

River Valley School District
Thursday, April 11, 2024
Regular Meeting
Middle School Library
7:00 p.m.

Present: Young, Jennings, Cates, Iausly, Gauger, Minich, Bettinger, Maier, Lucy Spahn
(Student Representative)

Absent: Carstensen

Admin: Glasbrenner, Moore, Knoll, Peterson, Radtke, Blakley

Others: Jerri Prem, Arian Beno, Luke Thatcher, Michelle Orcutt, Shawn Duren, Judy Ettenhofer (Home News), Eileen Brownlee (General Counsel), Paula Wedige (Administrative Assistant)

President Jennings opened the meeting. Jennings noted that the meeting had been properly posted and notice had been provided to the appropriate media and each School Board Member.

In the absence of the School District Clerk, Young moved to appoint Cates as Acting Clerk for tonight's meeting. Minich seconded. Motion carried.

Maier moved to proceed with the legal meeting. Iausly seconded. Motion carried.

Consideration & Action on Approval of Agenda

Iausly moved to approve the agenda items as submitted. Maier seconded. Motion carried.

Community Spotlight

This is a new monthly agenda item to recognize an individual, group, or business in our community for supporting River Valley schools. The Elementary PTO was recognized. Jerri Prem, President, and Ariana Beno, Treasurer, were present. Jerri noted they support both the Elementary School and the Early Learning Center. There are 5 parent meetings per year and the biggest fundraiser is the Blackhawk Bolt, which raised \$21,000 last year. Items that are covered by these funds include student supplies, open house treats, awards for classroom competitions, awards for top fundraiser in each grade, Scholastic news, ACES for Anthony bracelets, subscriptions, field trips, snacks, rollerskating, movie, bowling, zoo, author visit, solar eclipse glasses, Teacher Appreciation Week treats, end of year ice cream social, all school field trip to Rick Wilcox Show, and 2 high school scholarships each year. There is an online form that elementary teachers can use to request funds. The organization recently earned non-profit status. Next Thursday night is a Culver's share night.

Public Comments

None.

Student Council Report

Lucy Spahn, junior class representative, was present and noted a penny way is being planned with proceeds going to a local food pantry. They are also organizing a talent show and teacher appreciation event. There will be "shout outs" at the Little Hawks Track Meet as a fundraising event and they want to give out scholarships this year. The recent solar eclipse was enjoyed by students around the district and used glasses can be turned in to Ms. Holverson. Prom will be held at Sugarland with post prom at the high school. Thanks to all donors!

It was noted that solar eclipse glasses for elementary students were donated by the PTO. David Daniel from APT held a workshop with the Middle School Shakespeare Group, which was paid for with a grant provide by RV Arts. “Much Ado About Nothing” performances are upcoming. Lastly, 7th grade students are incubating eggs as a science classroom project.

Referendum Results

The official results were confirmed at the April 9 Board of Canvassers meeting. Glasbrenner shared a comparison of votes from 2022 to 2024. A follow-up community survey will be sent out in the near future.

Update on School District Operations from Administration

Moore noted that information regarding insurance renewals will be discussed later at this meeting. He recently attended an accounting conference and worked with the district office staff to submit requested data for a membership audit. Focus is now on budgeting for the coming year and prepping for our annual financial audit this summer. Knoll noted special education evaluations are happening and caseloads are being set for next year. Special education staff are finalizing a 16 hour dyslexia course. There are upcoming interviews for a Speech and Language Pathologist and there are vacancies for Instructional Assistants.

The middle school will have Forward Exam testing this week and next and they are working on curriculum planning for next year, including a new Math pilot. Elementary students enjoyed Opera for the Young Beauty and the Beast, are involved in Forward Exam and I-Ready testing, and have field trips planned for the end of the year as well as Safety Day. The high school will have Forward Exam testing and ACT and ACT Secure testing are done. Prom will be held at Sugarland on April 20 and graduation and scholarship nghts are forthcoming in May, as well as AP tests and year end final exams.

Board Reminders, Announcements, and Training Opportunities

Board Members were asked to let Paula know if they want to hand out diplomas at graduation on Saturday, May 25, 2024. Jennings reminded Board Members of an April 25 online WASB New Board Member Gathering.

Legislative Update

Glasbrenner noted there is discussion about examining rural roads in Wisconsin. Transportation has been affected in our area with road upgrades, but Lamers is making sure they are getting students back and forth safely.

Consent Agenda: Checks, Invoices, Receipts – March 2024; Open Session Meeting Minutes – March 14, 2024, Regular Meeting

Iausly moved to approve the consent agenda items as submitted. Maier seconded. Motion carried.

Consideration & Action on Resignations, if any

Iausly moved to accept the retirement of Andrea Sullivan, 1st Grade Teacher. Cates seconded. Motion carried. It was noted that the district will miss her teacher leadership.

Iausly moved to accept the resignation of Tia Peterson, High School Spanish Teacher. Minich seconded. Motion carried. Peterson was thanked for her service.

Iausly moved to accept the retirement of Elaine Frank, 2nd Grade Teacher. Maier seconded. Motion carried. It was noted that Elaine had a strong 4K background when she started here and

then moved to teaching 2nd grade a few years ago. She is returning to 4K by accepting a position at St. Johns.

Consideration & Action on Resignation of Business Manager

Cates moved to accept the resignation of Scott Moore, Business Manager. Young seconded. Motion carried. Moore noted he is moving up north for family reasons and thanked the Board for giving him a chance in this position.

Consideration & Action on Timeline/Process for Business Manager Vacancy

Maier moved to approve the timeline for filling the Business Manager vacancy. Gauger seconded. Screening of applications will take place by May 10 with interviews tentatively planned for May 28 in closed session. Motion carried.

Consideration & Action on Hirings, if any

Minich moved to approve the hiring of Savannah Jennings, Psychologist. Maier seconded. Motion carried.

Bettinger asked if we intend to hire for the vacancies created by tonight's resignations. Glasbrenner responded that we do plan to fill those vacancies. Bettinger asked to see enrollments and if we can take advantage of attrition. Glasbrenner will bring enrollment data to the Curriculum and Instruction Committee meeting on Monday since they will be discussing staffing.

Consideration & Action on Proposed 2024-25 Attendance Areas for District Private Schools K4-4th Grade Students for Transportation Purposes

Young moved to approve the 2024-25 Attendance Areas for District Private Schools K4-4th Grade Students for Transportation Purposes to be the same as last year. Maier seconded. Motion carried.

Consideration & Action on 2024-25 CESA #3 Contract

There is a reduction in cost from last year. Bettinger moved to approve the 2024-25 CESA #3 Contract. Gauger seconded. Motion carried.

Consideration & Action on 2024-25 CESA #5 Contract

This is an annual contract for audiology and hearing services. Iausly moved to approve the 2024-25 CESA #5 Contract. Minich seconded. Motion carried.

Consideration & Action on 2024-25 SWEEP 1 and SWEEP 2 Cooperative Agreements for Use of Aeration and Top Dresser Equipment

There is no cost this year for use of this shared equipment. Young moved to approve the 2024-25 SWEEP 1 and SWEEP 2 Cooperative Agreements for Use of Aeration and Top Dresser Equipment. Iausly seconded. Motion carried.

Consideration & Action on Policy Committee Recommendations

As recommended by the Policy Committee, Iausly moved to approve the second reading of the following policies: 345.3 Promotion and Retention; 351 Summer School Program; and 164 Board Member Compensation and Expenses. Maier seconded. Motion carried.

As recommended by the Policy Committee, Iausly moved to approve the first reading of the following policies: (NEW) 722.9 Naloxone Administration. Minich seconded. It was noted that the only staff trained are nurses but we may train a team, such as the Code Blue team or coaches. Motion carried.

Consideration & Action on Budget/ERC Committee Recommendations

The Committee interviewed candidates for 2024-25 General Counsel with the upcoming retirement of Eileen Brownlee. They interviewed Boardman and Clark LLP and Renning, Lewis & Lacy S.C. After Board discussion, Jennings moved to appoint Renning, Lewis, and Lacy during the Board's May organizational meeting. Cates seconded. It was noted there are no issues with Boardman and Clark, but we have worked with Tess O'Brien-Heinzen from Renning, Lewis, and Lacy in the past and have a good relationship with her. Polled vote was 8-0 in the affirmative with 1 absent. Motion carried.

The Committee reviewed comparable districts regarding salaries for hourly employees. As recommended by the Committee, Jennings moved to approve the following wage increases for 2024-25: RVEA staff base wage and current salaries increase by 4.1%; RVEST staff base wage and current salaries increase by 10%; Non-Union Hourly employees current salaries increase by 10% (3 district office administrative assistants); Non-Union Salaried employees current salaries increase by 4.1%; and the Athletic/Activity Salary Schedules base wage increase by 4.1%. Maier seconded. Motion carried. There was no action on administrator salaries, which will be discussed at the May Board meeting.

The Board discussed setting a maximum salary cap for teachers since our highest paid teachers are above other comparable districts. They would get the annual increase as a stipend, but the salary amount would not increase. This cap would be looked at on a yearly basis when staff wages are discussed. Jennings moved to approve a maximum salary cap of \$80,000 for teachers. Iausly seconded. Young asked if affected teachers were aware of this idea. Glasbrenner noted they were not and the 8 that would be affected would be notified. Motion failed. This will be discussed at the May Board meeting.

As recommended by the Committee, Maier moved to approve language changes to the Fair Labor Standards Act Safe Harbor Policy section of the 2024-25 Employee Handbook, as recommended by general counsel. Young seconded. Motion carried.

As recommended by the Committee, Maier moved to approve language changes to the Staff Notice of Resignation or Retirement section of the 2024-25 Employee Handbook, to request written notice and to pay a \$250 per month stipend for 4 months maximum if we get teacher notice January through April. Young seconded. Early notification helps us to get an earlier start in the hiring process. Motion carried.

The Committee discussed 2024-25 insurance renewals, but no action was taken. There is a staff survey to gauge preference on three options for health insurance renewal, which include scenarios of changing carriers, lowering HSA contribution amounts, and raising deductible amounts. This will be discussed at the May Board meeting.

The Committee discussed 2024-25 flexible spending accounts, but did not make any recommendation for changes. The Committee will revisit 2024-25 Before and After School Program fees at the next meeting and have not yet received the 2024-25 WI School Nutrition Purchasing Cooperative Agreement.

Consideration & Action on Resolutions Accepting Gifts, if any

Iausly moved to adopt the Resolutions Accepting Gifts as follows: \$5,000 from James Kardatzke for AP exam fees for all students; \$5,000 from Christopher Kardatzke for AP exam fees for all students; food items valued at \$280.80 from Dawn Eno to the FFA Program; \$500 from River Valley Arts Inc. to Middle School Shakespeare Project; \$250 from Ring Brothers LLC to Skills

USA; \$200 from Joseph and Patricia Fargen to High School Cross Country (in memory of Chris Fargen); \$200 from Joseph and Patricia Fargen to High School Chorus Department (in memory of Chris Fargen); and \$150 from Denise and Robert Sebranek to Track Program (in memory of Ralph Ray); and 26 donations for the school fair shed fundraiser totaling \$21,000. Maier seconded. Polled vote was 8-0 in the affirmative with 1 absent. Motion carried.

Maier moved to adjourn to closed session at 8:17 p.m.pursuant to Wisconsin Statutes 19.85(1)(a) and 19.85(1)(f) for Expulsion Hearing and Deliberation and Action; 19.85(1)(f) for Discussion on Enrolling a Student Expelled From Another District; and 19.85(1)(f) for Requests From Students to Opt Out of State Testing. Minich seconded. Polled vote was 8-0 in the affirmative with 1 absent. Motion carried.

The Board reconvened in open session at 9:21 p.m.

Consideration & Action on Requests From Students to Opt Out of State Testing

Bettinger moved to approve 11 students to opt out of state testing. Maier seconded. Motion carried.

Iausly moved to adjourn at 9:22 p.m. Maier seconded. Motion carried.

Submitted by Paula Wedige for:

Kiley Cates, Acting School District Clerk