance ..... 155,936.43
Receipts ..... 0.00
Disbursements ..... 0.00
Interest ..... 19.87
Ending Balance ..... 155,956.30
State Government Pool
Beginning balance ..... 2,690.11
Transfers out ..... 0.00
Interest ..... $\underline{0.25}$
Ending Balance ..... 2,690.36
Wisconsin Liquid Asset Fund
Beginning balance ..... 4,289.09
Interest (June and July) ..... $\underline{0.00}$
Ending Balance ..... 4,289.09
FUND 39 TOTAL ..... \$162,935.75
STUDENT ACTIVITY FUND 60
Wells Fargo Bank
Beginning balance ..... 80,902.53
Receipts ..... 1,360.09
Disbursements ..... $(2,262.23)$
Interest ..... 3.62
Service Fees ..... (29.88)Ending Balance
79,974.13
FUND 60 TOTAL ..... \$79,974.13
Employee Benefit Trust Fund 73
Mid America
Beginning balance375,226.48
Receipts
Disbursements
Interest
Service Fees
Ending Balance375,226.48
FUND 73 TOTAL ..... \$375,226.48

## School District of

Altoona

ALTOONA BOARD OF EDUCATION EDUCATIONAL FINANCE ADVISORY COMMITTEE<br>District Board Room<br>September 21, 2011<br>7:00 a.m.<br>Agenda

1. Call to Order
2. Roll Call
3. Approval of the Minutes
a. January 13, 2011 Educational Finance Advisory Committee Minutes
4. Budget review 2010-11
5. Budget review 2011-12
6. Budget bill effects
7. Board direction
8. Miscellaneous Business
9. Set Next Meeting Date
10. Adjournment

## 2011 FALL REGIONAL MEETINGS

## Navigating Today's Climate



## Dates: Sept. \& Oct. - Varies Per Location Locations: Determined By Region

Network with colleagues and WASB staff to learn strategies for effectively navigating today's educational climate.

Region 4 Mecting:

The recent changes in collective bargaining laws bring a new dynamic to school board governance. At this fall's Regional meetings, the WASB legal and governance staff together will outline the issues for your board to consider as it develops its new employee compensation system and outline the techniques to engage your stakeholders and public.

During an evening in September or October, please join us at your Regional Meeting to meet and interact with your WASB regional director, celebrate accomplishments, and hear about WASB's activities and plans.

All meetings begin with dinner at 6:30 PM.

The WASB staff look forward to seeing you at the 2011 WASB Fall Regional Meetings!

Octoler 11, 2011 6:30 PM at
Stout Ale House Menamanie

Attending? Let Jayce
know by Octoler 3


Attending the School law Seminar can helf you avoid costly mistakes in today's ever-changing and perilous legal enviranment. Hear the latest information about key statutory changes and new coust sulings that affect the daily governance of your shod district. The WASB and the Wisconsin Sehod Attorneys Association (WSAA) co-pponsor the School Law Seminar.

## 8 am Registration

9 am Welcome

## 9:05 am

## Managing the Annual Meetings Challenges



What the board of every common school district needs to know about holding annual meetings whether attended by 6 or 600 . This presentation will cover the basics of annual meetings, including notice, agenda and special subjects; conducting the meeting; participants, spectators and tourists; and expecting the unexpected.
Gib Berthelson - von Briesen \& Roper, S.C.
Eileen Brownlee - Kramer \& Brownlee, LLC
Steve Weld - Weld, Riley, Prenn \& Ricci, S.C.

## 10:15 am

## Wisconsin's Public Records Law / Social Media Issues

Milwaukee Assistant City Attorney, Melanie Swank, will discuss recent developments in the public records law; including who pays for the costs of complying with public records requests, whether personal email messages are subject to disclosure under the law, and disclosure of employee disciplinary records. Ms.
Swank will also discuss use of social media by public employees as it relates to the public records law, and the 1st and 4th amendments of the U.S. Constitution.
Melanie Swank - Milwaukee City Attorney's Office

## 11 am

## Aftermath and Implementation of Acts 10 and 32 in School Districts

Experienced school attorneys Bob Burns, Jim Korom and Mark Olson review the significant changes brought by Acts 10 and 32 to the employment relationship in school districts, as well as discuss the implementation and interpretation issues likely to be encountered in the future.
Mark L. Olson - Buelow Vetter Buikema Olson \& Vilet, LLC
Robert W. Burns - Davis \& Kuelthau, S.C.
James R. Korom - von Briesen \& Roper, S.C.

## 12 noon Lunch

1 pm
Charter Choice / Civil Rights / Office for Civil Rights
Join presenters Mary Gerbig - Davis \& Kuelthau, S.C. and Christy Brooks - von Briesen \& Roper, S.C., for a session that provides school members the latest information from the Office for Civil Rights related to the use of technology in school districts, guidance on bullying and their oversight of schools related to students with disabilities, school choice, charters and discrimination issues.
Mary Gerbig - Davis \& Kuelthau, S.C.
Christy Brooks - von Briesen \& Roper, S.C.
2 pm
Procedures / Practice Pointers for Pupil Expulsions in Wisconsin
This presentation offers guidance to local school officials designed to ensure appeal-proof expulsion decisions, including the identification of pupil misconduct constituting statutory grounds for expulsion, providing legally compliant expulsion hearing notification once statutory grounds for expulsion have been identified, and ultimately conducting an expulsion hearing affording necessary due process protections to the affected pupil. The respective roles of both school administrators and school board members in the expulsion process will be delineated as well. Also to be explored will be post-expulsion issues such as the standard of review upon appeal, early reinstatement conditions and their enforcement, along with prospective off-site educational programs for expelled pupils. James M. Ward - Weld, Riley, Prenn \& Ricci, S.C.

## 3 pm Adjourn

September 8, 2011
Greg Johnson
School District of Altoona
1903 Bartlett Avenue
Altoona, WI 54720
Dear Greg:
Pricing is based on current factory quotes and is subject to change without notice. With current world wide shortages of rare earth phosphors, lamp pricing is very volatile and price increases are expected. If the following project is of interest, we would encourage you to evaluate the proposal promptly, and notify us of your buying decision so that we can place orders with the respective factories and avoid any potential price increases.

The following lighting proposal is for your Elementary School:

| Current Produ Qty | Consumption <br> Description | Watts | Watts <br> Extended |
| :---: | :---: | :---: | :---: |
| 12 | 2 lamp, 4' fixt w/ES lamps \& std ballasts | 80 | 960 |
| 1 | 2 lamp, 8' fixt w/ES lamps \& std ballasts | 138 | 138 |
| 216 | 2-lamp, 4' electronic T8 fixture | 58 | 12,528 |
| 1 | 2 -lamp, 8 -foot T8 fixt. | 110 | 110 |
| 40 | $2 \times 2$ fluorescent lay-in troffer w/ 2-U shape F31 T8 lamps | 58 | 2,320 |
| 45 | 3 lamp, 4' fixt w/ES lamps \& std ballasts | 130 | 5,850 |
| 238 | 3-lamp, 4' electronic T8 fixture | 85 | 20,230 |
| 142 | 4 lamp, 4' fixt w/ES lamps \& std ballasts | 160 | 22,720 |
| 22 | 4-lamp, 4' electronic T8 fixture | 112 | 2,464 |
| 6 | 60 watt incandescent lamp | 60 | 360 |
|  | Current System Watts $=$ |  | 67,680 |
| Proposed Prod <br> Qty | Description | Watts | Watts <br> Extended |
| 6 | 120/277/347v occupancy sensor slave pack | 0 | 0 |
| 15 | 120/277v power supply/relay | 0 | 0 |
| 5 | 120/277v power supply/relay with 2nd. control lead | 0 | 0 |
| 1 | 1-lamp electronic T8 low-watt Program Start, UNV ballast | 22 | 22 |
| 1 | $1 \times 4$ troffer refl. kit for 1 T 8 , spread beam -add bal. | 0 | 0 |
| 8 | $1 \times 4$ troffer white refl. kit for 1 T 8 , spread beam -add bal. | 0 | 0 |
| 168 | 2 -foot, 17-watt T8 fluorescent, extra life, 4100K | 0 | 0 |
| 1 | 2-Gang/1-Decora slot wall switch plate SS | 0 | 0 |
| 385 | 2-lamp electronic T8 low-watt Program Start, UNV ballast | 40 | 15,400 |
| 2 | 2-lamp, 4' replacement corridor wrap lens-identify fixture | 0 | 0 |
| 40 | $2 \times 2$ U/6 retro kit w/Refl. to 4-2' ${ }^{\text {2 }}$ 's - add ballast | 0 | 0 |
| 2 | $2 \times 4$ retro kit for 18 cell Para, to 2-4' T8's - add ballast | 0 | 0 |
| 10 | $2 \times 4$ troffer Para 18 cell w/white refl. kit for 2 T8's-add bal. | 0 | 0 |



Pursuant to our agreement dated 5/19/2011, the following are the terms for a lighting retrofit of your facility:

1. Note: Wattage calculations for exit signs are based on 24 hour per day operation. Your actual annual savings will vary with usage and equipment added to your electrical load.
2. Quantities/Material: We are quoting specific quantities of material to give you a comfort level with the amount and type of product you will be purchasing. We feel confident that the quantities of material quoted are accurate; however, since areas could be overlooked or locked, it is possible these counts could be off by some margin. If additional material is needed, we will be happy to sell that to you as the situation arises.
3. Freight Charges: Miscellaneous freight charges are included with this pricing. Most product items will meet freight minimums and no charges will be involved.
4. Special Documents: There are no special documents included with this proposal (i.e. "adding customer as an additional insured" certificate, state or local permits, etc.). If these types of documents are needed, we will be happy to provide them. Any cost associated with obtaining these documents will be the customer's responsibility and in addition to this proposal.
5. Product Voltage: All products are quoted as $\mathbf{1 2 0 V}$ unless otherwise specified.
6. Installation: Installation by Roshell Electric, Inc. is included in the above proposal. If we provide installation, it will be coordinated to coincide with your time schedule. Customer is responsible to provide adequate access to its facility to allow for installation in a timely manner. Wiring of satellite fixtures in master/satellite situations will be handles on a time and material basis and billed directly to the school by Roshell Electric.
7. Warranty: Electronic ballast - $\mathbf{5}$ years; Bulb-1 year; L.E.D. exit sign - $\mathbf{5}$ years
8. Advantages: The advantages of a complete relamp and reballast are that it allows you to obtain more competitive pricing due to the large quantities required. Also the labor costs are reduced by not having to change a bulb or ballast each time one burns out. The electronic ballasts have a rated life of 20 plus years. The fluorescent bulbs are rated for 36,000 hours. The L.E.D. units are rated for $25+$ years of life. With the installation of new energy saving products, you will minimize your overall maintenance cost. Air conditioning costs will also be reduced substantially since electronic ballasts operate 30 degrees centigrade cooler than standard ballasts.
9. Receiving Product: If the customer is receiving product at the job site, and checking product into the job trailer, reporting any shipment shortage or damage will be the customer's responsibility. US Lamp will process any freight claims with the manufacturers for damaged replacement product. However, the customer must notify US Lamp within $\mathbf{2 4}$ hours of delivery of any shortages or damage, and clearly note this on the Bill of Lading and fax to US Lamp at 920-434-4502. If the above requirements cannot be met, the customer will be held responsible for any or all costs incurred for this issue.
10. Disposal of Current Product: Disposal of bulbs is included in our pricing for the quantities that are specifically listed under the Proposed Product category and labeled as "recycling or disposal" in the above proposal. We are assuming there are no PCB ballasts in this project.
11. Returned Product: At the completion of the project, any product overage due to errors in US Lamp, Inc.'s count may be returned for full credit with no restocking fee. If the customer decides to omit areas or change the project, which results in product overage, the returned product is subject to a restocking fee, plus freight. This fee is subject to terms set forth by the specific manufacturer of the product being returned. All returned product must be in original, unopened factory cartons.
12. Billing: For tax-exempt organizations, billing will be handled as follows: A purchase order will be issued for materials only, to be supplied by US Lamp, Inc. US Lamp, Inc. will bill the customer and receive payment for materials. A separate purchase order will be issued to the installing electrical contractor for labor. Said electrical contractor will bill and receive payment for the installation portion of this project. Use tax is not included in this proposal.
13. Terms: US Lamp, Inc.'s terms for project business are as follows: A purchase order or this signed document is required to initiate the project. Terms are net $\mathbf{3 0}$ days for materials. If the project installation exceeds 30 days and US Lamp is subcontracting the labor, the labor portion of the project will be billed in progress amounts. Billing will be submitted for work completed in each month, with payment due by the $10^{\text {th }}$ of the following month. Credit card payment will not be accepted on project business. All unpaid balances shall bear interest at the rate of $1.5 \%$ per month on the monthly-unpaid balances. Customer agrees to pay all costs associated with collection of any outstanding balances, including actual attorney fees incurred by US Lamp.
14. Project Pricing: Pricing for the above proposal is based on being awarded the entire project. Pricing for product and labor is based on volume and economy of scale by each respective manufacturer. Substantial changes in project quantities will void the negotiated manufacturers' price levels and subject the proposal to re-negotiation. Pricing is good for 30 days.
15. Sales Tax: Sales tax is not included in this pricing, unless specifically stated, since many accounts are tax-exempt. The customer will need to indicate to US Lamp, Inc. what their correct tax status is so we can properly process billing.
16. Notice of Lien Rights: AS REQUIRED BY THE WISCONSIN CONSTRUCTION LIEN LAW, BUILDER HEREBY NOTIFIES OWNER THAT PERSONS OR COMPANIES FURNISHING LABOR OR MATERIALS FOR THE CONSTRUCTION ON OWNER'S LAND MAY HAVE LIEN RIGHTS ON OWNER'S LAND AND BUILDINGS IF NOT PAID. THOSE ENTITLED TO LIEN RIGHTS, IN ADDITION TO THE UNDERSIGNED BUILDER, ARE THOSE WHO CONTRACT DIRECTLY WITH THE OWNER OR THOSE WHO GIVE THE OWNER NOTICE WITHIN 60 DAYS AFTER THEY FIRST FURNISH LABOR OR MATERIALS FOR THE CONSTRUCTION. ACCORDINGLY, OWNER PROBABLY WILL RECEIVE NOTICES FROM THOSE WHO FURNISH LABOR OR MATERIAL FOR THE CONSTRUCTION, AND SHOULD GIVE A COPY OF EACH NOTICE RECEIVED TO THE MORTGAGE LENDER, IF ANY. BUILDER AGREES TO COOPERATE WITH THE OWNER AND THE OWNER'S LENDER, IF ANY, TO SEE THAT ALL POTENTIAL LIEN CLAIMANTS ARE DULY PAID.
17. Engineering/Design Information: Upon acceptance of this contract, US Lamp, Inc. will provide, as needed, detailed room-byroom analysis and fixture design analysis. This will assist the installing contractor to assure the proper installation and position of lighting equipment for maximum performance.
18. Delays: US Lamp, Inc. is not responsible for project delays due to manufacturer material shortages. Back ordered material, in no way, relieves the customer's responsibility to provide payment, within terms, for material and labor received on the project. Payments extended beyond these terms are subject to interest charges at the legal rate on the unpaid balance.
19. Proprietary Information: The undersigned agrees that this proposal and all technical data, standards, specifications, energy calculations, designs, drawings, and engineering work (the "Proprietary Information") created by this study are the property of US Lamp, Inc. and are for the explicit use of the Customer. None of the Proprietary Information may be given to any outside source, including architects, contractors, designers, or competitive companies without the express written consent of US Lamp, Inc. Should you wish to use the Proprietary Information for work with other third parties, this may be accomplished ONLY with our written consent, and the payment of a design fee of $\$ .20$ per square foot, plus travel. You agree that in the event our Proprietary Information is disseminated to a third party and used by said third party to obtain any work from you, that the charge of $\$ .20$ per square foot, plus travel, and all actual legal fees, interest expense, and costs incurred by US Lamp in prosecuting its damages, becomes liquidated damages and you agree to pay US Lamp, Inc. said amount upon demand.
20. Non-Standard Items: US Lamp, Inc. cannot be held responsible for any unforeseen factors such as non-standard or incorrect wiring, or design requirements, which may be unusual to a typical commercial or industrial building structure. Occupancy sensors installed on a non-grounded circuit will require an additional cost to properly ground. If any circumstances arise that could substantially affect the cost of the job we will immediately notify your project coordinator to keep you informed of the situation. We will discuss the best method of dealing with the situation to the mutual satisfaction of both you and US Lamp, Inc. We will then issue a change order per your approval for any substantial alterations to this original proposal. We believe that this method will keep you well informed of the project and eliminate any confusion that, otherwise, could develop.
21. Additional Quotes: US Lamp, Inc. will point out any additional opportunities that we discover in the course of this project and will be happy to quote any additional materials and labor upon your request.

Thank you for allowing us to provide this quote to you. We look forward to the opportunity to work with you on this project and will contact you after you have had time to review it. If you have any questions, please contact me at 920-434-3636.

To accept this proposal, please have an authorized representative sign and date the appropriate customer signature area and fax back to us at 920-434-4502. This will execute the document as a contract and authorize US Lamp, Inc. to proceed with this project.

## Please check the appropriate box to verify your lighting system voltage:

 277-volt OtherSincerely,

Jeremy Bellile<br>US Lamp, Inc.

Authorized Representative Signature School District of Altoona

## Print Name

9-8-2011

## Date

## Date

Corporate Office:
3600 Velp Ave., Suite 1
Green Bay, WI 54313
P: 920-434-3636
F: 920-434-4502
www.uslamp.com

September 8, 2011
Greg Johnson
School District of Altoona
1903 Bartlett Avenue
Altoona, WI 54720
Dear Greg:
Pricing is based on current factory quotes and is subject to change without notice. With current world wide shortages of rare earth phosphors, lamp pricing is very volatile and price increases are expected. If the following project is of interest, we would encourage you to evaluate the proposal promptly, and notify us of your buying decision so that we can place orders with the respective factories and avoid any potential price increases.

The following lighting proposal is for your Middle School:

| Current Prod Qty | /Consumption | Watts | Watts <br> Extended |
| :---: | :---: | :---: | :---: |
| 2 | 100 watt incandescent lamp | 100 | 200 |
| 8 | 1-lamp, 4' electronic T8 fixture | 32 | 256 |
| 5 | 2 lamp, 4' fixt w/ES lamps \& ballasts | 72 | 360 |
| 94 | 2 lamp, 4' fixt w/ES lamps \& std ballasts | 80 | 7,520 |
| 4 | 2 lamp, 8' fixt w/ES lamps \& std ballasts | 138 | 552 |
| 24 | 2 lamp, 8' HO fixt w/ ES lamps \& std ballasts | 222 | 5,328 |
| 21 | 20 watt CFL | 20 | 420 |
| 127 | 2-lamp, 4' electronic T8 fixture | 58 | 7,366 |
| 6 | 3 lamp, 4' fixt w/ES lamps \& std ballasts | 130 | 780 |
| 2 | 300 watt incandescent lamp | 300 | 600 |
| 320 | 3-lamp, 4' electronic T8 fixture | 85 | 27,200 |
| 124 | 4 lamp, 4' fixt w/ES lamps \& std ballasts | 160 | 19,840 |
| 196 | 4-lamp, 4' electronic T8 fixture | 112 | 21,952 |
| 4 | 60 watt incandescent lamp | 60 | 240 |
| 5 | 75 watt incandescent lamp | 75 | 375 |
|  |  |  | 92,989 |
| Proposed Prod Qty | Description | Watts | Watts Extended |
| 5 | $12 \mathrm{k} \times 12 \mathrm{l}$ stainless steel blank off plate | 0 | 0 |
| 12 | 120/277/347v occupancy sensor slave pack | 0 | 0 |
| 38 | 120/277v power supply/relay | 0 | 0 |
| 1 | 120/277v power supply/relay with 2 nd. control lead | 0 | 0 |
| 15 | $14 " \mathrm{x} 14 \mathrm{4}$ " stainless steel blank off plate | 0 | 0 |
| 8 | 1-lamp electronic T8 low-watt Program Start, UNV ballast | 22 | 176 |
| 2 | 1-lamp, 4' T8 LW wet location fixture 120/277v | 25 | 50 |
| 32 | $1 \times 4$ troffer white refl. kit for 1 T 8 , spread beam -add bal. | 0 | 0 |
| 3 | 23 -watt Mini-Spring Lamp, 10,000 hr. | 23 | 69 |


| 4 | 27-watt Spring Lamp, 10,000 hr. | 27 | 108 |
| :---: | :---: | :---: | :---: |
| 6 | 2-foot, 17-watt T8 fluorescent, extra life, 4100K | 0 | 0 |
| 3 | 2-lamp 2' wrap, with PS low watt ballast | 25 | 75 |
| 7 | 2-lamp 8' tandem wet Loc. Fixt with PS low watt ballast for 28 watt | 79 | 553 |
| 3 | 2-lamp Damp Loc. Fixt with PS low watt ballast for 28 watt lamps | 40 | 120 |
| 3 | 2-lamp electronic T8 Program Start, UNV ballast for 28w T8 lamps | 48 | 144 |
| 526 | 2-lamp electronic T8 low-watt Program Start, UNV ballast | 40 | 21,040 |
| 3 | 2-lamp wrap tandem 8' with PS low watt ballast for 28W lamps | 79 | 237 |
| 3 | 2-lamp wrap, with PS low watt ballast for 28 watt lamps | 40 | 120 |
| 4 | 2-lamp, 1x4 Flanged reflectorized troffer, with low watt PS ballast for 28 | 40 | 160 |
| 11 | 2-lamp, 4' T8 LP wet location fixture PS LP 120/277v ballast | 40 | 440 |
| 38 | 2 x 4 retro kit for 18 cell Para, to 2-4' T8's - add ballast | 0 | 0 |
| 234 | 2 x 4 troffer refl. kit for 2 T 8 's, spread beam-add bal. | 0 | 0 |
| 91 | 2 x 4 troffer refl. kit for 3 T 8 's, spread beam-add bal. | 0 | 0 |
| 26 | 2 x 4 troffer refl. kit for 4 T 8 's, spread beam-add bal. | 0 | 0 |
| 44 | 2 x 4 troffer w/white refl. kit for 3 T 8 's-add bal. | 0 | 0 |
| 1 | 3-Gang/1-Decora slot wall switch plate | 0 | 0 |
| 215 | 3-lamp electronic T8 low-watt Program Start, UNV ballast | 61 | 13,115 |
| 5 | 4' Ind fixt. W/ refl. for 2 T8's and 1-2L PS LW UNV ballast for 28w lamps | 40 | 200 |
| 2412 | 4-foot, 28-watt T8 fluorescent, extra life, 4100K | 0 | 0 |
| 49 | 4-lamp electronic T8 low-watt Program Start, UNV ballast | 79 | 3,871 |
| 2 | 8' strip fixture with 4 T8 lamps, PS LW UNV ballast for 28w lamps | 80 | 160 |
| 9 | 8' Ind fixt. W/ refl. for 4 T8's and 1-4L LW-PS UNV ballast | 93 | 837 |
| 25 | 8' Ind fixt. W/ refl. for 4 T8's and 1-4L PS LW UNV ballast for 28w lamps | 79 | 1,975 |
| 12 | Cage for DT-200, CX-100, CB-100 wall mount sensors | 0 | 0 |
| 5 | Ceiling PIR sensor, $300 \mathrm{sq} . \mathrm{ft}$. | 0 | 0 |
| 9 | Ceiling PIR sensor, no light level or relay, 24' dia. Dense coverage | 0 | 0 |
| 2 | Ceiling Ultrasonic sensor, 1000 sq. ft. coverage | 0 | 0 |
| 1 | Ceiling Ultrasonic sensor, 500 sq. ft. coverage | 0 | 0 |
| 17 | Ceiling/Wall PIR sensor, 90'x8' linear coverage-halls and aisles | 0 | 0 |
| 23 | Ceiling/Wall PIR sensor, no light level or isolated relay, 2000 sq. ft. | 0 | 0 |
| 1 | Decora/Decora wall switch plate SS | 0 | 0 |
| 1 | Decora/Toggle wall switch plate SS | 0 | 0 |
| 4 | Dual technology wall switch 120v-277v | 0 | 0 |
| 4 | Duplex/Decora wall switch plate SS | 0 | 0 |
| 1132 | Medium bi-pin lampholder for Rapid and Program Start ballasts-T8/T12 | 0 | 0 |
| 1 | On/Off 1 channel daylight sensor, 0-800 fc range, use with BZ-150 | 0 | 0 |
| 2808 | Recycling of existing lamps | 0 | 0 |
| 39 | Std Toggle switch blank for wall switch plate | 0 | 0 |
| 1 | Time Scroll wall switch-100-300v | 0 | 0 |
| 2 | Ultrasonic wall switch sensor, 15'x15' coverage | 0 | 0 |
| 801 | Wago ballast quick disconnects - to meet NEC | 0 | 0 |
| 19 | Wall switch sensor, 2 tier with hard lens | 0 | 0 |
| 6 | Wall Switch sensor-PIR (up to 4 locations) | 0 | 0 |
| 69 | Wire guard for 4' reflectorized industrial fixture | 0 | 0 |
| 2 | Wireless hard wired wall switch receiver | 0 | 0 |
| 2 | Wireless Self-Powered PIR occupancy sensor for 1500 sqft or less | 0 | 0 |


| Grand Totals: |  |
| :--- | :---: |
| Proposed System Watts: | $\mathbf{5 5 , 9 8 0}$ |
| Project Investment with Labor $=$ | $\$ 95,575.91$ |
| Focus on Energy Incentive = | $\$ 13,914.61$ |
| Net Investment after Incentive = | $\$ 81,661.30$ |
| Annual Burn Hours = | $2,047.50$ |
| Wattage Saved = | 49,537 |
| kWh Saved = | $\mathbf{1 2 2 , 0 7 6}$ |
| kWh Rate in $\$=$ | $\$ 0.10100$ |
| Lighting Savings = | $\$ 12,329.64$ |
| Lump Sum Maint. Savings = | $\$ 0.00$ |
| A/C Savings = | $\$ 1,395.43$ |
| Total Annual Savings = | $\$ 13,725.07$ |
| Payback in Years = | 5.95 |
| Return on Investment $=$ | $\mathbf{1 6 . 8 1 \%}$ |

## Grand Totals:

## Environmental Impact:

| Avg. Reduced CO2 From Air (lbs): | $195,321.0$ |
| :--- | ---: |
| Avg. Reduced SO2 From Air (lbs): | $1,425.1$ |
| Avg. Reduced Nitrogen Oxides From Air (lbs): | 752.9 |
|  |  |
| CO2 reduction is equivalent to the following*: | 19.18 |
| Passenger cars not driven for one year: | $10,090.67$ |
| Gallons of gasoline: | $2,271.70$ |
| Number of tree seedlings grown for 10yrs: | $3,691.50$ |
| Propane cylinders used for home BBQs: | 29.83 |

Pursuant to our agreement dated $5 / 19 / 2011$, the following are the terms for a lighting retrofit of your facility:

1. Note: Wattage calculations for exit signs are based on 24 hour per day operation. Your actual annual savings will vary with usage and equipment added to your electrical load.
2. Quantities/Material: We are quoting specific quantities of material to give you a comfort level with the amount and type of product you will be purchasing. We feel confident that the quantities of material quoted are accurate; however, since areas could be overlooked or locked, it is possible these counts could be off by some margin. If additional material is needed, we will be happy to sell that to you as the situation arises.
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19. Proprietary Information: The undersigned agrees that this proposal and all technical data, standards, specifications, energy calculations, designs, drawings, and engineering work (the "Proprietary Information") created by this study are the property of US Lamp, Inc. and are for the explicit use of the Customer. None of the Proprietary Information may be given to any outside source, including architects, contractors, designers, or competitive companies without the express written consent of US Lamp, Inc. Should you wish to use the Proprietary Information for work with other third parties, this may be accomplished ONLY with our written consent, and the payment of a design fee of $\$ .20$ per square foot, plus travel. You agree that in the event our Proprietary Information is disseminated to a third party and used by said third party to obtain any work from you, that the charge of $\$ .20$ per square foot, plus travel, and all actual legal fees, interest expense, and costs incurred by US Lamp in prosecuting its damages, becomes liquidated damages and you agree to pay US Lamp, Inc. said amount upon demand.
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To accept this proposal, please have an authorized representative sign and date the appropriate customer signature area and fax back to us at 920-434-4502. This will execute the document as a contract and authorize US Lamp, Inc. to proceed with this project.

Please check the appropriate box to verify your lighting system voltage:
$\square \mathbf{1 2 0}$-volt
277-volt $\qquad$
$\qquad$

Sincerely,

Jeremy Bellile
US Lamp, Inc.
9-8-2011

Date

Authorized Representative Signature
School District of Altoona

Print Name

Date

## Legislative Meeting

## Iverson, Patrice A [piverson@ecasd.k12.wi.us](mailto:piverson@ecasd.k12.wi.us)

To: "Craig, Carol" [ccraig@ecasd.k12.wi.us](mailto:ccraig@ecasd.k12.wi.us), "rasmusra@chipfalls.k12.wi.us" [rasmusra@chipfalls.k12.wi.us](mailto:rasmusra@chipfalls.k12.wi.us), "trowbrcm@chipfalls.K12.wi.us"
[trowbrcm@chipfalls.k12.wi.us](mailto:trowbrcm@chipfalls.k12.wi.us), "hdrawbert@altoona.k12.wi.us" [hdrawbert@altoona.k12.wi.us](mailto:hdrawbert@altoona.k12.wi.us), "gfahrman@altoona.k12.wi.us" [gfahrman@altoona.k12.wi.us](mailto:gfahrman@altoona.k12.wi.us), "Van De Water, Daniel" [dvandewater@ecasd.k12.wi.us](mailto:dvandewater@ecasd.k12.wi.us), "mikemazanet@fairisaac.com" [mikemazanet@fairisaac.com](mailto:mikemazanet@fairisaac.com), "Heilmann, Ronald" [rheilmann@ecasd.k12.wi.us](mailto:rheilmann@ecasd.k12.wi.us), "hughestr@chipfalls.k12.wi.us" [hughestr@chipfalls.k12.wi.us](mailto:hughestr@chipfalls.k12.wi.us), "terry@mouldys.com" [terry@mouldys.com](mailto:terry@mouldys.com), "kmbernier@charter.net" [kmbernier@charter.net](mailto:kmbernier@charter.net), Warren Petryk [Rep.Petryk@legis.wi.gov](mailto:Rep.Petryk@legis.wi.gov), "warrenpetryk@hotmail.com" [warrenpetryk@hotmail.com](mailto:warrenpetryk@hotmail.com), Terry Moulton [Sen.Moulton@legis.wisconsin.gov](mailto:Sen.Moulton@legis.wisconsin.gov), "Kathleen Bernier (rep.bernier@legis.state.wi.us)" [rep.bernier@legis.state.wi.us](mailto:rep.bernier@legis.state.wi.us), "Sen.Vinehout@legis.wisconsin.gov" [Sen.Vinehout@legis.wisconsin.gov](mailto:Sen.Vinehout@legis.wisconsin.gov), "Rep.Larson@legis.wi.gov" [Rep.Larson@legis.wi.gov](mailto:Rep.Larson@legis.wi.gov), "board@students.ecasd.k12.wi.us" [board@students.ecasd.k12.wi.us](mailto:board@students.ecasd.k12.wi.us)
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Greetings from Altoona, Chippewa Falls and Eau Claire School Boards!!

We have planned another informal gathering for the School Board members from Altoona, Chippewa Falls and Eau Claire to meet with Assembly Representatives Bernier, Larson and Petryk and Senators Moulton and Vinehout. The superintendents from each district are also invited. The next breakfast meeting will be on Monday, September 26th from 8:30 to 10 am at Northwoods' Norske Nook, 3560 Oakwood Mall Drive, Eau Claire. To date we have confirmations from Kathy Bernier and Warren Petryk and hope to hear back from the other legislators.

Purpose: Opportunity to exchange concerns and possible changes in policy for education in Wisconsin and to develop future opportunities to work closely with elected officials at all levels to represent citizens in the Chippewa Valley.

We ask Superintendents in Altoona and Chippewa Falls to share this information with your Board members.

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## GRIEVANCE PROCEDURE

## POLICY: To provide a timely and orderly review of decisions concerning: a) employee terminations; b) employee discipline; and c) workplace safety.

I. Purpose and Applicability: This procedure provides an employee with the individual opportunity to address concerns regarding discipline, termination, or workplace safety matters, to have those matters reviewed by an Impartial Hearing Officer, and to appeal to the Board of Education, where appropriate. The District expects employees and management to exercise reasonable efforts to resolve any questions, problems, or misunderstandings prior to utilizing the grievance procedure.

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

## II. Definitions

## A. Definition of "Employee":

1. For purposes of discipline and termination under this grievance procedure, an employee shall be defined to include regular full-time, part-time, and limited term employees. All other individuals employed by the District, such as casual employees, temporary employees, and short-term substitutes as well as independent contractors, are specifically excluded from the definition of employee and, therefore, this grievance procedure is not available to them.
2. For purposes of workplace safety under this grievance procedure, an employee shall be defined to include regular full-time, part-time, limited term, casual, and temporary employees. All other individuals employed by the District are specifically excluded from the definition of employee and, therefore, this grievance procedure is not available to them.
B. Definition of "Discipline": For purposes of this procedure, "discipline" means an employment action that results in a disciplinary suspension or disciplinary demotion. "Discipline" for purposes of access to this grievance procedure does not include any written or verbal notices, warnings, reprimands, or reminders; verbal disciplines will be documented, but is not subject to the grievance procedure. The purpose of written and verbal notices, warnings, reprimands, or reminders is to alert the employee that failure to correct the behavior may result in disciplinary suspension, without pay, disciplinary termination, or disciplinary demotion.
C. Definition of "Termination": For purposes of this procedure, "termination" means a separation from employment by the employer for disciplinary or quality of performance reasons. "Termination" does not include layoff, reduction in workday, furlough, reduction in workforce, job transfer or reassignment, or the end or completion of temporary employment, which are not subject to the grievance procedure.
D. Definition of "Workplace Safety": For purposes of this procedure, "workplace safety" includes any conditions of employment related to the physical health and safety of employees, including the safety of the physical work environment, the safe operation of workplace equipment and tools, provision of personal protective equipment, and accident risks. "Workplace Safety" does not include conditions of employment unrelated to physical health and safety matters, including, but not limited to, hours, overtime, assignments and work schedules.

## III. General Provisions

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

## IV. Procedure for Grievances Concerning Employee Terminations and Employee Discipline:

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

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

The written grievance shall give a detailed statement concerning the subject of the grievance, the facts upon which the grievance is based, and indicate the specific relief being sought.

The supervisor will reply in writing to the employee within fourteen (14) days after receipt of the written grievance.

Step 2: If the grievance is not settled in Step 1, and the employee wishes to appeal the decision of the supervisor, the employee shall submit the written grievance to the District Administrator or designee within seven (7) days after receipt of the supervisor's written answer to request a hearing before an Impartial Hearing Officer. The Impartial Hearing Officer will be appointed by the District Administrator or designee.

If timely requested, the hearing will normally be scheduled within thirty (30) days of receipt of the request for hearing. The Impartial Hearing Officer may require the parties to submit documents and witness lists in advance of the hearing in order to expedite the hearing. The Impartial Hearing Officer will have the authority to administer oaths, issue subpoenas at the request of either party, and decide if a transcript is necessary. At the conclusion of the hearing, the Impartial Hearing Officer shall render a written decision indicating the reasons for one of four decisions: 1) Sustaining the discipline/termination, 2) Modifying the discipline/termination, 3) Denying the discipline/termination, or 4) Recommending additional investigation prior to final determination. The Impartial Hearing Officer shall issue the written decision to the employee and employer within thirty (30) calendar days from the date of the hearing or submittal of post-hearing briefs. In cases where the Impartial Hearing Officer recommends additional investigation, at the conclusion of the additional investigation, a second, follow-up hearing shall be scheduled. The Impartial Hearing Officer may apply relaxed
standards for the admission of evidence and may request oral or written arguments and replies.

Step 3: The employer or employee may appeal the decision of the Impartial Hearing Officer to the Board in writing within seven (7) days of receipt of the written decision of the Impartial Hearing Officer. The decision of the governing body shall be final and binding upon the parties.

Level of Review: The role of the Board of Education, in reviewing the decision of the Impartial Hearing Officer, is to solely address the following questions:

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

After answering the above questions, the Board of Education will decide to uphold, modify, or reverse the decision of the Impartial Hearing Officer. The Board will issue its written decision within sixty (60) days from receipt of the appeal.

## V. Procedure for Grievances Concerning Employee Workplace Safety:

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

## Step 1: Any employee who personally identifies, or is given information about, a

 workplace safety issue or incident must notify his/her immediate supervisor of the issue or incident as soon as reasonably practicable. All workplace safety issues and incidents, no matter how insignificant the situation may appear to be, must be reported by an employee to their immediate supervisor within 24 hours after the incident or issue was raised in order to be addressed as part of the grievance procedure.A written report of the incident or issue, outlining the events that transpired and proposed resolution, if any, shall be submitted to the Building Principal for review and consideration within seven (7) days of the incident or issue.

Step 2: After receipt of the written report, the Building Principal or designee will conduct additional investigation, as required, and normally issue a final
report on its findings and conclusions within thirty (30) days of receipt of the written report. Copies of the report will be given to the persons who signed the written report as well as to the District Administrator or designee.

Step 3: The employee may appeal the findings and conclusions of the Building Principal and request the appointment of an Impartial Hearing Officer within seven (7) days after receipt of the Building Principal's report. The Impartial Hearing Officer will be appointed by the District Administrator or designee.

If timely requested, the hearing will normally be scheduled within thirty (30) days of receipt of the request for hearing. The Impartial Hearing Officer may require the parties to submit documents and witness lists in advance of the hearing in order to expedite the hearing. The Impartial Hearing Officer will have the authority to administer oaths, issue subpoenas at the request of either party, and decide if a transcript is necessary. At the conclusion of the hearing, the Impartial Hearing Officer shall render a written decision indicating one of three outcomes: 1) Sustaining the conclusions of the Building Principal, 2) Denying the conclusions of the Building Principal and ordering additional or alternative remedial measures, or 3) Recommending additional investigation prior to final determination. The Impartial Hearing Officer shall issue the written decision to the employee and employer within thirty (30) calendar days from the date of the hearing or submittal of posthearing briefs. In cases where the Impartial Hearing Officer recommends additional investigation, at the conclusion of the additional investigation, a second, follow-up hearing shall be scheduled. The Impartial Hearing Officer may apply relaxed standards for the admission of evidence and may request oral or written arguments and replies.

Step 4: The employer or employee may appeal the decision of the Impartial Hearing Officer to the Board in writing within seven (7) days of receipt of the written decision of the Impartial Hearing Officer. The decision of the governing body shall be final and binding upon the parties.

Level of Review: The role of the Board of Education, in reviewing the decision of the Impartial Hearing Officer, is to address the following questions:

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

After answering the above questions, the Board of Education will decide to uphold, modify, or reverse the decision of the Impartial Hearing Officer. The Board will issue its written decision within sixty (60) days from receipt of the appeal.

- We start our meetings on time.
- We acknowledge that all ideas add value.
- We ensure that all voices are heard.
- We listen carefully and respectfully seeking to understand what the other person is saying. Then we speak clearly and concisely seeking to be understood by the other person.
- We conduct ourselves within commonly understood principles of integrity.
- We disagree with respect and curiosity.
- We seek a way around obstacles; reframing from an attitude of "we can't," to "how can we?"
- We do not engage in drama or political rhetoric.
- We honor the priorities of others.
- We value and encourage creativity.
- We seek to operate with as much "transparency" as possible.
- We suggest realistic actions and ideas, giving ourselves permission to dream big.
- We monitor our own participation and abide by our mutually agreed-upon ground rules.
- We act as process monitors and speak to violations of the agreements.
- We celebrate our accomplishments.


## Adopted:


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