



# School District of Altoona

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1903 Bartlett Avenue • Altoona, Wisconsin 54720  
715-839-6033 • Fax 715-839-6066 • [www.altoona.k12.wi.us](http://www.altoona.k12.wi.us)

## Regular Monthly Meeting of the Board of Education

August 17, 2020, 6:30 PM

District Office Conference Room      **Updated Agenda**

In accordance with the provisions of the Eau Claire City-County Health Department Covid-19 Prevention and Control Order Effective August 6, 2020 and Board policy relative to the Covid pandemic, the Altoona School District Board meetings will restrict physical attendance in order to maintain physical distance. The public can access the meeting via livestream <https://bit.ly/34YRmJ3>. The meeting will be recorded and kept on file at the District Office.

In the absence of agendaed public comment, please address any comments to Dr. Heidi Eliopoulos, Superintendent of Schools, at [heliopoulos@altoona.k12.wi.us](mailto:heliopoulos@altoona.k12.wi.us).

- I. Call to Order
- II. Role Call
- III. Approval of Agenda
- IV. Pledge of Allegiance
- V. Communication with the Board *(OE 8)*
  - A. President's Report (GC 4.4)
  - B. Budget Monitoring (OE 8.2)
  - C. Discussion of Board Activities (GC 3.4)
  - D. Fall Planning (OE 8.12)
- VI. Monitoring for Results *(B/SR 5.4a & B/SR 5.3a)*
  - A. R2: Art Indicators (B/SR 5.4a)
  - B. R2: Physical Education and Health Indicators (B/SR 5.4a)
  - C. OE 12: Facilities Indicators (B/SR 5.3a)
- VII. Board Consent Agenda *(GC 2.4)*
  - A. Board Member Request to Remove an Item from the Consent Agenda (GC 2.5)
  - B. Approval of July 20, 2020 Regular Meeting Minutes (GC 2.4)
- VIII. Superintendent Consent Agenda *(GC 2.4)*
  - A. Board Member Request to Remove an Item from the Consent Agenda (GC 2.5)



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- B. Approval of Hires, Resignations, and Retirements (GC 2.4)
  - 1. Spanish Long Term Sub *Hire* (GC 2.4)
  - 2. ELA Long Term Sub *Hire* (GC 2.4)
  - 3. 4K Teacher *Hire* (GC 2.4)
  - 4. 4K Teacher *Hire* (GC 2.4)
  - 5. Grade 4 Teacher Limited Term *Hire* (GC 2.4)
  - 6. Grade 5 Teacher Limited Term *Hire* (GC 2.4)
  - 7. Kindergarten Limited Term Teacher *Hire* (GC2.4)
- C. Approval of Treasurer's Report (GC 2.4)
- D. Approval of Checks for Payment (GC 2.4)
- E. Policy Updates: 1st Reading (GC 2.4)
  - 1. 113: Non Discrimination in District Programs, Activities, and Operations *New Policy* (GC 2.4)
  - 2. 184: Board Minutes *Revised Policy* (GC 2.4)
  - 3. 411: Student Non Discrimination and Equal Eudcational Opporutnities *Revised Policy* (GC 2.4)
  - 4. 511: Equal Opportunity Employment *Revised Policy* (GC 2.4)
  - 5. 512: *Revised Policy* (GC 2.4)
  - 6. GBA: Equal Opp Employment / Non Discrimination *Delete, Duplication of 511* (GC 2.4)
- IX. Matters Reserved for Board Action (B/SR 2.1)
  - A. Item Removed from Board Consent Agenda for Separate Consideration (GC 2.5)
  - B. Item Removed from Superintendent Consent Agenda for Separate Consideration (GC 2.5)
  - C. Authorization of Use of Electronic Signature (B/SR 2.1)
  - D. Board Service on Community-Based Committees (GC 1)
- X. Recess
- XI. Discussion of the Meeting (GC 2.2)
- XII. Adjourn

*Students are prepared academically and socially for personal success in life and are respectful, contributing members of the local and global communities.*



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August 14, 2020

## NOTICE OF REGULAR MEETING OF THE BOARD OF EDUCATION

PLEASE TAKE NOTICE that members of the School District of Altoona Board of Education will hold a regular monthly meeting on **Monday, August 17, 2020 at 6:30 pm** in the Conference Room of the District Office, 1903 Bartlett Avenue, Altoona, WI.

In accordance with the provisions of the Eau Claire City-County Health Department Covid-19 Prevention and Control Order Effective August 6, 2020 and Board policy relative to the Covid pandemic, the Altoona School District Board meetings will restrict attendance to Board members and assigned staff in order to maintain physical distance. The public can access the meeting via livestream <https://bit.ly/34YRmJ3>. The meeting will be recorded and kept on file at the District Office.

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- VI. Monitoring for Results
  - A. R2: Art Indicators
  - B. R2: Physical Education and Health Indicators
  - C. OE 12: Facilities Indicators
- VII. Board Consent Agenda
  - A. Board Member Request to Remove an Item from the Consent Agenda
  - B. Approval of July 20, 2020 Regular Meeting Minutes
- VIII. Superintendent Consent Agenda
  - A. Board Member Request to Remove an Item from the Consent Agenda



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- C. Approval of Treasurer's Report
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- E. Policy Updates: 1st Reading
  - 1. 113: Non Discrimination in District Programs, Activities, and Operations  
*New Policy*
  - 2. 184: Board Minutes *Revised Policy*
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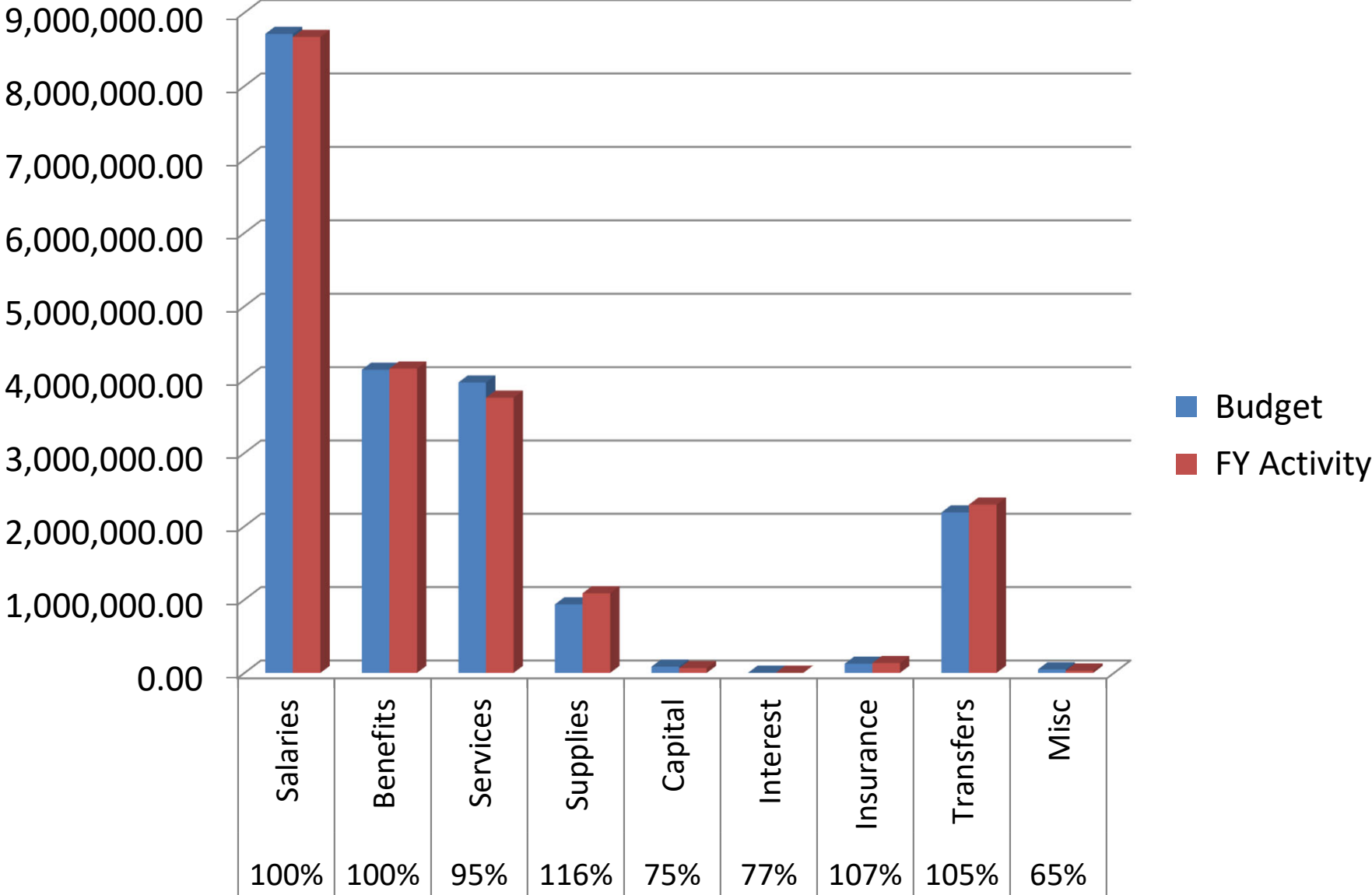
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# Board Approved Expenditures vs. Budget





## August 13, 2020 Board Update – Michael Markgren, Business Manager

### Expenditures:

- Final expenses have been booked and we are beginning our audit.
- Salaries and benefits both came in right on budget.
- Services are slightly under. We saved some money with the early closure of our buildings. This also allowed us to take care of some maintenance needs.
- We went over in Supplies knowing that I would be under in Services. We purchased Chromebooks and upgraded some other technology.
- The transfer to Special Education was a little over budget due to SPED revenues coming in under.
- Overall, expenses were \$7,000-\$8,000 under budget.

### Revenues:

- Local revenues came in just over budget and State revenues are right on.
- Open Enrollment In was nearly 10% higher than expected. This made us about \$200,000 over budget on the revenue side.
- This will put our General Fund Balance over \$3,000,000.

### Cash Position:

- Our Cash Position is at the highest point ever for July.
- As a reminder, DPI, through Governmental Accounting Standards Board (GASB) 84, required us to close all of our Fund 61 (Student Activity) accounts into Fund 21. While Fund 61 had its own separate bank account, Fund 21 is accounted for within the General Fund. This added about \$100,000 to the General Fund.



Fd	T	Loc	Obj	Func	Func	2019-20	2019-20	2019-20	Unexpended	
						Original Budget	Revised Budget	FY Activity	Balance	
10	E	---	---	11	---	UNDIFF CURRICULUM	3,442,597.00	3,442,597.00	3,409,637.48	32,959.52
10	E	---	---	12	---	REGULAR CURRICULUM	4,328,973.00	4,328,973.00	4,345,791.57	-16,818.57
10	E	---	---	13	---	VOCATIONAL CURRICULUM	551,689.00	551,689.00	553,958.69	-2,269.69
10	E	---	---	14	---	PHYSICAL CURRICULUM	519,575.00	519,575.00	506,900.89	12,674.11
10	E	---	---	16	---	CO-CURRICULAR ACTIVITIES	371,933.00	371,933.00	357,406.04	14,526.96
10	E	---	---	17	---	SPECIAL NEEDS	11,000.00	11,000.00	3,003.43	7,996.57
10	E	---	---	21	---	PUPIL SERVICES	690,081.00	690,081.00	764,555.96	-74,474.96
10	E	---	---	22	---	INSTRUCTIONAL STAFF SERVICES	1,016,816.00	1,016,816.00	962,066.97	54,749.03
10	E	---	---	23	---	GENERAL ADMINISTRATION	392,724.00	392,724.00	402,957.21	-10,233.21
10	E	---	---	24	---	SCHOOL BUILDING ADMINISTRATION	1,126,695.00	1,126,695.00	1,108,136.13	18,558.87
10	E	---	---	25	---	BUSINESS ADMINISTRATION	3,064,327.00	3,064,327.00	2,898,250.27	166,076.73
10	E	---	---	26	---	CENTRAL SERVICES	220,181.00	220,181.00	181,164.60	39,016.40
10	E	---	---	27	---	INSURANCE/DISTRICT	125,525.00	125,525.00	134,340.64	-8,815.64
10	E	---	---	28	---	DEBT SERVICES - SHORT TERM	2,500.00	2,500.00	1,931.22	568.78
10	E	---	---	29	---	OTHER SUPPORT SERVICES	509,198.00	509,198.00	710,770.51	-201,572.51
10	E	---	---	41	---	INTERFUND TRANSFERS	2,188,813.00	2,188,813.00	2,295,724.25	-106,911.25
10	E	---	---	43	---	GENERAL TUITION PAYMENTS	1,631,230.00	1,631,230.00	1,549,598.17	81,631.83
10	E	---	---	49	---	OTHER NON-PROGRAM TRANSACTIONS			5.96	-5.96
10	-	---	---	-----		GENERAL	20,193,857.00	20,193,857.00	20,186,199.99	7,657.01
21	E	---	---	29	---	OTHER SUPPORT SERVICES	28,000.00	28,000.00	51,039.20	-23,039.20
21	-	---	---	-----		SPECIAL REVENUE TRUST FUND	28,000.00	28,000.00	51,039.20	-23,039.20
27	E	---	---	15	---	SPECIAL ED CURRICULUM	2,459,848.00	2,459,848.00	2,433,623.93	26,224.07
27	E	---	---	21	---	PUPIL SERVICES	327,031.00	327,031.00	330,516.85	-3,485.85
27	E	---	---	22	---	INSTRUCTIONAL STAFF SERVICES	214,052.00	223,699.00	226,386.12	-2,687.12
27	E	---	---	25	---	BUSINESS ADMINISTRATION	175,000.00	175,000.00	178,845.77	-3,845.77
27	E	---	---	43	---	GENERAL TUITION PAYMENTS	101,654.00	101,654.00	122,231.39	-20,577.39
27	E	---	---	49	---	OTHER NON-PROGRAM TRANSACTIONS			15,625.37	-15,625.37
27	-	---	---	-----		SPECIAL EDUCATION FUND	3,277,585.00	3,287,232.00	3,307,229.43	-19,997.43
38	E	---	---	28	---	DEBT SERVICES - SHORT TERM	632,133.00	482,133.00	483,626.66	-1,493.66
38	-	---	---	-----		NON-REFERENDUM DEBT	632,133.00	482,133.00	483,626.66	-1,493.66
39	E	---	---	28	---	DEBT SERVICES - SHORT TERM	1,464,888.00	1,464,888.00	1,465,837.50	-949.50
39	-	---	---	-----		REFERENDUM APPROVED DEBT SERV	1,464,888.00	1,464,888.00	1,465,837.50	-949.50
49	E	---	---	25	---	BUSINESS ADMINISTRATION	1,575,000.00	1,445,990.00	1,411,252.66	34,737.34
49	-	---	---	-----		OTHER CAPITAL PROJECTS	1,575,000.00	1,445,990.00	1,411,252.66	34,737.34
50	E	---	---	25	---	BUSINESS ADMINISTRATION	764,660.00	764,660.00	658,462.26	106,197.74
50	-	---	---	-----		FOOD SERVICE	764,660.00	764,660.00	658,462.26	106,197.74
73	E	---	---	42	---	Fiduciary Fund Expenditures	404,666.00	404,666.00		404,666.00
73	-	---	---	-----		Employee Benefit Trust Fund	404,666.00	404,666.00		404,666.00
80	E	---	---	25	---	BUSINESS ADMINISTRATION	12,500.00	12,500.00	7,474.80	5,025.20
80	E	---	---	26	---	CENTRAL SERVICES	17,500.00	17,500.00	11,783.83	5,716.17
80	E	---	---	29	---	OTHER SUPPORT SERVICES	48,000.00	48,000.00	49,347.66	-1,347.66
80	E	---	---	31	---	COMMUNITY SERVICE	19,420.00	19,420.00	20,411.45	-991.45
80	E	---	---	39	---		70,915.00	70,915.00	60,306.77	10,608.23
80	-	---	---	-----		COMMUNITY SERVICE	168,335.00	168,335.00	149,324.51	19,010.49
Grand Expense Total							28,509,124.00	28,239,761.00	27,712,972.21	526,788.79

Fd	T	Loc	Obj	Func	Func	2019-20 Original Budget	2019-20 Revised Budget	2019-20 FY Activity	Unexpended Balance
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Number of Accounts: 2009

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

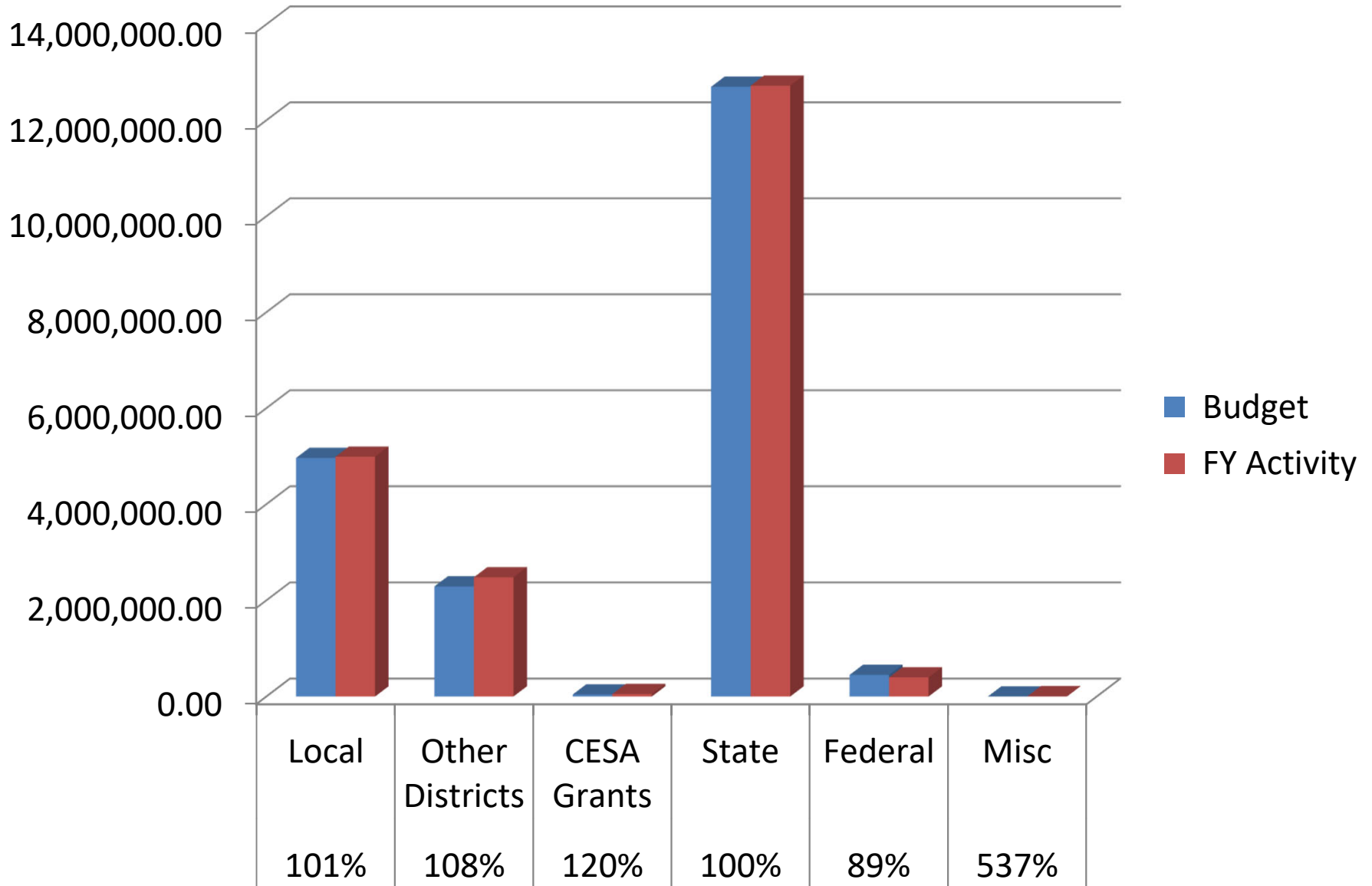
Fd	T	Loc	Obj	Fu	Src	2019-20	2019-20	2019-20	Unexpended
						Original Budget	Revised Budget	FY Activity	Balance
10	R	400	34-	--	GRANTS-OTHER SCHOOL DISTRICTS	17,500.00	17,500.00	16,548.88	951.12
10	R	800	21-	--	TAXES	4,921,488.00	4,921,488.00	4,953,056.13	-31,568.13
10	R	800	27-	--	SCHOOL ACTIVITY-INCOME	18,350.00	18,350.00	9,051.49	9,298.51
10	R	800	28-	--	INTEREST ON INVESTMENT	12,500.00	12,500.00	13,014.30	-514.30
10	R	800	29-	--	OTHER REVENUES-LOCAL SOURCES	9,700.00	9,700.00	13,384.68	-3,684.68
10	R	800	34-	--	GRANTS-OTHER SCHOOL DISTRICTS	2,271,730.00	2,271,730.00	2,463,750.00	-192,020.00
10	R	800	51-	--	TRANSIT OF AIDS-INTERMED SRCES	17,500.00	17,500.00	12,985.76	4,514.24
10	R	800	58-	--	MEDICAL SERVICE REIMBURSEMENTS	25,000.00	25,000.00	32,725.99	-7,725.99
10	R	800	59-	--	OTHER PYMTS-INTERMEDIATE			5,400.00	-5,400.00
10	R	800	61-	--	STATE AID-CATEGORICAL	97,500.00	97,500.00	117,083.60	-19,583.60
10	R	800	62-	--	STATE AID-GENERAL	10,918,146.00	10,918,146.00	10,918,146.00	
10	R	800	63-	--	SPECIAL PROJECTS GRANT	85,400.00	85,400.00	95,830.77	-10,430.77
10	R	800	65-	--	SAGE GRANT	455,000.00	455,000.00	468,056.27	-13,056.27
10	R	800	69-	--	OTHER REVENUE - STATE SOURCES	1,142,381.00	1,142,381.00	1,122,160.44	20,220.56
10	R	800	73-	--	SPECIAL PROJECTS GRANTS	235,000.00	235,000.00	204,748.43	30,251.57
10	R	800	75-	--	TITLE I	213,685.00	213,685.00	193,222.17	20,462.83
10	R	800	86-	--	SALES OF FIXED ASSETS			1,500.00	-1,500.00
10	R	800	97-	--	REFUND OF DISBURSEMENT			2,668.41	-2,668.41
10	R	800	99-	--	Other Miscellaneous Revenue	1,000.00	1,000.00	1,202.52	-202.52
10	R	---	---	--	Revenue	20,441,880.00	20,441,880.00	20,644,535.84	-202,655.84
10	-	---	---	--	GENERAL	20,441,880.00	20,441,880.00	20,644,535.84	-202,655.84
21	R	800	29-	--	OTHER REVENUES-LOCAL SOURCES	26,000.00	26,000.00	57,942.85	-31,942.85
21	R	---	---	--	Revenue	26,000.00	26,000.00	57,942.85	-31,942.85
21	-	---	---	--	SPECIAL REVENUE TRUST FUND	26,000.00	26,000.00	57,942.85	-31,942.85
27	R	800	11-	--	OPERATING TRANSFERS-IN	2,188,813.00	2,188,813.00	2,293,724.25	-104,911.25
27	R	800	31-	--	TRANSIT OF AIDS-INTERDISTRICT	2,000.00	2,000.00	8,198.59	-6,198.59
27	R	800	34-	--	GRANTS-OTHER SCHOOL DISTRICTS	50,000.00	50,000.00	21,952.60	28,047.40
27	R	800	51-	--	TRANSIT OF AIDS-INTERMED SRCES	8,500.00	8,500.00	7,611.00	889.00
27	R	800	58-	--	MEDICAL SERVICE REIMBURSEMENTS	130,000.00	130,000.00	107,152.35	22,847.65
27	R	800	61-	--	STATE AID-CATEGORICAL	700,000.00	700,000.00	678,021.00	21,979.00
27	R	800	69-	--	OTHER REVENUE - STATE SOURCES			8,000.00	-8,000.00
27	R	800	73-	--	SPECIAL PROJECTS GRANTS	198,272.00	207,919.00	182,521.78	25,397.22
27	R	800	97-	--	REFUND OF DISBURSEMENT			47.86	-47.86
27	R	---	---	--	Revenue	3,277,585.00	3,287,232.00	3,307,229.43	-19,997.43
27	-	---	---	--	SPECIAL EDUCATION FUND	3,277,585.00	3,287,232.00	3,307,229.43	-19,997.43
38	R	800	21-	--	TAXES	155,833.00	155,833.00	155,833.00	
38	R	800	28-	--	INTEREST ON INVESTMENT			118.53	-118.53
38	R	800	29-	--	OTHER REVENUES-LOCAL SOURCES	100,000.00	100,000.00	188,528.23	-88,528.23
38	R	---	---	--	Revenue	255,833.00	255,833.00	344,479.76	-88,646.76
38	-	---	---	--	NON-REFERENDUM DEBT	255,833.00	255,833.00	344,479.76	-88,646.76
39	R	800	21-	--	TAXES	1,452,138.00	1,452,138.00	1,452,138.00	
39	R	800	28-	--	INTEREST ON INVESTMENT	5,000.00	5,000.00	3,938.03	1,061.97
39	R	---	---	--	Revenue	1,457,138.00	1,457,138.00	1,456,076.03	1,061.97
39	-	---	---	--	REFERENDUM APPROVED DEBT SERV	1,457,138.00	1,457,138.00	1,456,076.03	1,061.97
46	R	800	11-	--	OPERATING TRANSFERS-IN			2,000.00	-2,000.00
46	R	---	---	--	Revenue			2,000.00	-2,000.00
46	-	---	---	--	LONG-TERM CAPITAL TRUST			2,000.00	-2,000.00
49	R	800	28-	--	INTEREST ON INVESTMENT			373.81	-373.81
49	R	---	---	--	Revenue			373.81	-373.81
49	-	---	---	--	OTHER CAPITAL PROJECTS			373.81	-373.81

Fd	T	Loc	Obj	Fu	Src	2019-20	2019-20	2019-20	Unexpended
						Original Budget	Revised Budget	FY Activity	Balance
50	R	800	25-	--	FOOD SERVICE SALES	366,350.00	366,350.00	259,518.27	106,831.73
50	R	800	28-	--	INTEREST ON INVESTMENT	500.00	500.00	440.50	59.50
50	R	800	29-	--	OTHER REVENUES-LOCAL SOURCES			1,000.00	-1,000.00
50	R	800	61-	--	STATE AID-CATEGORICAL	16,300.00	16,300.00	16,438.21	-138.21
50	R	800	71-	--	FEDERAL AID-CATEGORICAL	371,600.00	371,600.00	480,183.39	-108,583.39
50	R	---	---	--	Revenue	754,750.00	754,750.00	757,580.37	-2,830.37
50	-	---	---	--	FOOD SERVICE	754,750.00	754,750.00	757,580.37	-2,830.37
73	R	800	28-	--	INTEREST ON INVESTMENT	10,000.00	10,000.00	15,637.90	-5,637.90
73	R	800	95-	--	Contributions to Emp Benefits	404,666.00	404,666.00		404,666.00
73	R	---	---	--	Revenue	414,666.00	414,666.00	15,637.90	399,028.10
73	-	---	---	--	Employee Benefit Trust Fund	414,666.00	414,666.00	15,637.90	399,028.10
80	R	800	21-	--	TAXES	168,335.00	168,335.00	168,335.00	
80	R	---	---	--	Revenue	168,335.00	168,335.00	168,335.00	
80	-	---	---	--	COMMUNITY SERVICE	168,335.00	168,335.00	168,335.00	
Grand Revenue T						26,796,187.00	26,805,834.00	26,754,190.99	51,643.01

Number of Accounts: 116

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

## Board Approved Revenues vs. Budget





# School District of Altoona

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## Results Monitoring Report :Approval of Interpretation and Indicators R-2: Physical Education and Health

Date Presented to the Board: August 17, 2020

Date Approved by the Board:

### Superintendent Certification

With respect to Results Policy R-2: Physical Education and Health, taken as a whole, the Superintendent certifies that the proceeding information is accurate and complete, and the district:

- Has Established Reasonable Interpretations, Indicators, and Baseline Data  
 Has Established Reasonable Interpretations, Indicators, and Baseline Data with Exceptions  
 Has Not Established Reasonable Interpretations, Indicators, and Baseline Data

### Superintendent Summary Statement

Given the Board's first cycle operating within this governance system, the intent of this monitoring report is to establish interpretations and indicators for policy R-2: Physical Education and Health. During this reading, a judgement on results is not required. Rather, the school board and the superintendent must agree on reasonable interpretations and indicators for future reports that include results data. This results policy is scheduled to be monitored in April 2021.

Signed: *Heidi Eliopoulos* Date: August 17, 2020

### Board of Education Action

With respect to R-2: Physical Education and Health the Board's finds that the district:

- Has Established Reasonable Interpretations, Indicators, and Baseline Data. The report is approved for monitoring.  
 Has Established Reasonable Interpretations, Indicators, and Baseline Data with Exceptions. The report is approved with monitoring with the following edits:  
 Has Not Established Reasonable Interpretations, Indicators, and Baseline Data. The Board requests another review on August 17th with the following edits:

Board Summary Statement/Motion:

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Board President



# School District of Altoona

1903 Bartlett Avenue • Altoona, Wisconsin 54720  
715-839-6033 • Fax 715-839-6066 • www.altoona.k12.wi.us

## Results Monitoring Report R-2: Physical Education and Health

R-2: Physical Education and Health: Students meet or exceed District-established expectations in all content areas.

### *Superintendent's Interpretation*

The measure of the effectiveness of a program is the totality of student outcomes. When students are meeting expected benchmarks, it is a reflection of high quality instructional strategies and curricular materials.

### *Glossary*

*District-established expectations:* Expectations in the district as designated by the prioritized standard for each content area and each grade.

### *Indicators*

Indicator One: Students demonstrate attainment of the prioritized physical education standards.

**Evidence:** Percentage of students who earned a 3 or higher on their standards-based report card.

**92%**

**Evidence:** Percentage of students who earned a B or higher on their letter-grade report card.

**83%**

Indicator One: Students demonstrate attainment of the prioritized health standards.

**Evidence:** Percentage of students who earned a 3 or higher on their standards-based report card.

**88%**

**Evidence:** Percentage of students who earned a B or higher on their letter-grade report card.

**73%**

### *Executive Summary*

### *Commitment to Improve*



# School District of Altoona

1903 Bartlett Avenue • Altoona, Wisconsin 54720  
715-839-6033 • Fax 715-839-6066 • www.altoona.k12.wi.us

## Operational Expectations Monitoring Report: Approval of Interpretation and Indicators OE – 12: Facilities

Date Presented: August 17, 2020

Date Approved by the Board:

### Superintendent Certification

With respect to Operational Expectations Policy OE 12: Facilities, taken as a whole, the Superintendent certifies that the proceedings information is accurate and complete, and the district:

- Has Established Reasonable Interpretations and Indicators  
 Has Established Reasonable Interpretations and Indicators with Noted Exceptions  
 Has Not Established Reasonable Interpretations and Indicators

### Superintendent Summary Statement:

Given the Board's first cycle operating within this governance system, the intent of this monitoring report is to establish interpretations and indicators for policy OE 12: Facilities. During this reading, a judgement on results is not required. Rather, the school board and the superintendent must agree on reasonable interpretations and indicators for future reports that include results data. This results policy is scheduled to be monitored in April 2021.

Signed: *Heidi Eliopoulos* Date: August 17, 2020

### Board of Education Action

With respect to OE 12: Facilities, the Board finds the district:

- Has Established Reasonable Interpretations and Indicators. The report is approved for monitoring.  
 Has Established Reasonable Interpretations and Indicators, with Exceptions. The report is approved for monitoring with the following edits:  
 Has Not Established Reasonable Interpretations and Indicators. The Board requests another review on August 17th with the following edits:

Board Summary Statement/Motion:

Signed: \_\_\_\_\_ Date: \_\_\_\_\_  
Board President





# School District of Altoona

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## Operational Expectations Monitoring Report OE – 12: Facilities

OE-12: Facilities: The Superintendent shall assure that physical facilities support the accomplishment of the Board's *Results* policies.

### *Superintendent's Interpretation*

Community members are the owners and shareholders of the district. Annually, community members invest in the district through payment of their property taxes. Approximately 1% of our budget annually is used to maintain, repair, and improve our facilities. This investment in care for our facilities extends the life of the facilities and contributes to what would be greater expenses in the future. Further, facilities investments come with legacy costs for which the district must plan in order to maintain future financial stability.

### *Glossary*

*Physical facilities:* Buildings and structures owned or leased by the District

### *Indicators*

OE-12.1 The Superintendent will develop and execute a facility plan that establishes priorities for construction, renovation, and maintenance projects that:

- a. Assigns highest priority to the correction of unsafe conditions;
- b. Includes maintenance costs as necessary to enable facilities to reach their intended life cycles;
- c. Plans for and schedules preventative maintenance;
- d. Plans for and schedules system replacement when new schools open;
- e. Discloses assumptions on which the plan is based, including growth patterns and the financial and human impact individual projects will have on other parts of the organization.

Indicator One: Annually a five-year capital projects plan is updated. The plan includes the projects completed over the past year as the projects projected for the next five years.

**Evidence:** Link to plan

OE-12.2 The Superintendent will project life-cycle costs as capital decisions are made.

Indicator Two: In accordance with our auditing process, a depreciation schedule of district equipment is maintained.

**Evidence:** Link to depreciation schedule

OE-12.3 The Superintendent will assure that facilities are safe, clean, and properly maintained.

Indicator Three: Action plans are developed in response to deficiencies noted in inspections, or the district passes all inspections.

**Evidence:** Summary statement of inspections and any related actions

OE-12.4 The Superintendent will assure that facilities are made reasonably available for public use as long as student safety, student functions, and the instructional program are not compromised, consistently applying reasonable use facilities guidelines delineating the conditions for public and external use of district facilities.

Indicator Four: The district will publish procedures and expectations for public use of district facilities.

**Evidence:** Link to procedure document

**Evidence:** Facilities usage report

OE-12.5 The Superintendent may not build or significantly renovate buildings.

Indicator Five: Any building project that exceeds a cost of \$250,000 is brought before the Board for approval.

**Evidence:** List of building projects over \$250,000 and respective Board action

OE-12.6 The Superintendent may not recommend land acquisition without first determining growth patterns, comparative costs, construction, and transportation factors and any extraordinary contingency costs due to potential natural and man-made risks.

Indicator Six: Any recommendation for land acquisition is accompanied by population and housing development data, cost-per-acre of comparables, estimate for construction costs, and a transportation plan.

**Evidence:** Link to land acquisition recommendation report(s)

OE-12.7 The Superintendent may not authorize construction schedules and change orders that significantly increase cost or reduce quality.

Indicator Seven: All projects are completed at guaranteed maximum price.

**Evidence:** Report(s) contain bids alongside actual costs

### *Executive Summary*

### *Commitment to Improve*



# School District of Altoona

1903 Bartlett Avenue • Altoona, Wisconsin 54720  
715-839-6033 • Fax 715-839-6066 • www.altoona.k12.wi.us

## Results Monitoring Report :Approval of Interpretation and Indicators R-2: Art

Date Presented to the Board: August 17, 2020

Date Approved by the Board:

### Superintendent Certification

With respect to Results Policy R-2: Art, taken as a whole, the Superintendent certifies that the proceeding information is accurate and complete, and the district:

- Has Established Reasonable Interpretations, Indicators, and Baseline Data
- Has Established Reasonable Interpretations, Indicators, and Baseline Data with Exceptions
- Has Not Established Reasonable Interpretations, Indicators, and Baseline Data

### Superintendent Summary Statement

Given the Board’s first cycle operating within this governance system, the intent of this monitoring report is to establish interpretations and indicators for policy R-2: Art. During this reading, a judgement on results is not required. Rather, the school board and the superintendent must agree on reasonable interpretations and indicators for future reports that include results data. This results policy is scheduled to be monitored in August 2021.

Signed: *Heidi Eliopoulos* Date: August 17, 2020

### Board of Education Action

With respect to R-2: Art the Board’s finds that the district:

- Has Established Reasonable Interpretations, Indicators, and Baseline Data. The report is approved for monitoring.
- Has Established Reasonable Interpretations, Indicators, and Baseline Data with Exceptions. The report is approved with monitoring with the following edits:
- Has Not Established Reasonable Interpretations, Indicators, and Baseline Data. The Board requests another review on August 17th with the following edits:

Board Summary Statement/Motion:

Signed: \_\_\_\_\_ Date: \_\_\_\_\_  
Board President



# School District of Altoona

1903 Bartlett Avenue • Altoona, Wisconsin 54720  
715-839-6033 • Fax 715-839-6066 • www.altoona.k12.wi.us

## Results Monitoring Report R-2: Art

R-2: Art: Students meet or exceed District-established expectations in all content areas.

### *Superintendent's Interpretation*

The measure of the effectiveness of a program is the totality of student outcomes. When students are meeting expected benchmarks, it is a reflection of high quality instructional strategies and curricular materials.

### *Glossary*

*District-established expectations:* Expectations in the district as designated by the prioritized standard for each content area and each grade.

### *Indicators*

Indicator One: Students demonstrate attainment of the prioritized standards.

**Evidence:** Percentage of students who earned a 3 or higher on their standards-based report card.

**95%**

**Evidence:** Percentage of students who earned a B or higher on their letter-grade report card.

**83%**

### *Executive Summary*

### *Commitment to Improve*



# School District of Altoona

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

[www.altoona.k12.wi.us](http://www.altoona.k12.wi.us)

Regular Meeting of the Board of Education  
July 20, 2020  
6:30 PM  
Board Room

## *Minutes on Agenda Items*

I. The regular meeting was called to order by Board President – Rick Risler at 6:30 p.m. in the District board room.

II. Roll call was taken and the following were present:

Rick Risler – President

Dave Rowe - Vice President

Taylor Neff – Clerk

Daniel E Gluch – Treasurer

Hillarie Roth – Member

Dr. Heidi Taylor-Eliopoulos – Superintendent

Mike Markgren – Business Manager

Lisa Boss – Executive/Financial Assistant & Recorder

Andrea Steffen – Altoona Intermediate Principal

Jennifer Kronenberg – School Based Mental Health Coordinator

III. Approval of Agenda – Motion by Dave Rowe to approve the agenda as presented, seconded by Hillarie Roth. Yes by Neff, Gluch, Rowe, Roth and Risler. Motion carried 5-0.

IV. The Pledge of Allegiance was recited.

V. Communication with the Board (OE 8)

A. School-Based Mental Health Grant (R5) – Jennifer Kronenberg gave an update on our School Based Mental Health Grant.

B. President's Report – Rick Risler gave an update on the signatures acquired to date to increase the School Board from 5-7 members. We have approximately ½ the signatures required with a deadline of August 15<sup>th</sup>. School Board members will be rotating the task of assigning the Coherent Governance policy numbers to the agenda. High School Graduation received all positive feedback.

C. Budget Monitoring (OE 8.2) – Mike Markgren's financial summaries were reviewed and discussed.

D. Fall Planning (OE 8.12) – The Administrative Team is on pace to share the fall plan next week. The team has met twice and will meet again on Wednesday, August 22<sup>nd</sup>.

VI. Monitoring for Results (B/SR 5.4a & B/SR 5.3a)

A. Consideration of Indicators for R5: Physical and Mental Health (B/SR 5.4a) – Motion by Dave Rowe to accept R-5: Physical and Mental Health the Board finds that the district has established reasonable interpretations, indicators and baseline data and the report is approved for monitoring,

seconded by Terry Neff. Yes by Gluch, Rowe, Roth, Neff and Risler. Motion carried 5-0.

B. Consideration of Indicators R2: Foreign Language (B/SR 5.4a) – Motion by Dave Rowe to accept R-2 Foreign Language the board finds that the district has established reasonable interpretations, indicators and baseline data with exceptions. The report is approved with monitoring with the following edits: Correct the title to R-2 Foreign Language and combining the elementary/intermediate data and combining the middle/high school data, seconded by Hillarie Roth. Yes by Rowe, Roth, Neff, Gluch, and Risler. Motion carried 5-0.

C. Consideration of Indicators OE-10: Learning Environment (B/SR 5.3a) - Motion by Dan Gluch to accept OE-10: Learning Environment the board finds that the district has established reasonable interpretations, indicators and baseline data with exceptions. The report is approved with monitoring with the following edits: Spell out SLO to Student Learning Outcomes and School Learning Outcomes, seconded by Terry Neff. Yes by Roth, Neff, Gluch, Rowe, and Risler. Motion carried 5-0.

#### VII. Board Consent Agenda

A. Removal of an Item from the Board Consent Agenda for Separate Consideration – none.

B. Approval of June 15, 2020 Regular Meeting Minutes (GC 2.4)

C. Approval of July 7, 2020 Special Meeting Minutes (GC 2.4)

Motion by Dan Gluch to accept the Board Consent Agenda as presented, seconded by Dave Rowe. Yes by Neff, Gluch, Rowe, Roth and Risler. Motion carried 5-0.

#### VIII. Superintendent Consent Agenda (GC 2.4)

A. Removal of an Item from the Superintendent Consent Agenda for Separate Consideration – removed G. Approval of WIAA Provision for Academic Eligibility (GC 2.4) and moved to IX. B. Matters Reserved for Board Action.

B. Approval of Hires, Resignations, and Retirements (GC 2.4)

1. Financial Executive Assistant – Approve Lisa Boss as recommended

2. Part Time Interventionist – Approve Gay Handrick as recommended

3. Kindergarten Teacher – Approve Wendy Peterson as recommended

4. Dance Coach – Approve Sarah Winkelmann as recommended

5. Elementary Administrative Assistant – Approve Shannon Ross as recommended

6. Summer Programs – Approve hires as presented.

C. Approval of Treasurer's Report (GC 2.4)

D. Approval of Checks for Payment (GC 2.4)

E. Approval of Academic Standards Notice (GC 2.4) – annual notice as per Wisconsin State Statute 120.12 (13)(a)

F. Approval of 66.0301 Agreement for PT Services with Eau Claire (GC 2.4)

G. Approval of WIAA Provision for Academic Eligibility (GC 2.4)

Motion by Dan Gluch to accept the Superintendent's Consent Agenda with the removal of G. Approval of WIAA Provision for Academic Eligibility (GC 2.4), seconded by Hillarie Roth. Yes by Gluch, Rowe, Roth, Neff, and Risler. Motion carried 5-0.

#### IX. Matters Reserved for Board Action

A. Item Removed from Board Consent Agenda for Separate Consideration (GC 2.5) – none.

B. Item Removed from Superintendent Consent Agenda for Separate Consideration (GC 2.5) - Approval of WIAA Provision for Academic Eligibility (GC 2.4) – the board discussed the provision. Motion by Dan Gluch to accept the WIAA Provision for Academic Eligibility as presented, seconded by Hillarie Roth. Yes by Rowe, Rother, Neff, Gluch and Risler. Motion carried 5-0.

C. Appointment of Board Secretary (OE 1) – Dr. Heidi Eliopoulos nominated Lisa Boss for the School Board Secretary position. Lisa Boss accepted this nomination. Motion by Dan Gluch to accept the nomination as presented, seconded by Dave Rowe. Yes by Roth, Neff, Gluch, Rowe and Risler. Motion carried 5-0.

X. Recess

XI. Discussion of the Meeting (GC 2.2)

XII. Adjourn- Motion by Dave Rowe to adjourn at 8:52 p.m., seconded by Dan Gluch. Yes by Neff, Gluch, Rowe, Roth, and Risler. Motion carried 5-0.

The next Regular Meeting of the Altoona Board of Education is scheduled for August 17, 2020 in the District Board Room.

Lisa Boss, School Board Secretary

\_\_\_\_\_  
District Clerk

\_\_\_\_\_  
Date

*Students are prepared academically and socially for personal success in life and are respectful, contributing members of the local and global communities.*

# SCHOOL DISTRICT OF ALTOONA

## Bank Balances

July 2020

### GENERAL ACCOUNTS (FUNDS 10, 21, 23, 27, 38, 50, and 80)

#### CCF

Beginning balance	\$	402,428.61
Receipts	\$	-
Disbursements	\$	(1,495,291.19)
Transfers in	\$	-
Transfers out	\$	-
Line-of-Credit in	\$	1,599,000.00
Line-of-Credit out	\$	-
Ending Balance	\$	<u>506,137.42</u>

#### American Depository Management Company

Beginning balance	\$	3,066,256.01
Receipts	\$	222,970.29
Transfers in	\$	-
Transfers out	\$	-
Interest	\$	349.06
Ending Balance	\$	<u>3,289,575.36</u>

**GENERAL ACCOUNTS TOTAL** \$ 3,795,712.78



# SCHOOL DISTRICT OF ALTOONA

## Bank Balances

July 2020

### DEBT SERVICE FUND 39

#### ADM

Beginning balance	\$	3,482.89
Receipts	\$	-
Disbursements	\$	-
Interest	\$	1.50
Ending Balance	\$	<u>3,484.39</u>

### CAPITAL IMPROVEMENT FUND 46

#### ADM

Beginning balance	\$	2,000.00
Receipts	\$	-
Interest	\$	-
Ending Balance	\$	<u>2,000.00</u>

### CONSTRUCTION FUND 49

#### CCF

Beginning balance	\$	35,106.30
Receipts	\$	-
Disbursements	\$	-
Interest	\$	9.46
Ending Balance	\$	<u>35,115.76</u>

### EMPLOYEE BENEFIT TRUST FUND 73

#### Mid America

Beginning balance	\$	857,022.53
Receipts	\$	-
Disbursements	\$	-
Gain or Loss	\$	3,781.83
Ending Balance	\$	<u>860,804.36</u>

CHECK DATE	CHECK ACCOUNT			VENDOR	INVOICE	AMOUNT
	NUMBER	NUMBER			DESCRIPTION	
07/15/2020	136123	10 E 800 444 120000		CHIPPEWA FALLS AREA UNIFIED SC	4K FURNITURE Totals for 136123	1,500.00 1,500.00
07/16/2020	136124	10 L 000 000 811200		ALTOONA YOUTH HOCKEY ASSOC	ICE TIME FOR 2019 20 SEASON Totals for 136124	17,710.00 17,710.00
07/16/2020	136125	10 L 000 000 811200		CEDAR CORPORATION	PHASE 1 ENVIRONMENTAL SITE ASSESSMENT SERVICES Totals for 136125	2,000.00 2,000.00
07/16/2020	136126	27 L 000 000 811200		CLINICARE CORP/EC ACADEMY DIV	Tuition Payment - EB AND TH Totals for 136126	626.96 626.96
07/16/2020	136127	10 L 000 000 811200		PERSONNEL EVALUATION INC	PEP BILLING 6/1/20 TO 6/30/20 Totals for 136127	320.00 320.00
07/16/2020	136128	10 L 000 000 811200		QUAM, JAMIE & STEPHANIE	TRANSPORTATION REIMBURSEMENT FOR 19 20 SCHOOL YEAR FOR LUCAS AND AVERY QUAM Totals for 136128	200.13 200.13
07/14/2020	136129	27 R 800 349 150000		SCHOOL DISTRICT OF AUGUSTA	66.0301 AGREEMENT OVERPAYMENT	-6,446.53
	136129	27 A 000 000 715200		SCHOOL DISTRICT OF AUGUSTA	66.0301 AGREEMENT OVERPAYMENT	6,446.53
07/16/2020	136129	27 R 800 349 150000		SCHOOL DISTRICT OF AUGUSTA	66.0301 AGREEMENT OVERPAYMENT Totals for 136129	6,446.53 6,446.53
07/16/2020	136130	21 E 800 411 299000		YOUTH FRONTIERS, INC.	WISNET COMMUNITY MAINTENANCE & OPERATIONS QUARTERLY FEE Totals for 136130	750.00 750.00
07/23/2020	136131	10 L 000 000 811670		AMERIPRISE FINANCIAL SERVICES	403(B)S Totals for 136131	225.00 225.00
07/23/2020	136132	10 L 000 000 811680		WI SCTF	CHILD SUPPORT Totals for 136132	54.00 54.00
07/23/2020	136133	80 E 800 310 263301		BEAUTIFUL PEOPLE PHOTOGRAPHY	Graduation Photography Totals for 136133	50.00 50.00
07/23/2020	136134	10 L 000 000 811200		HAGEN DECORATORS, INC.	PAINTING HS GYM Totals for 136134	37,235.00 37,235.00
07/23/2020	136135	10 L 000 000 811200		IDEAL INSPECTION SERVICES LLC	HOME INSPECTION AND RADON TEST AT 754 BARTLETT AVE ALTOONA Totals for 136135	375.00 375.00
07/23/2020	136136	10 L 000 000 811200		J.C. NORBY & ASSOCIATES	APPRAISAL REPORT OF 754 BARTLETT AVE ALTOONA WI Totals for 136136	1,800.00 1,800.00
07/23/2020	136137	10 L 000 000 811200		RIVER VALLEY ARCHITECTS, INC	SCHEMATIC DESIGN PHASE, CONSTRUCTION DOCUMENTATION Totals for 136137	7,009.25 7,009.25
07/29/2020	136138	10 E 800 470 120000		SCHOOL DISTRICT OF AUGUSTA	\$100 for Fastbridge Training	100.00

CHECK DATE	CHECK ACCOUNT			VENDOR	INVOICE	AMOUNT
	NUMBER	NUMBER	NUMBER		DESCRIPTION	
					in Augusta	
					Totals for 136138	100.00
08/04/2020	136139	10 E 100 411 110000		ROCHESTER 100 INC	800 RED FOLDERS FOR AES & AIS. CCF WILL REIMBURSE. QUOTE #KMS-060920-035	1,256.00
					Totals for 136139	1,256.00
08/04/2020	136140	10 E 800 411 254500		WI DEPARTMENT OF TRANSPORTATIO	PLATE RENEWAL FOR 2017 CHEV PLATE NC4999	136.00
					Totals for 136140	136.00
08/06/2020	136141	10 E 100 411 241000		FLYLEAF PUBLISHING, LLC	Flyleaf decodable books	9,604.32
					Totals for 136141	9,604.32
08/07/2020	136142	10 L 000 000 811670		AMERIPRISE FINANCIAL SERVICES	403(B)S	225.00
					Totals for 136142	225.00
08/07/2020	136143	10 L 000 000 811680		WI SCTF	CHILD SUPPORT	54.00
	136143	27 L 000 000 811680		WI SCTF	CHILD SUPPORT	150.00
					Totals for 136143	204.00
08/12/2020	136147	10 E 400 310 162223		CENTER ICE CLUB	SPORTS WORKER PAY	2,640.00
					Totals for 136147	2,640.00
08/12/2020	136148	10 E 800 353 258500		L & M MAIL SERVICE, INC.	BLANKET PO FOR MAIL SERVICE FOR 2020-21 SCHOOL YEAR	1,060.93
					Totals for 136148	1,060.93
08/12/2020	136149	10 E 800 730 270000		STATE OF WI DWD	JULY 1 2020 TO JULY 31 2020	3,771.46
					Totals for 136149	3,771.46
08/12/2020	136150	10 E 100 411 110200		TEACHER DIRECT	classroom supplies 2020-2021	27.88
					Totals for 136150	27.88
07/23/2020	202000011	10 L 000 000 811612		EFTPS	FEDERAL TAXES	550.28
	202000011	27 L 000 000 811612		EFTPS	FEDERAL TAXES	139.00
	202000011	10 L 000 000 811612		EFTPS	FEDERAL TAXES	20,504.36
	202000011	27 L 000 000 811612		EFTPS	FEDERAL TAXES	4,867.70
	202000011	80 L 000 000 811612		EFTPS	FEDERAL TAXES	27.00
	202000011	10 L 000 000 811611		EFTPS	FICA TAXES	16,620.18
	202000011	27 L 000 000 811611		EFTPS	FICA TAXES	4,369.64
	202000011	80 L 000 000 811611		EFTPS	FICA TAXES	40.05
	202000011	10 L 000 000 811611		EFTPS	MEDICARE TAXES	3,886.97
	202000011	27 L 000 000 811611		EFTPS	MEDICARE TAXES	1,021.96
	202000011	80 L 000 000 811611		EFTPS	MEDICARE TAXES	9.37
	202000011	10 L 000 000 811611		EFTPS	MEDICARE TAXES	3,886.97
	202000011	27 L 000 000 811611		EFTPS	MEDICARE TAXES	1,021.96
	202000011	80 L 000 000 811611		EFTPS	MEDICARE TAXES	9.37
	202000011	10 L 000 000 811611		EFTPS	FICA TAXES	16,620.18
	202000011	27 L 000 000 811611		EFTPS	FICA TAXES	4,369.64
	202000011	80 L 000 000 811611		EFTPS	FICA TAXES	40.05
	202000011	10 L 000 000 811612		EFTPS	FEDERAL TAXES	60.00
	202000011	50 L 000 000 811612		EFTPS	FEDERAL TAXES	27.00
	202000011	10 L 000 000 811612		EFTPS	FEDERAL TAXES	6,159.00
	202000011	27 L 000 000 811612		EFTPS	FEDERAL TAXES	523.48

CHECK DATE	CHECK ACCOUNT			VENDOR	INVOICE	AMOUNT
	NUMBER	NUMBER			DESCRIPTION	
07/23/2020	202000011	50 L 000 000	811612	EFTPS	FEDERAL TAXES	3.42
	202000011	10 L 000 000	811611	EFTPS	FICA TAXES	4,506.11
	202000011	27 L 000 000	811611	EFTPS	FICA TAXES	410.93
	202000011	50 L 000 000	811611	EFTPS	FICA TAXES	63.29
	202000011	10 L 000 000	811611	EFTPS	MEDICARE TAXES	1,053.86
	202000011	27 L 000 000	811611	EFTPS	MEDICARE TAXES	96.11
	202000011	50 L 000 000	811611	EFTPS	MEDICARE TAXES	14.79
	202000011	10 L 000 000	811611	EFTPS	MEDICARE TAXES	1,053.86
	202000011	27 L 000 000	811611	EFTPS	MEDICARE TAXES	96.11
	202000011	50 L 000 000	811611	EFTPS	MEDICARE TAXES	14.79
	202000011	10 L 000 000	811611	EFTPS	FICA TAXES	4,506.11
	202000011	27 L 000 000	811611	EFTPS	FICA TAXES	410.93
	202000011	50 L 000 000	811611	EFTPS	FICA TAXES	63.29
08/07/2020	202000011	10 L 000 000	811612	EFTPS	FEDERAL TAXES	550.28
	202000011	27 L 000 000	811612	EFTPS	FEDERAL TAXES	139.00
	202000011	10 L 000 000	811612	EFTPS	FEDERAL TAXES	20,504.36
	202000011	27 L 000 000	811612	EFTPS	FEDERAL TAXES	4,867.70
	202000011	80 L 000 000	811612	EFTPS	FEDERAL TAXES	27.00
	202000011	10 L 000 000	811611	EFTPS	FICA TAXES	16,620.18
	202000011	27 L 000 000	811611	EFTPS	FICA TAXES	4,369.64
	202000011	80 L 000 000	811611	EFTPS	FICA TAXES	40.05
	202000011	10 L 000 000	811611	EFTPS	MEDICARE TAXES	3,886.97
	202000011	27 L 000 000	811611	EFTPS	MEDICARE TAXES	1,021.96
	202000011	80 L 000 000	811611	EFTPS	MEDICARE TAXES	9.37
	202000011	10 L 000 000	811611	EFTPS	MEDICARE TAXES	3,886.97
	202000011	27 L 000 000	811611	EFTPS	MEDICARE TAXES	1,021.96
	202000011	80 L 000 000	811611	EFTPS	MEDICARE TAXES	9.37
	202000011	10 L 000 000	811611	EFTPS	FICA TAXES	16,620.18
	202000011	27 L 000 000	811611	EFTPS	FICA TAXES	4,369.64
	202000011	80 L 000 000	811611	EFTPS	FICA TAXES	40.05
	202000011	10 L 000 000	811612	EFTPS	FEDERAL TAXES	80.00
	202000011	10 L 000 000	811612	EFTPS	FEDERAL TAXES	6,121.97
	202000011	27 L 000 000	811612	EFTPS	FEDERAL TAXES	523.48
	202000011	50 L 000 000	811612	EFTPS	FEDERAL TAXES	11.91
	202000011	10 L 000 000	811611	EFTPS	FICA TAXES	4,621.03
	202000011	27 L 000 000	811611	EFTPS	FICA TAXES	405.76
	202000011	50 L 000 000	811611	EFTPS	FICA TAXES	82.86
	202000011	10 L 000 000	811611	EFTPS	MEDICARE TAXES	1,080.73
	202000011	27 L 000 000	811611	EFTPS	MEDICARE TAXES	94.90
	202000011	50 L 000 000	811611	EFTPS	MEDICARE TAXES	19.38
	202000011	10 L 000 000	811611	EFTPS	MEDICARE TAXES	1,080.73
	202000011	27 L 000 000	811611	EFTPS	MEDICARE TAXES	94.90
	202000011	50 L 000 000	811611	EFTPS	MEDICARE TAXES	19.38
	202000011	10 L 000 000	811611	EFTPS	FICA TAXES	4,621.03
	202000011	27 L 000 000	811611	EFTPS	FICA TAXES	405.76
	202000011	50 L 000 000	811611	EFTPS	FICA TAXES	82.86
					Totals for 202000011	194,379.12
07/23/2020	202000013	10 L 000 000	811800	CCF BANK	NET REG PAYROLL 7-23-2020	186,253.98
	202000013	27 L 000 000	811800	CCF BANK	NET REG PAYROLL 7-23-2020	50,952.47
	202000013	80 L 000 000	811800	CCF BANK	NET REG PAYROLL 7-23-2020	506.60
	202000013	10 A 000 000	711101	CCF BANK	NET REG PAYROLL 7-23-2020	50,816.58
	202000013	27 A 000 000	711101	CCF BANK	NET REG PAYROLL 7-23-2020	4,827.74
	202000013	50 A 000 000	711101	CCF BANK	NET REG PAYROLL 7-23-2020	879.64
					Totals for 202000013	294,237.01

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	NUMBER	NUMBER		DESCRIPTION	AMOUNT
07/23/2020	202000016	10 L 000 000 811691	WEA TRUST ADVANTAGE	PAYROLL DEDUCTIONS	41.70
	202000016	10 L 000 000 811670	WEA TRUST ADVANTAGE	403 (B) DEDUCTIONS	117.55
	202000016	10 L 000 000 811670	WEA TRUST ADVANTAGE	403 (B) DEDUCTIONS	3,355.33
	202000016	27 L 000 000 811670	WEA TRUST ADVANTAGE	403 (B) DEDUCTIONS	351.00
	202000016	10 L 000 000 811670	WEA TRUST ADVANTAGE	ROTH 403 (B)	50.90
	202000016	10 L 000 000 811670	WEA TRUST ADVANTAGE	403 (B) S	975.01
	202000016	10 L 000 000 811670	WEA TRUST ADVANTAGE	ROTH IRA'S	25.00
	202000016	10 L 000 000 811670	WEA TRUST ADVANTAGE	403 (B) S	1,703.50
	202000016	27 L 000 000 811670	WEA TRUST ADVANTAGE	403 (B) S	234.00
	202000016	10 L 000 000 811670	WEA TRUST ADVANTAGE	403 (B) DEDUCTIONS	269.47
	202000016	10 L 000 000 811670	WEA TRUST ADVANTAGE	403 (B) DEDUCTIONS	25.00
	202000016	10 L 000 000 811670	WEA TRUST ADVANTAGE	ROTH IRA'S	375.00
	202000016	10 L 000 000 811670	WEA TRUST ADVANTAGE	403 (B) S	200.00
				Totals for 202000016	7,723.46
07/23/2020	202000017	27 L 000 000 811613	WISCONSIN DEPT OF REVENUE	STATE TAXES	8.00
	202000017	10 L 000 000 811613	WISCONSIN DEPT OF REVENUE	STATE TAXES	12,926.21
	202000017	27 L 000 000 811613	WISCONSIN DEPT OF REVENUE	STATE TAXES	3,130.96
	202000017	80 L 000 000 811613	WISCONSIN DEPT OF REVENUE	STATE TAXES	33.53
	202000017	10 L 000 000 811613	WISCONSIN DEPT OF REVENUE	STATE TAXES	40.00
	202000017	50 L 000 000 811613	WISCONSIN DEPT OF REVENUE	STATE TAXES	10.00
	202000017	10 L 000 000 811613	WISCONSIN DEPT OF REVENUE	STATE TAXES	3,350.37
	202000017	27 L 000 000 811613	WISCONSIN DEPT OF REVENUE	STATE TAXES	333.96
	202000017	50 L 000 000 811613	WISCONSIN DEPT OF REVENUE	STATE TAXES	0.00
08/07/2020	202000017	27 L 000 000 811613	WISCONSIN DEPT OF REVENUE	STATE TAXES	8.00
	202000017	10 L 000 000 811613	WISCONSIN DEPT OF REVENUE	STATE TAXES	12,926.21
	202000017	27 L 000 000 811613	WISCONSIN DEPT OF REVENUE	STATE TAXES	3,130.96
	202000017	80 L 000 000 811613	WISCONSIN DEPT OF REVENUE	STATE TAXES	33.53
	202000017	10 L 000 000 811613	WISCONSIN DEPT OF REVENUE	STATE TAXES	40.00
	202000017	50 L 000 000 811613	WISCONSIN DEPT OF REVENUE	STATE TAXES	10.00
	202000017	10 L 000 000 811613	WISCONSIN DEPT OF REVENUE	STATE TAXES	3,431.82
	202000017	27 L 000 000 811613	WISCONSIN DEPT OF REVENUE	STATE TAXES	333.96
	202000017	50 L 000 000 811613	WISCONSIN DEPT OF REVENUE	STATE TAXES	6.19
				Totals for 202000017	39,753.70
08/07/2020	202000018	10 L 000 000 811670	HORACE MANN LIFE INS COMPANY	403 (B) DEDUCTIONS	780.00
	202000018	27 L 000 000 811670	HORACE MANN LIFE INS COMPANY	403 (B) DEDUCTIONS	350.00
	202000018	10 L 000 000 811670	HORACE MANN LIFE INS COMPANY	403 (B) DEDUCTIONS	75.00
				Totals for 202000018	1,205.00
08/07/2020	202000019	10 L 000 000 811671	GREAT-WEST RETIREMENT SERVICES	DEFERRED COMPENSATION	858.00
	202000019	27 L 000 000 811671	GREAT-WEST RETIREMENT SERVICES	DEFERRED COMPENSATION	42.00
				Totals for 202000019	900.00
07/10/2020	202000080	10 L 000 000 811200	CENTURYLINK - BUSINESS SERVICE	CENTURYLINK (JUNE LONG DISTANCE)	36.07
				Totals for 202000080	36.07
07/21/2020	202000081	10 L 000 000 811200	CITY OF ALTOONA	ACCT #'S 0011, 5165,5166, 5167, 5168,5169, 5171, 5174, 6210, 7033	9,389.47
				Totals for 202000081	9,389.47
07/20/2020	202000082	10 L 000 000 811200	EC ENERGY COOPERATIVE	JUNE 2020 ELECTRIC	5,878.41
				Totals for 202000082	5,878.41

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07/09/2020	202000083	10 L 000 000	811200	XCEL ENERGY	AHS, AMS, AIS, AES, FBF, GARAGE, STORAGE, EEC ALT BLDG Totals for 202000083	18,201.37  18,201.37
07/07/2020	202000084	80 L 000 000	811635	DELTA DENTAL	DENTAL INS BENEFITS	14.93
	202000084	10 L 000 000	811635	DELTA DENTAL	DENTAL INS BENEFITS	1,140.37
	202000084	27 L 000 000	811635	DELTA DENTAL	DENTAL INS BENEFITS	127.26
	202000084	10 L 000 000	811635	DELTA DENTAL	INSURANCE ADJUSTMENTS: INV#S383679,382534,378616.JULY SELF FUNDED	-6,424.02
	202000084	27 L 000 000	811635	DELTA DENTAL	INSURANCE ADJUSTMENTS: INV#S383679,382534,378616.JULY SELF FUNDED	-1,560.10
	202000084	80 L 000 000	811635	DELTA DENTAL	INSURANCE ADJUSTMENTS: INV#S383679,382534,378616.JULY SELF FUNDED	-11.19
	202000084	27 L 000 000	811635	DELTA DENTAL	DENTAL INS BENEFITS	1,798.79
	202000084	10 L 000 000	811635	DELTA DENTAL	DENTAL INS BENEFITS	7,279.63
	202000084	27 L 000 000	811635	DELTA DENTAL	DENTAL INS BENEFITS	1,798.79
	202000084	80 L 000 000	811635	DELTA DENTAL	DENTAL INS BENEFITS	14.93
	202000084	10 L 000 000	811635	DELTA DENTAL	DENTAL INS BENEFITS	1,086.53
	202000084	27 L 000 000	811635	DELTA DENTAL	DENTAL INS BENEFITS	105.27
	202000084	10 L 000 000	811635	DELTA DENTAL	DENTAL INS BENEFITS	53.84
	202000084	27 L 000 000	811635	DELTA DENTAL	DENTAL INS BENEFITS	21.99
	202000084	10 L 000 000	811635	DELTA DENTAL	DENTAL INS BENEFITS Totals for 202000084	7,279.63 12,726.65
08/07/2020	202000085	10 L 000 000	811800	CCF BANK	NET PAYROLL 08072020	186,253.99
	202000085	27 L 000 000	811800	CCF BANK	NET PAYROLL 08072020	50,952.47
	202000085	80 L 000 000	811800	CCF BANK	NET PAYROLL 08072020	506.60
	202000085	10 A 000 000	711101	CCF BANK	NET PAYROLL 08072020	52,641.31
	202000085	27 A 000 000	711101	CCF BANK	NET PAYROLL 08072020	4,606.30
	202000085	50 A 000 000	711101	CCF BANK	NET PAYROLL 08072020 Totals for 202000085	1,168.17 296,128.84
08/07/2020	202000086	10 L 000 000	811691	WEA TRUST ADVANTAGE	PAYROLL DEDUCTIONS	41.70
	202000086	10 L 000 000	811670	WEA TRUST ADVANTAGE	403(B) DEDUCTIONS	117.55
	202000086	10 L 000 000	811670	WEA TRUST ADVANTAGE	403(B) DEDUCTIONS	3,355.33
	202000086	27 L 000 000	811670	WEA TRUST ADVANTAGE	403(B) DEDUCTIONS	351.00
	202000086	10 L 000 000	811670	WEA TRUST ADVANTAGE	ROTH 403(B)	50.90
	202000086	10 L 000 000	811670	WEA TRUST ADVANTAGE	403(B)S	975.01
	202000086	10 L 000 000	811670	WEA TRUST ADVANTAGE	ROTH IRA'S	25.00
	202000086	10 L 000 000	811670	WEA TRUST ADVANTAGE	403(B)S	1,703.50
	202000086	27 L 000 000	811670	WEA TRUST ADVANTAGE	403(B)S	234.00
	202000086	10 L 000 000	811670	WEA TRUST ADVANTAGE	403(B) DEDUCTIONS	269.47
	202000086	10 L 000 000	811670	WEA TRUST ADVANTAGE	403(B) DEDUCTIONS	25.00
	202000086	10 L 000 000	811670	WEA TRUST ADVANTAGE	ROTH IRA'S	375.00
	202000086	10 L 000 000	811670	WEA TRUST ADVANTAGE	403(B)S Totals for 202000086	200.00 7,723.46
07/14/2020	202000088	10 L 000 000	811614	DIVERSIFIED BENEFIT SERVICES I	FSA BENEFIT CARD 7-14-2020	161.20
	202000088	10 L 000 000	811614	DIVERSIFIED BENEFIT SERVICES I	FSA REIMBURSEMENT 7172020	180.73
	202000088	10 L 000 000	811614	DIVERSIFIED BENEFIT SERVICES I	FSA REIMBURSEMENT 7172020	576.73
	202000088	10 A 000 000	714200	DIVERSIFIED BENEFIT SERVICES I	HRA REIMB 7-15-2020	3,278.79
	202000088	10 E 200 249	122000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMB 7-15-2020	220.58
	202000088	10 E 200 249	124000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMB 7-15-2020	1,901.33

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	NUMBER	NUMBER	NUMBER		DESCRIPTION		
07/14/2020	202000088	10 E 200 249 126000	126000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMB 7-15-2020		1,602.44
	202000088	10 E 200 249 127000	127000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMB 7-15-2020		337.84
	202000088	10 E 200 249 222200	222200	DIVERSIFIED BENEFIT SERVICES I	HRA REIMB 7-15-2020		159.40
	202000088	10 E 400 249 124000	124000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMB 7-15-2020		845.46
	202000088	10 E 400 249 126000	126000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMB 7-15-2020		37.54
	202000088	10 E 400 249 141000	141000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMB 7-15-2020		30.33
	202000088	10 E 400 249 213000	213000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMB 7-15-2020		103.36
	202000088	10 E 800 249 252000	252000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMB 7-15-2020		533.99
	202000088	27 E 700 249 159110	159110	DIVERSIFIED BENEFIT SERVICES I	HRA REIMB 7-15-2020		62.08
	202000088	10 E 100 249 122000	122000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMB 7-15-2020		326.36
	202000088	27 E 700 249 218100	218100	DIVERSIFIED BENEFIT SERVICES I	HRA REIMB 7-15-2020		216.68
	202000088	10 E 150 249 241000	241000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMB 7-15-2020		103.00
	202000088	10 E 800 249 253300	253300	DIVERSIFIED BENEFIT SERVICES I	HRA REIMB 7-15-2020		65.38
	202000088	10 E 150 249 110500	110500	DIVERSIFIED BENEFIT SERVICES I	HRA REIMB 7-15-2020		596.14
	202000088	27 E 100 249 156600	156600	DIVERSIFIED BENEFIT SERVICES I	HRA REIMB 7-15-2020		5.33
				Totals for 202000088			11,344.69
07/21/2020	202000089	27 L 000 000 811614	811614	DIVERSIFIED BENEFIT SERVICES I	FSA BENEFIT CARD 7-21-2020		489.26
	202000089	10 L 000 000 811614	811614	DIVERSIFIED BENEFIT SERVICES I	FSA REIMBURSEMENT 7-22-2020		29.50
	202000089	10 A 000 000 714200	714200	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT 07-22-2020		1,650.10
	202000089	10 E 100 249 241000	241000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT 07-22-2020		111.27
	202000089	10 E 200 249 124000	124000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT 07-22-2020		84.02
	202000089	10 E 200 249 222200	222200	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT 07-22-2020		2,052.75
	202000089	10 E 400 249 123000	123000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT 07-22-2020		911.15
	202000089	10 E 400 249 126000	126000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT 07-22-2020		94.07
	202000089	10 E 800 249 252000	252000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT 07-22-2020		490.71
	202000089	27 E 700 249 159110	159110	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT 07-22-2020		255.02
	202000089	10 E 100 249 122000	122000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT 07-22-2020		829.84
	202000089	10 E 150 249 241000	241000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT 07-22-2020		37.54
	202000089	10 E 400 249 221300	221300	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT 07-22-2020		217.18
	202000089	10 E 800 249 221200	221200	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT 07-22-2020		174.66
	202000089	10 E 150 249 110500	110500	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT 07-22-2020		130.65
	202000089	27 E 100 249 156600	156600	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT 07-22-2020		295.20
				Totals for 202000089			7,852.92
07/28/2020	202000090	10 L 000 000 811614	811614	DIVERSIFIED BENEFIT SERVICES I	FSA BENEFIT CARD 07-28-2020		1,205.34
	202000090	27 L 000 000 811614	811614	DIVERSIFIED BENEFIT SERVICES I	FSA BENEFIT CARD 07-28-2020		65.99
	202000090	10 L 000 000 811614	811614	DIVERSIFIED BENEFIT SERVICES I	FSA REIMBURSEMENT 7-29-2020		87.96
	202000090	10 L 000 000 811614	811614	DIVERSIFIED BENEFIT SERVICES I	FSA REIMBURSEMENT 7-29-2020		100.19
	202000090	10 A 000 000 714200	714200	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT 07-29-2020		1,400.86
	202000090	10 E 100 249 110101	110101	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT 07-29-2020		666.67
	202000090	10 E 100 249 110200	110200	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT 07-29-2020		199.47
	202000090	10 E 100 249 222200	222200	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT 07-29-2020		875.93
	202000090	10 E 200 249 124000	124000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT 07-29-2020		99.52
	202000090	10 E 200 249 126000	126000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT 07-29-2020		0.90
	202000090	10 E 400 249 123000	123000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT 07-29-2020		830.66
	202000090	10 E 800 249 252000	252000	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT 07-29-2020		39.27
	202000090	27 E 700 249 218100	218100	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT 07-29-2020		391.00
	202000090	10 E 100 249 241100	241100	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT 07-29-2020		1,010.83
	202000090	10 E 800 249 253300	253300	DIVERSIFIED BENEFIT SERVICES I	HRA REIMBURSEMENT 07-29-2020		1,449.12
				Totals for 202000090			8,423.71
07/16/2020	202100013	10 E 800 411 295000	295000	CDW GOVERNMENT, INC.	Adobe Creative Cloud for Enterprise - All Apps - Enterprise Licensing Subscription for 2020-2021		3,500.00

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07/16/2020	202100013	10 E 800 411 295000	CDW GOVERNMENT, INC.	Adobe Creative Cloud for Enterprise - All Apps - Enterprise Licensing Subscription for 2020-2021 Totals for 202100013	2,500.00     6,000.00
07/16/2020	202100014	10 L 000 000 811200	CLASSROOM DIRECT	HS Library Furniture Quote Number: 7792063881 Totals for 202100014	428.00  428.00
07/16/2020	202100015	10 L 000 000 811200	DEMCO, INC .	Library Book Cart Truck	334.99
	202100015	10 E 200 411 222200	DEMCO, INC .	Library Book Cart Truck Totals for 202100015	121.00 455.99
07/16/2020	202100016	27 L 000 000 811200	HANRATH, KATHLEEN	Tuition Payment Totals for 202100016	23.53 23.53
07/16/2020	202100017	10 L 000 000 811200	HILLYARD, INC - EAU CLAIRE	Blanket P.O. MAINT Totals for 202100017	130.12 130.12
07/16/2020	202100018	10 E 800 411 254300	JOHNSON CONTROLS, INC.	Relay for RTU #2 in HS - Part and Install	536.17
	202100018	10 E 800 324 254300	JOHNSON CONTROLS, INC.	Refrigerant Leak Repair and Refill for RTU #2 HS Totals for 202100018	377.18  913.35
07/16/2020	202100019	10 E 800 295 299000	REALIVING	EAP MEMBERSHIP FEES JULY-SEPT 2020 Totals for 202100019	1,951.75  1,951.75
07/16/2020	202100020	10 L 000 000 811200	SHRED AWAY	DISTRICT PAPER SHREDDING BLANKET ORDER Totals for 202100020	112.50  112.50
07/16/2020	202100021	10 L 000 000 811200	WISCNET	NETWORK ACCESS PARTICIPATION FEE	1,080.00
	202100021	10 L 000 000 811200	WISCNET	WISCNET COMMUNITY MAINTENANCE & OPERATIONS QUARTERLY FEE Totals for 202100021	770.30  1,850.30
07/23/2020	202100022	10 E 800 411 214400	BIG ATHLETICS	MASKS FOR HS GRADUATION Totals for 202100022	733.75 733.75
07/23/2020	202100023	10 E 800 310 252105	DIVERSIFIED BENEFIT SERVICES I	FLEX BENEFIT PLAN ENROLLMENT SERVICES, FSA ADMIN SERVICES, DEBIT CARD FEE Totals for 202100023	309.25  309.25
07/23/2020	202100024	10 L 000 000 811200	ILLUMINATE EDUCATION	Fastbridge Licenses for 2019-20 and 2020-21 ***Please change the account number to the correct assessment account before approving.*** Thank you Totals for 202100024	5,313.00      5,313.00



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07/23/2020	202100025	10 E 800 324 254300	254300	JOHNSON CONTROLS, INC.	NEW CONDENSER FAN MOTOR AND WIRE IN TO CIRCUIT	1,329.81
	202100025	10 E 800 324 254300	254300	JOHNSON CONTROLS, INC.	REPLACE AND INSTALL 2 CRANKCASE HEATERS WITH NEW ONES ON 2 OF 4 COMPRESSORS FOUND ON THE TRANE GYM SPLIT SYSTEM CONDENSING UNIT	1,828.36
					Totals for 202100025	3,158.17
07/23/2020	202100026	10 L 000 000 811200	811200	LEARNING WITHOUT TEARS	Key Power Second Grade add-on from Quote 36938 Please change account number to 10 E 100 411 110000 000	364.00
					Totals for 202100026	364.00
07/23/2020	202100027	10 E 800 483 295000	295000	SKYWARD, INC.	Skyward Signature Conversion for Board and New Supt. Please change the account from technology to district Skyward account	200.00
					Totals for 202100027	200.00
07/27/2020	202100028	10 L 000 000 811670	811670	VOYA INSTITUTIONAL TRUST COMPA	VFQ242	270.00
	202100028	27 L 000 000 811670	811670	VOYA INSTITUTIONAL TRUST COMPA	VFQ242	55.00
	202100028	10 L 000 000 811670	811670	VOYA INSTITUTIONAL TRUST COMPA	403(B)S	100.00
	202100028	10 L 000 000 811670	811670	VOYA INSTITUTIONAL TRUST COMPA	VFQ242	270.00
	202100028	27 L 000 000 811670	811670	VOYA INSTITUTIONAL TRUST COMPA	VFQ242	55.00
	202100028	10 L 000 000 811670	811670	VOYA INSTITUTIONAL TRUST COMPA	403(B)S	100.00
					Totals for 202100028	850.00
07/28/2020	202100030	10 L 000 000 811637	811637	MADISON NATIONAL LIFE INS CO,	SHORT-TERM DISABILITY INS	251.64
	202100030	27 L 000 000 811637	811637	MADISON NATIONAL LIFE INS CO,	SHORT-TERM DISABILITY INS	65.54
	202100030	10 L 000 000 811636	811636	MADISON NATIONAL LIFE INS CO,	LTD INS BENEFITS	1,013.93
	202100030	27 L 000 000 811636	811636	MADISON NATIONAL LIFE INS CO,	LTD INS BENEFITS	254.44
	202100030	80 L 000 000 811636	811636	MADISON NATIONAL LIFE INS CO,	LTD INS BENEFITS	2.24
	202100030	10 L 000 000 811638	811638	MADISON NATIONAL LIFE INS CO,	AD&D/LIFE INS BENEFITS	381.57
	202100030	27 L 000 000 811638	811638	MADISON NATIONAL LIFE INS CO,	AD&D/LIFE INS BENEFITS	75.13
	202100030	10 L 000 000 811637	811637	MADISON NATIONAL LIFE INS CO,	SHORT-TERM DISABILITY INS	251.64
	202100030	27 L 000 000 811637	811637	MADISON NATIONAL LIFE INS CO,	SHORT-TERM DISABILITY INS	65.54
	202100030	10 L 000 000 811636	811636	MADISON NATIONAL LIFE INS CO,	LTD INS BENEFITS	1,013.93
	202100030	27 L 000 000 811636	811636	MADISON NATIONAL LIFE INS CO,	LTD INS BENEFITS	254.44
	202100030	80 L 000 000 811636	811636	MADISON NATIONAL LIFE INS CO,	LTD INS BENEFITS	2.24
	202100030	10 L 000 000 811638	811638	MADISON NATIONAL LIFE INS CO,	AD&D/LIFE INS BENEFITS	381.57
	202100030	27 L 000 000 811638	811638	MADISON NATIONAL LIFE INS CO,	AD&D/LIFE INS BENEFITS	75.13
	202100030	10 L 000 000 811637	811637	MADISON NATIONAL LIFE INS CO,	SHORT-TERM DISABILITY INS	24.36
	202100030	10 L 000 000 811636	811636	MADISON NATIONAL LIFE INS CO,	LTD INS BENEFITS	215.54
	202100030	27 L 000 000 811636	811636	MADISON NATIONAL LIFE INS CO,	LTD INS BENEFITS	23.08
	202100030	10 L 000 000 811638	811638	MADISON NATIONAL LIFE INS CO,	AD&D/LIFE INS BENEFITS	53.11
	202100030	27 L 000 000 811638	811638	MADISON NATIONAL LIFE INS CO,	AD&D/LIFE INS BENEFITS	6.50
	202100030	10 L 000 000 811636	811636	MADISON NATIONAL LIFE INS CO,	LTD INS BENEFITS	6.83
	202100030	27 L 000 000 811636	811636	MADISON NATIONAL LIFE INS CO,	LTD INS BENEFITS	2.79
	202100030	10 L 000 000 811638	811638	MADISON NATIONAL LIFE INS CO,	AD&D/LIFE INS BENEFITS	2.73
	202100030	27 L 000 000 811638	811638	MADISON NATIONAL LIFE INS CO,	AD&D/LIFE INS BENEFITS	1.12
	202100030	10 L 000 000 811637	811637	MADISON NATIONAL LIFE INS CO,	SHORT-TERM DISABILITY INS	24.36
	202100030	10 L 000 000 811636	811636	MADISON NATIONAL LIFE INS CO,	LTD INS BENEFITS	222.37
	202100030	27 L 000 000 811636	811636	MADISON NATIONAL LIFE INS CO,	LTD INS BENEFITS	25.87

CHECK DATE	CHECK ACCOUNT			VENDOR	INVOICE DESCRIPTION	AMOUNT
	NUMBER	NUMBER	NUMBER			
07/28/2020	202100030	10 L 000 000	811638	MADISON NATIONAL LIFE INS CO,	AD&D/LIFE INS BENEFITS	55.84
	202100030	27 L 000 000	811638	MADISON NATIONAL LIFE INS CO,	AD&D/LIFE INS BENEFITS	7.62
	202100030	10 L 000 000	811636	MADISON NATIONAL LIFE INS CO,	INSURANCE ADJUSTMENTS	183.68
	202100030	10 L 000 000	811637	MADISON NATIONAL LIFE INS CO,	INSURANCE ADJUSTMENTS	76.03
	202100030	10 L 000 000	811638	MADISON NATIONAL LIFE INS CO,	INSURANCE ADJUSTMENTS	29.90
					Totals for 202100030	5,050.71
07/28/2020	202100031	10 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS PREMIUMS	388.57
	202100031	27 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS PREMIUMS	111.76
	202100031	10 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS BENEFITS	183.81
	202100031	27 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS BENEFITS	37.95
	202100031	10 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS PREMIUMS	388.57
	202100031	27 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS PREMIUMS	111.76
	202100031	10 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS BENEFITS	183.81
	202100031	27 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS BENEFITS	37.95
	202100031	10 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS PREMIUMS	125.15
	202100031	27 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS PREMIUMS	4.71
	202100031	10 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS BENEFITS	39.98
	202100031	27 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS BENEFITS	3.28
	202100031	10 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS PREMIUMS	7.03
	202100031	27 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS PREMIUMS	2.87
	202100031	10 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS BENEFITS	4.02
	202100031	27 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS BENEFITS	1.64
	202100031	10 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS PREMIUMS	132.18
	202100031	27 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS PREMIUMS	7.58
	202100031	10 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS BENEFITS	44.00
	202100031	27 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	LIFE INS BENEFITS	4.92
	202100031	10 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	INSURANCE ADJUSTMENTS	-38.52
	202100031	50 L 000 000	811634	MINNESOTA LIFE INSURANCE CO	INSURANCE ADJUSTMENTS	-12.58
					Totals for 202100031	1,770.44
07/28/2020	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE DEDUCTIONS	4,375.95
	202100034	27 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE DEDUCTIONS	1,206.13
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HLTH INSURANCE DEDUCTIONS	358.48
	202100034	27 L 000 000	811631	WEA INSURANCE TRUST	HLTH INSURANCE DEDUCTIONS	179.24
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE DEDUCTIONS	2,530.85
	202100034	27 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE DEDUCTIONS	557.99
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE DEDUCTIONS	353.84
	202100034	27 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE DEDUCTIONS	228.43
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFITS	34,600.57
	202100034	27 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFITS	9,759.13
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFITS	2,900.56
	202100034	27 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFITS	1,450.28
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFITS	20,475.96
	202100034	27 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFITS	4,514.38
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFIT	2,862.88
	202100034	27 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFIT	1,848.19
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE DEDUCTIONS	4,375.95
	202100034	27 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE DEDUCTIONS	1,206.13
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HLTH INSURANCE DEDUCTIONS	358.48
	202100034	27 L 000 000	811631	WEA INSURANCE TRUST	HLTH INSURANCE DEDUCTIONS	179.24
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE DEDUCTIONS	2,530.85
	202100034	27 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE DEDUCTIONS	557.99
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE DEDUCTIONS	353.84
	202100034	27 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE DEDUCTIONS	228.43
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFITS	34,600.57

CHECK DATE	CHECK ACCOUNT			VENDOR	INVOICE			AMOUNT
	NUMBER	NUMBER	NUMBER		DESCRIPTION	DESCRIPTION	DESCRIPTION	
07/28/2020	202100034	27 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFITS		9,759.13	
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFITS		2,900.56	
	202100034	27 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFITS		1,450.28	
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFITS		20,475.96	
	202100034	27 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFITS		4,514.38	
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFIT		2,862.88	
	202100034	27 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFIT		1,848.19	
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE DEDUCTIONS		897.12	
	202100034	27 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE DEDUCTIONS		99.68	
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HLTH INSURANCE DEDUCTIONS		44.81	
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE DEDUCTIONS		398.56	
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE DEDUCTIONS		44.79	
	202100034	27 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE DEDUCTIONS		44.79	
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFITS		7,258.86	
	202100034	27 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFITS		806.54	
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFITS		362.57	
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFITS		3,224.56	
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFIT		362.39	
	202100034	27 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFIT		362.39	
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE DEDUCTIONS		70.74	
	202100034	27 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE DEDUCTIONS		28.90	
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFITS		572.36	
	202100034	27 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFITS		233.78	
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE DEDUCTIONS		897.12	
	202100034	27 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE DEDUCTIONS		99.68	
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HLTH INSURANCE DEDUCTIONS		44.81	
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE DEDUCTIONS		469.30	
	202100034	27 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE DEDUCTIONS		28.90	
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE DEDUCTIONS		44.79	
	202100034	27 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE DEDUCTIONS		44.79	
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFITS		7,258.86	
	202100034	27 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFITS		806.54	
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFITS		362.57	
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFITS		3,796.92	
	202100034	27 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFITS		233.78	
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFIT		362.39	
	202100034	27 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE BENEFIT		362.39	
	202100034	10 L 000 000	811631	WEA INSURANCE TRUST	HEALTH INSURANCE ADJUSTMENTS		6,233.40	
	202100034	10 A 000 000	714200	WEA INSURANCE TRUST	RETIREE INSURANCE PREMIUMS		24,146.28	
					Totals for 202100034		236,411.08	
07/29/2020	202100035	10 E 800 942	241000	AWSA (ASSOC WI SCH ADMIN)	STEVE BUSS MEMBERSHIP RENEWAL		765.00	
	202100035	10 E 800 942	241000	AWSA (ASSOC WI SCH ADMIN)	JIM REIF MEMBERSHIP RENEWAL		765.00	
	202100035	10 E 800 942	241000	AWSA (ASSOC WI SCH ADMIN)	ANDREA STEFFEN MEMBERSHIP RENEWAL		515.00	
	202100035	10 E 800 942	241000	AWSA (ASSOC WI SCH ADMIN)	TARA BETLACH MEMBERSHIP RENEWAL		515.00	
	202100035	10 E 800 942	241000	AWSA (ASSOC WI SCH ADMIN)	HEIDI TAYLOR-ELIOPOULOS MEMBERSHIP RENEWAL		259.00	
					Totals for 202100035		2,819.00	
07/29/2020	202100036	10 E 800 481	295000	HEARTLAND BUSINESS SYSTEMS	Additional Access Points for replacing out of date ones and adding for new location		5,602.00	
					Totals for 202100036		5,602.00	

CHECK DATE	CHECK ACCOUNT			VENDOR	INVOICE DESCRIPTION	AMOUNT
	NUMBER	NUMBER	NUMBER			
07/29/2020	202100037	10 E 800 411 295000		SHI INTERNATIONAL	Microsoft Windows and Office Annual Licenses Totals for 202100037	7,851.20  7,851.20
07/29/2020	202100038	10 E 800 310 231100		WISC ASSOC OF SCHOOL BOARDS	POLICY RESOURCE GUIDE RENEWAL Totals for 202100038	2,500.00 2,500.00
08/04/2020	202100040	10 E 800 324 254200		CERTIFIED INC	Dewinterize Oakleaf Stadium Concession Stand Totals for 202100040	443.00  443.00
08/04/2020	202100041	10 E 200 342 123000		ENGEN, MELANIE	ACTFL LANGUAGE CONFERENCE	149.94
	202100041	10 E 400 342 123000		ENGEN, MELANIE	ACTFL LANGUAGE CONFERENCE	299.88
	202100041	10 E 100 342 123000		ENGEN, MELANIE	ACTFL LANGUAGE CONFERENCE Totals for 202100041	149.94 599.76
08/04/2020	202100042	10 L 000 000 811200		TIERNEY BROTHERS, INC.	Smart Panel MX065-V2 for Denise Madison's room \$1600 to come from Andrea Steffen's building budget	2,799.00
	202100042	10 L 000 000 811200		TIERNEY BROTHERS, INC.	SMART BOARDS Totals for 202100042	6,198.00 8,997.00
08/04/2020	202100043	10 E 800 358 295000		WISCNET	IBoss Internet Filtering Service and Appliance for 2020-21 Quote 8758 Totals for 202100043	5,877.45  5,877.45
08/06/2020	202100044	10 E 400 389 431000		CHIPPEWA VALLEY TECHNICAL COLL	CVTC IT High School Academy	10,920.00
	202100044	10 E 400 389 431000		CHIPPEWA VALLEY TECHNICAL COLL	CVTC EMT High School Academy Totals for 202100044	1,090.00 12,010.00
08/06/2020	202100045	10 E 800 942 252000		WASPA	WASPA MEMBERSHIP RENEWAL Totals for 202100045	225.00 225.00
08/07/2020	202100046	10 L 000 000 811670		VOYA INSTITUTIONAL TRUST COMPA	VFQ242	270.00
	202100046	27 L 000 000 811670		VOYA INSTITUTIONAL TRUST COMPA	VFQ242	55.00
	202100046	10 L 000 000 811670		VOYA INSTITUTIONAL TRUST COMPA	403(B)S Totals for 202100046	100.00 425.00
08/12/2020	202100047	10 L 000 000 811633		AUL HEALTH BENEFIT TRUST	SUPPORT STAFF HRA CONTRIBUTIONS Totals for 202100047	5,180.00  5,180.00
08/12/2020	202100048	10 E 800 358 295000		CESA 6	ADAPT BASE FEE AND STUDENT FEE	2,449.25
	202100048	10 E 800 358 295000		CESA 6	SEEDS4SCHOOLS 20 21 ANNUAL FEE AND PER STUDENT CHARGE Totals for 202100048	3,838.60 6,287.85
08/12/2020	202100049	10 E 150 411 110450		CLEVER PROTOTYPES LLC DBA STOR	Storyboard That subscription for each AIS student for the 20-21 school year. *Coming out of Andrea's principal's budget* Totals for 202100049	687.70  687.70

CHECK DATE	CHECK ACCOUNT		VENDOR	INVOICE	
	NUMBER	NUMBER		DESCRIPTION	AMOUNT
08/12/2020	202100050	10 E 800 310 252105	DIVERSIFIED BENEFIT SERVICES I	BLANKET PO HRA-HEALTH REIMBURSEMENT ARRANGEMENT ADMINISTRATIVE SERVICES	1,977.40
				Totals for 202100050	1,977.40
08/12/2020	202100051	10 E 800 324 254490	E O JOHNSON COMPANY	QUARTERLY BLANKET - DISTRICT COPIER LEASE21	226.58
				Totals for 202100051	226.58
08/12/2020	202100052	10 E 800 348 254500	KWIK TRIP, INC	KWIK TRIP CC FOR FUEL	161.43
				Totals for 202100052	161.43
08/12/2020	202100053	10 E 100 412 110000	LEARNING WITHOUT TEARS	LEARNING WITHOUT TEARS WORKBOOKS AND KEYBOARD LICENSES FOR K-3	6,441.10
				Totals for 202100053	6,441.10
08/12/2020	202100054	10 E 800 411 214400	NASSCO INC	32 HAND SANTIZER GEL	1,110.00
	202100054	10 E 800 411 214400	NASSCO INC	24 Cases (12/case) 32 oz Hand Sanitizer	4,440.00
				Totals for 202100054	5,550.00
08/12/2020	202100055	10 E 800 411 232100	QUILL CORPORATION	OFFICE SUPPLIES	206.68
				Totals for 202100055	206.68
08/12/2020	202100056	10 E 100 411 110200	REALLY GOOD STUFF, INC.	20-21 Classroom Supplies	197.38
	202100056	10 E 100 411 110200	REALLY GOOD STUFF, INC.	Classroom Supplies 2020-2021	268.78
				Totals for 202100056	466.16
08/12/2020	202100057	10 E 800 411 214400	SCHUBRING, ANITA	FACE MASKS	74.22
	202100057	10 E 800 411 214400	SCHUBRING, ANITA	FACE MASKS	158.00
				Totals for 202100057	232.22
08/12/2020	202100058	27 E 700 341 256750	STUDENT TRANSIT EAU CLAIRE, IN	JULY CONTRACT TRANSPORTATION FOR DAKOTA B	5,113.24
	202100058	10 L 000 000 811200	STUDENT TRANSIT EAU CLAIRE, IN	FINAL SETTLEMENT FOR 2019-2020 SCHOOL YEAR	60,000.00
	202100058	10 E 800 341 256710	STUDENT TRANSIT EAU CLAIRE, IN	FINAL SETTLEMENT FOR 2019-2020 SCHOOL YEAR	40,000.00
				Totals for 202100058	105,113.24
08/12/2020	202100059	27 E 700 411 158000	TIERNEY BROTHERS, INC.	SBID-MX275-V2 SMART Board MX075-V2 interactive display with iQ and SMART Learning Suite Brion Classroom for new interventionist. Please change Account number to appropriate Special Ed account	3,699.00
				Totals for 202100059	3,699.00
08/12/2020	202100060	10 E 800 411 254300	VALLEY BUILDERS & HARDWARE CO	Replace Control Box on Door E1 at AES.	677.50
				Totals for 202100060	677.50

CHECK		CHECK ACCOUNT			INVOICE	
DATE	NUMBER	NUMBER		VENDOR	DESCRIPTION	AMOUNT
08/12/2020	202100061	10 E 800 310 231100		WISC ASSOC OF SCHOOL BOARDS	NEW EMPLOYEE HANDBOOK	750.00
					Totals for 202100061	750.00

Totals for checks 1,462,263.55

FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
10	GENERAL	1,086,791.70	0.00	152,245.25	1,239,036.95
21	SPECIAL REVENUE TRUST FUND	0.00	0.00	750.00	750.00
27	SPECIAL EDUCATION FUND	208,569.57	0.00	10,037.55	218,607.12
50	FOOD SERVICE	2,464.39	0.00	0.00	2,464.39
80	COMMUNITY SERVICE	1,355.09	0.00	50.00	1,405.09
***	Fund Summary Totals ***	1,299,180.75	0.00	163,082.80	1,462,263.55

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

<u>ACCOUNT</u>	<u>CHECK</u>	<u>CHECK</u>	<u>INVOICE</u>	
<u>NUMBER</u>	<u>DATE</u>	<u>NUMBER</u>	<u>VENDOR</u>	<u>DESCRIPTION</u>
49 L 000 000 811200 000	07/30/2020	202100039	SPORTSFIELD SPECIALT	OakLeaf Stadium Track Equipment
				Totals for 202100039
				Totals for account
				Totals for checks

20,015.97  
20,015.97  
20,015.97  
20,015.97



FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
49	OTHER CAPITAL PROJECTS	20,015.97	0.00	0.00	20,015.97
***	Fund Summary Totals ***	20,015.97	0.00	0.00	20,015.97

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

Used By	Name	Tran Date	Tran ID	Card Number	Where Used	Purch Vendor	Imp Date	Post Date	Status	App	Amount
	Line	Description			PO Number	Invoice Number	Invoice Dt	Amount			
	1	06/30/2020	20772	XXXXXXXXXXXXXXXXXX	Paypal Wdeoc Inc, 4029357733, C		07/07/2020		Invoiced	A	-60.00
						0705921-200700002	07/05/2020	-60.00			
BALLEJEF000	BALLENTINE JEFFERY DJ	06/24/2020	20755	XXXXXXXXXXXXXXXXXX	Steel Towne Elk Moun, Elk Mound		07/07/2020		Invoiced	A	307.63
	1					0705921-200700002	07/05/2020	307.63			
	1	06/22/2020	20753	XXXXXXXXXXXXXXXXXX	Mississippi Welders Su, Altoona		07/07/2020		Invoiced	A	392.20
						0705921-200700002	07/05/2020	392.20			
	1	06/22/2020	20754	XXXXXXXXXXXXXXXXXX	Harbor Freight Tools 2, Eau Cla		07/07/2020		Invoiced	A	93.93
						0705921-200700002	07/05/2020	93.93			
	1	06/17/2020	20752	XXXXXXXXXXXXXXXXXX	Steel Towne Elk Moun, Elk Mound		07/07/2020		Invoiced	A	866.55
						0705921-200700002	07/05/2020	866.55			
					4 transaction(s) for BALLEJEF000. Total Amount ==>						1,660.31
BETLATAR000	BETLACH TARA C	06/30/2020	20770	XXXXXXXXXXXXXXXXXX	Paypal Wdeoc Inc, 4029357733, C		07/07/2020		Invoiced	A	-60.00
	1					0705921-200700002	07/05/2020	-60.00			
	2	06/30/2020	20771	XXXXXXXXXXXXXXXXXX	Chipotle Online, 3035954000, CA		07/07/2020		Invoiced	A	73.73
					1102100001	0705921-200700049	07/05/2020	73.73			
	2	06/26/2020	20769	XXXXXXXXXXXXXXXXXX	Voyager Sopris Learng, 800-547-		07/07/2020		Invoiced	A	554.40
					1102000044	0705921-200700050	07/05/2020	554.40			
	6	06/22/2020	20767	XXXXXXXXXXXXXXXXXX	Sq Tools 4 Reading, Gosq.Com, O		07/07/2020		Invoiced	A	3,515.00
					0002001554	0705921-200700051	07/05/2020	3,515.00			
	2	06/22/2020	20768	XXXXXXXXXXXXXXXXXX	Lakeshore Learning Mat, 3105378		07/07/2020		Invoiced	A	403.65
					0002001555	0705921-200700052	07/05/2020	403.65			
	2	06/12/2020	20766	XXXXXXXXXXXXXXXXXX	Amazon.Com My3om2rx1 A, Amzn.Co		07/07/2020		Invoiced	A	23.57
					1102000045	0705921-200700053	07/05/2020	23.57			
	2	06/11/2020	20765	XXXXXXXXXXXXXXXXXX	Amazon.Com My9s67b82, Amzn.Com/		07/07/2020		Invoiced	A	23.57
					1102000045	0705921-200700054	07/05/2020	23.57			
	2	06/01/2020	20653	XXXXXXXXXXXXXXXXXX	Heggerty, Oak Park, IL, 60302,		06/08/2020		Invoiced	A	1,279.84
					1102000042	0705921-200600081	06/05/2020	1,279.84			
					8 transaction(s) for BETLATAR000. Total Amount ==>						5,813.76
BOSS LIS000	BOSS LISA M	06/30/2020	20784	XXXXXXXXXXXXXXXXXX	Amzn Mktp US Ms8rblwv0, Amzn.Co		07/07/2020		Invoiced	A	299.97
	3				0002001558	0705921-200700033	07/05/2020	299.97			
	3	06/30/2020	20785	XXXXXXXXXXXXXXXXXX	Amazon.Com Ms12b8ws0, Amzn.Com/		07/07/2020		Invoiced	A	17.58
					0002001552	0705921-200700034	07/05/2020	17.58			
	1	06/22/2020	20783	XXXXXXXXXXXXXXXXXX	Ef Education First, 800-6655364		07/07/2020		Invoiced	A	-165.00
						0705921-200700002	07/05/2020	-165.00			
					3 transaction(s) for BOSS LIS000. Total Amount ==>						152.55

Used By	Name	Tran Date	Tran ID	Card Number	Where Used	Purch Vendor	Imp Date	Post Date	Status	App	Amount
	Line	Description			PO Number	Invoice Number	Invoice Dt	Amount			
BUSS STE000	BUSS STEVEN T	06/25/2020	20802	XXXXXXXXXXXXXXXXXX	Usps Po 5601700070, Altoona, WI		07/07/2020		Invoiced	A	8.40
	1	POSTAGE				0705921-200700002	07/05/2020	8.40			
		06/08/2020	20801	XXXXXXXXXXXXXXXXXX	Subway 03303732, Altoona, WI, 5		07/07/2020		Invoiced	A	34.00
	1	MEALS FROM SUBWAY FOR STAFF INTERVIEWS				0705921-200700002	07/05/2020	34.00			
		06/05/2020	20725	XXXXXXXXXXXXXXXXXX	Wal-Mart #5373, Chippewa Fall,		06/08/2020		Invoiced	A	19.68
	1					0705921-200600005	06/05/2020	19.68			
		06/04/2020	20723	XXXXXXXXXXXXXXXXXX	Subway 03303732, Altoona, WI, 5		06/08/2020		Invoiced	A	34.00
	1					0705921-200600005	06/05/2020	34.00			
		06/04/2020	20724	XXXXXXXXXXXXXXXXXX	Papa Johns #4831, 608-257-7272,		06/08/2020		Invoiced	A	42.39
	1					0705921-200600005	06/05/2020	42.39			
		06/03/2020	20722	XXXXXXXXXXXXXXXXXX	Toppers Pizza Eastridg, Eau Cla		06/08/2020		Invoiced	A	38.96
	1					0705921-200600005	06/05/2020	38.96			
		06/02/2020	20721	XXXXXXXXXXXXXXXXXX	Wm Supercenter #1669, Eau Clair		06/08/2020		Invoiced	A	61.39
	1					0705921-200600005	06/05/2020	61.39			
		7 transaction(s) for BUSS STE000. Total Amount ==>									238.82
CHMELTIM000	CHMELIK TIMOTHY J	06/22/2020	20820	XXXXXXXXXXXXXXXXXX	Menards Eau Claire Eas, Eau Cla		07/07/2020		Invoiced	A	129.76
	3	8 Casters for Art Storage Carts, Clevis and Pi			0002100004	0705921-200700041	07/05/2020	129.76			
		06/18/2020	20819	XXXXXXXXXXXXXXXXXX	Batteries Plus #0071, Eau Clair		07/07/2020		Invoiced	A	451.80
	2	Batteries for the Chariot Scrubber at the Elem			0002001551	0705921-200700042	07/05/2020	451.80			
		06/11/2020	20818	XXXXXXXXXXXXXXXXXX	Green Thumb Landscapin, Eau Cla		07/07/2020		Invoiced	A	126.00
	2	Crushed Granite for South Side of HS			0002001550	0705921-200700043	07/05/2020	126.00			
		06/10/2020	20815	XXXXXXXXXXXXXXXXXX	Amzn Mktp US My7fy0ve2, Amzn.Co		07/07/2020		Invoiced	A	85.00
	3	Sloan Regal Urinal Rebuild Kit			0002100002	0705921-200700044	07/05/2020	85.00			
		06/10/2020	20816	XXXXXXXXXXXXXXXXXX	Sherwin Williams 70322, Eau Cla		07/07/2020		Invoiced	A	650.50
	2	5 Gallons Eider White - Semi-Gloss for AIS Hal			0002001548	0705921-200700045	07/05/2020	650.50			
		06/10/2020	20817	XXXXXXXXXXXXXXXXXX	Amzn Mktp US My8cu5uh1, Amzn.Co		07/07/2020		Invoiced	A	15.53
	2	Recycling Stickers for HS Commons new cans			0002100007	0705921-200700046	07/05/2020	15.53			
		06/09/2020	20814	XXXXXXXXXXXXXXXXXX	Amzn Mktp US My1b532ml, Amzn.Co		07/07/2020		Invoiced	A	234.00
	2	Recycling cans for HS Commons (2)			0002100002	0705921-200700047	07/05/2020	234.00			
		06/08/2020	20813	XXXXXXXXXXXXXXXXXX	Menards Eau Claire Eas, Eau Cla		07/07/2020		Invoiced	A	299.97
	2	4' Ladder, 6' Ladder, Circuit Tracker, etc...			0002100004	0705921-200700048	07/05/2020	299.97			
		06/02/2020	20736	XXXXXXXXXXXXXXXXXX	Batteries Plus #0071, Eau Clair		06/08/2020		Invoiced	A	134.95
	2	Starting Battery for MS Back Up Generator			0002001544	0705921-200600074	06/05/2020	134.95			
		9 transaction(s) for CHMELTIM000. Total Amount ==>									2,127.51
CHWALSHA000	CHWALA SHARON M	06/26/2020	20812	XXXXXXXXXXXXXXXXXX	Quill Corporation, 800-982-3400		07/07/2020		Invoiced	A	12.40
	2	QUILL: MINTS, PAPER, CREAMER			0002001540	0705921-200700027	07/05/2020	12.40			

Used By	Name	Tran Date	Tran ID	Card Number	Where Used	Purch Vendor	Imp Date	Post Date	Status	App	Amount
	Line	Description			PO Number	Invoice Number	Invoice Dt	Amount			
CHWALSHA000	CHWALA SHARON M	continued...									
		06/24/2020	20811	XXXXXXXXXXXXXXXXXX	Att Bus Phone Pmt, 800-704-4808		07/07/2020		Invoiced	A	588.07
	2	AT&T SERVICE			0002001490	0705921-200700028	07/05/2020	588.07			
		06/23/2020	20794	XXXXXXXXXXXXXXXXXX	Wasda, Madison, WI, 53704, US		07/07/2020		Invoiced	A	1,675.00
	1					0705921-200700002	07/05/2020	1,675.00			
		06/23/2020	20795	XXXXXXXXXXXXXXXXXX	Harvard Business Revie, Www.Hbr		07/07/2020		Invoiced	A	126.60
	1					0705921-200700002	07/05/2020	126.60			
		06/23/2020	20806	XXXXXXXXXXXXXXXXXX	Spectrum, 855-707-7328, VA, 201		07/07/2020		Invoiced	A	310.11
	3	Month Spectrum Internet Service 200/10			8102000152	0705921-200700057	07/05/2020	239.96			
	4	One time install cost			8102000152	0705921-200700057	07/05/2020	70.15			
		06/19/2020	20805	XXXXXXXXXXXXXXXXXX	Amzn Mktp US Ms0s32t10, Amzn.Co		07/07/2020		Invoiced	A	101.22
	2	xLarge lab coats			0002001549	0705921-200700058	07/05/2020	101.22			
		06/19/2020	20810	XXXXXXXXXXXXXXXXXX	Sterling Water Culliga, 8004449		07/07/2020		Invoiced	A	9.10
	2	ANNUAL WATER DELIVERY			1102000002	0705921-200700029	07/05/2020	9.10			
		06/16/2020	20809	XXXXXXXXXXXXXXXXXX	Advanced Disposal Onli, 8664965		07/07/2020		Invoiced	A	1,093.88
	1					0705921-200700002	07/05/2020	1,093.88			
		06/12/2020	20804	XXXXXXXXXXXXXXXXXX	Usps Po 5678404768, Stanley, WI		07/07/2020		Invoiced	A	4.75
	2	STAMPS FOR USE DURING SCHOOL CLOSURE			0002001530	0705921-200700059	07/05/2020	4.75			
		06/09/2020	20808	XXXXXXXXXXXXXXXXXX	Att Cons Phone Pmt, 800-288-202		07/07/2020		Invoiced	A	216.22
	3	AT&T SERVICE			0002001490	0705921-200700030	07/05/2020	216.22			
		06/02/2020	20729	XXXXXXXXXXXXXXXXXX	Indeed, 203-564-2400, CT, 06901		06/08/2020		Invoiced	A	12.58
	2	ADVERTISING FIN/EXE ASST POSTING			8002000113	0705921-200600100	06/05/2020	12.58			
		06/01/2020	20730	XXXXXXXXXXXXXXXXXX	Indeed, 203-564-2400, CT, 06901		06/08/2020		Invoiced	A	25.48
	2	ADVERTISING FIN/EXE ASST POSTING			8002000113	0705921-200600101	06/05/2020	25.48			
12 transaction(s) for CHWALSHA000. Total Amount =====>											4,175.41
HANTE	002 HANSON TERRI	06/08/2020	20822	XXXXXXXXXXXXXXXXXX	Etahand2mind, 800-445-5985, IL,		07/07/2020		Invoiced	A	687.92
	2	8 sets of geometric shapes for kindergarten ma			8002000107	0705921-200700039	07/05/2020	687.92			
KAETTELI000	KAETTERHENRY ELIZABETH A	06/29/2020	20782	XXXXXXXXXXXXXXXXXX	Follett School Solutio, 888-511		07/07/2020		Invoiced	A	510.84
	2	Library Books Follett 19/20 #5			8302000093	0705921-200700014	07/05/2020	510.84			
		06/26/2020	20780	XXXXXXXXXXXXXXXXXX	Follett School Solutio, 888-511		07/07/2020		Invoiced	A	342.98
	2	Follett Library Book Order 19/20 #3			8302000092	0705921-200700015	07/05/2020	342.98			
		06/26/2020	20781	XXXXXXXXXXXXXXXXXX	Follett School Solutio, 888-511		07/07/2020		Invoiced	A	533.53
	2	Follett Library Book Order #3 2019-2020			8302000095	0705921-200700016	07/05/2020	533.53			
		06/17/2020	20779	XXXXXXXXXXXXXXXXXX	Follett School Solutio, 888-511		07/07/2020		Invoiced	A	1,473.07
	2	Follett Library Book Order #3 2019-2020			8302000095	0705921-200700017	07/05/2020	1,473.07			

Used By	Name	Tran Date	Tran ID	Card Number	Where Used	Purch Vendor	Imp Date	Post Date	Status	App	Amount
	Line Description				PO Number	Invoice Number	Invoice Dt	Amount			
KAETTELI000	KAETTERHENRY ELIZABETH A.	continued...									
		06/16/2020	20778	XXXXXXXXXXXXXXXXXX	Follett School Solutio,	888-511		07/07/2020	Invoiced	A	734.33
	2 Follett Library Book Order 19/20 #3				8302000092	0705921-200700018	07/05/2020	734.33			
		06/10/2020	20777	XXXXXXXXXXXXXXXXXX	Amzn Mktp US My6172ma2,	Amzn.Co		07/07/2020	Invoiced	A	581.61
	2 AmazonBasics 60W 10-Port Multi USB Wall Charge				8302000099	0705921-200700019	07/05/2020	581.61			
		06/05/2020	20665	XXXXXXXXXXXXXXXXXX	Overdrive Dist,	2165736886, OH,		06/08/2020	Invoiced	A	647.11
	2 Overdrive book Order Keep Open				8302000080	0705921-200600019	06/05/2020	647.11			
		06/01/2020	20674	XXXXXXXXXXXXXXXXXX	Overdrive Dist,	2165736886, OH,		06/08/2020	Invoiced	A	1,014.18
	2 Overdrive book Order Keep Open				8302000080	0705921-200600020	06/05/2020	1,014.18			
		8 transaction(s) for KAETTELI000. Total Amount ==>									5,837.65
LIERMAND000	LIERMAN ANDREW D	06/29/2020	20776	XXXXXXXXXXXXXXXXXX	Amazon.Com Ms4iv97u0,	Amzn.Com/		07/07/2020	Invoiced	A	19.29
	2 Blanket PO for Misc purchases through 2020-21				8102100009	0705921-200700011	07/05/2020	19.29			
		06/23/2020	20775	XXXXXXXXXXXXXXXXXX	Sweetwater Sound,	800-222-4700,		07/07/2020	Invoiced	A	15.01
	2 Lauren Lierman supplies from Amazon				2102000007	0705921-200700012	07/05/2020	15.01			
		06/10/2020	20774	XXXXXXXXXXXXXXXXXX	Sweetwater Sound,	800-222-4700,		07/07/2020	Invoiced	A	209.99
	2 Lauren Lierman supplies from Amazon				2102000007	0705921-200700013	07/05/2020	209.99			
		06/04/2020	20655	XXXXXXXXXXXXXXXXXX	Amzn Mktp US My9n57x91,	Amzn.Co		06/08/2020	Invoiced	A	11.19
	2 Blanket PO for rest of school year 19-20				8102000149	0705921-200600008	06/05/2020	11.19			
		06/02/2020	20654	XXXXXXXXXXXXXXXXXX	Amazon.Com My7zo2z70,	Amzn.Com/		06/08/2020	Invoiced	A	89.35
	2 Blanket PO for rest of school year 19-20				8102000149	0705921-200600009	06/05/2020	89.35			
		5 transaction(s) for LIERMAND000. Total Amount ==>									344.83
MCCUTDON000	MCCUTCHEON DONALD ALAN	06/11/2020	20750	XXXXXXXXXXXXXXXXXX	Max Ability Inc 1,	7075755558,		07/07/2020	Invoiced	A	1,675.00
	2 AM-SX 1060 - Armedica Hi Lo Changing Table (ch				8272000233	0705921-200700037	07/05/2020	1,675.00			
		06/10/2020	20749	XXXXXXXXXXXXXXXXXX	Amzn Mktp US My6p11q00,	Amzn.Co		07/07/2020	Invoiced	A	69.98
	2 (2) Cube storage organizers -- \$209.98 Standin				8272000237	0705921-200700038	07/05/2020	69.98			
		06/04/2020	20617	XXXXXXXXXXXXXXXXXX	Amazon.Com My8o04x61,	Amzn.Com/		06/08/2020	Invoiced	A	85.33
	2 7 additional 'Lost at School' books through Am				8272000234	0705921-200600070	06/05/2020	85.33			
		3 transaction(s) for MCCUTDON000. Total Amount ==>									1,830.31
MITCHMIC000	MITCH MICHELLE L	06/22/2020	20743	XXXXXXXXXXXXXXXXXX	Ef Education First,	800-6655364		07/07/2020	Invoiced	A	-165.00
	1					0705921-200700002	07/05/2020	-165.00			
		06/22/2020	20747	XXXXXXXXXXXXXXXXXX	Amzn Mktp US Ms13v8br1,	Amzn.Co		07/07/2020	Invoiced	A	100.74
	2 Supplies for Erin G. classes				4102000028	0705921-200700021	07/05/2020	100.74			
		06/19/2020	20746	XXXXXXXXXXXXXXXXXX	Amzn Mktp US Ms9ge0z52,	Amzn.Co		07/07/2020	Invoiced	A	249.56
	2 Supplies for Erin G. classes				4102000028	0705921-200700022	07/05/2020	249.56			

Used By	Name	Tran Date	Tran ID	Card Number	Where Used	Purch Vendor	Imp Date	Post Date	Status	App	Amount
	Line	Description			PO Number	Invoice Number	Invoice Dt	Amount			
MITCHMIC000	MITCH MICHELLE L	continued...									
		06/16/2020	20745	XXXXXXXXXXXXXXXXXX	Amzn Mktp US Ms43t2o00, Amzn.Co		07/07/2020		Invoiced	A	7.37
	2	Supplies for Erin G. classes			4102000028	0705921-200700023	07/05/2020	7.37			
		06/15/2020	20744	XXXXXXXXXXXXXXXXXX	Amzn Mktp US My3zp49r2, Amzn.Co		07/07/2020		Invoiced	A	43.77
	2	Supplies for Erin G. classes			4102000028	0705921-200700024	07/05/2020	43.77			
		06/01/2020	20616	XXXXXXXXXXXXXXXXXX	Amzn Mktp US M714s2sc2, Amzn.Co		06/08/2020		Invoiced	A	229.80
	2	Senior Gifts for Choir members. CHUYI Novelty			4002000490	0705921-200600033	06/05/2020	229.80			
		6 transaction(s) for MITCHMIC000. Total Amount ==>									466.24
ORTH JOY000	ORTH JOYCE MARIE	06/24/2020	20756	XXXXXXXXXXXXXXXXXX	Photo Card Specialists, Eau Cla		07/07/2020		Invoiced	A	16.60
	2	Name Plate - Eliopoulos			8502100001	0705921-200700001	07/05/2020	16.60			
		06/24/2020	20757	XXXXXXXXXXXXXXXXXX	Wspra, 608-2410300, WI, 53704,		07/07/2020		Invoiced	A	99.00
	1					0705921-200700002	07/05/2020	99.00			
		2 transaction(s) for ORTH JOY000. Total Amount ==>									115.60
REIF JAM000	REIF JAMES V	06/04/2020	20715	XXXXXXXXXXXXXXXXXX	Amzn Mktp US My82j6tx0, Amzn.Co		06/08/2020		Invoiced	A	27.41
	2	Merchandise for Jim			4102000026	0705921-200600029	06/05/2020	27.41			
		06/02/2020	20713	XXXXXXXXXXXXXXXXXX	Ets Test Preparation, Orderfind		06/08/2020		Invoiced	A	14.73
	2	Family and Consumer Sciences test for Erin Gun			4102000021	0705921-200600030	06/05/2020	14.73			
		06/02/2020	20714	XXXXXXXXXXXXXXXXXX	Ets Praxis Registratio, 800-772		06/08/2020		Invoiced	A	120.00
	2	Family and Consumer Sciences test for Erin Gun			4102000021	0705921-200600031	06/05/2020	120.00			
		3 transaction(s) for REIF JAM000. Total Amount ==>									162.14
RICHAJES000	RICHARDS JESSICA J	06/03/2020	20675	XXXXXXXXXXXXXXXXXX	Iirp, 6108079221, PA, 18018, US		06/08/2020		Invoiced	A	-400.00
	1					0705921-200600005	06/05/2020	-400.00			
SCHEPMAR000	SCHEPPKE MARK J	06/22/2020	20764	XXXXXXXXXXXXXXXXXX	Menards Eau Claire Eas, 800-000		07/07/2020		Invoiced	A	96.15
	2	BLANKET P.O.			0002001323	0705921-200700005	07/05/2020	96.15			
		06/19/2020	20763	XXXXXXXXXXXXXXXXXX	Menards Eau Claire Eas, 800-000		07/07/2020		Invoiced	A	369.42
	2	Shelves for Computer storage			8102100005	0705921-200700006	07/05/2020	369.42			
		06/17/2020	20762	XXXXXXXXXXXXXXXXXX	Menards Eau Claire Eas, Eau Cla		07/07/2020		Invoiced	A	14.88
	2	Blanket PO to finish the year			8102000175	0705921-200700007	07/05/2020	14.88			
		06/10/2020	20761	XXXXXXXXXXXXXXXXXX	Depositphotos Inc, New York, NY		07/07/2020		Invoiced	A	51.70
	2	Blanket PO to finish the year			8102000175	0705921-200700008	07/05/2020	51.70			
		06/08/2020	20760	XXXXXXXXXXXXXXXXXX	Amzn Mktp US My0ke7tb2, Amzn.Co		07/07/2020		Invoiced	A	78.95
	2	Blanket PO to finish the year			8102000175	0705921-200700009	07/05/2020	78.95			
		5 transaction(s) for SCHEPMAR000. Total Amount ==>									611.10

Used By	Name	Tran Date	Tran ID	Card Number	Where Used	Purch Vendor	Imp Date	Post Date	Status	App	Amount
	Line	Description			PO Number	Invoice Number	Invoice Dt	Amount			
UPWARELI000	UPWARD ELISSA S	06/22/2020	20789	XXXXXXXXXXXXXXXXXX	Photo Card Specialists, Eau Cla		07/07/2020		Invoiced	A	260.30
	2	6x8 Plaque			4102000030	0705921-200700025	07/05/2020	260.30			
		06/19/2020	20788	XXXXXXXXXXXXXXXXXX	Team Fitz Graphics, 800-9355961		07/07/2020		Invoiced	A	2,255.00
	2	Custom Banners for Conference Teams/School Son			4102000027	0705921-200700026	07/05/2020	2,255.00			
		2 transaction(s) for UPWARELI000. Total Amount ==>									2,515.30
WALSHRON000	WALSH RONALD J	06/17/2020	20800	XXXXXXXXXXXXXXXXXX	Cowboy Jacks, Altoona, WI, 5472		07/07/2020		Invoiced	A	27.67
	1					0705921-200700002	07/05/2020	27.67			
		06/10/2020	20797	XXXXXXXXXXXXXXXXXX	Cowboy Jacks, Altoona, WI, 5472		07/07/2020		Invoiced	A	37.65
	1					0705921-200700002	07/05/2020	37.65			
		06/10/2020	20798	XXXXXXXXXXXXXXXXXX	Kwe Kiplinger Editors, 800-544-		07/07/2020		Invoiced	A	89.00
	1					0705921-200700002	07/05/2020	89.00			
		06/10/2020	20799	XXXXXXXXXXXXXXXXXX	Education Week, 800-445-8250, M		07/07/2020		Invoiced	A	39.00
	1					0705921-200700002	07/05/2020	39.00			
		06/03/2020	20716	XXXXXXXXXXXXXXXXXX	Usps Po 5624900079, Eau Claire,		06/08/2020		Invoiced	A	132.00
	1					0705921-200600005	06/05/2020	132.00			
		06/01/2020	20720	XXXXXXXXXXXXXXXXXX	Kwik Trip 57300005736, Eau Clai		06/08/2020		Invoiced	A	4.22
	1					0705921-200600005	06/05/2020	4.22			
		6 transaction(s) for WALSHRON000. Total Amount ==>									329.54
WATT LOR000	WATT LORI D	06/22/2020	20790	XXXXXXXXXXXXXXXXXX	Amazon.Com Ms4lu38t1 A, Amzn.Co		07/07/2020		Invoiced	A	105.96
	2	5 Books			2102000014	0705921-200700035	07/05/2020	105.96			
		06/04/2020	20692	XXXXXXXXXXXXXXXXXX	Wm Supercenter #1669, Eau Clair		06/08/2020		Invoiced	A	147.22
	2	New substrate, filters (4), plants, hood and l			2002000181	0705921-200600052	06/05/2020	147.22			
		06/01/2020	20711	XXXXXXXXXXXXXXXXXX	Amzn Mktp US My0tg6cd0, Amzn.Co		06/08/2020		Invoiced	A	75.00
	2	9 Textbooks for Beginning Statistics class: U			8002000110	0705921-200600053	06/05/2020	75.00			
		06/01/2020	20712	XXXXXXXXXXXXXXXXXX	Amzn Mktp US My3tw5c80, Amzn.Co		06/08/2020		Invoiced	A	216.50
	2	9 Textbooks for Beginning Statistics class: U			8002000110	0705921-200600054	06/05/2020	216.50			
		4 transaction(s) for WATT LOR000. Total Amount ==>									544.68
		90 transaction(s). Total Amount ==>									27,153.67

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

## **NON DISCRIMINATION IN DISTRICT PROGRAMS, ACTIVITIES, AND OPERATIONS**

POLICY 113

The School District of Altoona prohibits all forms of unlawful discrimination against students, employees, and other persons in all aspects of the District's programs, activities, and operations. The term "unlawful discrimination" encompasses any unlawful policy, practice, conduct, or other unlawful denial of rights, benefits, or privileges that is based on any legally-protected status or classification (e.g., race, national origin, sex, disability, religion, etc.). Various state and federal laws establish the actions that do (and do not) constitute unlawful discrimination with respect to each protected status or classification. Where applicable, unlawful harassment that is based on a legally-protected status is one form of unlawful discrimination.

The District requires and will enforce nondiscrimination in a manner that is consistent with applicable constitutional provisions and with the rights and obligations that are established under all applicable state and federal civil rights laws, including but not limited to the current provisions of the following federal laws, which jointly serve to identify and protect the rights of students, employees, and other persons:

- Title IX of the Education Amendments of 1972 (sex discrimination);
- Section 504 of the Rehabilitation Act (disability discrimination);
- The Americans with Disabilities Act (including both the employment-related provisions of the ADA as well as Title II of the ADA, which broadly prohibits discrimination on the basis of disability in state and local government services);
- Titles IV and VI of the Civil Rights Act of 1964 (addressing discrimination based on race, color, national origin, sex, or religion);
- The Age Discrimination Act of 1975 (age discrimination);
- The nondiscrimination provisions of the Elementary and Secondary Education Act;

There are a significant number of additional state and federal nondiscrimination laws that are not listed above that further establish the rights of students and/or employees. In recognition of such laws, the District maintains additional nondiscrimination policies and rules that specifically and uniquely cover students (see, for example, Policy 411) and all aspects of employment and personnel administration within the District (see, for example, Policy 511 and Policy 512).

### **Special Statement Regarding Sex Discrimination under Title IX**

As mandated by the federal Title IX statutes and the regulations set forth in Chapter 106 of Title 34 of the Code of Federal Regulations ("the federal Title IX regulations"), the District does not unlawfully discriminate on the basis of sex in any education program or activity that the District operates. Title IX's requirement not to discriminate in any education program or activity extends to District students, certain admissions processes, and District employment. Inquiries regarding how Title IX and the federal Title IX regulations apply to the District may be referred to a District Title IX Coordinator (as designated below), to the Assistant Secretary for Civil Rights at the U.S. Department of



Education, or to both.

**Designation and Authorization of Nondiscrimination Coordinator(s)**

Any questions concerning the District's nondiscrimination and equal opportunities policies, general policy compliance, the application of any nondiscrimination law to the District, or the District's reporting and complaint procedures may be directed to either of the District's District Title IX Complaint Coordinators:

<p>The staff member holding the following position serves as the District's designated Student Nondiscrimination Coordinator, with a primary focus on student matters and other non-employment-related matters:</p> <p><b>Alan McCutcheon</b> Director of Pupil Service and Special Education 1903 Bartlett Avenue Altoona, WI 54720 715-839-6030, ext. 311 amccutcheon@altoona.k12.wi.u</p>	<p>The staff member holding the following position serves as the District's designated Equal Employment Opportunities Coordinator, with a primary focus on employment-related matters:</p> <p><b>Sharon Chwala</b> Payroll and Benefits Specialist 1903 Bartlett Avenue Altoona, WI 54720 715-839-6064, ext. 504 schwala@altoona.k12.wi.us</p>
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1. The District's nondiscrimination and equal opportunity coordinators have responsibility for coordinating the District's efforts to implement this policy and to adhere to applicable nondiscrimination laws, including coordinating the District's response to any complaint or report alleging noncompliance with, or acts in violation of, any of those laws. Although each of the nondiscrimination and equal opportunity coordinators identified above has their primary area(s) of focus, each is recognized as a deputy of the other in the event that the normal, primary coordinator for a given matter is affected by a conflict of interest or temporarily absent or otherwise unavailable.
2. Retaining their primary area of focus in either employment or non-employment matters, the nondiscrimination and equal opportunity coordinators identified above also serve as Section 504 and Americans with Disabilities Act Coordinators (i.e., for disability rights and disability-based discrimination issues) and federal Age Discrimination Act Coordinators.
3. The District's nondiscrimination coordinator for student matters is also designated to receive any student discrimination complaints arising under section 118.13 of the state statutes and Chapter PI 9 of the Wisconsin Administrative Code.
4. In their capacity as District Title IX Coordinators, the above-identified individuals are authorized to coordinate the District's efforts to comply with the District's responsibilities under Title IX and under the federal Title IX regulations.

### **Any Person May Submit a Complaint or Report of Discrimination to the District**

The District is committed to the appropriate resolution of complaints and reports that allege (1) unlawful discrimination or a violation of a District nondiscrimination policy, including any form of prohibited harassment that is based on a legally-protected status; or (2) any type of retaliation that is prohibited by a nondiscrimination law or a District nondiscrimination policy.

Accordingly, unless otherwise specified by a state or federal law, any person (including a person who is not claiming to have been personally harmed/victimized by the alleged conduct or challenged policy) may report a concern or allegation of prohibited discrimination or prohibited retaliation as follows:

1. To either of the District's designated nondiscrimination and equal opportunity coordinators, using the contact information designated above and any of the following methods:
  - a. By in-person delivery (whether the report is made verbally or in writing);
  - b. By U.S. mail;
  - c. By telephone; or
  - d. By electronic mail.
2. By any other means that results in a designated coordinator actually receiving the person's verbal or written report. For example, a person reporting an allegation of unlawful discrimination or harassment may meet with a school principal or with the District Administrator, and the person and the administrator may mutually agree that such administrator will forward the person's verbal or written report to one of the designated coordinators.

Except as provided below regarding formal complaints of Title IX sexual harassment or as otherwise required by any law, any report or complaint received under this policy will be processed according to the discrimination complaint procedures that the District has established under its student nondiscrimination policies or under its equal employment opportunities policies, as applicable to the facts and circumstances. For reports or complaints of alleged discrimination that are neither student matters nor employment matters, the District will normally process the matter under the complaint procedures that apply to students.

### **Filing a Formal Complaint of Title IX Sexual Harassment**

An individual who is alleged to be the victim of conduct that could constitute sexual harassment under the federal Title IX regulations (i.e., a Title IX "complainant"), or a parent or guardian who has a legal right to act on behalf of such an individual, may file a "formal complaint" of "sexual harassment," as those terms are defined in 34 C.F.R. §106.30. No Title IX complainant is obligated to file a formal complaint, but a qualifying formal complaint is necessary for the District to start an investigation of Title IX sexual harassment allegations using the District's formal Title IX grievance process. Even in the absence of a formal complaint that initiates the formal grievance process, the District

still has legal obligations to respond to allegations of Title IX sexual harassment whenever the District has sufficient notice of the allegations (i.e., from any source).

All of the following apply to a formal complaint of Title IX sexual harassment:

1. At the time of filing a formal complaint, the complainant must be participating in or attempting to participate in the education program or activity of the District (including through employment).
2. The formal complaint must be in the form of a document or an electronic submission (e.g., an electronic mail message or a file attached to an email) that:
  - a. Alleges sexual harassment against a respondent (if the identity of the respondent is not known, it is not necessary to identify the respondent by name);
  - b. Requests that the District investigate the allegation(s) of sexual harassment; **and**
  - c. Contains the complainant's physical or digital signature, or otherwise indicates that the complainant is the person filing the formal complaint.
3. The formal complaint must be filed with a District Title IX Coordinator by submitting the document or electronic submission in person, by mail, or by electronic mail, using the District-designated contact information for the Coordinator. When a formal complaint is not filed in person, complainants are strongly encouraged to contact the District to confirm that their complaint was actually received as intended.

If a complainant files a formal complaint of Title IX sexual harassment, or if a Title IX Coordinator signs such a formal complaint on behalf of the District, then:

1. The formal complaint must be resolved according to the federal regulations and District processes that specifically apply to such formal complaints; and
2. Unless otherwise directed by the School Board or this policy, the District Administrator or his/her administrative-level designee is expected to designate and assign qualified individuals to perform the roles that are defined for District agents within the District's grievance process for formal complaints of Title IX sexual harassment. In addition:
  - a. The District Administrator may assign one or more of the roles to a qualified individual who is not an employee of the District, including an outside attorney or other contracted service provider.
  - b. The Title IX Coordinator and the District Administrator shall ensure that the individual(s) assigned to perform such roles have completed any training required by the federal Title IX regulations.
  - c. If the District determines that a person assigned to such a role is unavailable, disqualified by a conflict of interest or bias, or otherwise unable to perform

the responsibilities of the role, the administration shall assign another qualified individual to perform the role.

- d. The Board or a person designated by the Board shall assign such roles with respect to any formal complaint in which the District Administrator is alleged to be the perpetrator of conduct that could constitute Title IX sexual harassment. The Title IX Coordinator and the District Administrator shall inform the Board of any such need to assign the roles.

Filing a formal complaint of Title IX sexual harassment is one way to report such harassment. However, if a Title IX complainant or other person is not eligible to file a qualifying formal complaint, or if they choose not to do so, the person may still submit a report of the allegations to the District as further described above within this policy (i.e., a report that is **not** a formal complaint for purposes of Title IX). Moreover, **any** report of conduct that could constitute sexual harassment under Title IX that causes the District to have actual knowledge of the relevant conduct/allegations requires an appropriate response by the District, even if the reporting procedures defined in this policy were not followed and even if no formal complaint has been or ever is filed.

### **Deadline for Filing an Initial Report or Complaint**

There is no absolute deadline for the initial filing of a report or complaint of discrimination under this policy. The District always has an interest in being made aware of potential concerns with prohibited discrimination, harassment, or retaliation. However, any person who has a complaint or concern involving such a matter is encouraged to notify the District or pursue a complaint as soon as reasonably possible after the occurrence of the relevant events. A material gap in pursuing a complaint or concern can affect the extent to which it is practical to investigate the matter, and a delay may also limit the range of remedies and resolutions that are reasonably available.

The following apply to any report or complaint of discrimination that has been filed under this policy, except for formal complaints of Title IX sexual harassment (which are instead subject to the dismissal and appeal provisions of the grievance process that the District has adopted for such complaints):

1. At least one of the following administrators, acting in consultation as needed with District legal counsel, must authorize the dismissal or other alternative disposition of a report or complaint due to a lack of timeliness: the District Administrator, the District Business Manager, the District Director of Student Service.
2. Any actual party in interest to the allegations raised by the report or complaint (i.e., any alleged victim or any person alleged to be responsible for the discrimination) may appeal a decision authorized under the previous paragraph to the District Administrator. Or, if the District Administrator authorized the initial decision, the party may request reconsideration.

## **Confidentiality of Reports and Complaints**

Although absolute confidentiality cannot be assured, the District will maintain the confidentiality of discrimination reports and complaints to the extent required by any applicable law, and the District will otherwise make efforts to maintain confidentiality where non-disclosure does not interfere with the District's ability to appropriately process and respond to the report or complaint. Nonetheless, investigating a matter often involves disclosing (directly or indirectly) the identity of persons involved in the particular events/issues. Individuals who have specific concerns about confidentiality should arrange to discuss those concerns with the District as early as possible in the process.

## **Retaliation Prohibited**

No official, employee, or agent of the District or any other person may intimidate, threaten, coerce, or unlawfully discriminate against any individual (1) for the purpose of interfering with any right or privilege secured by any nondiscrimination statute or related regulation, or (2) because the individual has made a report or complaint, or testified, assisted, participated, or exercised a legal right to refuse to participate in any manner in an investigation or proceeding conducted under this policy or any other District nondiscrimination policy.

## **Prohibition on Bad Faith Conduct/Abuse of Process**

To the extent permitted by law, the District prohibits and reserves authority to appropriately address and impose consequences for bad-faith conduct by individuals who make a report or complaint, testify, assist, or participate in any manner in an investigation or proceeding conducted under this policy or any other District nondiscrimination policy. For example, the District may impose lawful consequences for making a materially false statement in bad faith in the course of any proceeding that is conducted under this policy or any other District nondiscrimination policy. Examples of abuse of process include, but are not limited to, the pursuit of allegations that the complaining party knows to be wholly frivolous or the use of dilatory tactics that have the purpose or reasonably foreseeable result of unreasonably interfering with a prompt and equitable resolution of alleged discrimination or retaliation.

## **Consequences for Violations**

Any person who is determined to be responsible for any form of unlawful discrimination, any act of prohibited retaliation, or other violation of this policy is subject to appropriate disciplinary action and/or other appropriate consequences that are within the District's lawful authority.

In addition, any employee or authorized agent of the District who, considering the duties, responsibilities, and expectations established for their position/role, fails to reasonably respond to complaints or reports of alleged discrimination or retaliation, or who otherwise fails to reasonably act on their knowledge of a possible violation of a

nondiscrimination law or a District nondiscrimination policy, is also subject to possible disciplinary action.

### **Nondiscrimination Notices; Dissemination of Policy and Complaint/Reporting Procedures**

The District Administrator and the District's designated nondiscrimination and equal opportunity coordinators share joint responsibility for ensuring that the District prepares and issues, on a timely basis, all legally-required general notices of (1) the rights of students, employees, and other persons under the state and federal nondiscrimination laws; (2) the District's nondiscrimination policies; and (3) applicable reporting and complaint procedures. Beyond meeting legal requirements and any local policy requirements, the administration is encouraged to further disseminate such information using such methods as the administration deems appropriate.

### **Maintenance of Complaint Records; Report Preparation**

The District Administrator and the District's designated nondiscrimination and equal opportunity coordinators share joint responsibility for ensuring that the District maintains adequate records of reports and complaints of discrimination and retaliation, including records of the District's response and disposition. Such records shall meet applicable legal requirements for documentation and records retention. The District Administrator and the applicable coordinators shall also direct and oversee the timely preparation of all annual or other reports and evaluations regarding nondiscrimination initiatives/compliance that the District is required to provide to the Department of Public Instruction or to any other oversight entity.

#### **Legal References:**

##### **Wisconsin Statutes**

<a href="#">Subch. III of Ch. 106</a>	[state equal rights programs, some of which can apply to school districts in at least some circumstances]
<a href="#">Subch. II of Ch. 111</a>	[the state fair employment and nondiscrimination statutes, including specific prohibited bases of discrimination (sections <a href="#">111.31</a> to <a href="#">111.395</a> )]
<a href="#">Section 118.13</a>	[student nondiscrimination; policy/procedures required]
<a href="#">Section 118.134</a>	[race-based nicknames, logos, mascots]
<a href="#">Section 118.195</a>	[discrimination against teachers with disabilities]
<a href="#">Section 118.20</a>	[teacher/administrator discrimination prohibited]

##### **Wisconsin Administrative Code**

<a href="#">PI 9</a>	[student nondiscrimination; policy, procedures, notices, and reporting required]
<a href="#">PI 41</a>	[accommodating student religious beliefs; policy required]

##### **Federal Laws**

<a href="#">20 U.S.C. § 1681 et seq.</a>	[Title IX of the Education Amendments of 1972, as amended, prohibiting sex discrimination in federally-supported educational programs; implementing regulations at <a href="#">34 C.F.R. Part 106</a> ]
<a href="#">20 U.S.C. § 1400 et seq.</a>	[The Individuals with Disabilities Education Act, providing for programs. Services, and rights for students with disabilities; implementing

<a href="#">20 U.S.C. §6312(e)(3)(D)</a>	regulations at <a href="#">34 C.F.R Part 300</a> ]
<a href="#">42 U.S.C. §2000e et seq.</a>	[addressing nondiscrimination in admission to federally-assisted education programs on the basis of surname or language-minority status]
<a href="#">42 U.S.C. §2000d et seq.</a>	[Title VII of the Civil Rights Act of 1964, as amended, prohibiting employment discrimination based race, color, national origin, sex, pregnancy, and religion; implementing regulations at <a href="#">29 C.F.R. Ch. XIV</a> ]
<a href="#">42 U.S.C. §12111 et seq.</a>	[Title VI of the Civil Rights Act of 1964, as amended, prohibiting discrimination on the basis of race, color, or national origin in any program or activity that receives federal funds; implementing regulations at <a href="#">28 C.F.R. Part 42, Subpart C</a> ]
<a href="#">42 U.S.C. §12131 et seq.</a>	[The Americans with Disabilities Act, Title I, as amended, prohibiting employment discrimination based on a qualifying disability; implementing regulations at 29 C.F.R. <a href="#">Part 1602</a> and <a href="#">Part 1630</a> ]
<a href="#">29 U.S.C. §794 et seq.</a>	[The Americans with Disabilities Act, Title II, as amended, nondiscrimination based on disability by state and local governments; implementing regulations at <a href="#">28 C.F.R. Part 35</a> ]
<a href="#">29 U.S.C. §621 et seq.</a>	[Section 504 of the Rehabilitation Act of 1973, as amended, prohibiting discrimination based on a qualifying disability by recipients of federal funds; implementing regulations at <a href="#">34 C.F.R. Part 104</a> , <a href="#">28 C.F.R. Part 42, Subpart G</a> , and <a href="#">29 C.F.R. Part 1640</a> ]
<a href="#">8 U.S.C. §1324b(a)</a>	[Age Discrimination in Employment Act, as amended; implementing regulations at <a href="#">29 C.F.R. Parts 1625 to 1627</a> ]
	[prohibiting employment discrimination based on national origin and citizenship status; implementing regulations at <a href="#">28 C.F.R. Part 44</a> ]

**Cross References:**

411, 411,1, 511, 512

**Adopted:** 08/17/20

## **BOARD MINUTES**

Policy 184

The Board Clerk shall cause a complete and accurate set of minutes to be recorded for each regular and special meeting of the School Board. The minutes shall constitute the official record of proceedings of the Board and include the substance of all actions taken by the Board at the meeting, including the subject matter of any motion, the persons making and seconding the motion, and the votes taken on the motion.

The minutes shall not present value judgments as to any reports or presentations made at the meeting and shall not attempt to include a complete description of all the discussion engaged in at the meeting.

Copies of the proposed minutes shall be made available to all Board members prior to the Board meeting at which the minutes are to be approved. Board members shall have the opportunity to offer corrections to the minutes for clarification purposes and accuracy, however, cannot make corrections to the minutes that actually change what took place at the meeting. The minutes shall be approved by the Board through a formal motion or by unanimous consent.

Once approved, the minutes shall become official records of the Board and will be maintained in the District Office. The minutes shall be posted on the District's website and made available to any citizen upon request during regular office hours.

The public may be denied access to closed session minutes to the extent authorized by state law. LEGAL REF: 120.05(3), 120.11(1), 120.11(4), 19.85, 19.88, 19.21, 19.35(1) Wisc.

ADOPTED: 10/01/12

AMENDED: 09/14/20



The Board Clerk shall cause a complete and accurate set of minutes to be recorded for each regular and special meeting of the School Board. The minutes shall constitute the official record of proceedings of the Board and include the substance of all actions taken by the Board at the meeting, including the subject matter of any motion, the persons making and seconding the motion, and the votes taken on the motion.

The minutes shall not present value judgments as to any reports or presentations made at the meeting and shall not attempt to include a complete description of all the discussion engaged in at the meeting.

Copies of the proposed minutes shall be made available to all Board members prior to the Board meeting at which the minutes are to be approved. Board members shall have the opportunity to offer corrections to the minutes for clarification purposes and accuracy, however, cannot make corrections to the minutes that actually change what took place at the meeting. The minutes shall be approved by the Board through a formal motion or by unanimous consent.

Once approved, the minutes shall become official records of the Board and will be maintained in the District Office. Except as otherwise specifically provided, copies of the minutes shall be posted on the District's website and made available to any citizen upon request during regular office hours. Board meeting minutes shall be posted at the Altoona City Hall, Altoona Post Office, School District Office and school offices or published in such other way as required by law.

The public may be denied access to closed session minutes to the extent authorized by state law.

LEGAL REF.: 120.05(3), 120.11(1), 120.11(4), 19.85, 19.88, 19.21, 19.35(1) Wisc. Statutes

CROSS REF.: 141, Board Officers

ADOPTED: 10/01/12

**STUDENT NONDISCRIMINATION**  
(EQUAL EDUCATIONAL OPPORTUNITIES)

Policy 411

The right of the student to be admitted to school and to participate fully in curricular, co-curricular, student services, recreational or other programs or activities shall not be unlawfully abridged or impaired because of a student's sex, sexual orientation, race, color, national origin, ancestry, religion, creed, age, pregnancy, marital or parental status, any physical, mental, emotional or learning disability, or any other legally-protected status or classification. Accordingly, the School Board prohibits all forms of unlawful discrimination against students, regardless of the legally-protected status or classification that serves as the basis for any prohibited discriminatory conduct, policy, or practice. When based upon a legally-protected status or classification, examples of unlawful and discriminatory acts can include:

1. The denial of admission to any public school;
2. The denial of participation in, equal access to, or the benefits of any curricular, extracurricular, student services, recreational, or other program/activity, including the District's career and technical education opportunities;
3. The discriminatory and inequitable provision of resources among comparable curricular or extracurricular programs;
4. Any action, policy, or practice, including segregation, bias, stereotyping, or student harassment, which is detrimental to a person or group of persons and differentiates or distinguishes among persons, or which limits or denies a person or group of persons opportunities, privileges, roles or rewards based, in whole or in part, on a legally-protected classification or characteristic.

Children of homeless individuals and unaccompanied youth (youth not in the custody of a parent or guardian) as identified under federal law shall have equal access to the same free, appropriate public education, including comparable services, as those provided to other children and youth who reside in the District. Homeless children and youth shall not be required to attend a separate school or program for homeless children and shall not be stigmatized by school personnel.

The District shall provide all appropriate and legally-required accommodations, educational services, and/or programs for students who have been identified as having a qualifying disability, regardless of the nature or severity of the disability and regardless of whether the student qualifies for the District's special education program. Facilities modifications necessary to provide for appropriate access and participation for persons with disabilities shall be made

to the extent required by law.

The District shall also provide for the reasonable accommodation of a student's sincerely held religious beliefs with regard to examinations and other academic requirements. Requests for such accommodations shall be made in writing and shall be submitted to and acted upon by the building principal.

Accommodations may include, but are not necessarily limited to, being excused from participation in an activity, alternative assignments, release time from school to participate in religious activities, and opportunities to make up work missed due to religious observances. Any such accommodations granted under this policy shall be provided to students without prejudicial effect.

This policy shall not be interpreted to prohibit the District from (1) providing special programs or services based on student need, including gifted and talented, special education, school-age parents, bilingual bicultural, at risk, and other special programs; or (2) placing a student in a school, program, class, or activity based on objective standards of individual need or performance.

Complaints alleging a violation of any aspect of this policy may be filed and shall be processed in accordance with the District's student discrimination complaint procedures, as adopted in connection with this policy.

By following required procedures and timelines, complaints of unlawful student discrimination may also be filed externally with the Wisconsin Department of Public Instruction, the Chicago office of the U.S. Department of Education's Office for Civil Rights, or, in appropriate circumstances, with any state or federal court or other agency of competent jurisdiction.

Designation of Compliance Officer. The administrator holding the following position is designated as the District's equal educational opportunities compliance officer ("Compliance Officer"):

*Alan McCutcheon  
Director of Pupil Services and Special Education  
1903 Bartlett Avenue  
Altoona, WI 54720  
715-839-6030, ext. 311  
amccutcheon@altoona.k12.wi.us*

The Compliance Officer is authorized to receive complaints brought under this policy and its related complaint procedures. The Compliance Officer also serves as the District's Title IX Coordinator (sex discrimination and sexual harassment issues and complaints), federal Age Discrimination Act Coordinator (age-based discrimination issues), and Section 504 and Americans with Disabilities Act

Coordinator (disability rights and disability-based discrimination issues) for all student and all non-employment-related matters. The District Administrator shall perform the duties of the Compliance Officer if the Compliance Officer is temporarily unavailable or if a complaint involves any alleged improper conduct by the Compliance Officer.

Confidentiality of Reports and Complaints. Although absolute confidentiality cannot be assured, the District will maintain the confidentiality of discrimination reports and complaints to the extent required by any applicable law, and the District will otherwise make efforts to maintain confidentiality where non-disclosure does not interfere with the District's ability to appropriately process and respond to the report or complaint. Nonetheless, investigating a matter often involves disclosing (directly or indirectly) the identity of persons involved in the particular events/issues. Individuals who have specific concerns about confidentiality should arrange to discuss those concerns with the District as early as possible in the process.

Retaliation Prohibited. No employee, officer, agent or representative the District shall unlawfully retaliate against, harass, intimidate or otherwise impose any improper consequence against any person who (1) pursues any complaint under this policy and its related complaint procedure; or (2) otherwise participates in the resolution of any report, complaint, or investigation involving an alleged violation of this policy. Further, any act of retaliation, harassment, or intimidation performed by a student against any such persons who are involved in the complaint process would itself constitute a violation of school rules and District policy, and subject the student to appropriate disciplinary action.

Abuse of Process Prohibited. Failure to act in good faith while participating in the resolution of any report, complaint, or investigation under this policy or its related complaint procedure constitutes an abuse of process and subjects an employee or student to potential discipline. Abuse of process includes the pursuit of a complaint that the complaining party knows to be false or wholly frivolous, the intentional provision of false or misleading information during the processing of a complaint or other investigation, and other actions that constitute a violation of any District policy or rules.

#### NONDISCRIMINATION STATEMENTS AND DISSEMINATION OF POLICY AND DISCRIMINATION COMPLAINT PROCEDURES

In addition to including express nondiscrimination statements in other Board policies where required by law:

1. A legal notice of this policy and its accompanying complaint procedures shall be published at the beginning of each school year in the District's official newspaper.

2. A student nondiscrimination statement shall be included in student and staff handbooks, course selection handbooks, and other similar published materials distributed to the public describing school activities and opportunities.
3. The student discrimination complaint procedures shall be disseminated to students, parents and guardians, employees and others to inform them about the proper process for submitting a complaint. The information shall be published in student, parent and staff handbooks, and the procedures or a reference to the procedures may be published or posted in other appropriate locations (e.g., the District website, guidance offices).

### MAINTENANCE OF COMPLAINT RECORDS; REPORTS AND EVALUATIONS

The District's equal educational opportunities compliance officer shall be responsible for ensuring that the District maintains adequate records of complaints filed under the District's student discrimination complaint procedures and for directing the timely preparation of the annual or other reports and evaluations regarding nondiscrimination initiatives and compliance that the District is required to conduct and/or provide to the Department of Public Instruction. In addition, the District is required to formally evaluate the status of nondiscrimination and equality of educational opportunity in the District at least once every five years.

#### Legal References:

##### **Wisconsin Statutes**

[Section 118.13](#) [student nondiscrimination; policy/procedures required]

[Section 118.134](#) [race-based nicknames, logos, mascots]

##### **Wisconsin Administrative Code**

[PI 9](#) [student nondiscrimination; policy/procedure/notice required]

[PI 41](#) [accommodating student religious beliefs; policy required]

##### **Federal Laws**

[Title IX, Education Amendments of 1972](#) [sex discrimination]

[Title VI, Civil Rights Act of 1964](#) [race, color and national origin discrimination]

[Section 504 of the Rehabilitation Act](#) [disability discrimination; free and appropriate public education (FAPE) and reasonable accommodations]

[Title II of the Americans with Disabilities Act](#) [disability discrimination; reasonable accommodations]

[Individuals with Disabilities Education Act](#) [programs and services for students with disabilities]

[McKinney-Vento Homeless Assistance Act](#) [equal access for homeless students; required policies to remove barriers]

[Age Discrimination Act of 1975](#) [age discrimination in programs or activities receiving federal financial assistance]

Elementary and Secondary Education Act [\[§6312\(e\)\(3\)\(D\)\]](#) – nondiscrimination in admission to federally-assisted education programs on the basis of surname or language-minority status]

Adopted: 07/07/86  
Amended: 05/19/14  
08/17/20

The District is committed and dedicated to the task of providing the best education possible for every student in the District. With this goal in mind and consistent with legal requirements, the District shall not unlawfully discriminate on the basis of sex, race, religion, color, national origin (including limited English proficiency), ancestry, creed, pregnancy, marital or parental status, sexual orientation, homelessness status, or physical, mental, emotional or learning disability/handicap in its curricular, career and technical education, co-curricular, student services, recreational or other programs or activities, or in admission or access to programs or activities offered by the District. This includes, but is not limited to:

- admission to any school, class, program or activity;
- standards and rules of behavior, including student harassment;
- disciplinary actions, including suspensions and expulsions;
- acceptance and administration of gifts, bequests, scholarships and other aids, benefits and services to students from private agencies, organizations, or persons;
- instructional and library media materials selection and reconsideration;
- methods, practices, and materials used for testing, evaluating and counseling students;
- facilities;
- opportunity for participation in athletic program or activities; and
- school-sponsored food service programs.

This policy shall not be interpreted to prohibit the District from (1) providing special programs or services based on student need, including gifted and talented, special education, English Language Learner, school-age parents, at risk and other special programs; or (2) placing a student in a school, program, class or activity based on objective standards of individual need or performance.

The District shall provide appropriate educational services and/or programs for students who have been identified as having a handicap or disability, regardless of the nature or severity of the handicap or disability. Students may be considered handicapped or disabled under this policy even if they do not qualify for special education programs. Facilities modifications necessary to provide for appropriate access and participation for persons with disabilities shall be made to the extent required by law.

The District shall also provide for the reasonable accommodation of a student's sincerely held religious beliefs with regard to examinations and other academic requirements. Requests for accommodations shall be made in writing and approved by the building principal. Accommodations may include, but not necessarily be limited to, exclusion from participation in an activity, alternative assignments, released time from school to participate in religious activities, and opportunities to make up work missed due to religious observances. Any accommodations granted under this policy shall be provided to students without prejudicial effect.

It shall be the responsibility of the District Administrator or his/her designee to examine existing policies and develop new ones where needed to ensure that the District does not discriminate pursuant to state and federal law.

Complaints regarding the interpretation or application of this policy shall be referred and processed in accordance with the District's student discrimination complaint procedures. The District encourages the informal resolution of complaints under this policy.

Notice of this policy and its accompanying complaint procedures shall be published at the beginning of each school year in the District's back to school newsletter, posted in each school building in the District, and posted on the District's website. In addition, a student nondiscrimination statement shall be included in student and staff handbooks, course selection handbooks and other published material distributed to the public describing school activities and opportunities.

Legal References: 118.13 Wisc. Statutes; PI 9, PI 41 Wisc. Admin Code

### **Federal Laws**

Title IX, Education Amendments of 1972 [sex discrimination]

Title VI, Civil Rights Act of 1964 [race, color and national original discrimination]

Section 504 of the Rehabilitation Act [disability discrimination; FAPE and reasonable accommodations]

Americans with Disabilities Act [disability discrimination; reasonable accommodations]

Individuals with Disabilities Education Act [programs and services for students with disabilities]

McKinney-Vento Homeless Assistance Act [equal access for homeless students; required policies to remove barriers]

Adopted: 07/07/86

Amended: 05/19/14



## EQUAL OPPORTUNITY EMPLOYMENT

Policy 511

The District is committed to equal employment opportunity in its personnel practices. Hiring and administration shall be conducted so as not to illegally discriminate against any applicant or employee on the basis of age, race, religion, sex, sexual orientation, disability, citizenship, marital status, pregnancy, national origin, creed, color, political or religious affiliation, ancestry, arrest or conviction record, military service, use or nonuse of a lawful product off school premises during nonworking hours, declining to attend a meeting or to participate in any communication about religious matters or political matters, the authorized use of family or medical leave or worker's compensation benefits, genetic information, or any other reason prohibited by applicable law.

Reasonable accommodations shall be made for qualified individuals with a disability, unless such accommodations would impose an undue hardship on the District. A reasonable accommodation is a change or adjustment to job duties or work environment that permits a qualified applicant or employee with a disability to perform the essential functions of a position or enjoy the benefits and privileges of employment compared to those enjoyed by employees without disabilities. Employees desiring a reasonable accommodation should make such a request to their immediate supervisor, the District Administrator, or the District Administrator's designee.

The District shall also accommodate the religious practices of an employee to the extent required by law.

Complaints regarding the interpretation or application of this policy shall be referred to the administrative staff and processed in accordance with established procedures. The Board encourages the informal resolution of complaints. Notice of this policy shall be given in accordance with state and federal laws.

### Legal References:

#### Wisconsin Statutes

- [Section 111.31](#) [declaration of fair employment policy]
- [Section 111.321](#) [prohibited basis for discrimination]
- [Section 111.322](#) [discriminatory actions prohibited]
- [Section 118.195](#) [discrimination against handicapped teachers]
- [Section 118.20](#) [teacher/administrator discrimination prohibited]

#### Federal Laws and Regulations

- [Title IX, Education Amendments of 1972](#) [sex discrimination in employment in educational programs]
- [Title VII of the Civil Rights Act of 1964](#) [employment discrimination based on race, color, religion, sex and national origin]
- [Section 504 of the Rehabilitation Act of 1973](#) [employment discrimination based on handicap; reasonable accommodations]
- [Age Discrimination Act of 1967](#) [age discrimination in employment]
- [Pregnancy Discrimination Act](#) [pregnancy discrimination in employment]
- [Americans with Disabilities Act of 1990](#) [disability discrimination in employment; reasonable accommodations]

[Genetic Information Nondiscrimination Act of 2008](#) [employment discrimination based on genetic information]

[Uniformed Services Employment and Reemployment Rights Act \(USERRA\)](#) [employment discrimination on the basis of military service]

[Immigration and Nationality Act \(Title II, Chapter 8, Act 274B\)](#) [employment discrimination based on national origin and citizenship status]

[11 U.S.C. §525](#) [employment discrimination based on certain bankruptcy-related statuses and proceedings]

Adopted: 06/07/93

Amended: 06/02/14

09/14/20

The School District of Altoona is an equal opportunity employer. Personnel hiring and administration in the District are to be conducted so as not to discriminate against applicant or employee on the basis of age, race, religion, sex or sexual orientation, disability/ handicap, citizenship status, marital status, pregnancy, national origin, creed, color, political or religious affiliation, genetic information, ancestry, arrest or conviction record, military service, genetic information, use or nonuse of a lawful product off school premises during nonworking hours, declining to attend a meeting or participate in any communication about religious or political matters, or any other reason prohibited by state or federal law. Exceptions to this policy may only be made in accordance with state and federal laws.

Reasonable accommodations shall be made for qualified individuals with a disability or handicap, unless such accommodations would impose an undue hardship to the District. The District shall also accommodate the religious practices of an employee to the extent required by law.

Complaints regarding the interpretation or application of this policy shall be referred to the administrative staff and processed in accordance with established procedures. Notice of this policy and related complaint procedures shall be given in accordance with applicable legal requirements.

Legal References: 111.31, 111.321, 111.322, 118.195, 118.20 Wisc. Statutes

### **Federal Laws**

#### [Title IX, Education Amendments of 1972](#)

[sex discrimination in employment in educational programs]

#### [Title VII of the Civil Rights Act of 1964](#)

[*employment discrimination based on race, color, religion, sex and national origin*]

#### [Section 504 of the Rehabilitation Act of 1973](#)

[employment discrimination based on handicap; reasonable accommodations]

#### [Age Discrimination Act of 1967](#) [age discrimination in employment]

#### [Pregnancy Discrimination Act](#) [pregnancy discrimination in employment]

#### [Americans with Disabilities Act of 1990](#)

[disability discrimination in employment; reasonable accommodations]

#### [Genetic Information Nondiscrimination Act of 2008](#)

[employment discrimination based on genetic information]

#### [Immigration and Nationality Act \(Title II, Chapter 8, Act 274B\)](#)

[employment discrimination based on national origin and citizenship status]

Adopted: 06/07/93

Amended: 06/02/14

## EMPLOYEE HARASSMENT AND BULLYING

Policy 512

The District is committed to providing fair and equal employment opportunities and to providing a professional work and student learning environment free of all forms of harassment and bullying.

- **Harassment:** The District shall not tolerate harassment based on any personal characteristic described in the District's equal opportunity employment policy. Harassment and other unacceptable activities that could alter conditions of employment, or form a basis for personnel decisions, or interfere with employee's work performance are specifically prohibited. Sexual harassment, whether committed by supervisory or non-supervisory personnel, is unlawful and also specifically prohibited. In addition, the District shall not tolerate acts of non-employees (volunteers, vendors, visitors, etc.) that have the effect of harassing District employees in the workplace. Harassment can occur as a result of a single incident or a pattern of behavior where the purpose or effect of such behavior is to create an intimidating, hostile or offensive working environment. Harassment encompasses a broad range of physical and verbal behavior that can include, but is not limited to, the following:
  1. Unwelcome sexual advances, comments or innuendos;
  2. Physical or verbal abuse;
  3. Jokes, insults or slurs based on any personal characteristic (*Such comments are unacceptable whether or not the individual within the protected class is present in the workplace to overhear them and whether or not a member of a class professes to tolerate such remarks*);
  4. Taunting based on any personal characteristic described in the District's equal opportunity employment policy; and/or
  5. Requests for sexual favors used as a condition of employment or affecting any personnel decisions such as hiring, promotion, compensation, etc.
- **Bullying:** Bullying is defined as systematic or repeated infliction (or attempted or threatened infliction) of physical harm or psychological/emotional distress on one or more students, staff, or other persons. It involves purposeful or intentional written, spoken, nonverbal, or physical behavior, including but not limited to any threatening, intimidating, insulting, degrading, or dehumanizing conduct, gesture, or communication that has the effect of doing any of the following:
  1. Substantially interfering with any employee's work or a student's education;
  2. Substantially interfering with a person's ability to participate in or benefit from any school activity or program;
  3. Endangering the health, safety, or property of the target(s) of the behavior;
  4. Creating a threatening, intimidating, hostile, or offensive environment within any District school, activity, or program; or
  5. Substantially disrupting the orderly operation of the school.

"Cyber-bullying" is defined as bullying that involves the use of digital technologies, including but not limited to, e-mail, cell phones, text messages, instant messages, chat rooms, and social media (e.g., Twitter™ or Facebook™). Cyber-bullying is prohibited and treated the same as all other types of bullying.

Bullying is deliberate/purposeful conduct, but intent/purpose may properly be inferred from the totality of the circumstances (e.g., where the behavior is persistent/repeated or where the responsible party reasonably should have been able to foresee the consequences of his/her actions and the manner in which his/her conduct would be likely to be perceived by the target(s) of the conduct).

Bullying can involve direct interaction between the aggressor-bully and the target(s), or it can be indirect (such as orchestrating others to engage in acts of bullying; facilitating bullying conduct by others; etc.).

Not all behaviors that (1) hurt another person's feelings; (2) are a manifestation of an interpersonal conflict; or (3) are in some way unkind amount to acts of bullying. However, such negative behaviors are still a legitimate subject of concern and regulation within the school environment. Further, it shall be a goal of the District's workplace and educational programs to help staff, students and others recognize and acknowledge that even one-time instances of, for example, name calling, negative teasing, put-downs, or excluding others (when inclusion was readily possible) are inappropriate and problematic for a number of reasons.

All employees are responsible for ensuring that harassment and bullying do not occur. The District intends to comply with both the letter and spirit of the law in making certain that harassment and bullying do not exist in its policies, regulations and operations. Anyone who believes that he or she has been the subject of harassment or bullying or has knowledge of violations of this policy shall report the matter in accordance with the District's employment and harassment discrimination complaint procedures. All reports regarding employee harassment or bullying shall be taken seriously, treated fairly and promptly and thoroughly investigated. Individual privacy shall be protected to the extent possible. There shall be no retaliation against any person who files a complaint under this policy. The District shall take appropriate and necessary action to eliminate employee harassment and bullying. Actions that are determined to be harassment or bullying shall be subject to disciplinary action, up to and including dismissal.

All employees have a duty to report incidents of alleged harassment or bullying to their immediate supervisor or designated equal opportunity employment officer. Employees who fail to report incidents of alleged harassment or bullying may be subject to disciplinary action up to and including dismissal. In addition, supervisory employees who fail to respond to harassment or bullying complaints or to act on their knowledge of violation of this policy will likewise be subject to disciplinary action, up to and including dismissal.

This policy and related complaint procedures shall be published annually and distributed to all staff. District staff will be required to sign an acknowledgment of

receipt of the policy and procedure on an annual basis. Training shall be conducted annually on this policy for all staff in the District.

**Legal References:**

**Wisconsin Statutes**

- [Section 111.31](#) [declaration of fair employment policy]
- [Section 111.32\(13\)](#) [definition of sexual harassment in employment]
- [Section 111.321](#) [prohibited bases for discrimination]
- [Section 111.322](#) [discriminatory actions prohibited]
- [Section 111.36](#) [sex discrimination prohibited in employment, including sexual harassment]
- [Section 118.20](#) [teacher/administrator discrimination prohibited]
- [Section 120.13\(1\)](#) [school board power to set rules of conduct and order]
- [Section 947.0125](#) [unlawful use of electronic communications]
- [Section 947.013](#) [harassment prohibited]

**Federal Laws and Regulations**

- [Title VII of the Civil Rights Act of 1964](#) [race, color, religion, sex and national origin discrimination prohibited in employment]
- [Regulations Implementing Title VII of the Civil Rights Act \(29 C.F.R. - Part 1604.11\)](#) [employment discrimination; sexual harassment]
- [Regulations Implementing Title IX of the Education Amendments of 1972 \(34 C.F.R. - Part 106.51\)](#) [sex discrimination in employment in educational programs]

**Adopted:** 02/18/02  
**Amended:** 03/04/13  
09/14/20

The Altoona School District is committed to maintaining a learning and working environment that is free of harassment and bullying toward or between students and employees. Such actions are disruptive to the work or learning environment and detrimental to student and employee personal well-being.

"Harassment" is defined as behavior toward an individual based, in whole or in part, on a person's sex, race, religion, national origin, color, ancestry, creed, pregnancy, marital status, sexual orientation, disability, age or other protected status which has the purpose or effect of: (1) creating an intimidating, hostile or offensive work or learning environment; (2) interfering with a person's work or educational performance; or (3) otherwise adversely affecting a person's employment opportunities. Harassment can occur as a result of a single incident or a pattern of behavior. It may occur from student to student, student to staff, staff to student, staff to staff, male to female, male to male, female to male, or female to female. Examples of conduct prohibited under this policy, but not limited to, include:

- Physical or mental abuse;
- Verbal comments or other expressions which insult, degrade or stereotype;
- Physical interference with movement, activities or work;
- Visual harassment, including derogatory cartoons, drawings or posters; and
- Sexual harassment, which is defined as any deliberate, repeated or unwanted verbal or physical sexual contact, sexually explicit derogatory statements, or sexually discriminating remarks that are offensive or objectionable to the recipient or which causes the recipient discomfort or humiliation or which interferes with the recipient's academic or work performance. Sexual harassment may include, but is not limited to, any form of any unwanted sexual attention, such as:
  - leering, pinching, patting, touching, advances or propositions; and subtle or expressed pressure for sexual activity;
  - verbal comments, lewd or sexually suggestive comments, off-color language or jokes of a sexual nature; slurs and any other verbal, graphic, or physical conduct relating to an individual's gender;
  - display of graphic or written sexual material, any display of sexually explicit pictures, greeting cards, articles, books, magazines, photos, or cartoons;

- o the implicit message from the alleged offender that noncompliance will lead to reprisals. Reprisals may include, but are not limited to, the possibilities of harassment escalation, unsatisfactory academic/work evaluations, difference in academic/work treatment, or unwarranted comments to or by peers.

"Bullying" includes, but is not limited to, physical intimidation or assault, threatening looks, extortion; electronic, oral or written threats, teasing, name-calling, put-downs, false rumors, false accusations; retaliation for reporting harassment or bullying, and similar activities.

Discrimination is defined as the unjust or prejudicial treatment of different categories of people or situations, especially on the grounds of race, age or sex.

Any person who believes he/she has been harassed, bullied, discriminated-against or has knowledge that a policy violation has occurred may file a complaint in accordance with established discrimination complaint procedures. It is the intent of the District to create an atmosphere where complaints will be treated fairly and quickly. If the alleged harasser is the person to whom the complaint would normally be made, the complaint should be made to the next higher administrative authority in the complaint procedure. If a student does not feel comfortable with making the complaint to the designated person, he/she may make the complaint to any other adult employee, who will report the complaint to the appropriate person.

All harassment complaints shall be taken seriously and properly investigated, and appropriate actions shall be taken to prevent or correct harassing behavior. There shall be no retaliation against anyone for reporting harassment or cooperating in a harassment investigation. The District shall respect the confidentiality of both the complainant and the accused consistent with the District's legal obligations and with the necessity to investigate allegations of misconduct and take corrective action when this conduct has occurred.

If a harassment complaint involves a District employee and a student, both the supervising principal and District Administrator shall be involved in the complaint investigation process and follow-up activities.

Persons who engage in harassment or retaliatory conduct in violation of this policy shall be subject to school disciplinary measures consistent with District policies.

Notice of this policy will be circulated to all schools and departments in the District on an annual basis and incorporated in student and staff handbooks.

LEGAL REF.: 111.31, 111.32, 111.36, 118.13, 118.20, 120.13, 947.0125, 947.013 Wisc. Statute

ADOPTED: 02/18/02

AMENDED: 03/04/13



EQUAL OPPORTUNITY EMPLOYMENT  
EMPLOYEE NONDISCRIMINATION AND BARRIER-FREE FACILITIES

It is the policy of the Altoona Board of Education to forbid acts of discrimination in all matters dealing with employees and applicants for positions within the school district. The Board of Education supports and upholds the principle of equal employment opportunity. Towards that end, pursuant to Section 111.321 and 118.13 of the Wisconsin Statutes, the Board enacts and supports the following policy.

- a. No person shall be discriminated against or harassed in any action under any program or activity sponsored by the Board solely by reason of age, race, creed, color, handicap/disability, marital or parental status, sex, national origin, ancestry, sexual orientation, arrest record, conviction record not materially related to the responsibilities of employment, membership in the national guard, state defense force or any reserve component of the military forces, or use or nonuse of lawful products outside the work place during nonworking hours. This policy covers, but is not limited to, recruitment, selection, hiring, training, and promotion of persons in all job classifications. The policy also covers employee compensation benefits, transfers, layoffs, leaves, return from layoffs or leaves, inservice education, work and co-curricular assignments.
- b. Because by law an individual with a disability is considered qualified for employment if he/she with or without reasonable accommodation, can perform the essential functions of the job, the district will make reasonable accommodations to known physical or mental limitations of an otherwise qualified candidate unless making such accommodations would impose an undue economic or operational hardship on the district.
- c. If a candidate for employment, promotion, transfer, or other employment opportunities is denied employment on the basis of one or more of the above enumerated attributes or conditions, a burden shall rest with the Superintendent of Schools to provide definitive rationale to demonstrate that such denial is directly, solely, and unequivocally related to the position for which the candidate has applied.
- d. It is the policy of the Board of Education to make reasonable accommodation to provide barrier-free access and facilities in the district to accommodate those employees with disabilities.
- e. It is the policy of the Board of Education, pursuant to the American's with Disabilities Act, not to discriminate against people with disabilities in regard to employment.

The Superintendent of Schools shall be responsible for the administration of this policy and shall have the authority to develop and monitor appropriate and effective personnel rules and regulations, grievance procedures (AC-R-1), and reporting requirements.

Legal Ref: Wisc. Statute 118.13, 111.321; PI9 WI Admin Code; Title IX, Title VI, Section 504

Cross Ref: AC-R, Teacher Handbooks

Initial Adoption: 05/17/93

Final Adoption: 06/07/93