



OREGON SCHOOL DISTRICT BOARD OF EDUCATION

“...helping students acquire the
skills, knowledge, and attitudes
to achieve their individual potential...”

From Oregon School District Mission Statement

OREGON SCHOOL DISTRICT

DATE: MONDAY, AUGUST 10, 2026
TIME: 6:30 PM
PLACE: OSD Innovation Center, OHS, 456 N Perry Parkway

Order of Business

Call to Order

Roll Call

Proof of Notice of Meeting and Approval of Agenda

AGENDA

A. CONSENT CALENDAR / Innovation Center North and South		
6:30 PM	NOTE: Items under the Consent Calendar are considered routine and will be enacted under one motion. There will be no separate discussion of these items prior to the time the Board votes unless a Board Member requests an item be removed from the calendar for separate action.	
	1.	Minutes of Previous Meeting
	2.	Approval of Payments
	3.	Treasurer's Report, if any
	4.	Staff Resignations/Retirements, if any
	5.	Staff Assignments, if any
	6.	Field Trip Requests, if any
	7.	Acceptance of Donations, if any:
	8.	Approval of New Scholarships, if any:
	9.	Approval of Safety Drill Reports, if any:
B. INFORMATION ITEMS		
	1.	Superintendent's Report - Student Highlights
	2.	Public Comment*
	3.	Oregon Education Association (OEA) Report
C. ACTION ITEMS		
	1.	Education for Employment Plan 2026-27
	2.	Policy 771 - Electronic Communications
	3.	2026-2027 Employee Handbook
	4.	Wage Increase for Support Staff 2026-27
D. DISCUSSION ITEMS		
	1.	Committee Reports
		a. Visioning Steering Committee
		b. Policy Committee
	2.	2026 School Perceptions Survey Results

E. INFORMATION ITEMS		
	1.	Visioning and Strategic Planning
	2.	Teaching & Learning - Update on PLCs
	3.	Federal and State Legislative Update
	4.	Superintendent's Report - District Highlights
F. CLOSING		
	1.	Future Agenda
	2.	Check Out
G. WORK SESSION		
	1.	2026 School Perceptions Survey Results
H. CLOSED SESSION / Innovation Center Small Conference Room		
	Consideration of Adjourning to Closed Session on Item G.1 as provided under Wisconsin Statutes §19.85(1)(e), §19.85(1)(G) and §19.85(1)(c)	
	1.	Discussions regarding negotiating the SRO Agreement for the 2026-2027 school year pursuant to Wis. Stat. s. 19.85(1)(e).
	2.	Discussion Regarding Negotiating the 2026-2027 Collective Bargaining Agreement with the Oregon Education Association pursuant to Wis. Stats §19.85(1)(e) and Conferring with Legal Counsel about the Negotiations pursuant to §19.85(1)(g)
	3.	Consideration of Performance Evaluation regarding District Administrator pursuant to Wisconsin Statutes §19.85(1)(c).
I. ADJOURNMENT		

Go to: www.OregonSD.org/board meetings/agendas for the most updated version agenda.

Public Comment

District Policy 180.05 provides an opportunity for the public to address the Board. We value the public comment period and feedback from our stakeholders. To comply with the Open Meetings Law and to ensure consistency, public comment will have the following parameters:

- Public comment is scheduled for 15 minutes. Speakers will have three minutes in which to make their comments. Ms. Katie Heitz will signal the speaker when their time is up.
- The Board will not comment after each speaker and will reserve discussion to any items on the agenda. Speakers are welcome to stay for the meeting.
- Next steps following public comment may include: referral to the appropriate administrator for follow-up with the speaker or placement of the matter on a future Board agenda.

OREGON SCHOOL DISTRICT

Date: August 10, 2026

Time: 6:30 PM

Place: Innovation Center at Oregon High School, 456 N Perry Parkway, Oregon, WI

Mission: The mission of the Oregon School District is to educate all students by helping them acquire the skills, knowledge, and attitudes needed to achieve their individual potential, to contribute to a changing society, and to be receptive to learning as a lifelong process. The mission will be accomplished by delivering a high quality program through the joint efforts of students, staff, parents, and community.

	Item	Who	Handouts/Visuals	Expected Outcome
	Opening and welcome 1. Call to Order 2. Roll call 3. Proof of Notice	Vice President Lokuta	None	Review of Agenda
	A. Consent Calendar 1. Board Meeting Minutes a. 7/13/2026 Board Meeting Minutes b. 7/13/2026 Closed Session Minutes 2. Approval of Payments 3. Treasurer's Report 4. Staff Resignations/Retirements 5. Staff Assignments 6. Field Trip Request 7. Donations 8. Approval of New Scholarships 9. Approval of Safety Drill Reports	Vice President Lokuta	1. Attached 2. Attached 3. None 4. None 5. Attached 6. None 7. Attached 8. None 9. None	
	B. Information Items 1. Superintendent's Report – Student Highlights 2. Public Comment 3. OEA Report			
	C. Action Items: 1. Education for Employment Plan 2026-27 2. Policy 771 – Electronic Communications 3. 2026-2027 Employee Handbook 4. Wage Increase for Support Staff 2026-27	1. Dr. Tanner 2. Ms. Jonen 3. Ms. Jonen 4. Ms. Jonen	1. Attached 2. Attached 3. Attached 4. Attached	
	D. Discussion Items 1. Committee Reports a. Visioning Steering Committee b. Policy Committee 2. 2026 School Perceptions Survey Results	1. Committee Chairs 2. Dr. Anderson	1. None 2. None	
	E. Information Items			

	1. Visioning and Strategic Planning 2. Teaching & Learning – Update on PLCs 3. Federal and State Legislative Update 4. Superintendent’s Report – District Highlights	1. Dr. Anderson 2. Dr. Anderson 3. Dr. Anderson 4. Dr. Anderson		
	F. Closing 1. Future Agenda 2. Check Out			
	G. Work Session 1. 2026 School Perceptions Survey Results			
	H. Closed Session 1. Discussions regarding negotiating the SRO Agreement for the 2026-2027 school year pursuant to Wis Stats. §19.85(1)(e) 2. Discussion Regarding Negotiating the 2026-2027 Collective Bargaining Agreement with the Oregon Education Association pursuant to Wis. Stats. §19.85(1)(e) and Conferring with Legal Counsel about the Negotiations pursuant to §19.85(1)(g) 3. Consideration of Performance Evaluation regarding District Administrator pursuant to Wis Stats §19.85(1)(c)			
	I. Adjournment			

MINUTES OF THE REGULAR MEETING OF THE SCHOOL BOARD OF THE OREGON SCHOOL DISTRICT HELD ON JULY 13, 2026

The regular meeting of the School Board of the Oregon School District was called to order by Board President Troy Pankratz at 6:30 PM on July 13, 2026 in the OSD Innovation Center at Oregon High School in the Village of Oregon, Dane County, Wisconsin. Upon roll call, the following Board members were present: Dr. Caleb Bush, Mr. Nathan Hensal, Dr. Mary Lokuta, Ms. Leslie Wright and Mr. Troy Pankratz. Board member(s) absent: Ms. Heather Garrison and Mr. Matt Ledbetter. Administrators 3 present: Dr. Shannon Anderson, Ms. Jina Jonen, Mr. Andy Weiland, Dr. Jon Tanner, Brian Johnson, Ms. Erika Mundinger, Dr. Nick Reichhoff, Ms. Darci Jarstad, Ms. Tamara Sutor.

Proof in the form of a certificate by the Oregon Observer of communications and public notice given to the public and the Oregon Observer, and a certificate of posting as required by Wis. Stat. sec. 19.84 as to the holding of this meeting was presented by Mr. Pankratz.

Mr. Hensal moved and Dr. Lokuta seconded the motion to approve the agenda as posted. The following members voted yes: Mr. Hensal, Dr. Lokuta, Dr. Bush, Ms. Wright and Mr. Pankratz. Motion carried 5-0.

A. CONSENT CALENDAR:

Ms. Wright moved and Dr. Bush seconded the motion to approve the following items on the Consent Calendar:

1. Approval of Minutes:
 - a. June 8, 2026 Board Meeting Minutes (Dr. Lokuta abstained from this item)
 - b. June 8, 2026 Board Meeting Minutes Closed Session (Dr. Lokuta abstained from this item)
2. Approve payments in the amount of \$3,302,496.33
3. Treasurer's Report: ending May 31, 2026
4. Staff Resignations/Retirements:
 - Natasha Odette - resignation effective June 18, 2026
5. Staffing Assignments: ADD
6. Field Trip Requests: None
7. Acceptance of Donations: ADD
8. Approval of New Scholarships, if any: None
9. Approval of Safety Drill Reports, if any: None

In a roll call vote, the following members voted yes: Ms. Wright, Dr. Bush, Mr. Hensal, Dr. Lokuta and Mr. Pankratz. Motion carried 5-0.

B. INFORMATION ITEMS:

1. Superintendent's Report - Student Highlights: Dr. Anderson shared photos and a video of recent student highlights. The Superintendent's Report can be found on the OSD website at www.OregonSD.org/board.

2. Public Comment:

- Randy Way, District resident: read a note from his young daughter who gave her own money to the splash pad, and she supports the splash pad;
- Jim Jefferson, District resident: spoke in favor of using Fund 80 to fund the splash pad;
- Margaret Straub, District resident: spoke in favor of funding the splash pad;
- Sheri Pollock, District resident: spoke in favor of funding the splash pad with Fund 80;
- Sue Haberman, District resident: spoke in favor of funding the splash pad;
- Carrie Spilde, District resident: spoke in favor of funding the splash pad with Fund 80;
- Tim LeBrun, District resident: spoke in favor of funding the splash pad;
- Amanda Pedersen, District resident: spoke in support of agenda item C5 to educate taxpayers about the amount used to fund private and charter schools on the tax bill;
- Susie LeBrun, District resident: spoke in favor of funding the splash pad.

3. OEA Report: None

C. ACTION ITEMS:

1. 2026-2027 Food Service Prices: Dr. Bush moved and Mr. Hensal seconded the motion to approve the 45 cent increase for lunch prices as shown in Table C1 of the agenda item. Discussion was held. In a roll call vote, the following members voted yes: Dr. Bush, Mr. Hensal, Dr. Lokuta, Ms. Wright and Mr. Pankratz. Motion carried 5-0.
2. 2026-2027 Academic Standards: Dr. Lokuta moved and Ms. Wright seconded the motion to approve the academic standards in the areas of mathematics, science, reading and writing, geography and history for the 2026-27 school year as presented by Dr. Tanner. Discussion was held. In a roll call vote, the following members voted yes: Dr. Lokuta, Ms. Wright, Dr. Bush, Mr. Hensal and Mr. Pankratz. Motion carried 5-0.
3. Policy 770: Staff and Volunteer Communications With Students: The Policy Committee moved to approve Policy 770 with linking to the Title IX Policy: Discussion was held. In a roll call vote, the following members voted yes: Dr. Bush, Mr. Hensal, Dr. Lokuta, Ms. Wright and Mr. Pankratz. Motion carried 5-0.
4. 2025-26 Budget Adjustments: Mr. Hensal moved and Dr. Lokuta seconded the motion to approve the revised 2025-2026 budget as presented. Discussion was held. In a roll call vote, the following members voted yes: Mr. Hensal, Dr. Lokuta, Dr. Bush, Ms. Wright and Mr. Pankratz. Motion carried 5-0.
5. Board Resolution to educate taxpayers about the amount used to fund private and charter schools on the tax bill: The Vision Committee moved to approve the resolution in support of full transparency for taxpayers as presented. Discussion was held. In a roll call vote, the following members voted yes: Mr. Hensal, Dr. Lokuta, Dr. Bush, Ms. Wright and Mr. Pankratz. Motion carried 5-0.
6. Use of the remaining 2025-2026 Community Education Funds to explore Value Engineering the Splash Pad: The Vision Committee moved to approve using the remaining 2025-26 Community Education funds to complete the recirculating splashpad and to make the necessary design adjustments to stay with total

funds allocated. Discussion was held. In a roll call vote, the following members voted yes: Dr. Bush, Mr. Hensal, Dr. Lokuta, Ms. Wright and Mr. Pankratz. Motion carried 5-0.

D. DISCUSSION ITEMS:

1. Committee Reports

- a. Visioning Steering Committee - Mr. Hensal shared that the Visioning Committee will meet on July 21 at 6:30 p.m. with the agenda to be determined.
- b. Policy Committee - Ms. Jonen shared that the Policy Committee will be meeting on July 21 at 5:30 p.m. to discuss Policy 771 and the 2026-27 Employee Handbook.

E. INFORMATION ITEMS:

1. Visioning and Strategic Planning: None
2. Teaching & Learning Update: None
3. Federal and State Legislative Update: None
4. Superintendent's Report - District Highlights: Dr. Anderson shared many photos and updates from events happening throughout the district. The Superintendent's Report can be found on the OSD website at www.OregonSD.org/board.

F. CLOSING:

1. Future Agenda: Next meeting is Monday, August 10 at 6:30 p.m.
2. Check Out: None

Dr. Lokuta moved and Mr. Hensal seconded the motion to move into closed session, as posted and announced by Mr. Pankratz pursuant to Wis. Stats. §19.85(1)(e) and Wis. Stats. §19.85(1)(c). In a roll call vote, the following members voted yes: Mr. Hensal, Dr. Bush, Ms. Garrison, Mr. Ledbetter, Ms. Wright and Mr. Pankratz. Motion carried 5-0. The Board was in closed session at 9:02 PM.

H. CLOSED SESSION (Innovation Center Small Conference Room):

1. Discussions regarding negotiating the SRO Agreement for the 2026-2027 school year pursuant to §19.85(1)(e): Discussion Held.
2. Consideration of Performance Evaluation regarding District Administrator pursuant to Wis. Stats. §19.85(1)(c). Discussion held.

I. ADJOURNMENT:

Mr. Hensal moved and Dr. Lokuta seconded the motion to adjourn the meeting. In a roll call vote, the following members voted yes: Mr. Hensal, Dr. Lokuta, Dr. Bush, Ms. Wright and Mr. Pankratz. Motion carried 5-0. The meeting adjourned at 9:37 PM.

Leslie Wright, Clerk
Oregon School District

MINUTES OF THE CLOSED SESSION OF THE SCHOOL BOARD OF THE OREGON SCHOOL DISTRICT HELD ON JULY 13, 2026

Earlier in the evening, the regular meeting of the School Board of the Oregon School District was called to order by Board President Troy Pankratz at 6:30 PM on July 13, 2026 in the OSD Innovation Center at Oregon High School in the Village of Oregon, Dane County, Wisconsin. Upon roll call, the following Board members were present: Dr. Caleb Bush, Mr. Nathan Hensal, Dr. Mary Lokuta, Ms. Leslie Wright and Mr. Troy Pankratz. Board member(s) absent: Ms. Heather Garrison and Mr. Matt Ledbetter. Administrators present for closed session: Dr. Shannon Anderson and Ms. Jina Jonen

Earlier in the evening, proof in the form of a certificate by the Oregon Observer of communications and public notice given to the public and the Oregon Observer, and a certificate of posting as required by Wis. Stat. sec. 19.84 as to the holding of this meeting was presented by Mr. Pankratz.

Earlier in the evening, Mr. Hensal moved and Dr. Lokuta seconded the motion to approve the agenda as posted. The following members voted yes: Mr. Hensal, Dr. Lokuta, Dr. Bush, Ms. Wright and Mr. Pankratz. Motion carried 5-0.

Dr. Lokuta moved and Mr. Hensal seconded the motion to move into closed session, as posted and announced by Mr. Pankratz pursuant to Wis. Stats. §19.85(1)(e) and Wis. Stats. §19.85(1)(c). In a roll call vote, the following members voted yes: Mr. Hensal, Dr. Bush, Ms. Garrison, Mr. Ledbetter, Ms. Wright and Mr. Pankratz. Motion carried 5-0. The Board was in closed session at 9:02 PM.

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2. Consideration of Performance Evaluation regarding District Administrator pursuant to Wis. Stats. §19.85(1)(c). Discussion held.

I. ADJOURNMENT:

Mr. Hensal moved and Dr. Lokuta seconded the motion to adjourn the meeting. In a roll call vote, the following members voted yes: Mr. Hensal, Dr. Lokuta, Dr. Bush, Ms. Wright and Mr. Pankratz. Motion carried 5-0. The meeting adjourned at 9:37 PM.

Leslie Wright, Clerk
Oregon School District

OREGON SCHOOL DISTRICT BOARD APPROVAL OF PAYMENTS

August 10, 2026

Payment Method	Number of Transactions	Amount
Checks	42	\$313,327.77
ACH	114	\$1,763,282.02
Purchasing Card	657	\$220,872.92
	Total	\$2,297,482.71

CHECK VENDOR			INVOICE	CHECK	
NUMBER	KEY	VENDOR	DESCRIPTION	DATE	AMOUNT
101296	COMMITTE000	Committee For Children	Second Step Program	07/15/2026	14,395.50
101297	IMMELCLA000	Immel, Claire or Samuel	Refund of Summer School Fee	07/15/2026	60.00
101298	BATTERIE002	Batteries Plus LLC	OMS: batteries for fire doors and alarms AP 25/26	07/15/2026	748.44
101298	BATTERIE002	Batteries Plus LLC	OMS: batteries for fire doors and alarms AP 25/26	07/15/2026	261.60
101298	BATTERIE002	Batteries Plus LLC	OMS: batteries for fire doors and alarms AP 25/26	07/15/2026	191.25
101299	ENERGY P001	Energy Performance Lighting	OMS: labor and materials for Energy Efficient Lighting Project - school gym IBGS AP 25/26	07/15/2026	23,036.34
101299	ENERGY P001	Energy Performance Lighting	OMS: labor and materials for Energy Efficient Lighting Project - gym, hallways, stairwells, common spaces AP 25/26	07/15/2026	83,131.84
101300	FISHER T000	Fisher Tracks Inc.	Track Removal AP 25/26	07/15/2026	20,550.00
101301	JOHNSON 006	Johnson Snow Removal and Lawn	BKE June Mowings	07/15/2026	1,600.00
101301	JOHNSON 006	Johnson Snow Removal and Lawn	NKE/PVE June Mowings	07/15/2026	720.00
101302	SCHOOL D001	School District of Janesville	Mckinney Vento Transportation	07/15/2026	675.00
101303	SCW EDUC000	SCW Educational Evaluation & T	IEE J Leung 03/09/2026 - 06/05/2026 AP 25/26	07/15/2026	6,000.00
101304	SLOAN IM000	Sloan Implement Co Inc	OMS: repair of 2015 John Deere 1575 mower AP 25/26	07/15/2026	389.61
101304	SLOAN IM000	Sloan Implement Co Inc	OMS: repairs on John Deere 1575 AP 25/26	07/15/2026	2,839.07
101305	SOFTBANK000	SoftBank Robotics America Inc	FES: Whiz Renewal AP 25/26	07/15/2026	4,600.00
101306	VILLAGE 000	Village of Oregon	Pool SW 5-28 to 6-29-26 AP 25/26	07/15/2026	317.99
101306	VILLAGE 000	Village of Oregon	OHS SW 5-28 to 6-29-26 AP 25/26	07/15/2026	1,974.43
101306	VILLAGE 000	Village of Oregon	HS NWall SW 5-28 to 6-29-26 AP 25/26	07/15/2026	192.13
101306	VILLAGE 000	Village of Oregon	HS WWall Water 5-28 to 6-29-26 AP 25/26	07/15/2026	1,908.75
101306	VILLAGE 000	Village of Oregon	JCPE SW 5-28 to 6-29-26 AP 25/26	07/15/2026	156.95
101306	VILLAGE 000	Village of Oregon	JCPE WO 5-28 to 6-29-26 AP 25/26	07/15/2026	2,123.78
101306	VILLAGE 000	Village of Oregon	OMS SW 5-28 to 6-29-26 AP 25/26	07/15/2026	790.41
101306	VILLAGE 000	Village of Oregon	MS Irrigation 5-28 to 6-29-26 AP 25/26	07/15/2026	16.00
101306	VILLAGE 000	Village of Oregon	DO SW 5-28 to 6-29-26 AP 25/26	07/15/2026	333.07
101306	VILLAGE 000	Village of Oregon	NKE SW 5-28 to 6-29-26 AP 25/26	07/15/2026	632.70
101306	VILLAGE 000	Village of Oregon	PVE SW 5-28 to 6-29-26 AP 25/26	07/15/2026	717.59
101306	VILLAGE 000	Village of Oregon	RCI SW 5-28 to 6-29-26 AP 25/26	07/15/2026	750.38
101307	WI DEPT 000	WI Dept of Administration	TEACH Services 1/1/26-6/30/26 AP 25/26	07/15/2026	1,500.00
101308	YOUNGLES000	Young, Leslie	Unused Food Service Funds for Q.Y. AP 25/26	07/15/2026	23.95
101309	AFFILIAT000	Affiliated Carriage Systems	June Mckinney Vento Transport	07/30/2026	870.40
101310	ALLIANT 000	Alliant Energy	RCI Natural Gas 6-17 to 7-20-26	07/30/2026	537.62
101310	ALLIANT 000	Alliant Energy	OMS Kitchen/OMS Greenhouse Natural Gas 6-17 to 7-20-26	07/30/2026	52.79
101310	ALLIANT 000	Alliant Energy	OMS Natural Gas 6-17 to 7-20-26	07/30/2026	556.85
101310	ALLIANT 000	Alliant Energy	OMS Electric 6-17 to 7-17-26	07/30/2026	7,032.37
101310	ALLIANT 000	Alliant Energy	HS Storage Shed Natural Gas 6-17 to 7-20-26	07/30/2026	15.65
101310	ALLIANT 000	Alliant Energy	OHS Natural Gas 6-17 to 7-20-26	07/30/2026	3,151.91

CHECK VENDOR		INVOICE		CHECK	AMOUNT
NUMBER	KEY	VENDOR	DESCRIPTION	DATE	
101310	ALLIANT 000	Alliant Energy	HS Football Field Lights/Panther Stadium Storage/HS West Football Lites Electric 6-17 to 7-20-26	07/30/2026	145.00
101310	ALLIANT 000	Alliant Energy	Football Field Concessions Electric 6-17 to 7-20-26	07/30/2026	32.00
101310	ALLIANT 000	Alliant Energy	JV Baseball Press Box/JCPE Lights Electric 6-17 to 7-20-26	07/30/2026	262.60
101310	ALLIANT 000	Alliant Energy	OHS Electric 6-17 to 7-17-26	07/30/2026	28,244.89
101310	ALLIANT 000	Alliant Energy	NKE Natural Gas 6-17 to 7-20-26	07/30/2026	1,482.42
101310	ALLIANT 000	Alliant Energy	NKE Electric 6-17 to 7-20-26	07/30/2026	11,116.02
101310	ALLIANT 000	Alliant Energy	PVE Shed Natural Gas 6-17 to 7-20-26	07/30/2026	15.65
101310	ALLIANT 000	Alliant Energy	Pool Natural Gas 6-17 to 7-20-26	07/30/2026	1,052.12
101310	ALLIANT 000	Alliant Energy	BKE Natural Gas 6-17 to 7-20-26	07/30/2026	473.97
101310	ALLIANT 000	Alliant Energy	RCI Electric 6-17 to 7-20-26	07/30/2026	10,952.56
101310	ALLIANT 000	Alliant Energy	PVE Electric 6-17 to 7-20-26	07/30/2026	4,771.13
101310	ALLIANT 000	Alliant Energy	NKE Garage Electric 6-17 to 7-20-26	07/30/2026	39.98
101310	ALLIANT 000	Alliant Energy	PVE Natural Gas 6-17 to 6-29-26	07/30/2026	739.84
101310	ALLIANT 000	Alliant Energy	BKE Electric 6-17 to 7-17-26	07/30/2026	6,777.84
101311	BUSKABRO000	Buskager, Brock	Baseball Coaching Stipend	07/30/2026	1,500.00
101312	CESA 5 000	CESA 5	IC Support AP 26/27	07/30/2026	19,233.92
101313	HEIDERIO000	Heidenreich, Rio	Panther Visual Arts Scholarship	07/30/2026	500.00
101314	KERSTERIO00	Kersten, Eric	Girls Soccer Coaching Stipend and Youth Camp Coaching	07/30/2026	750.00
101315	PIONEER 003	Pioneer Athletics	Athletic field paint	07/30/2026	1,368.75
101316	STOUGHTO006	Stoughton Hospital	New Employee Physicals June 2026	07/30/2026	2,038.00
101317	UW MADIS014	UW Madison Accounting Services	PVE 2nd Grade Field Trip: UW Arboretum Youth Program w/naturalist - 5/28/26 AP 25/26	07/30/2026	255.00
101318	VILLAGE 000	Village of Oregon	Police Services for OHS graduation AP 25/26	07/30/2026	1,532.04
101319	WANNIBRO000	Wanninger, Brock	Baseball Coaching Stipend	07/30/2026	1,500.00
101320	XEROX IT000	Xerox IT Solutions Inc	Dell Pro 14 Essential Laptop	07/30/2026	1,089.00
101321	MONT L M000	Mont L Martin, Trustee	23-CV-000112	07/31/2026	155.00
101321	MONT L M000	Mont L Martin, Trustee	24-CV-0071	07/31/2026	59.00
101322	UNITED W000	United Way of Dane County	Payroll accrual	07/31/2026	40.00
101322	UNITED W000	United Way of Dane County	Payroll accrual	07/31/2026	4.17
101323	WI SCTF 000	WI SCTF	Payroll accrual	07/31/2026	65.00
101324	9 SQUARE000	9 Square in the Air LLC	9 Square in the Air RCI Playground equipment.	08/05/2026	8,579.00
101325	ALLIANT 000	Alliant Energy	Pool Electric 6-18 to 7-21-26	08/05/2026	844.41
101326	MADISON 043	Madison Gas & Electric	FES Electric 5-20 to 6-19-26 & 6-19 to 7-22-26	08/05/2026	104.82
101326	MADISON 043	Madison Gas & Electric	Environmental House Electric 6-19-26 to 7-22-26	08/05/2026	104.59
101327	BABLEGIN000	Babler, Ginnyveve	Rick and Jackie Symdon Family Foundation Scholarship	08/07/2026	1,000.00
101328	BANKSBRO000	Banks, Brooke	Refund of unused food service funds	08/07/2026	24.20
101329	ESCO GIF000	ESCO Gifts and Awards Inc	Spring Girls Soccer trophies	08/07/2026	269.53

CHECK VENDOR		INVOICE	CHECK	
NUMBER	KEY	VENDOR	DESCRIPTION	DATE
				AMOUNT
101330	FORMECOL000	Formecology LLC	NKE - summer spot herbicide treatment/clean up	08/07/2026 1,020.00
101331	GRIT LEA000	Grit Leadership	Athletic Survey Platform	08/07/2026 2,000.00
101332	HANNECAR000	Hannemann, Carson	Girls Basketball Summer Tournament (Appleton) Coaching Stipend	08/07/2026 220.00
101333	MADISON 030	Madison Police Department	security for 2026 prom	08/07/2026 659.12
101334	ROHRSEN 000	Rohrsen Performance LLC	CE & Rec Instructor for Mobility & Muscle	08/07/2026 86.00
101335	ROSENJAC000	Rosenmeier, Jacob	Baseball Coaching Stipend	08/07/2026 1,000.00
101336	USI INSU000	USI Insurance Services LLC	USI Insurance Services 7/1/26-7/1/27 Installment 1 of 12 July	08/07/2026 4,935.41
101336	USI INSU000	USI Insurance Services LLC	USI Insurance Services 7/1/26-7/1/27 Installment 2 of 12 August	08/07/2026 4,935.41
101336	USI INSU000	USI Insurance Services LLC	USI Insurance Services 7/1/26-7/1/27 Installment 3 of 12 September	08/07/2026 4,935.41
101337	VALUE HO000	Value Holidays Inc	Wire payments for Germany Exchange trip June 15 - July 5, 2026 (Schwarz Bus and Berliner Dom tour)	08/07/2026 3,074.00
101338	VILLAGE 000	Village of Oregon	Crossing Guards 5/25/26-6/20/26	08/07/2026 485.60
Totals for checks				313,327.77

CHECK VENDOR		INVOICE		CHECK	
NUMBER	KEY	VENDOR	DESCRIPTION	DATE	AMOUNT
262700064		AUL Health Benefit Trust	HRA for Andy Weiland	07/15/2026	23,857.80
262700065	CESA 2 000	CESA 2	2026-27 CESA Membership	07/15/2026	6,400.00
262700066		Houghton Mifflin Co	NWEA MAP Assessment	07/15/2026	2,595.00
262700067		Jeter-Smiley, Janelle	EDG 6105 Course Reimbursement	07/15/2026	2,205.00
262700068	MAYO LAR000	Mayo, Larry	Mileage Summer Route Check 7/9/26 (23 miles @ .725)	07/15/2026	16.68
262700069	ALPHA CO000	Alpha Controls & Services LLC	Credit for labor hours on multiple invoices (162 hours @ \$145.00)	07/15/2026	-23,490.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	FES: RE-1 exhaust fan; reassembled motor, blower and fan - reinstalled onto curb (32 contracted hours used)	07/15/2026	2,034.01
262700069	ALPHA CO000	Alpha Controls & Services LLC	OHS: AHU 10 balancing valve replacement (38 contracted hours used)	07/15/2026	2,047.17
262700069	ALPHA CO000	Alpha Controls & Services LLC	Pool and Spa: HVAC repairs and materials (30.5 contracted hours used)	07/15/2026	971.75
262700069	ALPHA CO000	Alpha Controls & Services LLC	RCI: chiller repairs (73 hours of contracted hours)	07/15/2026	785.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	HVAC labor 800 hours (10/1/25-9/30/26 billing 4 of 4) Plus Additional 400 hours	07/15/2026	87,000.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	Pool: parts for repairs on pool and spa; details of work performed on Invoice W53589 (30.5 hours)	07/15/2026	1,417.66
262700069	ALPHA CO000	Alpha Controls & Services LLC	OMS Boiler Burner: Progress Application No. 1 AP 25/26	07/15/2026	29,775.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	PVE: Room 170 controller replacement (3 hours) AP 25/26	07/15/2026	435.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	NKE: controller replacement in Room 1526 (4 hours) AP 25/26	07/15/2026	580.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	OHS: Room 141 too hot (2 hours) AP 25/26	07/15/2026	290.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	OHS: Room 2024 is cold (2 hours) AP 25/26	07/15/2026	290.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	NKE: orchestra room is hot (2 hours) AP 25/26	07/15/2026	290.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	OHS: AHU-7 condensate leak (7 hours) AP 25/26	07/15/2026	1,015.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	PVE: boiler is not hot enough (2 hours) AP 25/26	07/15/2026	290.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	FES: RTU-1 exhaust fan not running (2 hours) AP 25/26	07/15/2026	290.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	District Controller Project AP 25/26	07/15/2026	4,565.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	District Controller Project AP 25/26	07/15/2026	6,947.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	PVE: classrooms are hot (6 hours) AP 25/26	07/15/2026	870.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	NKE: air not moving in Room 1537 (1 hour) AP 25/26	07/15/2026	145.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	OHS: thermostat reading incorrectly due to book crate pushing the F/C button (1 hour) AP 25/26	07/15/2026	145.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	OHS: water spraying down in tunnels; spoke with plumbing contractor (2 hours) AP 25/26	07/15/2026	290.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	PVE: chiller in alarm (3 hours) AP 25/26	07/15/2026	435.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	OHS: replacing filters and belts (51 hours) AP 25/26	07/15/2026	9,110.85
262700069	ALPHA CO000	Alpha Controls & Services LLC	OHS: chillers 1 & 2 were not running (6 hours) AP 25/26	07/15/2026	870.00

CHECK VENDOR		INVOICE		CHECK	AMOUNT
NUMBER	KEY	VENDOR	DESCRIPTION	DATE	
262700069	ALPHA CO000	Alpha Controls & Services LLC	RCI: return fan not running (2 hours) AP 25/26	07/15/2026	290.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	RCI: offices are cold (6.5 hours) AP 25/26	07/15/2026	1,398.07
262700069	ALPHA CO000	Alpha Controls & Services LLC	OMS: heat pumps 16 & 17 are not cooling (2 hours) AP 25/26	07/15/2026	290.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	OHS: water found on floor by the lower gym unit (1 hour) AP 25/26	07/15/2026	145.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	OMS: heat pump wing is hot (2 hours) AP 25/26	07/15/2026	290.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	OHS: heat pumps in 13, 20 and 27 not keeping up (2.5 hours) AP 25/26	07/15/2026	362.50
262700069	ALPHA CO000	Alpha Controls & Services LLC	NKE: AHU-2 reinsulate section of piping and circuit setter to prevent condensation (2 hours) AP 25/26	07/15/2026	328.55
262700069	ALPHA CO000	Alpha Controls & Services LLC	OHS: controller replacements - Rooms 342, 142 EV5_16, 142 EV5_17 and 669 (14 hours) AP 25/26	07/15/2026	2,030.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	OHS: chillers 1 & 2 short cycling (1 hour) AP 25/26	07/15/2026	145.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	OMS: controller replacement Room 184C (5 hours) AP 25/26	07/15/2026	725.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	RCI: no cooling; chiller not operating (9 hours) AP 25/26	07/15/2026	1,689.36
262700069	ALPHA CO000	Alpha Controls & Services LLC	NKE: rooms are hot and cold; checked vav controller (5 hours) AP 25/26	07/15/2026	725.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	26-053736 Belts for NKE	07/15/2026	166.68
262700069	ALPHA CO000	Alpha Controls & Services LLC	26-054093 NKE Copeland relay (9.5 hours - 3 hours credited)	07/15/2026	1,813.62
262700069	ALPHA CO000	Alpha Controls & Services LLC	26-053916 FES DOAS-1 leak check (4 hours - 2 hours credited)	07/15/2026	580.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	26-053915 FES RTU-2 Leak Check (1 hour - 2 hours credited)	07/15/2026	435.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	26-053989 HS Copy room split system (4 hours - 2 hours credited)	07/15/2026	1,149.84
262700069	ALPHA CO000	Alpha Controls & Services LLC	26-054008 HS Copy room mini split cleaning (3 hours)	07/15/2026	481.71
262700069	ALPHA CO000	Alpha Controls & Services LLC	26-054113 IT room Cooling (8 hours - 4 hours credited)	07/15/2026	1,160.00
262700069	ALPHA CO000	Alpha Controls & Services LLC	26-054143 MS AHU-1 Not cooling	07/15/2026	4,693.55
262700069	ALPHA CO000	Alpha Controls & Services LLC	26-053880 MS AHU-4 is not cooling (22 hours - 9 hours credited)	07/15/2026	4,591.27
262700069	ALPHA CO000	Alpha Controls & Services LLC	26-053827 BKE AHU 5 not working (24 hours - 3 hours credited)	07/15/2026	5,274.71
262700069	ALPHA CO000	Alpha Controls & Services LLC	26-053504 HS Chiller 2 in alarm (36 hours - 18 hours credited)	07/15/2026	5,698.23
262700069	ALPHA CO000	Alpha Controls & Services LLC	26-053826 HS AHU-29 condensate (25 hours - 14 hours credited)	07/15/2026	4,306.92

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NUMBER	KEY	VENDOR	DESCRIPTION	DATE	AMOUNT
262700069	ALPHA CO000	Alpha Controls & Services LLC	26-053220 HS Circuit 2 new wing ERU repairs and additional parts (40 hours)	07/15/2026	5,890.95
262700070	BUSKAGER000	Buskager Transportation Compan	June Shuttle	07/15/2026	9,852.67
262700071	C L BENS000	C L Bensen Co Inc	OHS: HVAC filters AP 25/26	07/15/2026	434.46
262700072	CLARKRIC000	Clark, Richard	7/1/2025-12/31/2025 OSD Mileage Log for Richard Clark	07/15/2026	210.07
			Fiscal Year 2025-2026, 07-01-2025 to 12-31-2025		
262700072	CLARKRIC000	Clark, Richard	1/1/2026-6/30/2026 OSD Mileage Log for Richard Clark	07/15/2026	123.11
			Fiscal Year 2025-2026, 01-01-2026 to 06-30-2026		
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	FES: replacement power cord for Tornado vacuum AP 25/26	07/15/2026	35.84
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	NKE: mop heads, toilet tissue AP 25/26	07/15/2026	155.51
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	BKE: paper hand towels, manual dispensers, Nilotron metered aerosol refills AP 25/26	07/15/2026	690.24
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	PVE: paper hand towels, toilet tissue, sponges, vacuum filter bags, floor cleaner, liners, toilet bowl cleaner, bleach AP 25/26	07/15/2026	1,324.74
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	FES: foam hand soap AP 25/26	07/15/2026	130.56
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	NKE: foam hand soap AP 25/26	07/15/2026	508.80
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	NKE: paper hand towels, bleach, toilet tissue AP 25/26	07/15/2026	786.92
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	OHS: paper hand towels AP 25/26	07/15/2026	601.80
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	OHS: toilet tissue AP 25/26	07/15/2026	425.70
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	BKE: glass cleaner AP 25/26	07/15/2026	224.34
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	FES: multi-surface cleaner, glass cleaner AP 25/26	07/15/2026	743.57
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	NKE: paper hand towels, bleach, floor cleaner AP 25/26	07/15/2026	915.65
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	BKE: sponges, bleach, floor pads, liners AP 25/26	07/15/2026	177.56
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	OMS: liners, toilet tissue, paper hand towels AP 25/26	07/15/2026	2,835.72
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	PVE: vacuum filter bags, brush roller, vacuum cord AP 25/26	07/15/2026	210.51
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	PVE: sponges AP 25/26	07/15/2026	35.25
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	PVE: hand sanitizer AP 25/26	07/15/2026	79.74
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	PVE: carpet cleaner AP 25/26	07/15/2026	63.91
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	PVE: doodlebug pads AP 25/26	07/15/2026	50.60
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	NKE: floor pads AP 25/26	07/15/2026	122.64
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	FES: mop heads AP 25/26	07/15/2026	71.20
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	OHS: liners AP 25/26	07/15/2026	3,312.84
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	FES: floor pads AP 25/26	07/15/2026	50.60
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	NKE: floor pads AP 25/26	07/15/2026	262.08
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	NKE: mop heads AP 25/26	07/15/2026	100.87
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	OMS: paper hand towels AP 25/26	07/15/2026	601.80
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	OMS: liners AP 25/26	07/15/2026	2,954.74

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NUMBER	KEY	VENDOR	DESCRIPTION	DATE	
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	Pool: bacterial digestive/deodorant, toilet bowl cleaner, glass cleaner, foaming body wash, hand foam soap AP 25/26	07/15/2026	500.93
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	RCI: microfiber towels AP 25/26	07/15/2026	150.91
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	BKE: drain cleaner AP 25/26	07/15/2026	74.09
262700073	D'ORAZIO000	D'Orazio Cleaning Supply Inc	BKE: bleach, floor pads AP 25/26	07/15/2026	111.71
262700074	DIGGERS 000	Diggers Hotline Inc	Email Fees for April 2026 thru June 2026 AP 25/26	07/15/2026	408.50
262700075	GLS UTIL000	GLS Utility LLC	Monthly Account Maintenance and Diggers Hotline Tickets for June 2026 AP 25/26	07/15/2026	2,054.15
262700076	HAGSTROM001	Hagstrom Transportation Inc	Shuttle/Sparks Pay	07/15/2026	21,871.68
262700077	HARMONY 001	Harmony Flooring Inc	NKE: repair of flooring in classrooms and hallways AP 25/26	07/15/2026	425.00
262700078	INTERSTA002	Interstate Roof Systems Consul	NKE: repaired leak outside of room 1380 AP 25/26	07/15/2026	1,664.55
262700078	INTERSTA002	Interstate Roof Systems Consul	RCI: repaired leaks in gym, cafeteria and in hallway by door 3 AP 25/26	07/15/2026	665.68
262700078	INTERSTA002	Interstate Roof Systems Consul	OHS roof project management	07/15/2026	1,750.00
262700079	J.M. BRE000	J.M. Brennan Inc	OHS: unclogged waterless urinals (2), replaced shower cartridge in boy's locker room and cleared clogged sink in boy's bathroom in 300 Hall	07/15/2026	3,134.41
262700079	J.M. BRE000	J.M. Brennan Inc	OHS: de-winterize stadium bathrooms AP 25/26	07/15/2026	2,743.68
262700079	J.M. BRE000	J.M. Brennan Inc	OMS: error code on water heater; removed obstructions inside the fan inlet and installed a protective screen fitting AP 25/26	07/15/2026	404.20
262700079	J.M. BRE000	J.M. Brennan Inc	OHS: repaired leaking pipe in the tunnel near Room 349 AP 25/26	07/15/2026	1,991.57
262700079	J.M. BRE000	J.M. Brennan Inc	PVE: kitchen dishwasher temperature issue; replaced hot water return pump and expansion tank AP 25/26	07/15/2026	2,354.72
262700079	J.M. BRE000	J.M. Brennan Inc	NKE: toilet keeps flushing and water spraying out of pipe; capped off waterline and plugged drain line AP 25/26	07/15/2026	438.01
262700079	J.M. BRE000	J.M. Brennan Inc	OMS: sensor faucet in gym hall bathroom not working AP 25/26	07/15/2026	239.50
262700079	J.M. BRE000	J.M. Brennan Inc	OMS: replaced faulty faucets in cafeteria hallway girls' bathroom and wall faucet in the garage AP 25/26	07/15/2026	384.00
262700079	J.M. BRE000	J.M. Brennan Inc	OHS: repaired flush valve in second floor women's restroom and investigated overflow at an open-site drain in the kitchen AP 25/26	07/15/2026	636.10
262700079	J.M. BRE000	J.M. Brennan Inc	PVE: repair leaking flush valve in bathroom 185 AP 25/26	07/15/2026	239.50

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NUMBER	KEY	VENDOR	DESCRIPTION	DATE	
262700079	J.M. BRE000	J.M. Brennan Inc	OMS: cleared blockage in urinal in boys bathroom 172 AP 25/26	07/15/2026	339.50
262700079	J.M. BRE000	J.M. Brennan Inc	BKE: repaired leaking sink in boy's restroom near front office AP 25/26	07/15/2026	434.00
262700080	JANESVIL003	Janesville Janitor Services	OHS: daily cleaning for June 2026 AP 25/26	07/15/2026	7,300.45
262700080	JANESVIL003	Janesville Janitor Services	OMS: daily cleaning for June 2026 AP 25/26	07/15/2026	2,050.06
262700080	JANESVIL003	Janesville Janitor Services	RCI: daily cleaning for June 2026 AP 25/26	07/15/2026	1,044.07
262700081	JR'S MUL000	JR's Mulch Sales Inc.	OHS: mulch AP 25/26	07/15/2026	566.25
262700081	JR'S MUL000	JR's Mulch Sales Inc.	FES 3 yards Premium Oak	07/15/2026	967.50
262700082	KEMPS LL000	Kemps LLC	Summer Milk	07/15/2026	231.50
262700082	KEMPS LL000	Kemps LLC	Summer Milk 25/26	07/15/2026	119.10
262700083	KLEENMAR000	Kleenmark Services Corp	Daily cleaning for June 2026 - OMS AP 25/26	07/15/2026	5,688.61
262700083	KLEENMAR000	Kleenmark Services Corp	Daily cleaning for June 2026 - Pool AP 25/26	07/15/2026	1,192.81
262700083	KLEENMAR000	Kleenmark Services Corp	Daily cleaning for June 2026 - DO AP 25/26	07/15/2026	670.49
262700083	KLEENMAR000	Kleenmark Services Corp	Daily cleaning for June 2026 - FES AP 25/26	07/15/2026	10,749.43
262700083	KLEENMAR000	Kleenmark Services Corp	Daily cleaning for June 2026 - PVE AP 25/26	07/15/2026	5,569.73
262700083	KLEENMAR000	Kleenmark Services Corp	Daily cleaning for June 2026 - NKE AP 25/26	07/15/2026	5,432.24
262700083	KLEENMAR000	Kleenmark Services Corp	Daily cleaning for June 2026 - BKE AP 25/26	07/15/2026	7,160.56
262700083	KLEENMAR000	Kleenmark Services Corp	District fill-in daily contracting cleaning for June 2026 AP 25/26	07/15/2026	6,231.75
262700084	LAKE CIT000	Lake City Glass Inc	OMS: replaced broken window AP 25/26	07/15/2026	844.95
262700085	MAYO LAR000	Mayo, Larry	Mileage 11/20/25-6/24/26 (452 miles) AP 25/26	07/15/2026	326.98
262700086	MIDWEST 018	Midwest Alarm Services	OMS: detector maintenance alert showing on panel; cleaned detector near Room 117 AP 25/26	07/15/2026	403.63
262700087	OMNI TEC000	Omni Technologies LLC	FES: ground fault trouble on their fire alarm control panel AP 25/26	07/15/2026	2,325.00
262700088	SEARL EL000	Searl Electric Inc	OHS: remove and replace defective exit sign AP 25/26	07/15/2026	195.00
262700088	SEARL EL000	Searl Electric Inc	NKE: no power at hoop house; free up motors and test AP 25/26	07/15/2026	165.00
262700089	STALKER 001	Stalker Sports Floors	Gym floor cleaning and recoating: FES, RCI, OMS, OHS AP 25/26	07/15/2026	14,225.00
262700090	SUN PRAI001	Sun Prairie Area School Dist	McInney Vento Transportation	07/15/2026	1,396.61
262700091	UNITED M000	United Mailing Services Inc	Mail metering for June 2026 ID: OREGONSCHOOLDIST001 AP 25/26	07/15/2026	3,023.30
262700092	VILLAGE 002	Village of Brooklyn	BKE SW 5-27 to 6-26-26 AP 25/26	07/15/2026	623.36
262700093	VOIGT MU000	Voigt Music Center Inc	Bassoon repair	07/15/2026	302.00
262700093	VOIGT MU000	Voigt Music Center Inc	Clarinet repair	07/15/2026	65.00
262700094	VOYAGER 000	Voyager Sopris Learning Inc	English Student Licenses (6) AP 25/26	07/15/2026	630.00
262700095	WIEDEL T000	Wiedel Transportation	June Shuttle	07/15/2026	9,161.16

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NUMBER	KEY	VENDOR	DESCRIPTION	DATE AMOUNT
262700096	KWIK TRI000	Kwik Trip Inc	June 2026 Gas - Account 12867 AP 25/26	07/15/2026 1,727.60
262700097	D'ORAZIO000	D'Orazio Cleaning Supply Inc	PVE: paper hand towels, floor cleaner AP 25/26	07/21/2026 474.54
262700097	D'ORAZIO000	D'Orazio Cleaning Supply Inc	NKE: floor pads AP 25/26	07/21/2026 241.92
262700097	D'ORAZIO000	D'Orazio Cleaning Supply Inc	NKE: 18" Microfiber Finish Pad, Looped Fringe, White (Sales Order 76656-2)	07/21/2026 44.12
262700097	D'ORAZIO000	D'Orazio Cleaning Supply Inc	RCI: Magic Eraser AP 25/26	07/21/2026 18.88
262700097	D'ORAZIO000	D'Orazio Cleaning Supply Inc	OMS: hand soap and toilet tissue dispenser AP 25/26	07/21/2026 741.00
262700097	D'ORAZIO000	D'Orazio Cleaning Supply Inc	OMS: vacuum AP 25/26	07/21/2026 896.00
262700097	D'ORAZIO000	D'Orazio Cleaning Supply Inc	NKE: microswitch w/connector AP 25/26	07/21/2026 96.78
262700097	D'ORAZIO000	D'Orazio Cleaning Supply Inc	RCI: bacterial digestive/deodorant AP 25/26	07/21/2026 60.65
262700097	D'ORAZIO000	D'Orazio Cleaning Supply Inc	BKE: bathroom cleaner AP 25/26	07/21/2026 1,068.24
262700097	D'ORAZIO000	D'Orazio Cleaning Supply Inc	OHS: liners, Stardust Super Absorbent AP 25/26	07/21/2026 414.81
262700098	SCHOOL S002	School Specialty Inc	Delta Education Binder Clips for TCI Foss Kits AP 25/26	07/21/2026 53.01
262700099	CESA 6 000	CESA 6	Frontline PLM	07/22/2026 8,234.25
262700100	GRAYBAR 000	Graybar Electric Co Inc	LED light bulbs for district AP 25/26	07/22/2026 3,507.00
262700101	HEARTLAN005	Heartland Business Systems LLC	Cisco Order #189317	07/22/2026 10,109.48
262700101	HEARTLAN005	Heartland Business Systems LLC	Wireless Controllers (2)	07/22/2026 86,980.44
262700101	HEARTLAN005	Heartland Business Systems LLC	Cisco Wireless DNA On prem Essentials	07/22/2026 62,102.50
262700101	HEARTLAN005	Heartland Business Systems LLC	Cisco Compatible Direct attach cable	07/22/2026 337.50
262700102	KEMPS LL000	Kemps LLC	Summer Milk	07/22/2026 370.30
262700103	KLECKANN000	Kleckner, Ann	CE & Rec Instructor for Fused Glass: Lighted Art	07/22/2026 114.00
262700104	MAIN STR001	Main Street Yoga Oregon	CE & Rec Instructor for Yoga Stretch & Restore	07/22/2026 212.00
262700105	MANCUCHR000	Mancusi, Christine	CE & Rec Instructor for Crazy 4 Crafting Workshop	07/22/2026 375.00
262700106	MITCHCHR000	Mitchell, Christopher	Soccer Supply Reimbursements	07/22/2026 463.27
262700107	OMNI FIN000	Omni Financial Group, Inc.	Retiree sick leave payments	07/22/2026 168,610.81
262700108	QUALITY 002	Quality CNA Training LLC	CNA tuition for 5 students	07/22/2026 3,625.00
262700109	RENAISSA000	Renaissance Learning Inc	Star Assessment	07/22/2026 46,986.60
262700110	ALDRILIS000	Aldrich, Lisa	6/30/2026 German exchange - audio tour rental for students at Sachsenhausen Concentration Camp Memorial	07/31/2026 71.45
262700111	ANDERSHA000	Anderson, Shannon	Reimbursement for Snacks for Admin Workshop	07/31/2026 111.97
262700112	BONSAEVA000	Bonsall, Evan	6/21/2026-6/25/2026 Mileage reimbursement for travel to and from the AP U.S. Government & Politics AP Summer Institute professional development at the University of Iowa, Iowa City, IA. Home Address: 724 W Lakeside St., Madison, WI 53715 Destination Address: The Graduate by Hilton Iowa City Hotel, 210 S Dubuque St, Iowa City, IA 52240 Total Mileage: 351.0 mi. 2026 Mileage Rate: \$0.725/mi. Total Reimbursement Request: \$254.48	07/31/2026 254.48
262700113	BRADYJAM000	Brady, James	Girls Lacrosse Senior Night Supply Reimbursement	07/31/2026 95.79

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262700114	CARRICO 000	Carrico Aquatic Resources Inc	Pool: CO2 Diffuser Assembly	07/31/2026	137.60
262700114	CARRICO 000	Carrico Aquatic Resources Inc	Pool: Pentair C19-37AZ Tank Body Clamp	07/31/2026	179.26
262700114	CARRICO 000	Carrico Aquatic Resources Inc	Pool: 1/4" Labcock Valve	07/31/2026	35.20
262700114	CARRICO 000	Carrico Aquatic Resources Inc	Pool: replace motor and seal	07/31/2026	1,936.93
262700115	EMPLOYEE000	Employee Benefits Corporation	July 2026 Flex / COBRA Invoice	07/31/2026	1,470.54
262700116	GHC-SCW 000	GHC-SCW	August 2026 Health Insurance Invoices (Invoice #s 42223-052, 42226-052, 42225-052, 42228-052, 42230-038, 42224-037, 54109-002, 54112-002, 54113-002, 54110-002)	07/31/2026	766,521.71
262700117	GORDON F000	Gordon Flesch Company Inc	Meter Charges	07/31/2026	407.91
262700118	JOHNSNAT000	Johnson, Nathan	6/28/2026 German exchange - train tickets for students and teachers day of June 28	07/31/2026	242.21
262700119	MADISON 033	Madison National Life	LTD STD August 2026 Coverage Invoice	07/31/2026	7,746.72
262700120	MIND RES000	MIND Research Institute	ST Math Anual Service/Renewal	07/31/2026	1,050.00
262700121	NASSCO I000	Nassco Inc	PVE: EZ Foam Alcohol Sanitizer	07/31/2026	76.88
262700121	NASSCO I000	Nassco Inc	PVE: Easy Shine Applicator Pads	07/31/2026	26.31
262700121	NASSCO I000	Nassco Inc	BKE: foam hand soap	07/31/2026	449.95
262700122	O'ROUKE 000	O'rouke Media Group	Newspaper ads for bus drivers 3/12/26 & 3/19/26	07/31/2026	54.00
262700122	O'ROUKE 000	O'rouke Media Group	Newspaper ads for bus drivers 5/21/26 & 5/28/26	07/31/2026	45.00
262700123	OMNI FIN000	Omni Financial Group, Inc.	sick leave payouts for retirees, payment #2	07/31/2026	78,240.59
262700124	OREGON M000	Oregon Mental Health Services	Psychotherapy Sessions for OSD 5/26/26, 6/2/26, 6/3/26, 6/4/26 AP 25/26	07/31/2026	840.00
262700125	RUSSENIC000	Russell, Nicholas	7/14/2026 Menards purchase for aqua belt rack	07/31/2026	108.58
262700126	SUTORTAM000	Sutor, Tamara	reimburse contract breakage fee from Verona	07/31/2026	2,500.00
262700127	VOYAGER 000	Voyager Sopris Learning Inc	Lexia Core5 Reading/PowerUp Literacy Student Subscription Renewal	07/31/2026	6,578.00
262700128	WEA INSU000	WEA Insurance	Life Insurance August 2026 Coverage Invoice	07/31/2026	6,071.75
262700129	ZURAWJAS000	Zurawik, Jason	7/15/2026-7/16/2026 A-Team Workshop : Green Lake	07/31/2026	133.40
262700130	BUSH NOR000	Bush, Norah	Work Permit Reimbursement	07/31/2026	10.00
262700131	DI CACYN000	Di Camelli, Cynthia	VPTI Grant Support and Oversight	07/31/2026	1,552.09
262700132	FINK ABI000	Fink, Abigail	Work Permit Reimbursement	07/31/2026	10.00
262700133	GOLDEMAY000	Golden, Maya	Work Permit Reimbursement	07/31/2026	10.00
262700134	GUNKECLI000	Gunkel, Clinton	Work Permit Reimbursement	07/31/2026	10.00
262700135	JACKSMAT000	Jackson, Matayah	Work Permit Reimbursement	07/31/2026	10.00
262700136	JOHNSSAR001	Johnson, Sarah	Sub License Reimbursement	07/31/2026	135.00
262700137	KEMPS LL000	Kemps LLC	Summer Milk Delivery (Invoice 52028741754 52028741782)	07/31/2026	582.00
262700138	KUHLMNES000	Kuhlman, Nessa	Work Permit Reimbursement	07/31/2026	10.00
262700139	KYPREADD000	Kypreos, Addison	Work Permit Reimbursement	07/31/2026	10.00
262700140	KYPREEAS000	Kypreos, Easton	Work Permit Reimbursement	07/31/2026	10.00
262700141	MAMERALL000	Mamerow, Allie	Work Permit Reimbursement	07/31/2026	10.00

CHECK VENDOR		INVOICE		CHECK	
NUMBER	KEY	VENDOR	DESCRIPTION	DATE	AMOUNT
262700142	OMNI FIN000	Omni Financial Group, Inc.	June 2026 Remitter Invoice	07/31/2026	263.50
262700143	SIGMUISA000	Sigmund, Isabel	Work Permit Reimbursement	07/31/2026	10.00
262700144	WALTEHEI000	Walter, Heidi	7/15/2026-7/16/2026 MILEAGE REIMBURSEMENT ON JULY 15, 2026 FROM OREGON, WI TO GREEN LAKE, WI FOR ADMINISTRATIVE RETREAT FOR 84 MILES AND RETURNING FROM GREEN LAKE, WI TO OREGON, WI ON JULY 16, 2026 FOR 84 MILES. TOTAL TRIP MILEAGE WAS 168 MILES.	07/31/2026	121.80
262700145	ZYWICABI000	Zywicki, Abigail	Work Permit Reimbursement	07/31/2026	10.00
262700146	SUMMIT C000	Summit Commercial Fitness Inc	Phy Ed / Non Cap Equipment - equipment for OMS Fitness Room	08/05/2026	10,052.00
262700147	ALPHA C0000	Alpha Controls & Services LLC	Credit for Invoice W50442	08/07/2026	-432.85
262700147	ALPHA C0000	Alpha Controls & Services LLC	OHS: reset both chillers and verified operation before leaving	08/07/2026	543.75
262700147	ALPHA C0000	Alpha Controls & Services LLC	BKE: chiller seems to be short cycling	08/07/2026	217.50
262700148	AMERICAN028	American Printing Co Inc	Return address envelopes	08/07/2026	770.00
262700149	ANDERSHA000	Anderson, Shannon	Reimbursement for Supplies for Admin Workshop	08/07/2026	139.98
262700150	BARESRYA000	Bares, Ryan	Work Permit Reimbursement	08/07/2026	10.00
262700151	CARRICO 000	Carrico Aquatic Resources Inc	Water Treatment Equipment and Chemicals for July 2026	08/07/2026	866.67
262700151	CARRICO 000	Carrico Aquatic Resources Inc	Water Treatment Equipment and Chemicals for July 2026	08/07/2026	866.67
262700152	CLOSED S000	Closed System Labs Inc	HVAC Protective Monitoring 3rd Quarter	08/07/2026	950.00
262700153	COMPLEX 000	Complex Security Solutions, In	Camera Adds for OMS	08/07/2026	5,574.93
262700153	COMPLEX 000	Complex Security Solutions, In	NKE Camera Installation	08/07/2026	2,768.47
262700153	COMPLEX 000	Complex Security Solutions, In	Card Reader Adds for PVE	08/07/2026	3,456.46
262700154	GARCIMYL000	Garcia, Myla	Work Permit Reimbursement	08/07/2026	10.00
262700155	GATZKOLI000	Gatzke, Oliver	Work Permit Reimbursement	08/07/2026	10.00
262700156	GENERAL 000	General Communications Inc	Power cord for OHS	08/07/2026	53.64
262700157	GORDON F000	Gordon Flesch Company Inc	Printers for RCI (2)	08/07/2026	20,511.20
262700157	GORDON F000	Gordon Flesch Company Inc	Printer for BKE	08/07/2026	12,898.40
262700157	GORDON F000	Gordon Flesch Company Inc	Printer for PVE	08/07/2026	3,396.00
262700157	GORDON F000	Gordon Flesch Company Inc	Printer for District Office/HR	08/07/2026	2,000.00
262700157	GORDON F000	Gordon Flesch Company Inc	Meter Charges	08/07/2026	28.67
262700157	GORDON F000	Gordon Flesch Company Inc	Invoice	08/07/2026	32.57
262700158	GROWTH C000	Growth Chess	CE & Rec Instructors for Grow with Chess Summer Camp	08/07/2026	800.00
262700159	HAUGENIK000	Hauge, Nikola	Work Permit Reimbursement	08/07/2026	10.00
262700160	HGA 000	Hammel, Green, And Abrahamson,	Oregon School District-Continuous Cx-engineering	08/07/2026	448.84
262700161	HOPSKIPD000	HopSkipDrive, Inc	Transportation of a student with an IEP	08/07/2026	843.42
262700162	JACOBAME000	Jacob, Amelia	Work Permit Reimbursement	08/07/2026	10.00
262700163	JARSTDAR000	Jarstad, Darci	Mileage Reimbursement 5/4/26 - 07/28/26	08/07/2026	428.69
262700164	JOHNSON 005	Johnson Controls Fire Protecti	OHS: replaced duct sensor housing and vo wall red fire wp	08/07/2026	4,024.46

CHECK VENDOR		INVOICE	CHECK	
NUMBER	KEY	VENDOR	DESCRIPTION	DATE
				AMOUNT
262700165	KEMPS LL000	Kemps LLC	Summer Milk	08/07/2026
262700166	MANCUCHR000	Mancusi, Christine	CE & Rec Instructor for Make it Mini Workshop	08/07/2026
262700167	MEDCO SU000	Medco Supply	Training Room and Trainer Supplies Aug 26	08/07/2026
262700168	MIDWEST 018	Midwest Alarm Services	RCI: Fire Alarm Monitoring 8/1/26-7/31/27	08/07/2026
262700168	MIDWEST 018	Midwest Alarm Services	PVE: Fire Alarm Monitoring 8/1/26-7/31/27	08/07/2026
262700168	MIDWEST 018	Midwest Alarm Services	OMS: Fire Alarm Monitoring 8/1/26-7/31/27	08/07/2026
262700168	MIDWEST 018	Midwest Alarm Services	OHS: Fire Alarm Monitoring 8/1/26-7/31/27	08/07/2026
262700168	MIDWEST 018	Midwest Alarm Services	Pool: Fire Alarm Monitoring 8/1/26-7/31/27	08/07/2026
262700168	MIDWEST 018	Midwest Alarm Services	BKE: Fire Alarm Monitoring 8/1/26-7/31/27	08/07/2026
262700168	MIDWEST 018	Midwest Alarm Services	NKE: Fire Alarm Monitoring 8/1/26-7/31/27	08/07/2026
262700169	MOTIFKAI000	Motiff, Kaitlyn	Work Permit Reimbursement	08/07/2026
262700170	NASSCO I000	Nassco Inc	Credit for Invoice 6738099 - Order #3786567 - NKE	08/07/2026
262700170	NASSCO I000	Nassco Inc	Credit for Invoice 6738099 - Order #3786567 - NKE	08/07/2026
262700170	NASSCO I000	Nassco Inc	Credit for Invoice 6738140 - Order #3786812 - FES	08/07/2026
262700170	NASSCO I000	Nassco Inc	PVE: mops, floor cleaner	08/07/2026
262700170	NASSCO I000	Nassco Inc	PVE: delimer, bleach	08/07/2026
262700170	NASSCO I000	Nassco Inc	PVE: foam hand soap	08/07/2026
262700170	NASSCO I000	Nassco Inc	BKE: eyewash	08/07/2026
262700170	NASSCO I000	Nassco Inc	NKE: foam hand soap	08/07/2026
262700170	NASSCO I000	Nassco Inc	OMS: foam hand soap	08/07/2026
262700170	NASSCO I000	Nassco Inc	Pool: disinfectant cleaner	08/07/2026
262700170	NASSCO I000	Nassco Inc	PVE: felt pads	08/07/2026
262700170	NASSCO I000	Nassco Inc	NKE: multi-surface cleaner, bathroom disinfectant, 3-IN-1 floor cleaner	08/07/2026
262700170	NASSCO I000	Nassco Inc	Pool: hair/body shampoo, foam hand soap	08/07/2026
262700170	NASSCO I000	Nassco Inc	FES: chewing gum remover	08/07/2026
262700170	NASSCO I000	Nassco Inc	FES: filter bags, waxed paper liners, liners, bathroom tissue paper, paper hand towels	08/07/2026
262700170	NASSCO I000	Nassco Inc	OHS: carpet extractor	08/07/2026
262700170	NASSCO I000	Nassco Inc	RCI: carpet extractor	08/07/2026
262700170	NASSCO I000	Nassco Inc	OHS: multi-surface cleaner, 3H neutral cleaner, Scotchgard cleaners, squeegees, bathroom tissue paper, paper hand towels, liners, mops, floor pads	08/07/2026
262700170	NASSCO I000	Nassco Inc	OHS: paper hand towels	08/07/2026
262700170	NASSCO I000	Nassco Inc	FES: foam hand soap	08/07/2026
262700170	NASSCO I000	Nassco Inc	FES: paper hand towels (Order #3788334)	08/07/2026
262700170	NASSCO I000	Nassco Inc	FES: filter bags (Order #3786812)	08/07/2026
262700171	OMNI TEC000	Omni Technologies LLC	FES: annual fire alarm inspection 1 of 3 2026 (7/15-7/16/26)	08/07/2026

CHECK VENDOR		INVOICE		CHECK	
NUMBER	KEY	VENDOR	DESCRIPTION	DATE	AMOUNT
262700172	POESCSUS000	Poeschl, Susan	Central WI Cheer Camp - Sun Prairie August 3-4, 2026 - 15 athletes	08/07/2026	1,750.00
262700173	REHM HAN000	Rehm, Hannah	Work Permit Reimbursement	08/07/2026	10.00
262700174	RELAYHUB000	RelayHub LLC	Kompas Care Annual Software Subscription and Customer Care Services, 2026-2027 School Year	08/07/2026	15,825.00
262700175	SEARL EL000	Searl Electric Inc	Pool: removed old fluorescent ballast and lamps from light fixture in locker room; installed new LED lamps	08/07/2026	216.00
262700176	SOLHEMIC000	Solheim, Michael	7/26/2026-7/29/2026 Gas/mileage to PE conference in Stevens Point.	08/07/2026	167.20
262700177	SPENCBRI000	Spencer Grant, Brittany	7/15/2026-7/16/2026 Admin Workshop Mileage	08/07/2026	123.88
262700178	WISCNET 000	WiscNet	Annual Membership and Wiscnet Connect for FES	08/07/2026	3,320.00
Totals for checks					1,763,282.02

Purchasing Card Activity

Billing Cycle: 6/6/2026-7/5/2026

Billing Date: 7/7/2026

Billing Amount: \$220,872.92

Card Reconciler	Description of Purchase	Vendor	Amount
Aaberg Nicole	Postage for sending back a prior students belonging.	Usps Po 5662500697, Oregon, WI, 53575, US	24.80
Aaberg Nicole	Teacher's Guide to flexible grouping and collaborative Learning.	Amazon Reta 4n0f51z63, Seattle, WA, 98109, US	27.94
Aaberg Nicole	RCI TC1 Team-Perler Beads	Amazon Reta X241w2o53, Seattle, WA, 98109, U'	32.99
Aaberg Nicole	RCI Band Flute labor and repair.	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	65.00
Aaberg Nicole	RCI Band flute repair and labor.	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	65.00
Aaberg Nicole	RCI Last day snack for staff meeting	Hy-Vee Oregon 1482, Oregon, WI, 53575, US	70.80
Aaberg Nicole	RCI Band Clarinet repair and labor.	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	75.00
Aaberg Nicole	RCI Band Clarinet repair and labor.	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	75.00
Aaberg Nicole	RCI Flute repair and labor.	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	75.00
Aaberg Nicole	Office larger envelopes for report card stuffing and mailing labels.	Amazon Mark Xc5kx8yl3, Seattle, WA, 98109, US	80.06
Aaberg Nicole	RCI Band Flute repair and labor.	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	85.00
Aaberg Nicole	RCI Band Alto Sax repair	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	85.00
Aaberg Nicole	RCI Band Alto Sax repair.	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	85.00
Aaberg Nicole	RCI Band flute repair and labor.	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	90.00
Aaberg Nicole	RCI Band flute repair and labor.	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	90.00
Aaberg Nicole	RCI Oboe repair and labor.	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	90.00
Aaberg Nicole	RCI Band Clarinet repair and labor.	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	98.00
Aaberg Nicole	RCI Band Flute labor and repair.	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	100.00
Aaberg Nicole	RCI Trumpet repair and labor.	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	101.00
Aaberg Nicole	RCI Band Flute repair and labor.	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	110.00
Aaberg Nicole	RCI Band Bassoon repair and labor.	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	110.50
Aaberg Nicole	RCI Band Alto Sax labor and repair.	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	114.75
Aaberg Nicole	RCI Band Clarinet repair and labor.	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	121.00
Aaberg Nicole	RCI Band Alto Sax Labor.	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	121.75
Aaberg Nicole	RCI Band Clarinet repair and labor.	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	123.00
Aaberg Nicole	RCI Band Clarinet repair and labor.	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	130.00
Aaberg Nicole	RCI Band Flute labor and repair.	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	136.00
Aaberg Nicole	RCI Band Baritone/Euphonium Repair and Labor.	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	158.00
Aaberg Nicole	RCI Elevate Leadership Team lunch for staff.	Tst Firefly Coffeehous, Oregon, WI, 53575, US	159.64
Aaberg Nicole	RCI Band Baritone & Euphonium labor and repair.	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	160.80
Aaberg Nicole	RCI Band Bassoon repair and labor.	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	177.75
Aaberg Nicole	Teacher's Guide to Flexible Grouping and Collaborative Learning. (8)	Amazon Reta C74k02iu3, Seattle, WA, 98109, US	200.96

Aaberg Nicole	RCI Band Alto Sax Repairs.	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	206.75
Aaberg Nicole	RCI Band Alto Sax repair and labor.	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	207.75
Aaberg Nicole	Health and Phy Ed Conference 7/2026 for J. Soule.	Uwsp Continuing Ed Onl, Stevens Point, WI, 5448	225.00
Aaberg Nicole	2 Acer chromes for TC2 (PTO Funds) Loosing desktops.	Amazon Mark X89gu2rz3, Seattle, WA, 98109, US	315.82
Aaberg Nicole	RCI Band Sheet music	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	364.40
Aaberg Nicole	RCI Steam 3D Printer under the PTO Funds.	Us.Store.Bambulab.Com, Pflugerville, TX, 78660,	569.00
Aaberg Nicole	RCI Band mallets, drums, reed accessories.	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	609.83
Aaberg Nicole	RCI/FES 2026 6th Grade Celebration at Chula Vista.	Cvr Lost Rios Waterpar, Wisconsin Del, WI, 53965	2,000.00
Aaberg Nicole	RCI/FES 2026 6th Grade Celebration at Chula Vista.	Cvr Lost Rios Waterpar, Wisconsin Del, WI, 53965	4,080.00
Barnidge Melani	Disinfecting wipes	Amazon.Com Js2b98663, Seattle, WA, 98109, US	6.45
Beaty Jillian	Food science labs	Wal-Mart #1305, Janesville, WI, 53546, US	34.68
Beaty Jillian	FFA meeting refreshments	Wm Supercenter #1305, Janesville, WI, 53546, US	44.06
Beaty Jillian	State Convention items	Wal-Mart #1176, Stoughton, WI, 53589, US	104.95
Beaty Jillian	Trapper's Education course - Fish and Wildlife class	Wi Dnr -Gowild Safety, Madison, WI, 53707, US	300.00
Bechen Erin	Pearson Monthly Charges for WIAT-4 and WISC - May	Awl Pearson Education, Upper Saddle, NJ, 07458,	68.38
Bienlein Amanda	Refrigerator Shelf Clips	Pst Kavanaugh, Madison, WI, 53713, US	38.33
Bienlein Amanda	Shop Vacuum for the kitchens	Amazon.Com 5s84i8k93, Seattle, WA, 98109, US	118.64
Boland Mark	Plumbing parts Hoop House	Dorn Ace Hardware, Oregon, WI, 53575, US	31.16
Boland Mark	Paint supplies	Menards Monona Wi, Monona, WI, 53716, US	175.31
Boland Mark	5 gallons and 2 accent color D O	Hallman Lindsay - Madi, Madison, WI, 53716, US	315.43
Breitbach Kelly	PVE: returned wrong cabinet keys; purchased correct ones	Menards Janesville Wi, Janesville, WI, 53545, US	1.40
Breitbach Kelly	Door Name Plate for DO office - E. Munding	Amazon MktpL 663of90q3, Seattle, WA, 98109, U	10.44
Breitbach Kelly	Apple USB-C Power Adapter for iPhone 17E - L. M.	Amazon.Com Rg8ri3283, Seattle, WA, 98109, US	14.99
Breitbach Kelly	Survey Monkey Subscription Renewal - June 2026	Smk Surveymonkey.Com, Palo Alto, CA, 94301, U	25.00
Breitbach Kelly	CO2 monthly cylinder rental charge for pool; dated 5/31/26	Badger Welding Supplie, Madison, WI, 53703, US	31.00
Breitbach Kelly	Monthly Environmental House Monitoring Fee	Simplisafe, Boston, MA, 02108, US	32.99
Breitbach Kelly	Door name plates for DO offices: B.Johnson - N. Reichhoff - T. Sutor	Amazon MktpL Rf3mg3sw3, Seattle, WA, 98109, l	42.75
Breitbach Kelly	PVE: cabinet keys, disposable gloves, phosphate free cleaner	Menards Janesville Wi, Janesville, WI, 53545, US	64.92
Breitbach Kelly	DO water cooler rental and supplies	Premium Waters, Inc., Minneapolis, MN, 55413, l	79.43
Breitbach Kelly	Summer School Storage - Room AA9293N	U-Haul Moving & Storag, Madison, WI, 53711, US	89.95
Breitbach Kelly	Delivery charge for U-Box summer school storage moved to OHS	U-Haul Moving & Storag, Madison, WI, 53711, US	105.45
Breitbach Kelly	CO2 for Pool; order date 6/17/26	Badger Welding Supplie, Madison, WI, 53703, US	107.60
Breitbach Kelly	CO2 for Pool; order date 6/3/26	Badger Welding Supplie, Madison, WI, 53703, US	107.60
Breitbach Kelly	RCI Health Office; water cooler rental and supplies	Premium Waters, Inc., Minneapolis, MN, 55413, l	113.90
Breitbach Kelly	gloves, Shower & Eye Test Record tags, dishsoap, eraser pads	Amazon MktpL Ry8sq2em3, Seattle, WA, 98109, l	115.31
Breitbach Kelly	OMS: paint, dropcloth, paint brushes	Hallman Lindsay - Madi, Madison, WI, 53716, US	161.16
Breitbach Kelly	German Exchange Trip - Admission to DDR Museum Berlin	Ddr Museum Berlin Gmbh, Berlin, 10178, DE	166.85
Breitbach Kelly	PVE: paint	Hallman Lindsay - Madi, Madison, WI, 53716, US	177.45
Breitbach Kelly	Summer School Storage - Rooms AA6587H & AA7001R	U-Haul Moving & Storag, Madison, WI, 53711, US	179.90
Breitbach Kelly	Administrators and Covid Mifis 4/22/26-5/21/26	Vzwrlls My Vz Vb P, Lake Mary, FL, 32746, US	195.02

Breitbach Kelly	group pub transport ticket ABC	Bvg, Berlin, 10179, DE	205.93
Breitbach Kelly	PVE: paint	Hallman Lindsay - Madi, Madison, WI, 53716, US	212.45
Breitbach Kelly	Administrators and Covid Mifis 3/22/26-4/21/26	Vzwrllss My Vz Vb P, Lake Mary, FL, 32746, US	285.08
Breitbach Kelly	Repaired dump bed on 2011 Ford F-350	Wille Truck Service, Oregon, WI, 53575, US	1,012.99
Breitbach Kelly	Radios Monthly Airtime + Phone App	In Rassbach Communica, Eau Claire, WI, 54703, U	1,217.33
Breitbach Kelly	Cell Phones, Mifis and Bus Phones 4/22/26-5/21/26	Uscell Recurring, Chicago, IL, 60631, US	1,266.78
Breitbach Kelly	Garbage pickup, data shred and dumpster rental	Pellitteri Waste Syste, Monona, WI, 53713, US	4,522.53
Breitbach Kelly	AWSA & NPA Membership Renewals for Admin's 7/1/26-6/30/27	Awsa, Madison, WI, 53704, US	9,008.00
Brisack Michele	JT subscription	Edweek Premium Digital, Phoenix, AZ, 85072-202	35.00
Brisack Michele	Weiss Book Study	Amazon.Com Hc88051o3, Seattle, WA, 98109, US	36.48
Brisack Michele	Calendar DJ	Amazon MktpL La9iy25r3, Seattle, WA, 98109, US	47.49
Brisack Michele	JT PL Book	Sp Reading League, Syracuse, NY, 13204, US	51.83
Brisack Michele	PE Curriculum	Sp Human Kinetics, Champaign, IL, 61820, US	59.08
Brisack Michele	Teaching Math Multilingual Learners Bk Stdy	Amazon MktpL 6c1mp76b3, Seattle, WA, 98109, U	174.50
Brisack Michele	Bringing Words to Life Book Study	Amazon.Com Rn00r1wt3, Seattle, WA, 98109, US	182.40
Brisack Michele	STEAM Conference Registration - C. Fischer	Uw Madison Soe Place, Madison, WI, 53706-1707	300.00
Brisack Michele	OMS Grammar Curriculum	Sp Dgp Publishing, Blairsville, GA, 30512, US	754.32
Brisack Michele	Bridges Kits for new sections K (FES), 2 (BKE), 4 (NKE)	Math Learning Center, Salem, OR, 97309, US	5,463.55
Brisack Michele	Science Curriculum	Mystery Science, Walnut, CA, 91789, US	8,995.00
Brisack Michele	MagicSchool Curriculum	Magicschool, Boulder, CO, 80301, US	22,550.00
Buskager Kristin	Summer Semester Laube/Hanson	Amazon Mark 1r25d4jr3, Seattle, WA, 98109, US	(97.98)
Buskager Kristin	Summer Semester Laube/Hanson Refund Emotion Lab	Amazon Mark 1r25d4jr3, Seattle, WA, 98109, US	(97.98)
Buskager Kristin	Summer Semester Laube/Hanson Refund Emotion Lab	Amazon Mark 1r25d4jr3, Seattle, WA, 98109, US	(76.97)
Buskager Kristin	Summer Semester Laube/Hanson Refund Emotion Lab	Amazon Mark Ws3cj54z3, Seattle, WA, 98109, US	(68.24)
Buskager Kristin	Summer Semester Laube/Hanson Refund	Amazon Mark Hm05g1en3, Seattle, WA, 98109, U	(68.24)
Buskager Kristin	Summer Semester Laube/Hanson Refund emotion lab	Amazon Mark 1r25d4jr3, Seattle, WA, 98109, US	(48.99)
Buskager Kristin	Summer Semester Laube/Hanson Refund Emotion Lab	Amazon Mark 1r25d4jr3, Seattle, WA, 98109, US	(48.99)
Buskager Kristin	Summer Semester Marcin Refund Craft and Relax	Amazon Mark T53az97z3, Seattle, WA, 98109, US	(39.72)
Buskager Kristin	summer semester Refund Bailey Home Alone -13.95	Amazon Mark Wo65y8703, Seattle, WA, 98109, U	(13.95)
Buskager Kristin	summer semester J Scinico Kinder Kickoff 3.79	Amazon Mark Xm2a97aj3, Seattle, WA, 98109, U	3.79
Buskager Kristin	summer semester Bailey Home Alone 4.99	Amazon Reta 2m4fl8ag3, Seattle, WA, 98109, US	4.99
Buskager Kristin	Summer semester - J Scincio Kinder Kickoff 5.86	Amazon Reta Mx1447zm3, Seattle, WA, 98109, U	5.86
Buskager Kristin	Summer Semester - Schrimpf Imag Station 5.97	Amazon Reta 878tz5o83, Seattle, WA, 98109, US	5.97
Buskager Kristin	summer semester Hollinbeck Move Mindful 6.39	Amazon Mark Ra7962w43, Seattle, WA, 98109, U	6.39
Buskager Kristin	summer semester Olson Fiesta Fun 6.99	Amazon Mark O12km72c3, Seattle, WA, 98109, U	6.99
Buskager Kristin	summer semester Golden Kinder Kickoff 7.21	Amazon MktpL H64q74eq3, Seattle, WA, 98109, U	7.21
Buskager Kristin	summer semester Goins Kinder Kickoff 7.95	Amazon Mark P67io5l83, Seattle, WA, 98109, US	7.95
Buskager Kristin	summer semester Michelle Fast Forward 8.08	Amazon MktpL W96g47p33, Seattle, WA, 98109,	8.08
Buskager Kristin	summer semester Bailey Home Alone 8.56	Amazon MktpL 8j6006la3, Seattle, WA, 98109, US	8.56
Buskager Kristin	summer semester Admin Supplies 8.59	Dorn Ace Hardware, Oregon, WI, 53575, US	8.59

Buskager Kristin	Summer semester Golden Kinder Kickoff 8.99	Amazon Mark In2hd3r83, Seattle, WA, 98109, US	8.99
Buskager Kristin	summer semester Mann Math Inter 8.99	Amazon Mktpl Oz9bc9zh3, Seattle, WA, 98109, U	8.99
Buskager Kristin	summer semester Barnes Puzzle It Up 9.09	Amazon Mark 730515st3, Seattle, WA, 98109, US	9.09
Buskager Kristin	summer semester Mitchell FastForward 9.98	Amazon Reta Mi4ue26o3, Seattle, WA, 98109, U\$	9.98
Buskager Kristin	Summer Semester Golden Kinder Kickoff 9.99	Amazon Mark Mz8617ze3, Seattle, WA, 98109, U	9.99
Buskager Kristin	summer semester Bembinster Around the World 9.99	Amazon Mark Wq15k6ys3, Seattle, WA, 98109, U	9.99
Buskager Kristin	summer semester Golden Kinder Kickoff 9.99	Amazon Mark 8a4r38gz3, Seattle, WA, 98109, US	9.99
Buskager Kristin	summer semester Golden Kinder Kickoff 11.00	Amazon Mktpl Vy5p719k3, Seattle, WA, 98109, U	11.00
Buskager Kristin	summer semester R Scinico Kinder Kickoff 11.99	Amazon Reta U27i74oa3, Seattle, WA, 98109, US	11.99
Buskager Kristin	Summer semester - Scinico Kinder Kickoff 12.36	Amazon Mark Oe1m907q3, Seattle, WA, 98109, l	12.36
Buskager Kristin	summer semester Landas Kinder Kickoff 12.98	Amazon Reta M19or4313, Seattle, WA, 98109, U\$	12.98
Buskager Kristin	summer semester Beirne Smith More Books 13.72	Amazon Mktpl 3q7456mq3, Seattle, WA, 98109, l	13.72
Buskager Kristin	summer semester Zimmerman 13.75	Amazon Mktpl Ag0ni2tl3, Seattle, WA, 98109, US	13.75
Buskager Kristin	summer semester Mapes Puzzle It Up 14.16	Amazon Mark 0h4ta9q33, Seattle, WA, 98109, U\$	14.16
Buskager Kristin	summer semester Baden Swifty Adventure 14.24	Amazon Mark 6804k09u3, Seattle, WA, 98109, U\$	14.24
Buskager Kristin	summer semester Goins Kinder Kickoff 14.49	Amazon Reta 7418n1k23, Seattle, WA, 98109, US	14.49
Buskager Kristin	summer semester Beirne Smith More Books 14.93	Amazon Mktpl Wg72o96q3, Seattle, WA, 98109,	14.93
Buskager Kristin	summer semester Beirne Smith Books We Love 15.67	Amazon Mark C92ak8033, Seattle, WA, 98109, U\$	15.67
Buskager Kristin	summer semester Tanner Cur Callig 17.26	Amazon Mark Se7t50fj3, Seattle, WA, 98109, US	17.26
Buskager Kristin	summer semester Mapes Puzzle It Up 17.81	Amazon Mktpl 2o9r449p3, Seattle, WA, 98109, U	17.81
Buskager Kristin	summer semester Baden Swifty Adventure 17.98	Amazon Mark Nr2zi1sa3, Seattle, WA, 98109, US	17.98
Buskager Kristin	summer semester Mapes Puzzle It Up 17.99	Amazon Reta 3l1p15mt3, Seattle, WA, 98109, US	17.99
Buskager Kristin	summer semester Hollinbeck Move & Mind 18.98	Amazon Mark Rq8iv1d83, Seattle, WA, 98109, US	18.98
Buskager Kristin	summer semester Mitchell FastForward 18.99	Amazon Mark R68d62063, Seattle, WA, 98109, U	18.99
Buskager Kristin	summer semester Nadjuk Craft and Relax 20.57	Amazon Mark T14eq6mc3, Seattle, WA, 98109, U	20.57
Buskager Kristin	summer semester Golden Kinder Kickoff 21.51	Amazon Mktpl D05ny92g3, Seattle, WA, 98109, l	21.51
Buskager Kristin	summer semester Beirne Smith More Books 21.54	Amazon Mktpl 827uq5mw3, Seattle, WA, 98109,	21.54
Buskager Kristin	summer semester Mapes Puzzle It Up 21.77	Amazon Mark Oc5969uy3, Seattle, WA, 98109, U	21.77
Buskager Kristin	Summer Semester Baden Swifty Adventure 21.84	Amazon Mark Hv7oj0oe3, Seattle, WA, 98109, U\$	21.84
Buskager Kristin	summer semester R Scinico Kinder kickoff 21.99	Amazon Mark 8390v1ew3, Seattle, WA, 98109, U	21.99
Buskager Kristin	summer semester Frey Kinder Kickoff 22.87	Amazon Mktpl Od39o1c43, Seattle, WA, 98109, l	22.87
Buskager Kristin	summer semester J Scinico Kinder Kickoff 23.28	Amazon Mktpl Uv2j94263, Seattle, WA, 98109, U	23.28
Buskager Kristin	summer semester Bembinster Around the World 23.45	Amazon Reta Pl23169d3, Seattle, WA, 98109, US	23.45
Buskager Kristin	summer semester Admin Supplies 23.85	Amazon Mark 528n319u1, Seattle, WA, 98109, U	23.85
Buskager Kristin	summer semester Belt Scrapbooking 24.99	Amazon Mark Vi67j8903, Seattle, WA, 98109, US	24.99
Buskager Kristin	Summer semester Goins Kinder Kickoff 25.28	Amazon Mktpl 8n6yq96w3, Seattle, WA, 98109, l	25.28
Buskager Kristin	Summer Semester - Mann Math Interv 25.67	Amazon Mark Yo86l37t3, Seattle, WA, 98109, US	25.67
Buskager Kristin	summer semester Landas Kinder Kickoff 26.99	Amazon Mark K79w34l43, Seattle, WA, 98109, U\$	26.99
Buskager Kristin	summer semester Frey Kinder Kickoff 26.99	Amazon Mark Ec8kk5bd3, Seattle, WA, 98109, U\$	26.99
Buskager Kristin	summer semester Schrimpf Imag Station 27.29	Amazon Mktpl 302bq3ch3, Seattle, WA, 98109, U	27.29

Buskager Kristin	summer semester J Prah Studio Art 28.38	Amazon MktpL Na3046fq3, Seattle, WA, 98109, U	28.38
Buskager Kristin	summer semester Schrimpf Imag Station 28.75	Amazon Reta 7d3sg5ce3, Seattle, WA, 98109, US	28.75
Buskager Kristin	summer Semester Mapes Puzzle It Up 29.24	Amazon Mark Rb05q5b53, Seattle, WA, 98109, U	29.24
Buskager Kristin	Summer Semester Carpenter Lego Logo 29.49	Amazon Mark Ej0ky9h73, Seattle, WA, 98109, US	29.49
Buskager Kristin	summer semester Dahl Math Interv 29.73	Amazon Mark 5f4399zj3, Seattle, WA, 98109, US	29.73
Buskager Kristin	summer semester R Scinico Kinder Kickoff 29.90	Amazon Reta 382ik1093, Seattle, WA, 98109, US	29.90
Buskager Kristin	summer semester Najduk Craft and Relax 29.97	Amazon Mark 1o0jf3i43, Seattle, WA, 98109, US	29.97
Buskager Kristin	summer semester Najduk Craft and Relax 29.97	Amazon Mark K77872nz3, Seattle, WA, 98109, U	29.97
Buskager Kristin	summer semester Frey Kinder Kickoff 29.98	Amazon MktpL P61wi1q13, Seattle, WA, 98109, U	29.98
Buskager Kristin	summer semester Goins Kinder Kickoff 30.19	Amazon MktpL Lo2q63xc3, Seattle, WA, 98109, U	30.19
Buskager Kristin	summer semester Baden Swifty Adven 31.35	Amazon MktpL Xa1aa28h3, Seattle, WA, 98109, U	31.35
Buskager Kristin	summer semester Heuer Act It Out 31.99	Amazon MktpL Ag1ae8mj3, Seattle, WA, 98109, L	31.99
Buskager Kristin	summer semester Frey Kinder Kickoff 32.45	Amazon Reta Mj1c81pk3, Seattle, WA, 98109, US	32.45
Buskager Kristin	summer semester Scinico Kinder Kickoff 32.92	Amazon Mark 7s8nv0k53, Seattle, WA, 98109, US	32.92
Buskager Kristin	summer semester Schmit Outdoor Expl 33.90	Amazon MktpL 5t8j91vf0, Seattle, WA, 98109, US	33.90
Buskager Kristin	summer semester J Scinico Kinder Kickoff 34.19	Amazon MktpL Cn8lb0vs3, Seattle, WA, 98109, U	34.19
Buskager Kristin	summer semester Marcin Color and Connect 34.88	Amazon Mark 2j2y96x33, Seattle, WA, 98109, US	34.88
Buskager Kristin	summer semester Beirne Smith More Books 35.80	Amazon Mark Fk87s9oa3, Seattle, WA, 98109, US	35.80
Buskager Kristin	summer semester Schmitt Outdoor Explor 35.80	Walmart.Com 8009256278, Bentonville, AR, 7271	35.80
Buskager Kristin	summer semester Mitchelle Fast Forward 35.98	Amazon MktpL Go0lj6zd3, Seattle, WA, 98109, US	35.98
Buskager Kristin	summer semester Beirne Smith More Books 36.00	Amazon Mark 0e4yf7tk3, Seattle, WA, 98109, US	36.00
Buskager Kristin	Summer semester J. Scinico Kinder Kickoff 1 36.99	Amazon MktpL 173ju9373, Seattle, WA, 98109, U	36.99
Buskager Kristin	summer semester S. Johnson 37.00	Amazon MktpL Qg11o0bj3, Seattle, WA, 98109, U	37.00
Buskager Kristin	summer semester Marcin Color and Connect 37.24	Amazon Mark Zs99z7a23, Seattle, WA, 98109, US	37.24
Buskager Kristin	summer semester J Prah Studio Art 37.78	Amazon Mark Si9hu7pt3, Seattle, WA, 98109, US	37.78
Buskager Kristin	summer semester Schmit Outdoor Explor 37.90	Amazon Mark Ta9fh4r03, Seattle, WA, 98109, US	37.90
Buskager Kristin	summer semester Beirne Smith Books We Love 37.92	Amazon MktpL T21tu4lh3, Seattle, WA, 98109, U	37.92
Buskager Kristin	summer semester Admin Supplies 39.59	Amazon Mark Jf5em6sn3, Seattle, WA, 98109, US	39.59
Buskager Kristin	summer semester J Scinico Kinder Kickoff 1 39.60	Amazon Mark 601j16ue3, Seattle, WA, 98109, US	39.60
Buskager Kristin	summer semester Debbink 39.91	Michaels #9490, Irving, TX, 75063, US	39.91
Buskager Kristin	Summer Semester Barth Puzzle It Up 39.98	Amazon MktpL 850t07pi3, Seattle, WA, 98109, U	39.98
Buskager Kristin	summer semester Mitchell FastForward 40.40	Amazon MktpL Kq52p5pm3, Seattle, WA, 98109,	40.40
Buskager Kristin	summer semester Kramer Bookworms 40.62	Scholastic, Inc., Jeffersoncity, MO, 65101, US	40.62
Buskager Kristin	summer semester Taylor Game On 40.74	Amazon Reta 5886x1l51, Seattle, WA, 98109, US	40.74
Buskager Kristin	summer semester Janssens Jewelry Making 41.63	Amazon Mark Nw5x208a3, Seattle, WA, 98109, U	41.63
Buskager Kristin	summer semester Laube Hanson Emotion Lab 41.97	Amazon Mark Kw9m02mi3, Seattle, WA, 98109, l	41.97
Buskager Kristin	summer semester R. Scinico Kinder Kickoff 43.97	Lakeshore Learning Mat, Carson, CA, 90895, US	43.97
Buskager Kristin	summer semester Belt Scrapbooking 52.84	Michaels #9490, Irving, TX, 75063, US	52.84
Buskager Kristin	summer semester Klumpers Embroidery 52.97	Amazon Mark U55ty3583, Seattle, WA, 98109, U	52.97
Buskager Kristin	Summer Semester R Scincio 56.48	Amazon Reta 3v6ne9hp3, Seattle, WA, 98109, US	56.48

Buskager Kristin	summer semester R Scinico Kinder Kickoff 58.59	Amazon MktpL Uc4xz9ws3, Seattle, WA, 98109, U	58.59
Buskager Kristin	summer semester Mapes Puzzle It Up 59.96	Michaels #9490, Irving, TX, 75063, US	59.96
Buskager Kristin	summer semester Holmes Camp STEAM 59.97	Sp 3doodlerusa, New York, NY, 10003, US	59.97
Buskager Kristin	summer semester Klumpers Embroidery 60.56	Amazon Mark Zc2359xo3, Seattle, WA, 98109, U	60.56
Buskager Kristin	summer semester Eiche Art In Nature	School Specialty Nasco, Fort Atkinson, WI, 53538,	61.95
Buskager Kristin	summer semester Taylor Board Game Bonanza 64.50	Amazon MktpL F071q7e83, Seattle, WA, 98109, U	64.50
Buskager Kristin	summer semester Schmit OUtdoor Explor 65.75	Amazon Mark Y24ds0173, Seattle, WA, 98109, U	65.75
Buskager Kristin	summer semester J Scinico Kinder Kickoff 68.97	Amazon Mark Dt3ix7yk3, Seattle, WA, 98109, US	68.97
Buskager Kristin	summer semester Beirne Smith Books We Love 71.40	Amazon MktpL N56ut60a3, Seattle, WA, 98109, U	71.40
Buskager Kristin	summer semester Golden Kinder Kickoff 72.89	Amazon MktpL Zf0li6n63, Seattle, WA, 98109, US	72.89
Buskager Kristin	summer semester Baden Swifty Adven 74.28	Amazon Mark Vr7bn47w3, Seattle, WA, 98109, U	74.28
Buskager Kristin	summer semester Beirne Smith Books We Love 75.40	Amazon Mark Mx0810o83, Seattle, WA, 98109, L	75.40
Buskager Kristin	summer semester Peterson Games N Gym 75.98	Amazon Mark Jz25m2k13, Seattle, WA, 98109, U	75.98
Buskager Kristin	summer semester Barnes Puzzle It Up 76.38	Amazon MktpL Ud8a26wi3, Seattle, WA, 98109, L	76.38
Buskager Kristin	summer semester Grady Running Club 76.75	Amazon Mark Qm6104hm3, Seattle, WA, 98109,	76.75
Buskager Kristin	summer semester Beirne Smith More Books 77.57	Amazon Mark Ar0mk3ej3, Seattle, WA, 98109, U	77.57
Buskager Kristin	summer semester Beirne Smith Books We Love 80.73	Walmart.Com 8009256278, Bentonville, AR, 7271	80.73
Buskager Kristin	summer semester Beirne Smith Books We Love 86.19	Amazon Reta D616w1603, Seattle, WA, 98109, U	86.19
Buskager Kristin	summer semester Golden Kinder Kickoff 87.91	Amazon Mark Qq95z1wl3, Seattle, WA, 98109, U	87.91
Buskager Kristin	summer semester Najduk Craft and Relax 88.78	Amazon MktpL ly73m5fm3, Seattle, WA, 98109, L	88.78
Buskager Kristin	summer semester Carptenter Lego Logo 89.07	Amazon Mark 1o7hv6iu3, Seattle, WA, 98109, US	89.07
Buskager Kristin	summer semester Holmes Camp STEAM 89.95	Amazon Mark L359o8ps3, Seattle, WA, 98109, U	89.95
Buskager Kristin	summer semester J Scinico Kinder Kickoff 90.54	Amazon MktpL Dn7ra6b03, Seattle, WA, 98109, U	90.54
Buskager Kristin	summer semester R Scinico Kinder Kickoff 90.81	Lakeshore Learning Mat, Carson, CA, 90895, US	90.81
Buskager Kristin	summer semester Rucker Foundations 92.42	Amazon Mark Vz6qk30d3, Seattle, WA, 98109, U	92.42
Buskager Kristin	summer semester Gustrowsky Read. Interv 94.86	Amazon Mark 7q7v16nl3, Seattle, WA, 98109, US	94.86
Buskager Kristin	summer semester Zimmerman Recycled Art 95.03	Amazon Mark If8mu7ru3, Seattle, WA, 98109, US	95.03
Buskager Kristin	summer semester Schell Pickleball 99.91	Amazon Mark 0b6c391j3, Seattle, WA, 98109, US	99.91
Buskager Kristin	summer semester Willhlemson 99.91	Amazon Mark M38u71it3, Seattle, WA, 98109, U	99.91
Buskager Kristin	Summer Semester J. Scinico 99.99	Amazon MktpL R47t106v3, Seattle, WA, 98109, U	99.99
Buskager Kristin	summer semester Landas Frey Kinder Kickoff 100.00	Dollartree, Stoughton, WI, 53589, US	100.00
Buskager Kristin	Summer Semester Admin supplies 111.77	Amazon Mark 2v5aw3x53, Seattle, WA, 98109, U	111.77
Buskager Kristin	Summer Semester Hutchins Math Interv 112.14	Amazon Mark 4o4781jf3, Seattle, WA, 98109, US	112.14
Buskager Kristin	summer semester Belt Scrapbooking 114.28	Walmart.Com, Walmart.Com, AR, 72716, US	114.28
Buskager Kristin	summer semester Fink read inter 114.38	Amazon Mark Pk7d94c23, Seattle, WA, 98109, U	114.38
Buskager Kristin	summer semester Perzentka Reading Interv 117.72	Amazon Mark 6s1798ru3, Seattle, WA, 98109, US	117.72
Buskager Kristin	summer semester Medrano Cup Stacking 119.94	Amazon Mark Si7bw6pl3, Seattle, WA, 98109, US	119.94
Buskager Kristin	summer semester Holmes Camp STEAM 123.33	Amazon Mark Up7az0er3, Seattle, WA, 98109, U	123.33
Buskager Kristin	summer semester Najduk Craft and Relax 125.15	Amazon Mark Cs94x82b3, Seattle, WA, 98109, U	125.15
Buskager Kristin	Summer Semester J. Scinico Kinder Kickoff 1 125.55	Bulk Bookstore, 5038678738, OR, 97201, US	125.55

Buskager Kristin	summer semester S. Johnson Paint With Me 131.32	Amazon Mark 751z891p3, Seattle, WA, 98109, U	131.32
Buskager Kristin	summer semester Schell Pickleball 131.98	Amazon Mark Pl3mm4sr3, Seattle, WA, 98109, U	131.98
Buskager Kristin	summer semester Legler Volleyball 135.28	Sp All Volleyball Inc, Saint Louis, MO, 63123, US	135.28
Buskager Kristin	Summer Semester Heuer Act It Out 138.06	Amazon Mark Fe1nr0kw3, Seattle, WA, 98109, U	138.06
Buskager Kristin	summer semester Janssens Jewelry Making 139.15	Amazon Mark Af6z83ts3, Seattle, WA, 98109, US	139.15
Buskager Kristin	summer semester Medrano Cup Stack 141.64	Amazon Mark Pg08x5oe3, Seattle, WA, 98109, U	141.64
Buskager Kristin	summer semester Gustrowsky 143.43	Amazon Mark Lz5fp37v3, Seattle, WA, 98109, US	143.43
Buskager Kristin	summer semester Klumpers Embroidery 146.50	Amazon Mark 5t8ds1v12, Seattle, WA, 98109, US	146.50
Buskager Kristin	summer semester 147.58	Amazon Mark 7k7oh09w3, Seattle, WA, 98109, U	147.58
Buskager Kristin	summer semester Belt Scrapbooking 149.36	Amazon Mark Ds1wu79j3, Seattle, WA, 98109, U	149.36
Buskager Kristin	summer semester Medrano Cup Stacking 153.24	Amazon Mark 614qa4mw3, Seattle, WA, 98109, U	153.24
Buskager Kristin	summer semester Debbink 156.14	Amazon Mark 1n9449cv3, Seattle, WA, 98109, U	156.14
Buskager Kristin	summer semester Gasner Soccer 156.18	Amazon Mark Lq8t452k3, Seattle, WA, 98109, US	156.18
Buskager Kristin	summer semester Beirne Smith Books We Love 160.32	Amazon Mark Yb01c86m3, Seattle, WA, 98109, U	160.32
Buskager Kristin	summer semester Beirne Smith Books We Love 162.02	Amazon Mktpl Km57r0d63, Seattle, WA, 98109, U	162.02
Buskager Kristin	summer semester Admin Supplies 164.02	Amazon Mark Dj8477r33, Seattle, WA, 98109, US	164.02
Buskager Kristin	summer semester Kramer Bookworms and Crafty Creations 165.49	Scholastic, Inc., Jeffersoncity, MO, 65101, US	165.49
Buskager Kristin	summer semester Casperson Fun with Sign Lang 173.92	Amazon Mark 7e2ja1qc3, Seattle, WA, 98109, US	173.92
Buskager Kristin	Summer Semester Janssens Jewelry Making 178.37	Amazon Mark 8v94o5v13, Seattle, WA, 98109, U	178.37
Buskager Kristin	Summer Semester Laube/Hanson Emotion Lab 184.99	Amazon Mark Kb8gd8xo3, Seattle, WA, 98109, U	184.99
Buskager Kristin	summer semester Landas Kinder Kickoff 186.01	Amazon Mktpl Zs61h8sx3, Seattle, WA, 98109, U	186.01
Buskager Kristin	summer semester Frey Kinder Kickoff 186.01	Amazon Mktpl Uj3g49dc3, Seattle, WA, 98109, U	186.01
Buskager Kristin	summer semester Gasner Soccer 189.95	Amazon Mark Gh0kj6ui3, Seattle, WA, 98109, US	189.95
Buskager Kristin	summer semester Laube Hanson Emotion Lab 191.20	Amazon Mark Nw7i62to3, Seattle, WA, 98109, U	191.20
Buskager Kristin	summer semester Thompson Music Writ/Composition 200.00	Flat.io Flat.Educatio, Claymont, DE, 19703, US	200.00
Buskager Kristin	summer semester Najduk Craft Relax 203.34	Walmart.Com, Walmart.Com, AR, 72716, US	203.34
Buskager Kristin	summer semester Beirne Smith Books We Love 211.87	Otc Brands Otc Brand, Omaha, NE, 68137, US	211.87
Buskager Kristin	summer semester Belt Scrapbooking 215.50	Amazon Mark W09xe9683, Seattle, WA, 98109, U	215.50
Buskager Kristin	summer semester Schrimpf Imagination Station 221.28	Amazon Mark C399n8y23, Seattle, WA, 98109, U	221.28
Buskager Kristin	summer semester R Scinico Kinder kickoff 231.94	Amazon Mark 8z1yb61e3, Seattle, WA, 98109, U	231.94
Buskager Kristin	summer semester Klumpers Embroidery 233.82	Amazon Mark Lr3qn0yg3, Seattle, WA, 98109, US	233.82
Buskager Kristin	summer semester Medrano Cup Stacking 238.58	Amazon Mktpl Bs59t35v3, Seattle, WA, 98109, U	238.58
Buskager Kristin	summer semester Legler Creating Optical Illusions 239.91	Amazon Mark 967ct36c3, Seattle, WA, 98109, US	239.91
Buskager Kristin	summer semester Burns Burhow Outdoor Games 242.93	Amazon Mark Dv2i76w63, Seattle, WA, 98109, U	242.93
Buskager Kristin	Summer Semester Laube/Hanson 243.14	Amazon Mark Ws3cj54z3, Seattle, WA, 98109, U	243.14
Buskager Kristin	summer semester Beirne Smith Books We Love 246.84	Amazon Mark Gr5za0k23, Seattle, WA, 98109, U	246.84
Buskager Kristin	summer semester Klumpers Embroidery 259.87	Amazon Mark 5t82814m0, Seattle, WA, 98109, U	259.87
Buskager Kristin	summer semester Burns Burhow Outdoor Games 261.60	Amazon Mark Gv4247fr3, Seattle, WA, 98109, US	261.60
Buskager Kristin	summer semester Legler Volleyball 269.94	Amazon Mark Og1rp9fh3, Seattle, WA, 98109, U	269.94
Buskager Kristin	summer semester Taylor Game On 270.34	Amazon Mark 5b09n0aj3, Seattle, WA, 98109, US	270.34

Buskager Kristin	summer semester Byron Reading Palooza 287.23	Interstate Books4schoo, Madison, WI, 53713, US	287.23
Buskager Kristin	summer semester Janssens Jewelry Design 289.70	Amazon Mark Kw3jz3mh3, Seattle, WA, 98109, U	289.70
Buskager Kristin	summer semester Debbink Go Time 290.51	Amazon Mark Lq95b88r3, Seattle, WA, 98109, U	290.51
Buskager Kristin	summer semester Bailey Home Alone 293.37	Amazon Mark Wo65y8703, Seattle, WA, 98109, U	293.37
Buskager Kristin	summer semester Klumpers Embroidery 290.85	Amazon Mark 8t5ft5b73, Seattle, WA, 98109, US	299.85
Buskager Kristin	summer semester Gasner Soccer 309.30	Amazon Mark R65ky9g23, Seattle, WA, 98109, U	309.30
Buskager Kristin	summer semester Beirne Smith More Books 318.85	Otc Brands Otc Brand, Omaha, NE, 68137, US	318.85
Buskager Kristin	summer semester S Johnson Paint With Me 320.62	Amazon Mark F84wj5mt3, Seattle, WA, 98109, U	320.62
Buskager Kristin	summer semester Klumpers Embroidery 324.45	Amazon Mark Z04np8b33, Seattle, WA, 98109, U	324.45
Buskager Kristin	summer semester Gasner Soccer 325.33	Amazon Mark Hw3bv7kd3, Seattle, WA, 98109, U	325.33
Buskager Kristin	summer semester Laube Hanson 332.44 Emot. Lab	Amazon Mark Hm05g1en3, Seattle, WA, 98109, U	332.44
Buskager Kristin	Summer Semester Admin Supplies 346.36	Amazon Reta Mw3mu6to3, Seattle, WA, 98109, U	346.36
Buskager Kristin	summer semester J Scinico Kinder Kickoff 351.40	Otc Brands Otc Brand, Omaha, NE, 68137, US	351.40
Buskager Kristin	summer semester Beirne Smith More Books 351.82	Lakeshore Learning Mat, Carson, CA, 90895, US	351.82
Buskager Kristin	summer semester Baden Swifty Adven 358.60	Amazon Mark Bv0kx2ql3, Seattle, WA, 98109, US	358.60
Buskager Kristin	summer semester Beirne Smith Books We Love 360.00	Sp Makedo, Abbotsford, 3067, AU	360.00
Buskager Kristin	Summer Semester Medrano cup Stacking 363.26	Amazon Mark 2u85e4d93, Seattle, WA, 98109, U	363.26
Buskager Kristin	summer semester Klumpers Embroidery 371.68	Amazon Mark De49q1gi3, Seattle, WA, 98109, U	371.68
Buskager Kristin	Summer Semester Scinico Kinder Kickoff 390.65	Amazon Mark 8f2079g73, Seattle, WA, 98109, US	390.65
Buskager Kristin	summer semester J Scinico Kinder Kickoff 395.29	Amazon Mark Nq09z5lw3, Seattle, WA, 98109, U	395.29
Buskager Kristin	summer semester S. Johnson Paint With Me 411.23	Amazon Mark Lh6gy0fg3, Seattle, WA, 98109, US	411.23
Buskager Kristin	summer semester Barth Card Sharks 418.26	Amazon Mark Rq5ol8803, Seattle, WA, 98109, U	418.26
Buskager Kristin	summer semester Orchestra 426.51	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	426.51
Buskager Kristin	summer semester Beirne Smith More Books We Love 451.79	Amazon Mktpl Pm6k24vb3, Seattle, WA, 98109, U	451.79
Buskager Kristin	summer semester Taylor Board Game Bonanza 458.00	Amazon Reta Gw4917n43, Seattle, WA, 98109, U	458.00
Buskager Kristin	summer semester Holmes Camp STEAM 459.55	Sp Brown Dog Gadgets, Menomonee Fal, WI, 530	459.55
Buskager Kristin	summer semester Gasner Soccer 505.01	Amazon Mark Lg1qv8cx3, Seattle, WA, 98109, US	505.01
Buskager Kristin	summer semester Klumpers Embroidery 527.64	Amazon Mark Ef2i98jy3, Seattle, WA, 98109, US	527.64
Buskager Kristin	summer semester J. Prah Studio Art 551.94	Amazon Mark Ns6kh4ku3, Seattle, WA, 98109, U	551.94
Buskager Kristin	summer semester Gasner Soccer 567.02	Amazon Mark Fi49t1i73, Seattle, WA, 98109, US	567.02
Buskager Kristin	summer semester J Scinico Kinder Kickoff 1 569.48	Amazon Mark De89j07d3, Seattle, WA, 98109, U	569.48
Buskager Kristin	summer semester Janssen Jewelry Making 581.65	Amazon Mark 7z75q2lw3, Seattle, WA, 98109, U	581.65
Buskager Kristin	summer semester Bailey Home Alone 581.70	Amazon Mark 320e187t3, Seattle, WA, 98109, U	581.70
Buskager Kristin	summer semester Frey Kinder Kickoff 658.51	Amazon Mark Ep9ek4if3, Seattle, WA, 98109, US	658.51
Buskager Kristin	summer semester Frey Kinder Kickoff 670.36	Amazon Mark 4k06j6ep3, Seattle, WA, 98109, US	670.36
Buskager Kristin	summer semester Landas Kinder Kickoff 678.81	Amazon Mark H91si1wm3, Seattle, WA, 98109, U	678.81
Buskager Kristin	summer semester Sengos Breakout to Summer 682.92	Amazon Mark Td5ww57v3, Seattle, WA, 98109, U	682.92
Buskager Kristin	summer semester Golden Kinder Kickoff 689.28	Amazon Mark Ok43l1r53, Seattle, WA, 98109, US	689.28
Buskager Kristin	summer semester Bauer Draw Your Story 690.00	Amazon Mark Ol9ab3063, Seattle, WA, 98109, U	690.00
Buskager Kristin	summer semester Bembinster Around the World 690.38	Amazon Mark H48ku0gb3, Seattle, WA, 98109, U	690.38

Buskager Kristin	summer semester Holmes Camp STEAM 703.64	Amazon Mark Om6133dm3, Seattle, WA, 98109,	703.64
Buskager Kristin	summer semester Laube Hanson Emotion Lab 713.74	Amazon Mark 1r25d4jr3, Seattle, WA, 98109, US	713.74
Buskager Kristin	summer semester B. Bauer Draw Your Story 722.40	Amazon Reta Zn6ix4oa3, Seattle, WA, 98109, US	722.40
Buskager Kristin	summer semester Hollinbeck Movement Mindfulness 730.55	Amazon Mark E95uw6hd3, Seattle, WA, 98109, U	730.55
Buskager Kristin	summer semester Olson Fiesta Fun 734.36	Amazon Mark Ck6vg1dh3, Seattle, WA, 98109, U	734.36
Buskager Kristin	summer semester Golden Kinder Kickoff 753.38	Amazon Mark Pw01e1rp3, Seattle, WA, 98109, U	753.38
Buskager Kristin	summer semester R Scinico Kinder Kickoff 761.85	Amazon Mark Ki7al37k3, Seattle, WA, 98109, US	761.85
Buskager Kristin	Summer semester Barnes Puzzle It Up 784.42	Amazon Mark Tt2df2ih3, Seattle, WA, 98109, US	784.42
Buskager Kristin	summer semester Landas Kinder Kickoff 820.86	Amazon Mark G62pn7yc3, Seattle, WA, 98109, U	820.86
Buskager Kristin	summer semester Mitchell Fast Forward 821.53	Amazon Mark 5h8tg9qr3, Seattle, WA, 98109, US	821.53
Buskager Kristin	summer semester Goins Kinder Kickoff 833.05	Amazon Mark Of97m71u3, Seattle, WA, 98109, L	833.05
Buskager Kristin	summer semester Goins Kinder Kickoff 842.48	Amazon Mark T444u7sd3, Seattle, WA, 98109, U	842.48
Buskager Kristin	summer semester Laube Hanson Emot. Lab 842.95	Amazon Mark N000j74j3, Seattle, WA, 98109, US	842.95
Buskager Kristin	summer semester Marcin Color and Connect 873.02	Amazon Mark T53az97z3, Seattle, WA, 98109, US	873.02
Buskager Kristin	summer semester Tanner Curs Callig 975.06	Amazon Mark Ws5w63zh3, Seattle, WA, 98109, L	975.06
Buskager Kristin	summer semester Klumpers Embroidery 998.21	Amazon Mark 4r8x69iy3, Seattle, WA, 98109, US	998.21
Buskager Kristin	summer semester Beirne Smith More Books 1094.74	Amazon Mark 5g0d822o3, Seattle, WA, 98109, U	1,094.74
Buskager Kristin	summer semester Carpenter Lego Logo 1131.29	Amazon Reta Yv7zl8nq3, Seattle, WA, 98109, US	1,131.29
Buskager Kristin	summer semester Mapes 1205.25	Amazon Mark G74r465f3, Seattle, WA, 98109, US	1,205.25
Buskager Kristin	summer semester S Johnson Paint with Me 1306.91	Amazon Mark X16wk65v3, Seattle, WA, 98109, U	1,306.91
Buskager Kristin	summer semester Baden Swifty Adven 1348.90	Amazon Mark Te1v237d3, Seattle, WA, 98109, U	1,348.90
Buskager Kristin	summer semester Najduk Around the World 1359.46	Amazon Mark R09jf3mj3, Seattle, WA, 98109, US	1,359.46
Buskager Kristin	Summer Semester Books We Love 1988.02	Amazon Mark 901tk4en3, Seattle, WA, 98109, U	1,988.02
Buskager Kristin	summer semester Barth Card Shark 2572.14	Amazon Mark W18979a13, Seattle, WA, 98109, U	2,572.14
Buyarski Lynn	Credit for towels	Kalahari Resort - Wi, Wisconsin Del, WI, 53965, U	(50.00)
Buyarski Lynn	Summer school baking supplies	Hy-Vee Madison 1392, Madison, WI, 53711, US	121.84
Buyarski Lynn	Summer school baking supplies	Gfs Store #1939, Madison, WI, 53719, US	201.98
Buyarski Lynn	Summer school baking supplies	Wal-Mart #1138, Madison, WI, 53719, US	222.13
Buyarski Lynn	Summer school baking supplies	Amazon Mktp1 Kr5bj8543, Seattle, WA, 98109, U	369.21
Chung Solim	White cardstock for printers; dry erase markers	Amazon.Com Qs5x07fl3, Seattle, WA, 98109, US	49.04
Chung Solim	markers for LH; rain poncho for admin intern crosswalk duty	Amazon Mktp1 B48wp19t0, Seattle, WA, 98109, L	66.05
Chung Solim	Staff lunch for Elevate for Leadership Team meeting	Subway 12325, Oregon, WI, 53575, US	70.98
Chung Solim	End of year staff celebration treat	Sq Travelin Toms Cof, Sauk City, WI, 53583, US	180.00
Chung Solim	Extra copies of yearbooks for new staff and students	In Visual Image Photo, Cedarburg, WI, 53012-193	250.00
Chung Solim	End of year staff treats	Sq Cool Sweet Treat, Fitchburg, WI, 53711, US	342.00
D'Amelio Anna	Hotel stay at Cobblestone Inn for ACTE's Region III Conference 2026	Cobblestone Menomonie, Menomonie, WI, 5475	140.00
Doughty Joseph	disposable gloves	Amazon.Com Nt5a478u3, Seattle, WA, 98109, US	55.98
Doughty Joseph	contractor bags, Gorilla adhesive, duct tape	Dorn Ace Hardware, Oregon, WI, 53575, US	67.95
Eithun Jennifer	parking - attending Girls Soccer playoff game	Sq Milwaukee Kickers, Milwaukee, WI, 53218, US	5.00
Eithun Jennifer	transcript request for student requesting assistance with fee	Parchment-Univ Docs, Scottsdale, AZ, 85250, US	5.28

Eithun Jennifer	notebook journal	Amazon Reta Lb9848o63, Seattle, WA, 98109, US	20.78
Eithun Jennifer	gift for retiree	Kopkes Greenhouse, Oregon, WI, 53575, US	35.99
Eithun Jennifer	gift bags for retiree/volunteer end of year gifts	Wal-Mart #1176, Stoughton, WI, 53589, US	36.78
Eithun Jennifer	coffee	Amazon Reta 6y7433l63, Seattle, WA, 98109, US	36.83
Eithun Jennifer	food for Leadership meeting	Hy-Vee Oregon 1482, Oregon, WI, 53575, US	47.73
Eithun Jennifer	lunch for staff - English Department Alignment meeting	Hy-Vee Oregon 1482, Oregon, WI, 53575, US	49.03
Eithun Jennifer	flowers/planters for graduation stage	Sq Fitchburg Farms, Fitchburg, WI, 53575, US	60.00
Eithun Jennifer	staff end of year luncheon supplies	Walmart.Com, Walmart.Com, AR, 72716, US	62.94
Eithun Jennifer	lunch for staff - English Alignment meeting	Pizza Hut 040689, Oregon, WI, 53575, US	69.93
Eithun Jennifer	ferns for graduation stage	Sq Fitchburg Farms, Fitchburg, WI, 53575, US	75.00
Eithun Jennifer	lunch for staff - English Department Alignment meeting	Jimmy Johns - 1959, Stoughton, WI, 53589, US	77.49
Eithun Jennifer	breakfast for staff attending English Alignment meeting	Panera Bread #601552 O, Fitchburg, WI, 53711, L	83.39
Eithun Jennifer	lapel pins for graduation	E Group Inc, Reston, VA, 20191, US	93.93
Eithun Jennifer	file folder totes	Amazon MktpL Qx3c35ee3, Seattle, WA, 98109, U	96.66
Eithun Jennifer	cheer bows	Amazon Mark Zk0oj5mi3, Seattle, WA, 98109, US	98.75
Eithun Jennifer	pizza for Pride Crew lunch	Pizza Hut 040689, Oregon, WI, 53575, US	137.87
Eithun Jennifer	lapel pins and honor cords for graduation	E Group Inc, Reston, VA, 20191, US	142.90
Eithun Jennifer	AVID 11 end of the year party	Pizza Pit - Oregon - W, Oregon, WI, 53575, US	165.01
Eithun Jennifer	AVID 11 end of the year party bowling admission	Oregon Bowl, Oregon, WI, 53575, US	166.40
Eithun Jennifer	lunch for band students performing at graduation	Pizza Hut 040689, Oregon, WI, 53575, US	176.83
Eithun Jennifer	FFA Fair decorations	Amazon Mark X565m4sl3, Seattle, WA, 98109, U	200.29
Eithun Jennifer	stoles	Www.Mwscholastic.Com, Mount Horeb, WI, 535	360.00
Eithun Jennifer	classroom art supplies, markers, paint markers, mixed media paper	Amazon Mark 6f4py7sq3, Seattle, WA, 98109, US	407.51
Eithun Jennifer	hotel charges for stay at AP Summer Institute for U.S. Government	Hilton Hotels, Iowa City, IA, 52240-4016, US	584.60
Eithun Jennifer	subs for end of year staff luncheon	Jimmy Johns - 1959, Stoughton, WI, 53589, US	659.92
Eithun Jennifer	art classroom supplies	School Specialty Nasco, Fort Atkinson, WI, 53538,	1,485.15
Eithun Jennifer	diplomas	Www.Mwscholastic.Com, Mount Horeb, WI, 535	2,251.24
Fischer Julie	4K EOY All Staff Meeting Breakfast	Hy-Vee Oregon 1482, Oregon, WI, 53575, US	40.06
Fischer Julie	Legal Notice - Fitchburg House	Column Public Notice, Washington, DC, 20036, U	111.01
Fischer Julie	4K EOY All Staff Meeting Breakfast	Hy-Vee Oregon 1482, Oregon, WI, 53575, US	480.00
Greiner Patricia	Memory Police Book Amazon Return	Amazon Reta Bf73388a1, Seattle, WA, 98109, US	(339.66)
Greiner Patricia	Memory Police Book Amazon Return	Amazon Reta Bf73388a1, Seattle, WA, 98109, US	(49.95)
Greiner Patricia	Memory Police Book Amazon Return	Amazon Reta Bf73388a1, Seattle, WA, 98109, US	(9.99)
Greiner Patricia	Memory Police Book Amazon Return	Amazon Reta Bf73388a1, Seattle, WA, 98109, US	(9.99)
Greiner Patricia	Memory Police Book Amazon Return	Amazon Reta Bf73388a1, Seattle, WA, 98109, US	(9.99)
Greiner Patricia	Teacher Resource	Teacherspayteachers.Co, 6465880910, CA, 94404	31.38
Greiner Patricia	Textbooks for AP Lit	Amazon Reta Kk9y33rm3, Seattle, WA, 98109, US	440.22
Grossen Richard	Auto - Tool Organizers, Pen Flashlights, Wiring Harness Bracket	Menards Janesville Wi, Janesville, WI, 53545, US	44.21
Heitz Katie	Book for A-Team	Amazon.Com 343mh9f33, Seattle, WA, 98109, U	17.33

Heitz Katie	Food for OSD Elevate 2026	Hy-Vee Oregon 1482, Oregon, WI, 53575, US	22.16
Heitz Katie	office supplies for SA and supplies for elevate	Amazon.Com 2k1kj6ij3, Seattle, WA, 98109, US	77.34
Heitz Katie	Books for A-Team	Amazon.Com Yx4qk2rq3, Seattle, WA, 98109, US	86.65
Heitz Katie	Cakes for Last Board Meeting Reception	Rolling Pin Bake Shop, Fitchburg, WI, 53711, US	114.82
Heitz Katie	6.8.2026 Agenda Published in Oregon Observer	Column Public Notice, Washington, DC, 20036, U'	125.40
Heitz Katie	Subscription for Doodle Program	Www.Doodle.Com, Zurich, 8004, CH	132.00
Heitz Katie	5/11/2026 Minutes in Oregon Observer	Column Public Notice, Washington, DC, 20036, U'	249.19
Heitz Katie	4.27.26 Minutes Published in Oregon Observer	Column Public Notice, Washington, DC, 20036, U'	379.14
Heitz Katie	Books for A-Team	Amazon.Com 1a9mu5n63, Seattle, WA, 98109, U	518.40
Heitz Katie	DO - End of Year Luncheon	Panera Bread #601552 O, Fitchburg, WI, 53711, L	590.97
Heitz Katie	Admin Retirement Celebration	Tst The Great Dane Pub, Fitchburg, WI, 53711, U'	893.75
Heitz Katie	Lunch - OSD Elevate Conference	Qdoba 2202 Catering, Fitchburg, WI, 53711, US	1,458.53
Heitz Katie	Policy Resource Guide Renewal	Wi Association Of Scho, Madison, WI, 53703, US	2,500.00
Wochenske Jolene	Refund of travel insurance for German Exchange Trip	Bernhard Reise, Sauerlach, 82054, DE	(77.36)
Wochenske Jolene	German Exchange Trip: birthday treat	Schaefer Dein Baecker, Langen (Hesse, 63225, DE	5.86
Wochenske Jolene	German Exchange Trip: Photos for thank you gift, group Apotheke	Rossmann 3809, Langen, 63225, DE	7.81
Wochenske Jolene	Cash advancement fee 7/2/26 (\$200.00)	Cash Advance Fee	9.32
Wochenske Jolene	Cash advancement fee 7/2/26 (\$200.00)	Cash Advance Fee	9.32
Wochenske Jolene	German Exchange Trip: Thank you gifts for teachers	Tedi, Langen, 63225, DE	10.50
Wochenske Jolene	German Exchange Trip: One group ticket for Berlin public transport	Bvg, Berlin, 10179, DE	41.17
Wochenske Jolene	One group ticket for Berlin public transport	Bvg, Berlin, 10179, DE	41.18
Wochenske Jolene	German Exchange Trip: Berlin public transport	Bvg, Berlin, 10179, DE	43.97
Wochenske Jolene	German Exchange Trip: Appreciation gifts	Braun Gmbh, Langen, 63225, DE	66.10
Wochenske Jolene	German Exchange: Down payment on floral arrangements for hosts	Welter, Langen, 63225, DE	118.53
Wochenske Jolene	German Exchange: 5 group tickets for Berlin public transportation	Bvg, Berlin, 10179, DE	205.88
Wochenske Jolene	German Exchange Trip: Berlin public transport	Bvg, Berlin, 10179, DE	219.88
Wochenske Jolene	Cash for group dinner at Bella Pizza	2949938, Spark.Str., 80331, DE	233.15
Wochenske Jolene	Cash Advancement for Schwarz bus driver tip (3x\$25x2)	2949938, Spark.Str., 80331, DE	233.15
Wochenske Jolene	German Exchange Trip: Balance for host family flowers	Welter, Langen, 63225, DE	355.47
Wochenske Jolene	German Exchange Trip: Group dinner in Berlin	Hofbraeu Berlin, Berlin, 10178, DE	612.39
Wochenske Jolene	German Exchange: group dinner in Munich	La Pizzetta, Munchen, 80331, DE	641.16
Wochenske Jolene	German Exchange Trip: Berlin by bike tour	Zettle_ Berlin On Bike, Berlin, 10435, DE	641.55
Jaeger Allison	Replacement vibraphone cover	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	135.99
Jameson David	State Track Meet 2026 Coach ticket	Gofantix Wiaa (Wiscon, Alpharetta, GA, 30009, U	17.80
Jameson David	State Track Meet JV entry	Wistca, South Milwauk, WI, 53172, US	23.40
Jameson David	Track Team State Meet 26 Supplies	Kwik Trip #624, La Crosse, WI, 54601, US	30.23
Jameson David	Track State Meet Parking Pass 2026	Uwl Parking Office, La Crosse, WI, 54601-3742, U'	50.00
Jameson David	Track State Meet 2026 Lunch	Jimmy Johns - 417, La Crosse, WI, 54601, US	271.45
Jameson David	Track State Meet 2026 Lunch	Jimmy Johns - 417, La Crosse, WI, 54601, US	280.28

Jameson David	Track State Meet Dinner 2026	Sq Noodles & Company, Broomfield, CO, 80021, U	413.80
Jenson Michelle	Custodial / Supplies - gloves for summer cleaning OSD staff member	Amazon Mark A57lb97x3, Seattle, WA, 98109, US	13.76
Jenson Michelle	7th Grade Activity - thank you cards to be written for UW presenters	Walgreens #9741, Oregon, WI, 53575, US	14.99
Jenson Michelle	Gen Ofc / Supplies - daily work journal (Zurawik)	Staples 1170, Monona, WI, 53716, US	22.99
Jenson Michelle	Cont Activity / Supplies - Hacky Sacks for 7th grade team activities	Amazon Mark He2bq06s3, Seattle, WA, 98109, U	22.99
Jenson Michelle	Gen Ofc / Tech Supplies - AA and AAA batteries	Amazon Reta 4660p0963, Seattle, WA, 98109, US	24.69
Jenson Michelle	8M Team / Supplies - retractable ping pong nets for team activities	Amazon Mark Au5858yw3, Seattle, WA, 98109, U	26.97
Jenson Michelle	8M Team - retractable ping pong ball nets for team activities	Amazon Mark Ua73l0973, Seattle, WA, 98109, U\$	26.97
Jenson Michelle	Gen Ofc - name plates for Health Room and new counselor	Ada Sign Factory, Cleveland, OH, 44134, US	106.04
Jenson Michelle	Principal / Membership Dues - membership renewal for H Walter	Ascd Iste, Arlington, VA, 22201, US	129.00
Jenson Michelle	Math / Supplies - calculators (3 sets)	Amazon Mark K83i22lk3, Seattle, WA, 98109, US	134.97
Jenson Michelle	District / Prof Svc - registration for Equity By Design (Heather Grady)	Novak Education, Groton, MA, 01450, US	145.00
Jenson Michelle	Cont Activity / Supplies - games for 7th grade team activities	Amazon Mark 9r2fl83m3, Seattle, WA, 98109, US	193.77
Jenson Michelle	Gen Ofc / Food (Staff) - lunch for staff attending Elevate at DO	Py Headquarters Bar A, Oregon, WI, 53575, US	201.71
Jenson Michelle	7th Activity / Food - tokens for ice cream / last day activities	Culvers Oregon, Oregon, WI, 53575, US	350.00
Jenson Michelle	Gen Ofc / Non-Capital Equip - padlocks (100) for student lockers	Samaco Supply, St Louis, MO, 63129, US	778.00
Johnson Nathan	Chemistry supplies (Lysol wipes)	Hy-Vee Oregon 1482, Oregon, WI, 53575, US	5.99
Johnson Nathan	Science supplies (USB flash drive)	Amazon Mktpl No2zd0z43, Seattle, WA, 98109, U	27.40
Johnson Nathan	Science supplies (timers, paper organizers)	Amazon Mktpl De87k17g3, Seattle, WA, 98109, L	157.25
Johnson Sarah	chalk-PBIS	Menards Madison West W, Madison, WI, 53719,	26.25
Johnson Sarah	food. staff meal	Kwik Trip #372, Oregon, WI, 53575, US	27.45
Johnson Sarah	custom stamp/pads- main office	Amazon Mktpl Vf5jr3903, Seattle, WA, 98109, US	38.83
Johnson Sarah	food- building goal	Pizza Hut 040689, Oregon, WI, 53575, US	61.90
Johnson Sarah	Pizza Nature Club- PTO approved	Pizza Hut 040689, Oregon, WI, 53575, US	66.79
Johnson Sarah	sentence strips, trays, buzzers, KG budget	Draphix/Teacher Direct, Birmingham, AL, 35208,	75.98
Johnson Sarah	lunch leadership	Sugar River Pizza Co, Verona, WI, 53593, US	196.63
Johnson Sarah	buckets, gardening gloves, rakes, tape, sprinkler-Green	Amazon Mktpl Ig0pz97g3, Seattle, WA, 98109, U\$	223.74
Johnson Sarah	window coverings Principal's office- damaged by student	Sq Window Fashions Fo, Sun Prairie, WI, 53590, L	2,023.15
Kangas Adrienne	Oregon Observer (digital version monthly fee)	Oregon Observer, Kiel, WI, 53042, US	5.00
Kangas Adrienne	Amazon (library books)	Amazon Reta Su4713el3, Seattle, WA, 98109, US	9.59
Kangas Adrienne	Amazon (library books)	Amazon Reta Ym8pj5pf3, Seattle, WA, 98109, US	21.77
Kangas Adrienne	Overdrive (cost-per-circ. ebooks & audiobooks)	Overdrive Dist, 2165736886, OH, 44125, US	127.33
Kangas Adrienne	Follett (Playaways)	Follett Content Soluti, 8778998550, IL, 60050, US	150.98
Kangas Adrienne	Amazon (maker space items)	Amazon Mark B084d71x3, Seattle, WA, 98109, U!	164.62
Kangas Adrienne	Amazon (maker space items)	Amazon Reta 7j3ek4pp3, Seattle, WA, 98109, US	248.89
Kangas Adrienne	Follett (Library Books)	Follett Content Soluti, 8778998550, IL, 60050, US	1,051.74
Kangas Adrienne	Follett (Library Books)	Follett Content Soluti, 8778998550, IL, 60050, US	1,126.10
Kavanaugh Brian	Food for custodian meeting	Kwik Trip #302, Oregon, WI, 53575, US	25.45
Kavanaugh Brian	T-shirts for custodians	Bulkapparel.Com, Carlsbad, CA, 92008, US	45.14

Kavanaugh Brian	Food for custodian meeting	Hy-Vee Oregon 1482, Oregon, WI, 53575, US	56.15
Kavanaugh Brian	Painting supplies	Menards Monona Wi, Monona, WI, 53716, US	69.47
Klepinger Heather	mail merge add on extension - JW approved	Paddle.Net Googleadon, New York, NY, 11201, U	52.70
Klepinger Heather	Jonen Annual Dues	Afp Tempo Of Madison I, Madison, WI, 53705, U	490.00
Klepinger Heather	Jonen State Bar Dues 26-27	State Bar Of Wisconsin, Madison, WI, 53718, US	634.00
Klepinger Heather	April 2026 Legal Fees	Husch Blackwell Llp, Saint Louis, MO, 63105, US	1,190.00
Klepinger Heather	25-26 Service Awards	Target B2b Egiftcards, Brooklyn Park, MN, 55445,	4,550.00
Kugel Willow	cpr/cleaning gloves	Amazon MktpL 5t89k1ed1, Seattle, WA, 98109, U	9.74
Kugel Willow	cpr gloves	Amazon MktpL 4k9do5bi3, Seattle, WA, 98109, U	9.74
Kugel Willow	vending	Amazon.Com VI9mg7pi3, Seattle, WA, 98109, US	15.70
Kugel Willow	Diving well wristbands	Amazon MktpL Ma03x4a93, Seattle, WA, 98109, l	19.76
Kugel Willow	vending	Amazon MktpL Xc7in2yz3, Seattle, WA, 98109, US	21.88
Kugel Willow	vending	Amazon.Com E62e88xh3, Seattle, WA, 98109, US	22.31
Kugel Willow	Lifeguard Uniforms	Top Promotions, Middleton, WI, 53562, US	367.94
Leider Tracey	Positive Physics subscription for AP Bio, AP Chem, and AP Env. Sci.	Positive Physics Llc, Memphis, TN, 38104, US	1,015.00
Marks Alexander	CE & Rec Program Supplies	Hy-Vee Oregon 1482, Oregon, WI, 53575, US	1.99
Marks Alexander	CE & Rec Program Supplies; ice molds	Amazon Mark 1y4n56nt3, Seattle, WA, 98109, U	14.24
Marks Alexander	CE & Rec Program Supplies; storage baskets	Amazon Mark Bx61k0t03, Seattle, WA, 98109, US	30.95
Marks Alexander	CE & Rec Program Supplies; construction paper	Staples, Novi, MI, 48375, US	36.25
Marks Alexander	CE & Rec Program Supplies; Igloo water cooler	Amazon Reta Ym1h28u13, Seattle, WA, 98109, U	37.25
Marks Alexander	CE & Rec Program Supplies; plastic spoons/cups, rubber field bases	Amazon Mark Nv19y80t3, Seattle, WA, 98109, U	41.79
Marks Alexander	CE & Rec Program Supplies	Www Costco Com, Issaquah, WA, 98027, US	47.46
Marks Alexander	CE & Rec Program Supplies; snacks	Hy-Vee Oregon 1482, Oregon, WI, 53575, US	52.62
Marks Alexander	CE & Rec Program Supplies; straws, foam shapes, paint	Amazon Reta To7eo0rw3, Seattle, WA, 98109, U	60.49
Marks Alexander	CE & Rec Program Supplies	Hy-Vee Oregon 1482, Oregon, WI, 53575, US	65.87
Marks Alexander	CE & Rec Staff Training Supplies	Pizza Hut 040689, Oregon, WI, 53575, US	68.39
Marks Alexander	CE & Rec Program Supplies	Amazon Reta Du8vs1wq3, Seattle, WA, 98109, U	80.58
Marks Alexander	CE & Rec Program Supplies	Www Costco Com, Issaquah, WA, 98027, US	84.39
Marks Alexander	CE & Rec Summer Playground Treat	Sq Kona Ice Of Madiso, Oregon, WI, 53575, US	89.12
Marks Alexander	CE & Rec Program Supplies; play sand	Amazon MktpL 481hv6163, Seattle, WA, 98109, U	89.20
Marks Alexander	CE & Rec Summer Playground Field Trip	Sq Henry Vilas Zoo, Madison, WI, 53715, US	117.00
Marks Alexander	CE & Rec Program Guide Costs	Minuteman Press Madiso, Madison, WI, 53711, L	171.79
Marks Alexander	CE & Rec Program Supplies; sunscreen and snacks	Wal-Mart #1176, Stoughton, WI, 53589, US	177.57
Marks Alexander	CE & Rec Program Supplies; snacks, windsock flags, cable ties	Amazon Mark Hd2402co3, Seattle, WA, 98109, U	358.72
Marks Alexander	CE & Rec Program Supplies	Amazon Mark He2s43ey3, Seattle, WA, 98109, U	448.69
Marks Alexander	CE & Rec Program Supplies	Vsp Badger Sporting Go, Fitchburg, WI, 53713, U	646.00
Marks Alexander	CE & Rec Summer Playground Field Trip	Marcus Theatres Events, Milwaukee, WI, 53202, l	825.00
Marks Alexander	CE & Rec Subscription	Cci Constant-Contact, Waltham, MA, 02451, US	1,360.98
Mayo Larry	Glade Automatic Spray Refill and Holder Kit for office	Amazon.Com Iy9Ib6e63, Seattle, WA, 98109, US	18.64
Mayo Larry	Iphone case and screen protector	Amazon MktpL 1y0633u33, Seattle, WA, 98109, U	31.83

Mayo Larry	Gas for SE transportation	Kwik Trip #302, Oregon, WI, 53575, US	55.01
Mayo Larry	tablet stand, desk fan, air freshener	Amazon MktpL Y32a357n3, Seattle, WA, 98109, U	64.81
Mayo Larry	Gas for SE transportation	Kwik Trip #731, Oregon, WI, 53575, US	66.77
Mayo Larry	WSBA membership	Wi School Bus Assn, Wisconsin Del, WI, 53965, U	207.00
Mayo Larry	Reasonable Suspicion Training	Wi School Bus Assn, Wisconsin Del, WI, 53965, U	365.00
McCartney LaDelta	4" paint pans	Amazon MktpL Eq0zm1lz3, Seattle, WA, 98109, U	7.85
McCartney LaDelta	PAcking Tape	Amazon MktpL 242475rz3, Seattle, WA, 98109, U	9.59
McCartney LaDelta	Light switch keys	Amazon MktpL 9617y6m73, Seattle, WA, 98109, U	21.28
McCartney LaDelta	Anchors	Amazon MktpL Mi63t0qf3, Seattle, WA, 98109, U	39.98
McCartney LaDelta	4" Paint roller Scrapers Tack Nails Utility knives	Amazon MktpL Cy6c511z3, Seattle, WA, 98109, U	61.92
McCartney LaDelta	Aerators	Amazon MktpL S13gh1m13, Seattle, WA, 98109, U	62.18
McCartney LaDelta	Dowels Screws Glue	Dorn Ace Hardware, Oregon, WI, 53575, US	64.02
McCartney LaDelta	Mulch	Mandt Sandfill Truckin, Oregon, WI, 53575, US	117.00
McCartney LaDelta	Commercial Fan	Amazon MktpL Tj3233eq3, Seattle, WA, 98109, U	259.99
McCartney LaDelta	Scrubber #2 Motor Hood	Nassco Inc, New Berlin, WI, 53151, US	762.67
McCauley Tricia	OSD Health Office Supplies	Sp School Nurse Supply, Saint Charles, IL, 60174,	487.80
Mendl Nathan	120 Amazon - Designing Broadway theatre textbook.pdf	Amazon MktpL 830fv87x3, Seattle, WA, 98109, U	19.24
Mendl Nathan	119 Amazon - History of American Theatre Wing textbook.pdf	Amazon MktpL Wt1uz0gx3, Seattle, WA, 98109, U	27.48
Mendl Nathan	118 Amazon - (3) Theatre textbooks.pdf	Amazon Reta X11z35bw3, Seattle, WA, 98109, U	102.04
Miller Amy	Conference Travel Miller & Weinert	Big Sky Resort Lodging, Big Sky, MT, 59716, US	0.06
Miller Amy	Travel conference meal - Miller Weinert	Big Sky Resort F & B, Big Sky, MT, 59716, US	23.92
Miller Amy	Travel conference meal - Miller Weinert	Msp P5 Custom Burgers, Saint Paul, MN, 55111, U	34.60
Miller Amy	Travel conference meal - Miller Weinert	Tst Thai Basil - Big S, Big Sky, MT, 59716, US	39.68
Miller Amy	Conference Travel Miller & Weinert	Big Sky Resort F & B, Big Sky, MT, 59716, US	41.40
Miller Amy	Travel conference meal - Miller Weinert	Big Sky Resort F & B, Big Sky, MT, 59716, US	42.36
Miller Amy	Core Principles course Miller	Montana-Institute.Thin, Bozeman, MT, 59715, U	51.70
Miller Amy	Lodging conference Miller & Weinert	Big Sky Resort Lodging, Big Sky, MT, 59716, US	976.20
Mundinger Erika	NSPRA conference trip insurance	Allianz Travel Ins, 8006285404, VA, 23233, US	36.43
Mundinger Erika	Oregon Observer subscription	Oo Oregon Observer 07, Kiel, WI, 53042, US	50.00
Mundinger Erika	Printing of Substitutes Needed yard signs	Yard Sign Plus, 8779581499, TX, 77477, US	148.00
Mundinger Erika	Canvas prints	Walgreens #9741, Oregon, WI, 53575, US	512.94
Mundinger Erika	Airline ticket for NSPRA conference	American 0012353170846, United States, AZ, 850	560.40
Newton Kara	Eggs for summer school- 2 dozen	Kwik Trip #953, Madison, WI, 53717, US	1.98
Newton Kara	Eggs for summer school- 2 dozen	Kwik Trip #953, Madison, WI, 53717, US	1.98
Newton Kara	Eggs for summer school- 2 dozen	Kwik Trip #953, Madison, WI, 53717, US	1.98
Newton Kara	ORegonSD monthly fee	Github, Inc., San Francisco, CA, 94107, US	4.00
Newton Kara	osdtech monthly fee	Github, Inc., San Francisco, CA, 94107, US	4.00
Newton Kara	Gaffers tape	Amazon.Com 912ov9ip3, Seattle, WA, 98109, US	21.01
Newton Kara	chicken feed	Tractor Supply #2236, Stoughton, WI, 53589, US	21.99
Newton Kara	Monthly service fee	Sinch Mailgun, San Antonio, TX, 78205, US	80.00

Newton Kara	FFA Dinner for State convention	Red Robin No 396, Monona, WI, 53716, US	237.07
Newton Kara	Mckinney Vento Transportation gas card	Kwik Trip #731, Oregon, WI, 53575, US	347.40
Newton Kara	WASBO Membership Dues Newton	Wasbo Foundation, Madison, WI, 53704, US	355.00
Newton Kara	AC+ for 3 MBP computers	Apple.Com/Us, Cupertino, CA, 95014, US	987.00
Newton Kara	Monthly phone services	Tds Metrocom, Madison, WI, 53717, US	1,127.07
Newton Kara	Data Cartridge	Amazon Mktpl 200mc3333, Seattle, WA, 98109, US	1,286.87
Newton Kara	Motion TV Wall Mounts (8)	Cdw Govt #aj9rl1m, 800-808-4239, IL, 60061, US	3,100.64
Newton Kara	Onsite Training Fee	Parentsquare Inc., Goleta, CA, 93117, US	4,000.00
Newton Kara	3 MBP computers	Apple.Com/Us, Cupertino, CA, 95014, US	4,797.00
Novinska Ronald	misc	Dorn Ace Hardware, Oregon, WI, 53575, US	21.94
Novinska Ronald	parts for electric cart at HS	Amazon Mktpl Xm2oa9by3, Seattle, WA, 98109, US	23.99
Petersen Caitlin	MCV Gas Card- split with MMSD	Kwik Trip #372, Oregon, WI, 53575, US	105.30
Petersen Caitlin	MCV Gas Card- split with Darlington	Kwik Trip #372, Oregon, WI, 53575, US	170.10
Prahl Christopher	Welding Tank Regulator Refund	Amazon Mktplace Pmts, Seattle, WA, 98109, US	(51.18)
Prahl Christopher	MIG welder Tank Regulators	Amazon Mktpl 3q0ar1kn3, Seattle, WA, 98109, US	63.98
Prahl Christopher	Miller Storage Pack Out	Amazon Mktpl 283ay7vn3, Seattle, WA, 98109, US	249.00
Prahl Christopher	Miller Storage Pack Out	Amazon Mktpl Ip8sc00r3, Seattle, WA, 98109, US	282.34
Prahl Christopher	Miller Storage Pack Out	Amazon Mktpl Po3v54yt3, Seattle, WA, 98109, US	345.00
Richards Mariah	Makerspace items for the library.	Amazon Mktplace Pmts, Seattle, WA, 98109, US	(109.33)
Richards Mariah	Makerspace items for the library.	Amazon Mktpl Uz63k0y43, Seattle, WA, 98109, US	101.42
Riddle Brian	Dorn canceled purchase.	Dorn Ace Hardware, Oregon, WI, 53575, US	(39.87)
Riddle Brian	OHS: shop vac filters	Amazon Mark Kh6rx7k33, Seattle, WA, 98109, US	22.76
Riddle Brian	Dorn purchase tax included so I canceled. Transaction refunded	Dorn Ace Hardware, Oregon, WI, 53575, US	39.87
Riddle Brian	Line for trimmer	Dorn Ace Hardware, Oregon, WI, 53575, US	41.99
Riddle Brian	OHS: squeegees for floor scrubber	Nassco Inc, New Berlin, WI, 53151, US	68.69
Riddle Brian	OHS: strainers for urinals	Marks Plumbing Parts, Fort Worth, TX, 76116, US	150.54
Riddle Brian	OHS: weed Trimmer	Amazon Mark Wn8jg3ce3, Seattle, WA, 98109, US	348.99
Riddle Brian	Nassco Floor Wax for District.	Nassco Inc, New Berlin, WI, 53151, US	1,130.34
Russell Nicholas	Tax refund for AED	Sp Www.Aed.Us-Coromed, Brentwood, TN, 3702	(80.36)
Russell Nicholas	CPR Course 10/6 - submitted late	American Red Cross, Washington, DC, 20006, US	15.00
Russell Nicholas	ASC First Aid Certification	American Red Cross, Washington, DC, 20006, US	30.00
Russell Nicholas	ASC CPR Class 6/17	American Red Cross, Washington, DC, 20006, US	35.00
Russell Nicholas	CE & R CPR Class - 6/17	American Red Cross, Washington, DC, 20006, US	40.00
Russell Nicholas	Chlorox wipes + Batteries	Dorn Ace Hardware, Oregon, WI, 53575, US	61.96
Russell Nicholas	WSI Class for Pool staff	American Red Cross, Washington, DC, 20006, US	180.00
Russell Nicholas	replacement fan for VFD unit	Furnace Par, 8666208417, VA, 23229, US	187.55
Russell Nicholas	CPR Professional Rescuer Course for Pool Employees	American Red Cross, Washington, DC, 20006, US	195.00
Russell Nicholas	Replacement Training Fins for Key Logrolling	In Keylog Marketing L, Minneapolis, MN, 55427-4	234.00
Russell Nicholas	Hydroapps Yearly Fee	In Hydroapps Llc, St Peters, MO, 63376, US	1,006.34
Russell Nicholas	New AED for Panther Stadium @ OHS, tax will be refunded	Sp Www.Aed.Us-Coromed, Brentwood, TN, 3702	1,541.36

Schmitt Robert	toilet bowl brush(2)	Amazon Mark Kx8i55he3, Seattle, WA, 98109, US	11.88
Schwei Andrew	Lunch for Spanish Team Meeting	Tst Firefly Coffeehous, Oregon, WI, 53575, US	47.22
Scinico Janee	End of year kindergarten activity	Hy-Vee Oregon 1482, Oregon, WI, 53575, US	23.92
Scinico Janee	Snowcone machine rental for Kindergarten	Dorn Ace Hardware, Oregon, WI, 53575, US	40.00
Seiter Kati	tuba cleaning	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	207.50
Seiter Kati	tuba cleaning	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	262.50
Soltis Jennifer	Laundry detergent for NKE - kitchen laundry	Amazon.Com Q00m80hu3, Seattle, WA, 98109, U	16.99
Soltis Jennifer	Oil Change for Food Service Van	Dupys Service Center, Fitchburg, WI, 53575, US	104.11
Spencer Grant Brittany	State Tennis Parking	Sq Uw Madison Event P, Madison, WI, 53715, US	10.00
Spencer Grant Brittany	State Boys Golf Ticket	Gofantix Wiaa (Wiscon, Alpharetta, GA, 30009, U	10.45
Spencer Grant Brittany	Boys Swim Record Board Updates	Cdic Corp, Chicago, IL, 60641-3744, US	97.10
Spencer Grant Brittany	Track and Field Record Board Updates	Healy Awards Inc, Menomonee Fal, WI, 53051, U	117.10
Spencer Grant Brittany	BIOS Coaches Symposium Registrations (4)	Uw Athletic Event, Madison, WI, 53711, US	200.00
Spencer Grant Brittany	State Boys Golf Practice Round and Range Balls	Glf Universityrdgeglf, Verona, WI, 53593, US	320.00
Spencer Grant Brittany	Softball Practice Balls	Vsp Badger Sporting Go, Fitchburg, WI, 53713, U	660.00
Spencer Grant Brittany	Soccer Youth Camp T-Shirts	Sq Ak Apparel Llc, Oregon, WI, 53575, US	1,256.00
Spencer Grant Brittany	Girls State Soccer Coach Bus	Coach Usa - Van Galder, Janesville, WI, 53548, US	1,397.50
Spencer Grant Brittany	State Track Apparel	Vsp Badger Sporting Go, Fitchburg, WI, 53713, U	1,542.00
Spencer Grant Brittany	SUV Rental - Boys Golf	Enterprise Rent-A-Car, Madison, WI, 53713, US	3,080.00
Spencer Grant Brittany	Weight Training Data Program - Football	In Helo Systems, Inc., Golden, CO, 80401, US	3,240.00
Stace Ryan	3D Printer Filament	Amazon Mktpl Uk8tz92q3, Seattle, WA, 98109, U	28.00
Stace Ryan	Storage Totes	Wal-Mart #3857, Monona, WI, 53713, US	47.37
Stace Ryan	Rough Lumber Purchase	Endeavor Hardwoods, Lyndon Statio, WI, 53944,	1,496.20
Ulrich Sarah	Refund b/c pizzas were not cut to the slice we requested.	Pizza Hut 040689, Oregon, WI, 53575, US	(50.00)
Ulrich Sarah	Refunded for bird seed b/c we never received the delivery.	Amazon Mark Qa5hp2xs3, Seattle, WA, 98109, U	(19.98)
Ulrich Sarah	Milo - Book for student	Amazon Reta Pm0k881f3, Seattle, WA, 98109, U	6.98
Ulrich Sarah	Office - 6x9 envelopes	Amazon Reta Bz70l4wf3, Seattle, WA, 98109, US	9.07
Ulrich Sarah	Canfield - fidgets	Amazon Mark Hf68m78d3, Seattle, WA, 98109, U	9.99
Ulrich Sarah	4th Grade - popsicles for send-off	Hy-Vee Oregon 1482, Oregon, WI, 53575, US	24.43
Ulrich Sarah	Office - envelopes	Amazon Reta Zn8vd58k3, Seattle, WA, 98109, US	25.98
Ulrich Sarah	SLT lunch - fruits, carrots, ranch dressing, plates	Hy-Vee Oregon 1482, Oregon, WI, 53575, US	29.99
Ulrich Sarah	Office - laminating rolls	Amazon Reta 1g77h6at3, Seattle, WA, 98109, US	78.97
Ulrich Sarah	Canfield/ PTO funds -- fidgets, sensory tools, game	Amazon Mark 5t5e74r63, Seattle, WA, 98109, US	93.94
Ulrich Sarah	Pizza for SLT lunch	Pizza Hut 040689, Oregon, WI, 53575, US	100.57
Ulrich Sarah	Lunch for Elevate Meeting	Panera Bread #601552 O, Fitchburg, WI, 53711, L	194.63
Ulrich Sarah	Pizzas for Kick Off to Summer Event	Pizza Hut 040689, Oregon, WI, 53575, US	806.21
Wacker Ann	Orch Supplies for Summer School - Billed to building - Credit	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	(364.40)
Wacker Ann	Mini Dry Erasers (Holt) PTO	Amazon Mktpl 2e4b18ds3, Seattle, WA, 98109, U	16.59
Wacker Ann	Spigots for the rain barrels in the hoop house	Amazon Mktpl Vk0lk0fh3, Seattle, WA, 98109, U	26.96
Wacker Ann	Floor Folding Chair (Holt) PTO	Amazon Mktpl 3a1r73pl3, Seattle, WA, 98109, U	40.79

Wacker Ann	Magnetic Blocks, Bins, playdoh (Holt) PTO	Amazon MktpI E810r9s23, Seattle, WA, 98109, U'	65.70
Wacker Ann	10 yearbooks - PTO	In Visual Image Photo, Cedarburg, WI, 53012-193	100.00
Wacker Ann	End of Year Staff Appreciation - Coffee Bar	Sq Tati Co, Fitchburg, WI, 53711, US	206.50
Wacker Ann	Lunch for NKE staff attending District Led Elevate Meeting	Tst The Night Owl Food, Evansville, WI, 53536, U\$	211.77
Wacker Ann	Orch Supplies for Summer School - Billed to building	Ward-Brodt Music Co., Fitchburg, WI, 53719, US	364.40
Welton Carol	Total hours transcribed (2.14 hours)	Sonix.AI, San Francisco, CA, 94107, US	10.76
Welton Carol	Lunch meeting (True Coffee Roasters - Candace Weidensee)	Tst True Coffee Roast, Monona, WI, 53713, US	17.16
Welton Carol	Accidental personal charge with school credit card - Reimbursed	Sp Babylist, Emeryville, CA, 94608, US	50.00
Welton Carol	Accidental personal charge with school credit card - Reimbursed	Jockey International,, 8005625391, WI, 53140, U\$	109.18
Welton Carol	Printed Wristbands (K.E.Y.S -AODA Club at OHS) Amie Mitchell	Wrist-Band Wrist-Band, Sugar Land, TX, 77479, U	124.99
Welton Carol	Accidental personal charge with school credit card - Reimbursed	Food Fight, Monona, WI, 53716, US	257.50
Welton Carol	Membership - Shannon Anderson	Py Aasa, The School S, Alexandria, VA, 22314, US	485.00
Welton Carol	2020 Dodge Grand Caravan repairs	Gary Willes Auto, Oregon, WI, 53575, US	1,222.22
Welton Carol	Full Voting Member Dues - July 1, 2026 - June 30, 2027 (Anderson)	Wasda, Madison, WI, 53704, US	1,255.00
Welton Paul	RCI: wire brush, hardware	Dorn Ace Hardware, Oregon, WI, 53575, US	9.69
Welton Paul	RCI: paint roller frames	Hallman Lindsay - Madi, Madison, WI, 53716, US	13.98
Welton Paul	Supplies	Dorn Ace Hardware, Oregon, WI, 53575, US	65.96
Welton Paul	Supplies	Nassco Inc, New Berlin, WI, 53151, US	81.15
Welton Paul	Supplies	Hallman Lindsay - Madi, Madison, WI, 53716, US	212.45
Welton Paul	Supplies	Nassco Inc, New Berlin, WI, 53151, US	287.20
Welton Paul	RCI: painting supplies; paint, painters tape, paint brushes	Hallman Lindsay - Madi, Madison, WI, 53716, US	498.37
Welton Paul	OMS: hand trucks (2)	Uline Ship Supplies, Pleasant Prai, WI, 53158, US	641.37
Zoesch John	Tv screen cleaner	Amazon MktpI Ay5gf0i43, Seattle, WA, 98109, U\$	14.22
Zoesch John	quick lock pins John Deere	Amazon MktpI Tf2x846d3, Seattle, WA, 98109, U'	19.00
Zoesch John	guards for front tires on John Deere	Amazon MktpI G21j637p3, Seattle, WA, 98109, U	25.38
Zoesch John	dry erase packets and command strips and hooks	Amazon MktpI 8z02u6jd3, Seattle, WA, 98109, U\$	27.64
Zoesch John	window cleaning pole and replacement pads	Amazon.Com Df3tz8wa3, Seattle, WA, 98109, US	43.78
Zoesch John	custodial supplies	Menards Monona Wi, Monona, WI, 53716, US	235.87
		Total Transactions	220,872.92

NEW STAFFING ASSIGNMENTS/CONTRACT CHANGES

2026-27 School Year

Board Meeting: August 10, 2026

FTE	Position	Staff Member	Degree
1.0	Phy Ed / Health OHS	Maggie Dougherty. We recommend Maggie for the phy ed and health teacher position at OHS. Maggie has three years of teaching experience, most recently in the Dodgeville School District. We are excited to welcome her to our District.	MA
1.0	English, OHS	Jessica Daughery. We recommend Jessica for the English teacher position at OHS. She has 13 years of teaching experience, most recently in the Randolph School District. We are excited to welcome her to our District.	PhD

CHANGE IN ASSIGNMENT / CONTRACT

Name	Prior Assignment	New Assignment
Shane Collins	5th grade, RCI	Math Intervention, RCI
Alex Uhlmann	Math Intervention, RCI	5th grade, RCI
Sarah Jicha	4th Grade, BKE	2nd Grade, BKE

JJ 8/7/2026 For Board meeting 8/10/2026

August 10, 2026 Board Donations

Date	Donor Name	Donation Amount	Purpose of Donation
7/17/2026	Todd Thompson	Electronic Drum Set (value \$300.00)	OMS Band use
7/13/2026	Robert and Rita Pultz	\$100.00	Splashpad donation
7/22/2026	Friends of Oregon School District	\$6,453	Avid Tutors/Be A Mentor/Champion Funds
7/24/2026	Anonymous	\$2,000	Food Service Balances
7/27/2026	Ice Age Trail Alliance	\$628.00	Transportation Costs for BKE 4th grade students to Indian Lake County Park on 5/8/2026
7/31/2026	WI Society of American Foresters	\$131	PVE Green and Healthy - SLT

OREGON SCHOOL DISTRICT

 X Action
 Discussion
 Information

TO: Board of Education
FROM: Jon Tanner
DATE: August 10, 2026

AGENDA ITEM: C1 Education for Employment Plan

INITIATED BY: Anna D'Amelio, School to Work Coordinator
SUBMITTED BY: Jon Tanner, Director of Learning and Student Achievement
BOARD POLICY OR STATUTORY REFERENCE: Wisconsin Statutes 115.28(59),
121.02(1)(m), Chapter PI26

SUPPORTING DATA:

School districts are required to provide academic and career planning (ACP) services to pupils enrolled in grades 6 to 12. ACP is part of the broader Education for Employment (E4E) statute, which spans elementary, middle, and high school grade levels.

The purpose of Education for Employment (Chapter PI 26) programs is to do all of the following:

- Prepare elementary and secondary pupils for future employment.
- Ensure technological literacy.
- Promote lifelong learning and good citizenship.
- Promote cooperation among business, industry, labor, post-secondary school, and public schools.
- Establish a role for public schools in the economic development of Wisconsin.

PI 26.03 requires the Board to annually review and, if necessary, update the long-range plan and education for employment program. OSD's plan is attached.

SUMMARY AND RECOMMENDATION:

It is recommended that the board approve the Education for Employment plan in accordance with PI 26.03

SUPERINTENDENT: _____
ACTION BY BOARD: Motion _____ Second: _____ Vote: _____
Revisions, if any _____

Agenda Item: C1

OREGON SCHOOL DISTRICT EDUCATION FOR EMPLOYMENT PLAN

Introduction

The Wisconsin Department of Public Instruction (<http://dpi.wi.gov/acp>) in the PI-26 legislation requires public school districts to provide academic and career planning services to students in grades 6th - 12th. This Education for Employment / Academic & Career (E4E) Plan is required to be approved by the school board and published on the school district website annually. Academic and Career Planning (ACP), is a student-driven, adult-supported process in which students create and cultivate their own unique and information-based vision for postsecondary success. Research on the ACP process shows that it increases student motivation, engagement, school connection, and awareness of individual strengths and weaknesses.

Foundation & Planning: Building a Strong Career Readiness Framework

CAREER READINESS MISSION/VISION

The Oregon School District will provide an educational experience designed to help each student reach their full potential. We endeavor that students learn and master academic content, form meaningful relationships and develop the skills, aptitudes and characteristics important to meeting the challenges they may face in building rewarding lives. By the time of graduation, students must demonstrate Competency and have a strong foundation built through Character & Culture, Critical & Creative Thinking, and Community upon which to move forward as a member of their community and a global society.

[BOE Policy](#)

STUDENT SUCCESS

Oregon School District highlights student success stories regularly on social media platforms and with the local newspaper, *The Oregon Observer*. Success stories are also shared in the daily *Panther Vision* announcements shared with students and staff.

CAREER READINESS LEADERSHIP & TEAM

Amber Achterberg, Andrea Anderson, Brad Ashmore, Jillian Beaty, Brad Breunig, Anna D'Amelio, Angie Dunn, Kelly Jurasewicz, Kerri Modjeski, Scott Model, Cyndi Olander, Tracy Rosemeyer, Madeline Schaefer, Meghan Studer, Missi Tracy, Juanita Weinert, Adam Wamsley, Jason Zurawick, and Maggie Zywicki

CURRENT PROGRESS AND FUTURE GOALS FOR IMPLEMENTATION

The foundation for a strong ACP and E4E program in the Oregon School District is well established in our learning community. The goal of increasing college and career readiness for students in the Oregon School District has allowed us to focus more intently on articulating our current initiatives while growing opportunities for students and engaging students and their parents/guardians in college and career exploration activities. Specific goals for our team include the following:

- *Continued expansion of Academic and Career Planning activities across grade levels*
- *Expansion of Academic and Career Planning Committee membership to include more stakeholders*

ACP Process & Student Supports: Implement structured career planning tools and resources

ACP FORMAL PROCESS

ACP is an **ongoing process** that actively engages students to:

- develop an understanding of themselves
- create a vision of their future
- develop individual goals
- prepare a personal plan for achieving the vision and goals

ACP is a **product** that documents and reflects students:

- coursework, learning and assessment results
- post-secondary plans aligned to career goals & financial reality
- record of college and career readiness skills.

ACP CURRICULUM, SUPPORT, AND SERVICES

- 100% of K-12 students participate in regular social/emotional lessons and activities.
- 100% of 6th grade students at FES and RCI get set up on Xello. The Career Matching Tool, experience guest speakers that relate to standards that extend to career readiness.
- FES multi-lingual teachers partner closely with the TRIO Program at Madison College to coordinate meaningful campus visits for their multilingual students. This partnership provides students access and representation in STEM career pathway fields, in which multilingual learners have been historically underrepresented.
- 100% of OMS students participate in regular social/emotional/academic guidance lessons and activities.
- 100% of OMS students participate in community service projects

- 100% of OMS students engage in Xello activities, goal setting activities, self-awareness activities, and transition to high school activities.
- The following career-based learning experiences (CBLE) are offered to students in 7th-8th grades:
 - Classroom Speakers (career professionals, guest speakers, parents)
 - Community-related Volunteer / Service Projects
 - Various clubs and activities
 - There are a variety of course options available for middle school students. Current course offerings include: Band, Orchestra, Choir, Athletics, Tech Ed, STEAM, and World Language options

Career-based Learning Experiences at Oregon High School

At Oregon High School, we believe in a collaborative approach to education. Our School to Career Program shows this belief, uniting community partners, dedicated Career and Technical Education (CTE) faculty, core subject area teachers, and student services staff in a common goal: to equip OHS students for success beyond the classroom.

What sets us apart? Our comprehensive approach to learning offers OHS students a lot of opportunities to excel. From industry-recognized certifications to dual enrollment credits, and immersive work-based learning opportunities, we ensure that every student has the tools they need to chart their own path to success.

- [9-12 ACP Activities](#) and [Panther Connections Lesson Plans](#) at Oregon High School
- [Career-Based Learning Experiences](#) at Oregon High School

CAREER READINESS/ACP SOFTWARE TOOL

Share information about the software tool(s), like Xello, that your district provides students and describe the various ways in which it is integrated into the curriculum. For example, science teachers could have students research scientific careers using the ACP software tool and create digital presentations (LRN.4.C).

Xello is used in grades 6-12.

Ensuring Equity and Access: Make career readiness opportunities available to all students

INDIVIDUALIZED ACP SUPPORT

Support is offered to students via ACP (Academic and Career Planning) content area lessons at the high school level during dedicated ACP time during Panther Connections. In January, 8th grade students and their parents are invited to Oregon High School for an evening presentation to discuss course options and student engagement opportunities for rising 9th graders. Students and their families use this information to register for courses in February. Middle and high school counseling staff work collaboratively to develop a system for communicating and preparing 8th-grade families with their transition to high school. In May, middle school students are brought to the high school for high school tours, presentations, and a club fair. Incoming 9th grade students are also invited to OHS for transitional activities in August, prior to the school year starting.

ACCESS FOR ALL STUDENTS

Case managers collaborate closely with school counselors to develop customized transition plans for students with IEPs, 504 plans and English Language Learners. These plans are designed to establish a support framework that empowers all our students to successfully achieve their Academic and Career Planning (ACP) goals.

Career Pathways: Align preparation with real-world outcomes

COLLEGE AND CAREER READINESS DATA

Oregon High School is committed to continuous improvement in service of preparing our students for life after high school. The Redefining Ready metrics recognize students as well-rounded individuals with diverse goals and paths towards success. The indicators include the scorecard for students in the graduating class of 2025 depicting a school community that has expanded opportunities for students inside and outside of the classroom to become college, career, and life ready.

73% College Ready

- Met all 4 ACT benchmarks: 36% OR 2.8 GPA and 1+ academic indicators:
 - Advanced Placement Exam (3+): 86%
 - Advanced Placement Course (A, B, C,): 63%
 - Dual Credit College Eng and/or Math (A, B, C): 3%
 - Algebra II (A, B, or C): 70%

85% Career Ready

- Career Cluster Identified AND 2 or more of the following benchmarks:
 - 90% Attendance: 84%
 - 25 hours of Community Service: 94%
 - Workplace Learning Experience: 29%
 - Industry Credential: 38%
 - Dual Credit Career Pathway Course: 55%

LABOR MARKET INFORMATION

Labor market data (LMI) serves as a bridge between education and employment, allowing students and schools to align academic paths with real-world demand. By providing concrete evidence of job growth, required skills, and earning potential, LMI is a data tool used in academic and career planning that supports student and curricular decision making.

The following references support students and staff with analyzing both county and state-wise Labor Market Information data:

[The Wisconsin k-12 Labor Market Information Guide](#)

[Dane County Employment Statistics](#)

[Job Center of Wisconsin-Dane County](#)

Highest demand employment sectors in Dane County include:

- Healthcare (especially nursing and specialized care)
- Information Technology (software/data)
- Manufacturing (Advanced Manufacturing, industrial engineering, skilled trade positions)
- Professional Services (Specialized, technical, or consulting)

Other fast-growing fields include Education, Bioscience, and Construction.

- Key drivers are population aging, the expansion of technology hubs, and strong public sector employers

Labor market as it relates to students

- Students research labor market insights to make informed decisions about their majors and early-career steps.
- Undecided students can compare fields by job availability, growth rates, and median pay, which has been shown to increase graduation rates.
- LMI identifies the specific competencies and "human skills" that employers currently seek.
- Various data points and long-term earning potential helps students weigh the cost of a degree against its potential return on investment.
- Labor market tools allow students to discover high-growth "magnetic" careers they may not have previously considered.

Building School and Community Connections – Strengthen educator, family, and industry engagement

PROFESSIONAL DEVELOPMENT FOR STAFF

The Oregon School District is committed to supporting their staff to become engaged in the Academic and Career Planning process. The following are ways the staff is supported:

Faculty meeting staff-led presentations on SEL and academic and career planning best practices
District-wide Social & Emotional (SEL) training and support for staff
School counselor state conferences which include sessions on academic and career training
Career & Technical Education State Conferences in Agriculture, Business/Marketing, Family & Consumer Science, Health Science, and Tech Ed & Engineering that offer sessions on academic and career planning, implementation, and curriculum integration

Career & Technical Education State and/or National Conferences offers programming covering high-quality CTE and emerging trends in the field to provide district staff with an array of networking opportunities, sectionals, and vendors

ENGAGEMENT and COMMUNITY PARTNERSHIPS

The Oregon School District partners with the community in the following ways:

[Youth Apprenticeship](#) and other Work-Based Learning Business Partners such as:

UW Health, SSM Health, SSM Health-Davis, Duehr, Dean Eye Care, UW Housing, Stoughton Health, McGlynn's Pharmacy, New Glarus Home, Beehive Homes of Oregon, Mueller Graber Dental, Complete Care at Nazareth, Oregon Area Fire/EMS District, Oak Park Place-Madison, UW Veterinary Care, The Horse First, McFarland Animal Hospital, Stoughton Veterinary Service, Cherokee Kennels, Avid Plumbing, Findorff, Stevens Construction, Dave Jones, 1901, Inc, Daniels Construction, The Electrician, Everlight Solar, OZ Builders, Custom Home Services, Harker Heating and Cooling, Tri-North, JT Engineering, Sub-Zero, Iconica, Westphal Electric, Specialized Electric, Don Miller Subaru, Zimbrick Honda, Smart Toyota, Wille Truck, Gary Wille's Auto and Tire, Kickback Cafe, Firefly Coffeehouse, One Community Bank, Heartland Credit Union, Lake Ridge Bank, Oregon Day Care, Inc, After School Clubs, Inc, Gingerbread House-Stoughton, Villa's Childcare Center, Mariposa Learning Center, Little Angels, Weeble World, and Starlight Academy

Outreach to local businesses and community groups to meet specific needs, such as guest speaking, job shadowing opportunities, and business tours

[Alumni Panel](#)

[Inside the OSD Podcast](#)

[Workforce Development Board of South Central Wisconsin](#)

[Madison Area Technical College](#)

[Oregon Area Chamber of Commerce](#)

[Rotary Club of Oregon Wisconsin](#)

[Oregon Brooklyn Optimists Club](#)

[Post Secondary Night Guide](#)

MOST RECENT DATE OF BOARD REVIEW:

771: Electronic Communications

- 771.01** – The Oregon School District (“District”) values an educational environment that is safe, welcoming and conducive to learning for each and every student. The District also values the use of technology in education to prepare students to live, learn and work in an ever evolving technological society. Part of the District’s Portrait of a Graduate is for its learners to employ the responsible use of technology and to have the ability to effectively communicate with others via a variety of mediums. The District seeks to balance the benefits of electronic communications and technology along with ensuring a learning environment where students are engaged and ready to learn. The District also seeks to support the Whole Child and reinforce the use of technology in a way that positively impacts its students’ mental health.
- 771.02** In alignment with its values, the District offers students, staff, board members and others access to the District’s electronic communication system (“ECS”) to assist in instruction, perform work assignments, conduct research and collaborate and communicate with others. The ECS includes, but is not limited to, computers, chromebooks, tablets, scanners, pagers, printers, fax machines, e-mail, Internet access, text messages, apps, social media, phones, radios, headphones, earbuds, mifi devices and voicemail.
- 771.03** The ECS is the sole property of the District. The District owns all electronic communications transmitted by, received from, or stored in the ECS. Users have no expectation of privacy with regard to the use of the ECS or information, messages, files and other data stored on District systems. The District may access, search, monitor and/or disclose to appropriate authorities any communication at any time without prior notice being given. The District may also disclose all communications to members of the public under the Wisconsin Public Records Law or other laws that may apply.
- 771.04** The District also offers students, staff and others the limited ability to possess and use personal wireless communication devices (PWCD) at school, at school-sponsored events and on school-provided transportation. A PWCD is defined as a portable wireless device that is capable of providing voice, messaging, or other data communication between two or more parties. PWCD includes, but is not limited to, cellular phones, tablet computers, laptop computers, chromebooks, gaming devices, smart watches, headphones, earbuds and other similar devices.
- 771.05** Research and best practices support that cellular phones in the classroom have a negative impact on student learning. Students who frequently use their cell phones in class tend

to have lower academic performance. Similarly, multitasking with cell phones negatively affects information retention and understanding. Cell phones disrupt the classroom environment, making it challenging for teachers to maintain control and for students to focus. Cell phones can also lead to increased incidents of cheating and reduced participation in class discussions. Excessive cell phone use has also been linked to increased anxiety and stress among students. In order to provide an instructional environment most conducive to student success, except as specified in administrative guidelines below, learners' PWCD must be OFF AND AWAY - meaning they are powered off or in a do not disturb mode and are stored away in the designated location.

- For students in grades pre-kindergarten through 8th grade, PWCD must be off and away all day. This means the first bell to the last bell, including during lunch, recess and passing times.
- For students in grades 9-12, PWCD must be off and away during academic time. Academic time means all times students are scheduled to be in class, including connections and study hall.

771.06 Individuals assume the risk and are solely responsible for any possession or use of their PWCD. The District is not responsible for any cost associated with PWCD or other personal property, such as accrued data charges, loss, theft, damages, repairs or misuse of any device. PWCD may be searched or confiscated by school officials if there is reasonable suspicion of a violation of Board policies, administrative guidelines or other school rules and/or federal, state or municipal law.

771.07 Individuals are prohibited from using PWCD in locations where there is an expectation of privacy such as restrooms, locker rooms and health offices, and from using PWCD during all safety drills. Individuals are prohibited from using ECS in areas where there is an expectation of privacy, and during safety drills, except as necessary to complete their job duties.

771.08 Unauthorized Recording: Individuals may not use any device to photograph, record, transmit, or post photos or videos of a person or persons on school grounds or school-provided transportation without permission of the individuals in the photograph or recording and express permission from an administrator, except for events open to the public.

771.09 – Access to ECS and PWCD is a privilege and not a right. The District expects that all users will use the ECS and PWCD in a responsible and ethical manner and in conformance with Board policies, administrative guidelines, family handbooks or other District rules or directives. The District reserves the right to restrict or revoke any person’s authorization for use and access to ECS or PWCD at any time for any reason.

771.10 The District shall adopt administrative guidelines ensuring the responsible use of ECS, PWCD and other technology that are consistent with the District’s mission and values, and Board policies, and provide notice of this Policy and guidelines annually.

Legal reference: Wis. Stat. sections 120.12(2), 120.13(1), 118.258, 175.22, 943.70, 947.0125, Federal Copyright Law, Privacy Act of 1974, <https://docs.legis.wisconsin.gov/2025/related/acts/42.pdf>

Resources: Huey and Giguere. Innovative Higher Education 2023. The Impact of smartphone use on course comprehension and psychological well-being in the college classroom.

[The Impact of Smartphone Use on Course Comprehension and Psychological Well-Being in the College Classroom](#)

Adrian F. Ward, Kristen Duke, Ayelet Gneezy, and Maarten W. Bos. Journal of the Association for Consumer Research 3 Apr 2017. [Brain Drain: The Mere Presence of One’s Own Smartphone Reduces Available Cognitive Capacity.](#)

Candida Fink MD. Psychology Today. 26Jul24. [Should Students Have Cell Phones at School?](#)

Adopted: July 24, 2000

Revised: January 22, 2001; May 21, 2001; August 19, 2002; June 11, 2007; September 24, 2012; June 10, 2013; March 24, 2025

Policy 771 - Electronic Communications Administrative Guidelines

771.11.01: Personal Wireless Communication Devices (“PWCD”)

A. All use of PWCD on school grounds, at school sponsored events and on school provided transportation must be in accordance with Board policy, administrative guidelines, family handbooks and other applicable rules. Staff and students are discouraged from bringing their own PWCD or other personal technology to school, and do so at their own risk. The District is not responsible for any loss, theft or damages to personally-owned technology.

Unless specified below, staff shall not use student’s PWCD as part of their curriculum, nor allow or incentivize the use of student’s PWCD during class time, including study halls.

Students may use PWCD on school-provided transportation to and from school if such use is silent and not disruptive to others.

In grades 4K-8, staff and volunteers shall not require the use of student’s PWCD as part of school-sponsored events, athletics and other co-curricular activities. In grades 9-12, staff and volunteers shall recognize that students may not have access to PWCD, and take reasonable measures to provide alternatives.

1. Students in grades pre-Kindergarten -8th Grade: OFF AND AWAY ALL DAY

a. Except as provided below, students may not use PWCD during the academic school day. The academic day means the first bell to the last bell, including during lunch, recess and passing times.

- Students may possess or use PWCD during the academic day if part of an approved health plan.
- Students may wear smartwatches only if not being used as a communication device, such as being used as a watch or pedometer. They cannot be used as a communication device during the academic school day.
- Students may use personal wired headphones for instructional purposes at the direction of school staff.

b. Students are encouraged to leave all PWCD at home. If at school, all PWCD must remain in student lockers or cubbies during the academic school day. PWCD should not be kept in pockets, jackets or otherwise be on the student’s person.

c. During the academic school day, students who need to be in contact with their family should ask permission to use a school phone. Families are welcome to contact the school’s main office if there is an urgent message that must be relayed to their student.

2. Students in grades 9-12: OFF AND AWAY DURING ACADEMIC TIME

a. Except as provided below, students may not use PWCD during academic time. Academic time means all time the students are scheduled to be in class, including connections and study hall.

- Students in grades 9-12 may use PWCD during lunch and during the OHS Responsibility and Privilege (RAP) Study Hall provided such use is silent and not disruptive to others.
- Students may use personal wired headphones for instructional purposes at the direction of school staff.
- Students may possess or use PWCD during the academic day if part of an approved health plan.
- Students may wear smartwatches only if not being used as a communication device, such as being used as a watch or pedometer. They cannot be used as a communication device during academic time.
- Students in the 18-21 year old program may use PWCD when approved by the teacher as part of the curriculum in order to learn life skills.

b. Students are encouraged to leave all PWCD at home or in a locker. If students choose to bring a cellular phone to class, the cellular phone must be turned off or be in a do not disturb mode, and be in the student's locker. PWCD should not be kept in backpacks, or in pockets, jackets or otherwise be on the student's person.

c. During academic time, students who need to be in contact with their family should ask permission to use a school phone. Families are welcome to contact the school's main office if there is an urgent message that must be relayed to their student.

771.11.02 Consequences

Below is the District's general protocol for addressing students who are not meeting expectations; the District may address student behavior at any level depending on the situation and severity.

771.11.02.02

Grades 4K-6 and Oregon Middle School

Educators will be teaching and reinforcing the OFF and AWAY expectations regularly.

First Time Not Meeting Expectations (Educate & Redirect) :

- The student will place the device on the Educator's desk.
- At the end of class, the Educator will follow up with the student and reinforce the expectations regarding OFF and AWAY.

Second Time (Contact Family):

- The student will place the device on the Educator's desk.
- The Educator will follow up with the student and reinforce the classroom expectations regarding OFF and AWAY. The device will be turned into the office and the student can retrieve it at the end of the day.
- A behavior referral will be entered in IC for Inappropriate Use of Personal Technology.
- Home adults will be notified.

Third Time (Meet With Administrator & Technology Plan) :

- The student will place the device on the Educator's desk.
- The Educator will follow up with the student and reinforce the classroom expectations regarding OFF and AWAY.
- The device will be turned into the office and the student can retrieve it at the end of the day.
- A behavior referral will be entered in IC for Inappropriate Use of Personal Technology.
- Home adults will be notified.
- A personal electronic plan will begin requiring the student to turn their device into the office at the beginning of the day for two weeks or leave the device at home.

Additional Infractions:

- Additional infractions will result in a meeting with the home adult to determine a plan for moving forward.

Refusal to Follow Expectations :

- If the student refuses to put the PWCD on an Educator's desk, the Educator will call the main office or send the student to the Main Office to work with an Administrator. The Administrator will call home. Students must turn the device into the Main Office for the remainder of the day.
- Failure to meet expectations may result in a disciplinary consequence, up to and including suspension and/or expulsion.

771.11.02.02 Oregon High School

Educators will be teaching and reinforcing the OFF and AWAY expectations regularly.

First Time (Contacts Family):

- The Educator will follow up with the student and reinforce the classroom expectations regarding OFF and AWAY.
- The Educator will write the referral in IC for Inappropriate Use of Personal Technology.
- The Educator will communicate with the home adults.
- The student will place their PWCD in the classroom caddy for the remainder of the class period and use the caddy every day moving forward.
- If the student refuses to turn in their PWCD to the teacher, the teacher will refer the student to administration.

Second Time (Meet with Administrator, Loss of Phone Privileges):

- The Educator will write a referral in IC for Inappropriate Use of Personal Technology and contact home adults.
- The teacher will refer the student to the main office,
- Administration will place the student on a Technology Plan for a minimum of one week, requiring the student to turn in their device into the main office.

Third Time (Technology Plan):

- Same as the second time; and
- The technology plan may be extended and/or additional consequences may be applied including suspension.

Refusal to Follow Expectations (Discipline):

- If the student refuses to follow expectations, the Educator will call the main office and send the student to the Main Office to work with an Administrator. The Administrator will call home. Students must turn the device into the main office for the remainder of the day.
- Failure to meet expectations may result in a disciplinary consequence, up to and including suspension and/or expulsion.

771.12: Prohibited Use of ECS

The following uses of ECS are prohibited:

- 771.12A: Downloading, displaying, viewing, posting, accessing or attempting to access, storing or transmitting any images, cartoons, messages or other materials

which are sexually explicit, contain nudity and/or that may be construed as bullying, disparaging, threatening, harassing, offensive, intimidating, or discriminating against others as defined in Policy 157.

- 771.12B: Personal use that interferes with the employees' performance of duties, the performance of other District users, or which otherwise disrupts the educational environment or operations of the District. Exempted from this policy are communications undertaken by officers of the Oregon Education Association that are necessary for the furtherance of Union business or communication.
- 771.12C: Use for political or advocacy purposes.
- 771.12D: Posting commercial notices other than on the District's designated electronic bulletin board.
- 771.12E: Use which is illegal, including violating copyright, gambling and pornography laws.
- 771.12F: Damaging any component of ECS or the District's hardware or software.
- 771.12G: Using excessive file storage space.
- 771.12H: Unauthorized accessing or attempting to access or revealing confidential District information, including personnel records, medical records, identification numbers, account numbers, passwords, access codes, personal contact information and/or financial information.
- 771.12I: Sharing your password, using another person's password or accessing or attempting to access another user's password, data, messages or other ECS material.
- 771.12J: Changing computer configuration in any way that allows users to bypass parent/guardian approval for computer use, Internet filtering, or copyright compliance controls
- 771.12K: Reposting a message that was sent to the user without permission of the person who sent the message

771.13 – Computer Configuration and Operational Procedures

- 771.13A: All computer files downloaded via e-mail attachment or in any other manner to the ECS must be scanned for viruses. No software may be downloaded without proper authorization.
- 771.13B: Staff or students must immediately notify their teacher or immediate supervisor and technology department of any loss or theft of District-owned technology equipment.

771.14 – Confidentiality

- 771.14A: All employees must protect the confidentiality of identifiable student information and not release information unless authorized to do so.

- 771.14B: All confidential business information belonging to the District may not be transmitted unless appropriate measures are taken to protect confidentiality.
- 771.14C: To protect confidentiality, staff will only have access to their google drive and email through the end of the month of their last day at work unless use is otherwise restricted by the Superintendent, Director of Human Resources or Director of Technology.

771.15 – Bathrooms and Locker Rooms

- 771.15A: Subject to state law and Board Policy, all persons have a reasonable right to privacy in bathrooms, locker rooms and other areas where they may be in a state of undress. No person shall use the ECS or PCWD in any bathroom or locker room without the advance, express written permission of a District Office Administrator or in the case of a material threat of health or safety to staff or students.
- 771.15B: No person may use the ECS or PCWD to capture, record or transfer a representation of a nude or partially nude person.
- 771.15C: No person who is not a staff member may enter or remain in a locker room to interview or seek information from any individual in the locker room.

771.16 – Ensuring Access to Appropriate Online Material

- 771.16A: The District shares responsibility for control over access to inappropriate Internet materials. In light of that responsibility the District utilizes hardware and software that is designed to filter and block inappropriate sites and high risk activities.
- 771.16B: Under the Children’s Internet Protection Act and the Student Handbook, the District will monitor the online activities of all students. The District will also educate students about appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms, and cyberbullying awareness and response. The District reserves the right to block sites that do not enhance classroom activities. This filtering will at a minimum meet the requirement of the Children’s Internet Protection Act to provide protection from obscene, pornographic and other materials considered harmful to minors. The use of filtering hardware and software is not infallible. Objectionable material may be accessed notwithstanding our efforts to block such content. The use of an Internet filter does not diminish the user’s personal responsibility to use the network in conformance with the standards in this policy. Anyone seeking to remove a site from the blocked list must submit that request in writing to the building administrator. The building administrator shall consult with the technology director to determine whether to remove the site from the blocked list. The decision to remove the block will be based on whether the educational value of the site

outweighs the inappropriate nature of the site, the content from the site enhances the curriculum and the availability of the content from other sources. If removal of the block is granted, the block shall be removed for the shortest time necessary to accomplish the educational mission involved. A denial of the request to remove the block may be appealed to the Superintendent whose decision shall be final.

- 771.16C: If a user inadvertently becomes connected to a site that contains any material with prohibited content, the user must disconnect from that site immediately and inform his or her supervisor of the incident.

771.17 – Social Media

- 771.17A: Definition: Social media is generally defined as web applications and other online means of communication that allow users and organizations to connect, communicate, and share information, such as Facebook, Instagram, X, LinkedIn, and Google Apps for Education.
- 771.17B: Use of Social Networking applications For Educational Purposes: The District understands that technology is dynamic and encourages the use of technology to assist with student learning. Social networking applications for educational purposes shall be used under the following guidelines:
 1. The applications shall only be used for professional development or educational (not personal) purposes.
 2. Comments, posts or other content must be professional in nature, age appropriate and in compliance with all Board policies.
 3. Online behavior should reflect the same standards of honesty, respect and consideration that are used in direct contact communication.
 4. The District may remove or block any content which, and/or users who, are not professional in nature or do not comply with Board policies.
- 771.17C: Use of Social Networking applications for Personal Use: The District respects the right to use social networking applications during non-work time. Employees are permitted to use the ECS for limited personal use of social networking applications subject to the terms of this policy.

If persons engage in social networking on their own time, outside of work, the District generally will not regulate such conduct. However, the District may monitor and regulate social networking applications use where:

1. The person chooses to identify him/herself as an employee or representative of the District and the subject matter of the communication is regarding a matter of personal interest and not a matter of interest to the general public;
2. The activity occurs through use of ECS or other District property or technology or during work time;

3. The activity affects the employee's job performance or the performance of others;
 4. The activity involves or relates to District students;
 5. The activity is harmful to the District's interests and/or there is a nexus to an individual's employment; or
 6. The activity does not comply with Board policies.
- 771.17D: When using a social networking application for personal use, the District requires that employees observe the following:
 1. Employees shall be personally responsible for the content they publish on their social networking applications.
 2. Employees are encouraged to consider whether their social networking applications present an image they want to portray to others, including colleagues, parents and community members.
 3. Employees should not "friend" or otherwise communicate with students enrolled in the District through personal social networking applications unless they are the student's legal guardian. All employees are expected to maintain appropriate boundaries with District students.
 4. Employees shall not disclose District information that is confidential or proprietary. This specifically includes images, information or comments regarding students. Employees shall not post pictures of students on their personal pages that are taken as part of the school day or at events that are not open to the public. If an employee has any doubts regarding the release of information, consult a supervisor.
 5. Employees shall not reference personally identifiable information concerning students in any way unless specifically approved by his or her supervisor. This includes pictures, videos or posting of student work. The release or publication of any student information or images is limited to what has been approved by the student's parents/guardians.
 6. Employees shall honor the privacy rights of the District's current employees by seeking their permission before writing about or displaying internal District happenings that might be considered to be a breach of their privacy or confidentiality.
 7. Employees shall not produce content that states or implies that the employee's opinions reflect the opinions of the District or are endorsed by the District. Employees may want to consider creating a statement such as "The postings on this application are my own and don't necessarily represent the District's positions or opinions."

771. 18 – Violations may result in the District taking appropriate action, including the following:

- 771.18A: Restriction or revocation of the use of ECS;
- 771.18B: Conference with an administrator;
- 771.18C: Disciplinary action up to and including termination;
- 771.18D: Notification of law enforcement or other agencies;
- 771.18E: Notification of parents/guardians; and/or
- 771.18F: Recommendation for student suspension or expulsion.

771.19 – Technology items obtained as a school-sponsored activity or grant belong to the District and are not the property of the staff member. This includes but is not limited to software applications and hardware devices.



OREGON SCHOOL DISTRICT

DRAFT Employee Handbook

Oregon School District
123 East Grove Street
Oregon, WI 53575
www.OregonSD.org

2026-27 School Year
Effective August 10, 2026

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Welcome to the Oregon School District

We are excited to have you as an important part of the Oregon School District.

It is our belief that professional relationships based on mutual respect are key to serving the needs of all students in the Oregon School District ("District"). It is through a collective commitment to the District's vision and goals that we can be a district of distinction.

This Employee Handbook ("Handbook") is designed to answer questions that you may have with respect to policies and practices for District employees. Please take the time to read the handbook and keep it for future reference. A copy of the handbook and updates are on the District's website.

None of the statements and policies contained in this Handbook constitutes a guarantee of employment, a guarantee of any other right or benefit, or a contract of employment, express or implied. The District reserves the right to modify, revoke, suspend or terminate any or all of the statements and policies described in this Handbook at any time. The Handbook is not intended to create, or be construed to constitute, a contract between the District and any of its employees. The Handbook supersedes any and all previous labor agreements and handbooks.

The Superintendent is responsible for the administration of the policies described in this Handbook. Final interpretation of any of the policies in this Handbook is vested solely in the Oregon School Board of Education.

If you have questions regarding this document, you are welcome to contact your school administrator, supervisor or the Director of Human Resources at 608-835-4015.

Best Wishes for a Great School Year!

Section 1: District Overview

1.01 Mission Statement of the Oregon School District

The District's mission is to educate students by helping them acquire the skills, knowledge and attitudes needed to achieve their individual potential, to contribute to a changing society and to be receptive to learning as a lifelong process. The mission will be accomplished by delivering high quality programs through the joint efforts of students, staff, parents and community.

1.02 District Decision-making

All District decisions should have as their guiding principle District students and their learning. In order to focus District decision-making on students and their learning, all substantive decision-making should utilize the following parameters to evaluate the appropriateness and value of any decision under consideration:

- Is the decision in alignment with District policies, including Board Position Papers and strategic plans;
- Is the decision consistent with research and best educational practices;
- Does the decision include an appropriate assessment plan, tools, benchmarks, and data-set;
- Is the decision in compliance with local, state, and federal laws;
- Is the decision's implementation within budget parameters; and
- Is the decision student-centered?

The District measures success in four main categories: Competence, Character, Culture and Community. District schools will work within the school leadership team framework to develop, monitor and assess goals for students in the areas of academic competency, culture, character and community. Data is continuously collected and analyzed and reported annually to the Oregon School District Board of Education ("Board").

The Board Position Papers outlining a broad strategic plan for the District are found on the website at [School Board / School District Policies](#):

- 136 Assessment for Student Achievement - May 2010
- 135 Visioning for the Future - June 11, 2007
- 134 Accountability For Student Achievement -2003
- 133 Board Position Statement On Alcohol And Drug Usage-2000
- 132 Commitment To Continuous Improvement-1992
- 131 The Oregon Successful School Initiative (Ossi)-1991
- 138 The Path Forward-2016

1.03 Culture of the Oregon School District

The District operates under the model of "continuous improvement," with students at the center of the decision-making process. The District recognizes the importance of each member of the school community and strives to maintain a nurturing working and learning environment for all. The District is committed to providing a working environment based on fair and reasonable rules and guidelines. By promoting its individual and collective successes, the District benefits the entire Oregon-area community.

1.04 District Schools

The District educates its students in the following buildings and programs:

- Community partnership 4K program
- Brooklyn Elementary School (Early childhood - 4)
- Netherwood Knoll Elementary School (Early childhood - 4)
- Prairie View Elementary School (Early childhood – 4)
- Forest Edge Elementary School (Early childhood - 6)
- Rome Corners Intermediate School (5 -6)
- Oregon Middle School (7-8)
- Oregon High School (9-12)
- ~~Oregon Alternative School Integrated Studies (OASIS)~~
- Oregon Night School

1.05 Organizational Structure

The Board operates within a policy governance model. School District Policies can be found on the District Webpage [School Board / School District Policies](#)

The Superintendent reports to the Board and is responsible for administrative operations in accordance with the Board's overall vision and strategic plan as described in Board Position papers.

1.06 ~~Policies and Procedures Resource Booklet~~ Staff Intranet

~~In order to comply with Federal, State and local laws, The District maintains a "Staff Intranet page Staff on its website that contains the District's operational procedures. Handbook" that is posted on the District's web page under Human Resources. District employees are required to comply with the procedures outlined on the Staff Intranet..in this Booklet.~~

Section 2: Employment Policies

2.01 Scope of Employment

Subject to the procedures and standards set forth in these policies and federal and state law, District employment is at-will. Employees may be disciplined or terminated from employment at the District's discretion in accordance with these policies and federal and state law.

To the extent that employment is covered by an individual contract, the terms of that contract supersede the terms of this Handbook.

In any case where there is a conflict between this Handbook and a collective bargaining agreement, the terms of the collective bargaining agreement shall supersede the provisions of this Handbook.

Employment rights and obligations are also set forth in the School District Policies, which can be accessed on the district ~~website~~ Web-site at the link: [School Board / School District Policies](#). Employees are required to comply with all School District Policies, Administrative Guidelines and District's Procedures.

2.02 Employment Opportunities

The District will determine when and how a vacancy or new position should be filled. The selection of any applicant to fill a job vacancy or new position shall be made on the basis of relative ability, experience and qualifications. Job vacancies will be announced internally and externally, if necessary, as determined by the District. The District reserves the right to establish job requirements, to determine an applicant's qualifications, and to select an applicant who the District determines to be the best qualified applicant for employment. The District may temporarily fill a position while processing the permanent vacancy or publicly soliciting employment applications from non-employees. The District reserves all rights to transfer employees and/or make changes in employees' assignments with or without posting the position(s). District employees shall have the ability to request internal job transfers and such requests will be considered at the District's discretion.

As required by state law, all employees must successfully complete a physical and Tuberculosis (TB) screening and then test if needed. If either is not successfully completed within 30 days of employment, the employment will be terminated except in extraordinary circumstances as determined by the Director of Human Resources.

2.03 Employment of Relatives

Members of an employee's immediate family will be considered for employment solely on the basis of qualifications and pursuant to the hiring processes applicable to all potential applicants

for a District job. Immediate family members of current employees may not be hired if that employment would:

1. Create a supervisor/subordinate relationship with that family member;
2. Create the potential for an adverse impact on work performance; or
3. Create either an actual conflict of interest or the appearance of a conflict of interest.

This policy also applies to assigning, transferring, or promoting an employee.

No employee may use the employee's position to bring about the employment or promotion of a member of the employee's family.

No employee may participate in any final decision in any employment matter involving an employee who is a family member.

For purposes of this policy, immediate family members are defined as: spouse; child; spouse's child; sibling; parent or parent-in-law; sibling ; parent's sibling, or spouse thereof; grandparent or grandparent-in-law; and fiancé or fiancée. This section also applies to members of the employee's household.

This section shall not apply to temporary employees who are employed for a limited term not exceeding sixteen (16) weeks duration in any twelve (12) month period.

2.04 Equal Opportunity

The District shall not discriminate against any employee or applicant for employment on the basis of age, religion, color, ethnicity, race, national origin, gender, sexual orientation, gender identity and/or preference, disability, economic status, creed, marital status, handicap, military or veteran status, ancestry, arrest or conviction record, political affiliation, genetic information, homeless status, or any other status protected by state and federal laws and regulations, and/or described in [Board Policy 157](#).

The District believes a diverse community helps to achieve excellence by promoting a culture of learning, appreciation and understanding. Each member of the District's community should treat everyone with care and respect, and to value differences in the District.

2.05 Evaluations

To ensure that all employees perform their jobs to the best of their abilities, the District uses a performance appraisal system which stresses the importance of employees being recognized for demonstrating effective performance and receiving appropriate suggestions for improvement as necessary. Consistent with this goal, supervisors will formally evaluate staff performance.

The performance appraisals provide an opportunity for employees to discuss with their supervisor any concerns they have regarding their position or performance. The goal of the

performance appraisal is to enhance the employee's job performance while establishing good communication channels between the employee and the supervisor.

Support staff employees will be evaluated in the first year of employment with the District. Following the first year, support staff employees shall be evaluated at least once every three (3) years. Certified personnel will be evaluated in accordance with state law and the Department of Public Instruction.

Supervisors will have the discretion to evaluate employees more often. Employees will receive written copies of their evaluation. In the event an employee feels the evaluation is incomplete or inaccurate, the employee may put their objections in writing and attach it with the evaluation.

Factors addressed in the evaluation may include the employee's quality of work, quantity of work, dependability, adaptability, job knowledge, judgment, initiative, ability to get along with others, attitude and attendance. A performance review may or may not be accompanied by a change in salary or duties.

2.06 Personnel Records

Employee personnel records are subject to Wisconsin's Public Records Law. The District Human Resources Director shall be the official custodian of employee personnel records and responsible for the maintenance of the official personnel files for all employees and the disclosure of such information. If the District determines it must release personnel records pursuant to a request under the open records law, copies of such documents will be presented to the employee, if required by law. The employee may have a right to circuit court review of the District's decision to release the records due pursuant to state law.

Each employee shall immediately notify the Human Resources Department in writing of any change in the employee's name, mailing address, phone number, email address, marital status, number of dependents, and emergency contacts.

Employees may inspect their own personnel records two (2) times per year pursuant to Section 103.13, Wisconsin Statutes. Employees must make such request in writing to the Human Resources Department. The District shall respond within seven (7) working days of the request and arrange for the inspection or copying of the records. The District may charge a reasonable fee, not to exceed the actual cost to the District, for records copied for the employee. If an employee believes a correction should be made to the employee's employment record, the District and employee may agree to such a change. If there is not an agreeable employment record change, the employee may submit a written statement for placement in the employee's personnel file identifying the basis for the employee's disagreement with that provision in the employment record.

2.07 Discrimination, Bullying and Hate Speech

The District, its employees and students shall not engage in discrimination, harassment or bullying of any type. Federal law prohibits discrimination with respect to religion, race, color, national origin, sex, age and handicap. State law prohibits discrimination also with respect to ancestry, color, physical, mental, emotional or learning disability, pregnancy, marital or parental status, sexual orientation, arrest or conviction record and military service. In addition, the Board prohibits discrimination or harassment based on transgender status including gender expression, gender identity and gender nonconformity.

Additionally, pursuant to Title IX, the District does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, including in employment. Inquiries about Title IX may be referred to the District's Title IX Coordinator, and/or the U.S. Department of Education's Office for Civil Rights. The District's Title IX Coordinators are:

Tamara Sutor

Asst. Dir. of Student Services
District Office
123 E. Grove Street
Oregon, WI 53575
P: (608) 835-4008
E: tamsutor@oregonsd.net

Amie Mitchell

School Social Worker
Oregon High School
456 N. Perry Pkwy
Oregon, WI 53575
P: (608) 835-4471
E: ammittell@oregonsd.net

To learn more or to file a complaint, see Board Policies [157](#) (Non-Discrimination), [163](#) (Anti-Bullying), [164](#) (Anti-Hate Speech) and [165](#) (Sexual Harassment).

2.08 Personal Appearance

District employees are expected to dress and act in a manner consistent with the position they hold. District employees are expected to present a personal appearance that projects a positive image of the District. This applies whether the employee is in-person or is working online.

2.09 Family and Medical Leave

Employees may be eligible for Family Medical Leave as provided by federal and Wisconsin law. Employees shall be required to substitute their accrued leave as permitted by federal or state law. This does not apply to leave under the Families First Coronavirus Response Act or similar legislation. For more information, including rights and responsibilities, see the District's webpage under [Human Resources](#).

2.10 AODA Drug Free Workplace

In order to protect the health, welfare and safety of students and employees, no school employee shall possess, dispense or in any way transfer possession, or be under the influence of alcohol

during working hours or while involved in school-sponsored activities; or illegally manufacture, distribute, dispense, possess, use or be under the influence of a controlled substance in: any school building or on school premises; in any school-owned vehicle used to transport students to and from school or school activities; or, off school property during any school-sponsored or school-approved activity, event or function where students are under the District's jurisdiction. Failure to abide by this policy shall result in suspension or dismissal of the employee in accordance with provisions of this Handbook or other procedures established by the Board. See [Board Policy 561](#)

2.11 Copyright & Intellectual Property Rights

See [Board Policy 351](#)

2.12 Cell Phones / Recording

In order to protect student and staff confidentiality, and to comply with the Public Records Law, employees may not record (whether audio or video) any work-related meetings, trainings or other events without the express permission of the Director of Athletics, the Director of Business Services, the Director of ~~Learning and Student Achievement~~ Curriculum & Instruction, the Director of Human Resources, the Director of ~~Student~~ Pupil Services or the District Superintendent. This does not apply to events open to the public.

See [Board Policy 562](#)

2.13 Controversial Topics

See [Board Policy 358](#)

2.14 Political Activity

Employees may participate in political activities, but only to the extent that such activities do not interfere with the employee's job duties or which use or create the appearance that the employee is using District employment for political purposes.

This does not apply to limit the rights of employees to engage in lawful, concerted activities for the purpose of collective bargaining or other mutual aid or protection.

2.15 Maintaining Appropriate Relationships with Students

All employees must maintain appropriate and professional boundaries with students, and exhibit a professional demeanor in their interactions with students, including following Board Policy 770. Any employee interaction with a student must be observable and interruptible.

Employees shall refrain from engaging in any verbal or physical conduct of a sexual nature directed toward a student, including, but not limited to, sexual advances, sexually-explicit jokes or communications or exposing students to sexually explicit material for personal gratification.

Any romantic or sexual relationship or contact with a student is strictly prohibited, regardless of a student's age.

~~2.16 Proprietary Materials & Intellectual Property ¶~~



~~See [Board Policy 351](#)~~

2.17 Solicitations

In the interest of maintaining a proper business environment and preventing interference with District work and inconvenience to its students and employees, the District establishes the following rules related to solicitations and distribution of literature on District property by employees.

- Employees may not distribute literature or printed materials of any kind, sell merchandise, solicit financial contributions or solicit for any other cause during work time, except as authorized by the Superintendent.
- Employees may not distribute literature at any time in working areas, except as authorized by the Building Administrator.
- Non-employees may not solicit or distribute literature on District premises except as permitted by Board Policy.

"**Work time**" includes the working time of both the employee doing the soliciting and/or distributing and the employee to whom the soliciting and/or distributing is directed. "Work time" does not include break periods, meal periods or any other specified periods during the workday when employees are not, with the permission of their supervisor, engaged in performing their work tasks.

"**Working areas**" includes all areas of District premises which it owns or has control in which work time activities are taking place and also includes the public areas of the premises.

This does not apply to limit the rights of employees to engage in lawful, concerted activities for the purpose of collective bargaining or other mutual aid or protection.

2.18 Use of Equipment/Facilities

See [Board Policy 912](#)

2.19 Weapons

See [Board Policy 437](#)

2.20 Whistle Blower

See [Board Policy 563](#)

2.21 Access to the District's Electronic Communications System for District Employees

Employees have no expectation of privacy in District-provided equipment or in District's electronic communications such as email, internet, telephones or servers. See [Board Policy 771](#)

2.22 Technology / Maintenance Request

Technology help can be obtained through the following resources:

- Tech Department Website (login required):
<http://sites.google.com/a/oregonsd.net/technology/>
- Submit a help ticket (login required): helpdesk.oregonsd.net
- Via email: helpdesk@oregonsd.net
- On the phone: Dial extension 4025. (608-835-4025 from off campus)
- Personal assistance: Contact one of the following people
 - The Tech Department (district wide) and Technology ~~Assistants~~ ~~Paraprofessionals~~ Educational Assistants (located in each building) are available to help fix minor computer problems, help staff and students to use District-owned computer hardware and software, and help with large group instruction in the computer lab.
 - ~~Information Technology Literacy Trainers are available to help employees learn how to use technology, help develop technology integrated lessons for content areas, and model integrated teaching methods.~~
 - Library Media Specialists (librarians) can help employees find appropriate computer software and audio/visual materials for classes, as well as help with information literacy, research skills, and, of course, traditional literacy.

Maintenance help can be obtained through completing a maintenance request in the work order program: <https://rwork-oregonsd.rschooltoday.com/authentication/credential/login/>

Staff should use this system for maintenance requests (and not cleaning concerns). Your staff account login and password will allow you to access the program and submit work order requests. If you need personal assistance, contact the Director of Building & Grounds at (608) 835-4046.

2.23 Arrest or Conviction

The District's priority is to provide a safe learning environment for staff and students. Employees shall inform the Director of Human Resources as soon as practicable and without delay, if they are arrested, ticketed and/or convicted of a criminal offense, an offense involving minors or

firearms, or a traffic violation involving operating under the influence; or they are the subject of a child abuse or neglect report.

2.24 Media Relations

The District is proud of its staff and students and their accomplishments, and seeks to share those accomplishments with the media in a manner that is consistent with the OSD branding manual, complies with student confidentiality laws and is done in collaboration with the student's family. All communication with the Oregon Observer, Fitchburg Star, or other media by staff involving the District or its students regarding school business performed as part of their job duties, student recognition, student work product or co-curriculars (except for media interviews directly after a performance/game) shall be approved in advance by the Director of Communications. This language does not apply to media relations involving collective action, or when an employee is speaking as a member of the public about matters of public concern when protected by the First Amendment.

2.25 Name, Image and Likeness (NIL)

Under WIAA rules, student-athletes in Wisconsin are permitted to earn compensation for certain NIL endorsements, provided they comply with strict guidelines to preserve their amateur status. All District employees are prohibited from facilitating or arranging NIL opportunities for students enrolled in the District unless they are the student's legal guardian.

Section 3: Conditions of Employment

3.01 Classification of Employees

District positions are categorized for purposes of wages and salaries, benefit eligibility, legal compliance and internal and external reporting requirements. Jobs are categorized by the Fair Labor Standards Act (FLSA) and Wisconsin's Wage and Hour laws as either "exempt" from overtime or "non-exempt." These laws establish minimum wage and salary criteria, and define whether or not an employee is entitled to overtime compensation.

If a position is categorized as non-exempt, pay is calculated on an hourly basis. Non-exempt employees are entitled to overtime pay, calculated at one and one-half (1.5) times the regular hourly rate for all hours worked beyond forty (40) in a workweek.

Positions categorized as exempt are those that are exempt from overtime pay provisions. Employees in exempt positions are paid a fixed salary and are not paid additional salary for hours worked beyond forty (40) in a workweek. Full-time salaried employees are regularly scheduled to work at least forty (40) hours per week. This category includes teaching staff.

District positions fall within the following categories, whether exempt or nonexempt: See Appendix A.

3.01.01 Full Year Employee (Administration/Support Staff)

Employees who are regularly scheduled to work up to forty (40) hours per week for twelve (12) months per year.

3.01.02 School Year Employee (Administration, Teacher, Licensed, Support Staff)

Employees who are scheduled to work less than two hundred sixty (260) days per year.

3.01.03 Part-time Employee

Employees who are regularly scheduled to work less than forty (40) hours per week. Employees regularly scheduled to work less than twenty (20) hours per week or employees who are less than a 0.5 FTE are not eligible for insurance benefits.

3.01.04 Interim Employee

An employee who is hired to replace a staff member who is on an approved leave-of-absence. An employee who is hired after July 1 for a teaching or licensed non-represented contract position may be offered an interim contract.

3.01.05 Substitute Employee

An employee who is hired to replace an employee who is unavailable for work, including building substitutes.

3.01.06 Summer and Student Employee

Employees hired to work during the summer when school is not in regular session or high school or college students hired on a limited-term basis.

3.01.07 Job Sharing Employees

Job Sharing occurs when two (2) certified teachers are approved to share one (1) full-time equivalent (FTE) teaching position pursuant to the following terms:

3.01.07.01 Job Sharing Definition

Job sharing requires the joint approval of the teachers involved, the building administrator and the Superintendent.

3.01.07.02 Eligibility

- Only employees who have completed two years of District service at the time the job share begins will be considered for job sharing.
- Applicants must apply as a team.
- Teachers must be certified to teach the subject and/or grade levels involved in the shared job.
- Job shares are approved on a one-year basis.
- The Superintendent or designee may limit the number of job shares per grade level and within the school.

3.01.07.03 Application

- The teachers requesting to share a teaching position for the ensuing school year shall submit a job share application that includes a proposed work plan to their respective building administrator by February 1 of the school year preceding the school year for which the job share is requested.
- All job shares will be approved on a case-by-case basis and may be rejected based on a number of academic factors, including but not limited to the number of transitions it causes for students and the age of the students in the class.
- The District retains sole discretion with respect to approving or denying job shares.

3.01.07.04 Contract Responsibilities

- The job share agreement shall result in both teachers agreeing to share a prorated portion of the teaching position during the period of the job share. The teachers agree that they do not have any rights to their previous positions and/or their previous FTE status after the conclusion of the job share.
- Any time necessary for the coordination of the teaching assignment responsibilities shall be performed on the job sharing teachers' own time and not on the District's.
- Both job sharing teachers are required to attend all parent/teacher conferences, special education meetings for individual students, in-service/staff development activities, late start/early release and other similar required staff meetings. Job sharing teachers are required to attend faculty meetings on days they are not scheduled to work unless excused by the building principal.
- In the event a job-sharing teacher will be absent, the teacher who will be absent is responsible for contacting the job-sharing partner to give the partner the right of first refusal to substitute at their regular pay rate. After discussion with the partner, the teacher who will be absent will notify the District of the absence and whether or not a substitute needs to be hired.

3.01.07.05 Compensation & Benefits

- Teachers approved for job sharing positions shall receive their annual salary pro-rated by the job sharing percentage according to their current salary and shall receive payment for additional full days when required by the District (e.g. parent/teacher conferences).
- Teachers approved for job sharing positions shall receive a prorated share of benefits available for full-time teachers.

3.01.07.06 Termination of Job Share Positions During the School Year

In the event one person leaves the District for whatever reason, the remaining job share teacher shall be required to return to full-time status for the balance of the school year.

The District reserves the right to modify or terminate the job share for compelling reasons if the job share is not in the best interest of the District and the remaining teacher shall be required to return to full-time status for the balance of the school year.

3.01.08 Temporary Employee

Employees hired for a specific project for a specific length of time, which is less than a full school year.

3.02 Employee Work Schedules

3.02.01.1 School Year Calendar

The District school calendar will be developed by administration with input from community, employees and parents; and approved by the Board. The District will determine the structure of the days within that calendar, e.g., instructional, in-service, and workdays.

3.02.01.2 Professional Development Days

All school year staff and part-time staff shall attend all in-service and professional development days on the school calendar for the full session unless excused by their immediate supervisor. Salaried staff will be compensated at their regular hourly rate for the time above their daily FTE. For staff with a contract, their “regular hourly rate” is defined as their contract salary divided by the number of days in their contract divided by 8. Hourly staff shall be compensated for the hours worked. All professional development not scheduled on the school calendar must be approved in advance by their immediate supervisor and the Director of Learning and Student Achievement.

3.02.01.3 Professional Learning Communities - Late Start Mondays

~~Effective January 5, 2026, o~~On days that school is in session for students, the District’s schools shall start school one hour later on Mondays in order for educators to attend their Professional Learning Communities (PLC) as a key strategy to increase student achievement. K-6 Educators should report to work at 7:30 a.m. and 7-12 Educators at 8:00 a.m. Educators are expected to prioritize attendance at PLCs, and should be present and actively engaged in the approved PLC process unless excused by their building principal or there are emergency circumstances.

All support staff should report to work on those Mondays at their regularly designated time unless excused by the Director of Human Resources or there are emergency circumstances. Support staff may be asked to assist with the supervision of K-6 students during this PLC time, ~~may participate in assigned professional development offered by the District, or complete assigned other assigned~~ **may participate in assigned professional development offered by the District, or complete assigned other assigned** duties as needed.

3.02.02 Work Day

The District will determine the work day and work week for District employees giving consideration to the District's operational needs and educational goals. The standard work day for all full-time employees shall be eight (8) hours.

The standard work week for all full-time employees shall be forty (40) hours Monday through Friday, except for weekend employees.

Employees are expected to work scheduled hours as assigned and will be paid for all hours scheduled and worked or on approved paid leave.

District exempt staff and licensed employees are considered professional educators and will work such hours as required to fulfill their obligations, but shall be present in their assigned building(s) at least eight (8) hours during each school day, unless excused by their building administrator or immediate supervisor.

Part-time professional educators are expected to work on all contract days on the school calendar unless a different schedule is approved in advance by their immediate supervisor. Part-time professional educators shall receive additional compensation for time worked on contract days that is above their daily FTE if the time is approved in advance by their immediate supervisor. For example, if an educator is a .50 FTE, then 4 hours is included in their contract for all contract days and they will receive compensation above those hours (.50 FTE x 8 = 4 hours).

3.02.03 Teacher Preparation Time

Teaching staff who are full-time will be provided with the following preparation time during a school day:

- K-4 A minimum of 300 minutes per week of preparation time during the student day. The District will make its best effort to provide an equivalent amount of preparation time during the student day for early childhood teachers and PK-4 rotations teachers.
- 5-6 A minimum of 375 minutes per week of preparation time during the student day. The District will make its best effort to provide an equivalent amount of preparation time during the student day for 5-6 rotations teachers.
- For teachers who teach in both K-4 and 5-6, the District will make its best efforts to provide a minimum of 325 minutes per week of preparation time during the student day.
- 7-12 Two (2) prep periods during an eight (8) period day.

Travel time for staff members who are assigned in more than one building will not count in their preparation time calculation.

3.02.04 Lunch Period

Non-exempt employees scheduled to work six (6) hours or more per day shall have an unpaid, thirty (30) minute duty-free lunch period set by the employee's immediate supervisor. If an employee is required to work during this time, the lunch period will be considered as time worked and paid. Duty free lunch breaks that occur within the school building will be taken within the staff break rooms of the employee's building, or in another area designated by the building administrator. Exempt employees shall take lunch breaks as determined by their schedule.

3.02.04.01 Food Service

Food Service employees are allowed an unpaid thirty (30) minute duty-free lunch period scheduled by the immediate supervisor for each employee who works through the hours of 11:00 am - 1:30 pm. Lunch will be taken as scheduled unless prior approval is granted by the immediate supervisor. Lunch will be provided on serving days.

3.02.04.02 Part-time Teachers

Part-time teachers employed during the entire lunch service period of their building(s) shall be provided with a paid daily duty free lunch period of at least thirty (30) continuous minutes.

3.02.05 Breaks

Breaks may be established by an employee's immediate supervisor or building administrator.

3.02.06 Overtime

Non-exempt employees shall be compensated at one and one-half times the employee's normal hourly rate for hours actually worked in excess of forty (40) hours in a work week. Vacation time and holidays shall count towards hours in excess of 40 hours but personal and sick leave shall not.

There may be times when an employee believes the employee needs to work overtime to complete District work. In that case, the overtime must be approved in advance by the employee's supervisor. Overtime should be kept to a minimum and shall be utilized to relieve specific, occasional peaks in workloads or emergencies.

3.02.07 Emergency Closing

Non-exempt employees requested to work by their immediate supervisor on days in which there is an emergency closing shall be paid time and a half for all hours worked. Exempt employees requested to work by their immediate supervisor on days in which there is an emergency closing shall receive vacation hours for the time worked.

Non-exempt employees and exempt employees other than school year employees who are neither able to nor required to work these day(s) may:

1. be paid through sick leave deduction
2. request not to be paid
3. work the day(s)

If a day(s) is required to be made up on a day the employee was not scheduled to work, employees will be expected to work and may:

1. have a sick day returned.
2. be paid.

3.02.08 Call In

Non-exempt employees required to return to the work site after completion of their workday (or on a day not scheduled to work) shall receive a minimum of two (2) hour's pay (and may be required to work two (2) hours) or pay for time actually worked, whichever is greater, except for scheduled in-services. This provision does not apply to an employee who volunteers to provide building supervision to rental groups and is not required to perform District work.

3.02.09 Work Stoppage

There shall be no work stoppages or withholding regular assigned duties and teaching assignments. Any employee who, through individual or group action, causes a work stoppage or interruption of the school schedule through withholding of regularly assigned duties and teaching assignments shall be subject to disciplinary action, up to and including discharge.

3.02.10 School Year Staff Who Work In The Summer

Regular school year staff who ~~are non-exempt and~~ are hired to work in a summer position, other than for summer school, shall be paid ~~an their school year~~ hourly rate **determined by the District**. Summer employment is at will from year to year and is not subject to the just cause standard. Summer work is not eligible for retroactive pay due to any wage increase in the fiscal year.

Staff shall be able to use up to eight (8) hours of accrued sick leave during the summer. Staff shall earn up to one hour of sick leave for every 20 hours worked up to a maximum of eight (8) hours to be added to their accrued sick leave at the end of their summer employment.

Staff shall be eligible for the July 4 holiday pay provided they work at least 40 hours in the summer prior to July 1 and are scheduled to work at least 80 hours after July 4.

Section 4: Benefits, Leaves and Compensation

4.01 Benefit Eligibility

Employees regularly scheduled at least twenty (20) hours per week during the school year and/or are at least 0.5 FTE are eligible for the following insurance benefits with the premium contribution being pro-rated as the percentage of employment. Employees who discontinue employment with the District will be covered through the month of their last day of employment. Eligibility for coverage is dependent upon the terms of each insurance plan.

4.01.01 Athletic Event Admission

Employees will receive free admission to regular season District-sponsored athletic events for themselves and one guest upon presentation of their school identification badge.

4.01.02 Changes in Coverage (COBRA)

Employees and their dependents covered under District insurance plan(s) may have a right to continue coverage under those plans upon a reduction in scheduled work or separation from employment with the District. Questions regarding COBRA insurance continuation should be addressed to the Human Resources Department.

4.01.03 Health Insurance

The District agrees to pay ninety percent (90%) of the premium for a single or ninety percent (90%) of the premium for a family of the lowest cost health insurance plan offered by the District for those employees eligible to complete and who have chosen to complete the District-sponsored wellness incentive, and for those employees who received an approved exception. The District agrees to pay eighty-eight percent (88%) of the premium for a single or eighty-eight percent (88%) of the premium for a family of the lowest cost health insurance plan offered by the District for those eligible employees who chose not to complete the District-sponsored wellness incentive.

This benefit is prorated based on the employee's FTE. For example:

If an employee selects the lowest cost health plan and works 32 hours/week (0.80 FTE) per week, the District will pay 72% ($80\% \times 90\%$) of the premium of that plan. If the employee selects a higher priced health plan, the employee is responsible for the difference between 72% of the lowest cost plan and the more expensive plan.

~~If an employee has no earnings due to absence from work (due to illness) and has used all accumulated sick leave or is on long term disability, the Employer will continue paying for insurance at the same premium level for the balance of the year (June 30) for those on~~

approved ~~family medical leave~~ leave under the Family Medical Leave Act or employees on long-term disability insurance.

~~Employees who terminate employment may elect to continue to receive the same health insurance benefits as full-time employees at their expense as pursuant to state or federal laws. The premium must be received by the District by the 10th of the month preceding monthly billing.~~

4.01.04 Dental Insurance

The District agrees to pay ninety (90%) of the premium for a single or ninety percent (90%) of the premium for a family for dental group insurance plan.

4.01.05 Employee Assistance Program

The District provides an Employee Assistance Program (EAP) called **LifeMatters**. The program is available to assist all of District employees and their family members in addressing a wide variety of issues, including:

- Financial questions such as planning a budget, preparing for a financial setback, and developing savings strategies;
- Emotional concerns such as worry, anger, fear, and anxiety; and
- Relationship and parenting issues that may develop as a result of increased stress, tension and disruption to daily routines

Professional counselors are available at any time by calling [800-634-6433](tel:800-634-6433) for a confidential discussion. In addition, a referral can be provided to a local counselor for up to three face-to-face counseling sessions at no cost.

The company also has a web site (mylifematters.com) with articles, tip sheets, financial calculators, videos, checklists, and interactive learning sessions related to a broad range of emotional and financial concerns. The employee level password to the site is **ORE1**.

4.01.06 Flexible Spending Accounts (Section 125)

The District maintains a Cafeteria Plan (Section 125) that allows employees to make pre-tax contributions for their health and dental insurance premiums and other qualifying expenses. In order to participate in the Section 125 Plan, employees must work at least .50 FTE and ~~employees must elect a minimum of ten (10) dollars per paycheck salary deduction make the appropriate election.~~ In order to rollover funds, employee must ~~reenroll in the flex plan for the next plan year at the minimum deduction amount as stated above.~~ Questions about the Section 125 Plan, qualifying expenses and applicant limits can be answered by the Human Resources Department.

4.01.07 Food Service

Employees can use food service accounts to charge their meal purchases provided the account has a positive balance. If an Employee has a remaining balance of more than \$10.00 after separating employment, it will be refunded to the Employee. If the balance is \$10.00 or less, the balance will be donated to Oregon School District to help families in need with unpaid meal balances. If an Employee has outstanding amounts owed to the Oregon School District, the Employee shall authorize the Oregon School District to deduct those amounts from payroll.

4.01.08 Liability Insurance

The District provides liability coverage for District employees subject to the terms and conditions of the insurance policies.

4.01.09 Life Insurance

The Employer agrees to pay up to a maximum of fifty percent (50%) of the cost of a life insurance plan. The terms of the insurance plan will be provided to each eligible employee at the time of hire by the Human Resources Department.

4.01.10 ~~Long-term Disability~~ & Vision Insurance

The Employer provides long-term disability insurance to eligible employees. The Employer pays the full premium for the employee long-term disability insurance.

The Employer offers optional short-term disability insurance to eligible employees. The employee pays the full premium.

The Employer offers optional vision insurance to eligible employees. The employee pays the full premium.

The terms of the insurance plans will be provided to each eligible employee at the time of hire by the Human Resources Department.

4.01.11 Pool Benefit

The District provides employees free access to open swims at the Oregon Pool upon presentation of school-issued identification badges. In addition, family passes to the pool are available to staff to purchase for the price of an individual pass.

4.01.12 ~~Wisconsin~~ Retirement & Voluntary Retirement Savings Plan

4.01.12.01 Wisconsin Retirement System

The District participates in the Wisconsin Retirement System. Employee eligibility, and the District and employee premium amounts and manner of payment will be as required by state law.

4.01.12.02 Sick Leave Accumulation

An Employee who chooses to retire at age 55 and who has~~ve~~ ten or more years of continuous service shall be paid out for unused sick leave according to their rate of pay according to the following schedule:

- Ten (10) to fifteen (15) years- ~~one day for every five accrued days; See §4.02.03.03~~
- Fifteen (15) or more Years of Employment – one day for every four ~~(4)~~ accrued days;
- Twenty (20) or more Years of Employment – one day for every three ~~(3)~~ accrued days.

~~**4.01.12.03 Retiree Health and Dental Insurance Plan**~~

~~¶~~

~~Employees who have completed ten (10) years of service in the District at the completion of the 2010-11 school year shall receive up to four (4) years of health and dental insurance benefit at the premium rate in effect during the final year of employment, once they reach the age of fifty-five (55) years. ¶~~

~~¶~~

~~The District contribution for health and/or dental insurance shall cease at the time of the retiree's Medicare eligibility. In order to continue coverage under the District's health or dental insurance plan, retirees and their spouses must enroll for Medicare Parts A & B, when eligible. ¶~~

~~¶~~

~~Any retired employee who has attained full social security retirement or greater and desires to remain under the carve-out health and/or full dental insurance benefits shall be able to do so upon enrollment in both Parts A & B of Medicare. The cost of the above insurance(s) will be paid by the retiree. ¶~~

~~¶~~

~~Eligibility for coverage is contingent upon the Plan's consent to provide such coverage. ¶~~

4.01.12.03 Retiree Health and Dental Insurance - HRA Plan

Legacy employees who retire~~e~~ and have completed ten (10) years of service in the District at the completion of the 2010-11 school year shall receive up to four years of the health and dental insurance benefit at the premium rate for the lowest cost plan in effect at the time of retirement into a premium only Health

Reimbursement Arrangement (HRA) as detailed below and further defined in the HRA Plan document.

For employees who retire and have completed at least 10 years of service and are at least 55 years old, but do not qualify as legacy employees, the District will contribute to a premium only HRA as detailed below and further defined in the HRA Plan document.

- For professional staff, a year of service must be at a .50 FTE or higher for at least the full school year. For hourly support staff, a year of service must be at a .75 FTE or higher for at least the full school year.
- For non-legacy professional staff, the Employee shall receive \$4,000 per year for the first 10 years of service and \$5,200 for the next five years for a maximum benefit of \$66,000.
- For non-legacy hourly support staff, the Employee shall receive \$2,000 per year for the first 10 years of service and \$2,600 for the next five years for a maximum benefit of \$33,000.
- The Employer shall make deposits into the HRA annually over four years or until the Employee reaches Medicare eligibility age, whichever occurs earlier.
- In order to be eligible, employees must retire in June after the end of the school year unless a different date is deemed beneficial to the District or is due to the Employee's disability and is approved by the District Administrator. Retirement means the employee has retired with the Employee Trust Funds and will collect benefits under the Wisconsin Retirement System.
- The District shall make the first HRA contribution the month after retirement and then the subsequent contributions annually in July.
- The District contribution for health and/or dental insurance shall cease at the time of the retiree's Medicare eligibility. The employee may use the HRA funds to remain enrolled in the District's health or dental insurance plan. In order to continue coverage under the District's health or dental insurance plan, retirees and their spouses must enroll for Medicare Parts A & B, when eligible. The cost of the above insurance(s) will be paid by the retiree. If the retiree cancels the District's health or dental insurance coverage, the retiree or their dependents may not enroll.
- Eligibility for health and/or dental insurance coverage is contingent upon the Plan's consent to provide such coverage.



4.01.13 Deferred Compensation Plan – 403 b/457

Employees may participate in tax deferred compensation plans 403b and 457 provided by the State of Wisconsin for plans approved by the District. Participation in an approved tax deferred program shall be made on a form to be provided by the District. Salary deductions per paycheck shall be a minimum of ten (10) dollars. Employees are responsible for computing the legally allowable maximum deposit.

Enrollments, discontinuation or changes in authorized deductions to tax deferred programs can be made two (2) weeks before the affected payroll date during a school year, and by May 1 for all remaining paychecks in that contract year. An employee is limited to two (2) changes in deferral amount per calendar year.

~~4.01.14 Retirement Contribution for 403(b)~~

~~¶~~

~~For employees who have at least 10 (ten) years of service and are at least 55 years old, but do not qualify for Retiree Health and Dental Benefit Plan (Section 4.01.12.03, above), and are not yet eligible for Medicare, the District will contribute to the Employee's 403(b) account (with a vendor from the District's list) as follows:¶~~

~~¶~~

- ~~• For employees that have District-sponsored family health coverage for a minimum of six (6) months, One Thousand Dollars (\$1,000) for each year of service;¶~~
- ~~• For employees covered by District-sponsored single health coverage for a minimum of six (6) months, Five Hundred Dollars (\$500) for each year of service; or ¶~~
- ~~• For those employees who do not qualify for any of the benefits above, Two Hundred Fifty Dollars (\$250) for each year of service. ¶~~
- ~~• For employees who have a combination of single and family benefits for six (6) months or more, the District will contribute \$1,000 for each year of service.~~

~~4.01.15 Benefits Information with Time Away from Work~~

~~¶~~

~~Employees on unpaid leave may opt to pay for their own health, dental and life insurance in order to maintain the group rate if they are in good financial standing with the District and if the insurance carriers are willing to provide such coverage and if the premium for holiday the period is received in the District Office by the 10th of the month preceding monthly billing.~~

4.02 Leaves

4.02.01 Holidays

Employees will receive their regular straight time pay for holidays based on their FTE x 8 hours (for example: .50 FTE x 8 = 4 hours). The District recognizes the following paid holidays for staff by category of employment:

Holiday	Full Year Employees	Teachers & LNR	Administrative Assistants	Food Service & Paraprofessionals
Fourth of July	X			
Labor Day	X	X	X	X
Thanksgiving	X	X	X	X
Friday after Thanksgiving	X		X	X
Christmas Eve	X		X	
Christmas Day	X		X	
New Year's Eve	X		X	
New Year's Day	X		X	
Martin Luther King, Jr. Day	X		X	X
Memorial Day	X	X	X	X

Should any of the above listed holidays fall on a Saturday or Sunday, the District will decide what day shall be observed as the holiday.

An employee who is required to work on a holiday shall be paid time and one-half (1 ½) their rate of pay for hours worked in addition to holiday pay.

Employees on an unpaid leave of absence or layoff are not eligible for holiday pay. Employees must work or be on paid leave the scheduled work day before and after a holiday in order to receive holiday pay.

4.02.02 Vacation

4.02.02.01 Accrual

Full Year employees shall be entitled to annual paid vacation. Vacation time is prorated for full-year part-time employees.

During the first fiscal year of employment, employees may take up to 10 days of vacation if approved, to be prorated after July 1 based on the date of hire.

After the first year of employment, employees shall be allocated vacation as follows:

Second Year	10 days
Third Year	10 days
Fourth Year	12 days

Fifth Year	12 days
Sixth Year	15 days
Seventh Year	15 days
Eighth Year	16 days
Ninth Year	17 days
Tenth Year	18 days
Eleventh Year	19 days
Twelfth Year +	20 days

There is a maximum total vacation accumulation of twenty (20) days. Employees may roll over a maximum of 40 hours of vacation. ~~unless approved by the Director of Human Resources due to unique circumstances.~~ Employees may not accumulate more than 200 hours.

Any employee regularly scheduled to work a four (4) day, ten (10) hour work week which encompasses Saturday and Sunday shall equate to 1.25 days under this provision.

Should an employee's employment end during the fiscal year, the employee's vacation shall be prorated, and the employee will be required to reimburse the District for all vacation time used that is more than the prorated amount.

4.02.02.02 Scheduling

Vacation will be scheduled with the approval of the immediate supervisor. Requests for approval will be submitted by the Employee at least fourteen 14 days in advance.

Timely vacation requests will be considered approved unless the Employee receives a denial within 3 days of submitting the request. Plans should not be made until the leave is approved. Approval may be subject to having sufficient work coverage.

Vacation may be used in fifteen (15) minute increments.

4.02.02.03 Payment upon Retirement or Death

In the case of termination, retirement or any employee's death, an employee or the employee's estate will be paid accrued and unused vacation.

4.02.03 Sick Leave

4.02.03.01 Accrual - All sick leave shall be prorated by FTE and hire date.

4.02.03.01.01 School Year Professional Staff

Each full-time school year professional member will be granted sixty four (64) hours of sick leave per year with unlimited accumulation. When failure to fulfill the contract occurs, then the sick leave hours used will be prorated and pay for any excess hours used will be deducted from the final check.

Teachers and Licensed Non-Represented Staff who work summer school shall earn one hour of sick leave for every 20 hours worked to be added to their accrued sick leave at the end of the extended employment for a maximum of eight hours. Staff shall be able to use up to eight hours of their accrued sick leave during summer school provided they find a substitute except in an emergency.

4.02.03.01.02 School Year Hourly Staff

Each full-time school year hourly staff member will be granted sixty four (64) hours of sick leave per year with unlimited accumulation. When failure to complete the full school year occurs, then the sick leave hours used will be prorated and pay for any excess hours used will be deducted from the final check.

School year hourly staff who work summer school shall earn one hour of sick leave for every 20 hours worked to be added to their accrued sick leave at the end of the extended employment for a maximum of eight hours. Staff shall be able to use up to eight hours of their accrued sick leave during summer school provided they find a substitute except in an emergency.

4.02.03.01.03 Full Year Professional Staff

Each full-time full year professional staff member will be entitled to one hundred and four hours (104) hours of sick leave per year with unlimited accumulation. When failure to fulfill the full year occurs, then the sick leave hours used will be prorated and pay for any excess hours used will be deducted from the final check.

4.02.03.01.04 Full Year Hourly Staff

Each full-time full year hourly staff member will be granted eighty hours (80) hours of sick leave per year with unlimited accumulation. When

failure to complete the full year occurs, then the sick leave hours used will be prorated and pay for any excess hours used will be deducted from the final check.

4.02.03.02 Use of Sick Leave

Sick leave shall be requested at least 2 school days in advance when possible, and include a general rationale for use as described below. School year professional staff must use leave if absent during the student day, including during prep time, except when on their lunch time. Staff do not need to use leave for telehealth appointments at school during times they are not responsible for students. Sick leave will be allowed for:

- A. Illness of the employee / Medical appointments
 - a. Employees shall seek medical attention and provide a physician's statement to the District in the event that an illness lasts longer than five (5) consecutive working days or upon request from the Director of Human Resources when possible.
 - b. Disability due to pregnancy and/or childbearing is considered an illness.
- B. Serious illness, injury or medical appointment involving the employee's immediate family, including their child's IEP and 504 meetings. Immediate family means spouse, children, parents, grandparents, foster parents, siblings, stepchildren, grandchildren and other relatives of the employee, the employee's spouse living in the employee's household, or the employee's long-term companion. Employees shall provide a physician's statement to the District in the event that an illness lasts longer than five (5) consecutive working days or upon request from the Director of Human Resources when possible.
- C. Other leave may be granted by the Superintendent.

All absences under sick leave shall be deducted from accumulated leave benefits.

Sick leave will be recorded and taken in no less than fifteen (15) minute increments. Sick leave will accumulate year-to-year with no limit.

4.02.03.03 Separation from Employment

Employees who separate from District employment with ten (10) or more years of service shall be paid from their accumulated sick leave at the time of separation one day for every five (5) days of accumulated sick leave.

4.02.04 Personal Leave

4.02.04.01 Accrual - All personal Leave shall be prorated by FTE and hire date.

Full Year Employees: Each full-time employee will be granted sixteen (16) personal leave hours per year. When failure to complete the full year occurs, then the personal leave hours used will be prorated and pay for any excess hours used will be deducted from the final check.

School Year Employees: Each full-time employee will be granted twenty-four (24) personal leave hours per year. When failure to complete the school year occurs, then the personal leave hours used will be prorated and pay for any excess hours used will be deducted from the final check.

This leave may be used under the following conditions:

Personal Leave days may be accumulated up to a maximum of five (5) days. Any personal leave days in excess of five (5) days will be transferred to the employee's sick leave total, which can be accumulated to an unlimited number of days.

4.02.04.02 Personal Leave Use

An employee will notify the immediate supervisor at least 2 school days in advance of taking such leave unless in an emergency situation. School year professional staff must use leave if absent during the student day, including during prep time, except when on lunch time. Personal leave must be approved by the supervisor prior to use. Plans should not be made until the leave is approved. Timely leave requests not denied or approved within 24 hours of the date of the leave is considered approved. Approval may be subject to having sufficient work coverage. School year employees are encouraged to provide a rationale for the leave to assist with prioritization of approval of coverage.

The number of employees per building allowed to take such leave shall be at the building administrator's discretion. The number of Paraprofessionals allowed to take such leave shall be one (1) per day for each section K-8 and 9-12. The number of food service employees allowed to take such leave shall be one (1) per day for each section K-12.

Full Year employees are required to provide the rationale for use of personal time to their immediate supervisor.

Personal leave requests will not be used for the day before or after a holiday or vacation period except when approved by their immediate supervisor.

4.02.05 Child Rearing Leave

Child rearing leave shall be granted once for the care of any one dependent child to a teacher or licensed employee who has completed one full school year of teaching and who is committed to return to District employment. **The dates of the leave and/or the schedule are subject to approval by the District.**

Such leave shall be granted on a full semester basis to a maximum of two (2) full semesters. The leave must run concurrent to and occur directly after the FMLA period. Employees shall inform Human Resources if they plan to return to the District after their leave no later than February 1 for the subsequent year absent extenuating circumstances.

A request for child rearing leave must be made to the Human Resources Department forty-five (45) days prior to commencement of the leave. The requirement of a forty-five (45) day prior request may be waived by the Superintendent.

4.02.06 Emergency / Bereavement Leave

Employees will be permitted to use up to a maximum of forty (40) work hours in any one (1) school year for emergency leave. Emergency leave will be allowed for:

- Illness or injury to a member of one's family or long-term companion living within the same household.
- Death of a member of the family or long-term companion living within the same household.
- Death of a close friend.
- Emergency medical issue for a pet living in their household with a medical note.

Emergency leave must be approved by the employee's immediate supervisor. Emergency leave for reasons other than listed above may be granted by the Human Resources Director or the Superintendent.

All absences due to emergency leave will be deducted from accumulated sick leave benefits or other leave available if the employee is out of sick leave.

4.02.07 Jury Duty Leave

Employees called for jury duty will be granted leave. They should provide a copy of their summons to the Payroll Specialist. There shall be no deduction from any accumulation of sick leave for time spent on jury duty. This leave will be at full pay less the amount of pay received from the court. If the amount of pay received from the court is greater than full pay, the employee is entitled to the greater amount. This provision applies only to those days in which the employee was scheduled to receive compensation from the District.

4.02.08 Military Leave

Employees shall be afforded the rights and benefits provided under state and federal law for military leave.

4.02.09 Unpaid Leave of Absence

Employees must be at work unless on an approved leave. A leave that does not involve paid time off or time off pursuant to the Wisconsin or Federal Family Medical Leave Act is categorized as an unpaid leave of absence.

The District may only approve unpaid leave for extenuating circumstances, such as medical leave for the employee or the employee's immediate family that is not eligible for FMLA, court dates, family emergencies, etc. Employees should use vacation or personal leave for travel and/or plan to travel during holidays and breaks.

Employees ~~may~~ should request an unpaid personal leave of absence in writing in advance to the Human Resources Director. Such request must set forth the period of leave and the reason for such leave. Approval of such requests are at the District's sole discretion. No leave will be granted for the purpose of seeking other employment. If medically related, the employee shall provide medical documentation stating the nature of and verifying the necessity for the leave. Employees must use all accumulated and unused paid leave before unpaid leave will be approved.

No benefits shall accrue during an unpaid leave of absence under this section. ~~An employee may continue the employee's health insurance during an approved leave of absence in accordance with applicable state and federal continuation requirements at the employee's own expense.~~

Employees on unpaid leave may pay for their own health, dental and life insurance in order to maintain the group rate if they are in good financial standing with the District, if the insurance carriers are willing to provide such coverage and if the premium for holiday the period is received in the District Office by the 10th of the month preceding monthly billing.

An employee on unpaid leave of absence shall give at least one week's written notice before returning to work, if required by Human Resources. If the leave was medically related, the District may require medical documentation that the employee is fit to return to work. ~~An employee returning from an approved leave of absence shall be reinstated into the employee's former position subject to operational considerations.~~

Failure to report back to work at the expiration of any leave shall be considered a voluntary resignation.

4.02.10 Professional Leave

Professional leave may be granted to teachers and licensed staff to enable an employee to attend professional meetings and make presentations provided permission has been applied for in advance and approved by the Superintendent. Reimbursement will be made for authorized expenses. Approved professional leave will be granted at full pay less the amount of pay received for attending/participating in the activity. Reimbursed expenses will not be deducted.

Professional consultant leave may be granted to teachers and licensed staff to enable an employee to make a paid presentation or to provide paid consultation to other school districts or educational organizations. Permission for professional consultant leave must be applied for in advance and be approved by the Superintendent. Approved professional consultant leave will be granted at full pay provided that the District is reimbursed for substitute teacher costs. The consulting teacher may retain the fee for providing services. Expenses related to performance of consultant duties are not the responsibility of the District. A maximum of three (3) professional consultant leave days per school year may be granted to an individual teacher.

4.02.11 Sabbatical Leave

Teaching staff may be granted sabbatical leave after six (6) years of uninterrupted teaching with the District

No more than two (2) teachers shall be absent on sabbatical leave at any one time.

Requests for sabbatical leave are to be made in writing to the superintendent before February 1 of the year preceding the school year for which the leave is sought.

Such leave will be granted for the purpose of study, foreign teaching or other approved reasons for a period not to exceed one year.

All fringe benefits will continue to be in force.

Years of service will continue to accrue.

A teacher will remain in the District's employ for the period of two (2) years following the teacher's return from a one year sabbatical leave, or reimburse the District for funds received and funds paid on the teacher's behalf for fringe benefits while on leave. If a teacher is granted less than a one year sabbatical, (e.g. one semester full-time or one year part-time), the employment obligation and reimbursement will be prorated.

The teacher shall be paid at the rate of fifty percent (50%) of their current salary as of the date such leave begins.

No sabbatical leave shall be granted for less than one full semester.

All such leaves are subject to the approval of the Board, and subject to the conditions

established at that time.

In the event that a teacher has a specific grant which will afford them some financial aid, the Board and the OEA will mutually adjust the provisions of the Sabbatical Leave. At no time shall the total of payments from the grant and the teacher's District salary exceed one hundred percent (100%) of the salary which would have been paid by the Board.

4.02.12 Sick Leave Bank

The District has established a Sick Leave Bank (SLB) for other employees to use in the event of a medical emergency or major disaster. A medical emergency means: a medical condition of the employee (or their household member) resulting from a catastrophic accident or injury, that will require the prolonged absence of the employee from work and will result in a substantial loss of income to the employee because the employee has exhausted all paid leave available.

A major disaster is one as declared by the President or the Governor that will require the prolonged absence of the employee from work and will result in a substantial loss of income to the employee because the employee has exhausted all paid leave available.

Employees may donate up to eight hours per year to the SLB. The donation must be to the SLB and not a specific employee. To request hours from the SLB, Employees must complete the  Sick Leave Bank Request Form .

4.02.12.01 Administration of the SLB

The following employee groups will have separate Sick Leave Banks:

- Certified Professional Staff Except For Administrators
- Non-Certified Professional Staff and Hourly Staff
- Administrators

The administration of the SLB shall be performed by an annual standing committee consisting of two employees from the group (with one being from the OEA for their group provided one is available within the timeline), one Human Resources representative and one administrator. The Human Resources representative shall appoint the Committee and act as chairperson. Any vote authorizing use of the sick leave bank must include a vote from either the Human Resources representative or administrator. The SLB Committee may not award more hours than are in the SLB, and may not award more than 100 days to any one employee during the duration of their employment. The SLB Committee shall meet within ten (10) business days after receipt of the SLB Request Form, and render a decision within five (5) business days. The Human Resources representative shall inform the requester of the decision.

4.02.12.02 Appeal of SLB

If a request is denied by the SLB Committee, it may be appealed to the Business Manager by the employee so denied within five (5) business days. The Business Manager will render a decision within five (5) business days.

4.02.13 Worker's Compensation

The District shall maintain Worker's Compensation insurance coverage of all employees in the manner provided by Wisconsin Statutes covering injuries incurred in the course of their District employment.

Any employee who sustains an injury while engaged in District employment shall report the injury to the employee's immediate supervisor as soon as possible but within twenty-four (24) hours.

OSHA rules require that the District must report all work-related fatalities to OSHA within 8 hours and all work-related in-patient hospitalizations, amputations and loss of an eye within 24 hours.

4.02.14 Administrative Intern Leave

- A. Teachers who serve as Administrative Interns will be granted a one-year leave of absence from their teaching responsibilities for up to three years.
- B. Administrative Interns will be able to return to their previous teaching assignment if the position exists or similar position as determined by the District.
- C. Administrative Interns will receive all applicable benefits.
- D. Administrative Interns will assist the administrative team in the completion of professional staff and/or support staff evaluations. An administrator will make the final decision on a teacher's evaluation.

4.02.15 Bone Marrow and Organ Donor Leave

Employees may take leave for the purpose of serving as a bone marrow or organ donor as provided by the Wisconsin Bone Marrow and Organ Donation Leave Act.

4.03 Compensation

4.03.01 Compensation Plan

The Board will determine employee compensation as part of its normal budget process and through bargaining base wage rates as required by state law.

4.03.02 Pay Day

4.03.02.01 Non-Exempt Staff

Non-Exempt Staff will be required to submit timesheets twice a month indicating the time and date worked for each day.

4.03.02.02 Exempt Employee Annualized Payroll Cycle (Certified Staff)

4.03.02.02.01 School Year Employees:

Annualized Payroll: All school year employees on a 24-payroll cycle as agreed to in their individual contract shall have their wages annualized based upon the number of hours worked per day, annual number of days worked, current wage/salary rate, and number of payrolls in accordance with the District-approved format.

School Year Payroll: Employees who had elected a 20-payroll cycle as of the 2022-23 school year may retain that cycle; they may choose to move to a 24-payroll cycle prior to September 1 annually. Once moved, they may not return to a 20-payroll cycle.

4.03.02.02.02 Full Year Employees:

All employees scheduled to work the calendar year will be placed on the twenty-four (24) payroll cycle.

4.03.02.03 Payroll Dates

The payroll dates shall be the 10th and 25th of each month. If the 10th or 25th of the month fall on a weekend, the payroll date will be the preceding Friday. If a bank holiday falls on the 10th or 25th, payroll deposits shall be issued on the preceding day. The first pay date of the school year for school year employees will be September 10th or the first day of school, whichever is later.



4.03.02.04 Direct Deposit Payment Method

All employees shall participate in a direct payroll deposit plan. Direct deposit statements will be available online through Skyward's Self Service Link the day prior to each pay day. Direct deposit changes may be made after giving thirty (30) calendar days notice in writing. Each non-exempt employee shall be able to access information online indicating the number of hours for which straight time hourly pay is received and the number of hours for which the overtime rate of pay is received. Each exempt employee shall be able to access information on the

employee's salary received. In addition to the above, each employee shall have access to electronic records indicating the number of accumulated sick leave days, the number of personal days remaining to the employee's credit, and the number of vacation days to be taken and the number remaining.

4.03.02.05 Definitions for Payroll Purposes Only

Day: A day shall run from 12:00 midnight (12:00 a.m.) to 11:59 p.m.

Week: A week shall run from 12:00 midnight (12:00 a.m.) Sunday until 11:59 p.m. the following Saturday.

The Human Resources Department shall set the pay periods annually prior to July 1. The schedule shall be on the District's website on the Human Resources page.

4.03.03 Co-Curricular Activities

The Board will establish an Activity Schedule for compensation for co-curricular activities as part of its normal budget process.

The administration will select four specific dates in the months of November, February, March and June at the beginning of each year for the activity payroll. Exempt staff can choose to be paid on these dates, or within 30 days of performing their duties. Exempt staff performing duties identified as year-long on the Activity Schedule will also have the option of one payment at the end of the activity. Non-exempt staff will be paid within 30 days of performing their duties.

Staff on the 30-day payment option will be paid after the approved timesheets have been submitted. Other staff will be paid when all related check-out procedures are complete. Staff performing duties under the Activity Schedule will be issued separate co-curricular contracts for these duties. The contracts are valid for one school year and are not subject to the grievance procedure and/or Wis. Stats. § 118.22. All employment for co-curricular positions is at-will.

4.03.04 Teacher Extra Payments

4.03.04.01 Additional Assignments

Teaching staff will perform professional services related to the school program that may be assigned to the teacher by the Board or by any authorized member of the District according to the laws, rules and regulations of the State of Wisconsin and this employing District.

Teaching staff may be assigned to and expected to participate in advising and supervising activities without extra compensation except those enumerated on the

extra pay schedule. A teacher may refuse an assignment provided the assignment is accepted by another teacher. Assignments will be made on a rotating basis. Assignment of duties shall be distributed as evenly as possible among staff members.

A teacher may be requested to voluntarily accept an additional class on an extended basis.

Compensation for an added class which does not require an additional preparation shall be ten percent (10%) of that teacher's contract salary per year, not including extracurricular pay. Compensation for an added class which does require an additional preparation shall be fifteen percent (15%) of that teacher's base contract salary per year, not including extracurricular pay.



Payment for an additional class assignment to cover a portion of a teaching year shall be prorated on a daily basis in accordance with the above provisions. Such payment presumes the added class will take place within a class period normally assigned for lesson preparation.

A teacher may be requested to voluntarily accept an additional class on a daily basis. A teacher will be compensated for this added class or assignment during the school day with a payment of \$25.00 per class period (40 to 50 minutes in length).

Payment for IEP or 504 meetings that occur during the school year before 7:30 a.m. or after 3:30 p.m. for PK-6, and before 8:00 a.m. or after 4:00 p.m. for 7-12 shall be \$25.00 per hour for the time spent in the IEP or 504 meeting. Payment for IEP or 504 meetings in the summer shall be the teacher's hourly rate at the time of the meeting.

4.03.04.02 Interviewing

Staff may voluntarily participate in the staff interviewing process where requested by the immediate supervisor.

4.03.04.03 ~~Teachers~~ Educators as Learners

When educators are approved in advance to engage in professional development that is beyond their regular contract educators with a Bachelors' Degree shall be paid \$26.32 per hour and educators with a Master's Degree shall be paid \$28.95 per hour.

In order to provide sufficient opportunities to all educators and ensure funds are available, educators who engage in such work that is not approved in advance are not eligible to receive compensation.

~~Where educators are required to participate in professional growth beyond their regular contract, days will be paid at the rate of pay for summer curriculum or inservice based on a daily rate of 1/190th of \$40,000 for educators with a Bachelor's Degree or \$44,000 for educators with a Master's Degree.~~

~~¶~~
~~¶~~

4.03.04.04 ~~Teachers~~ Educators as Teachers

When educators are approved in advance to lead professional development sessions to other educators or staff, the educator shall be paid for the time spent in the session and paid a rate.

In order to provide sufficient opportunities to all educators and ensure funds are available, educators who engage in such work that is not approved in advance are not eligible to receive compensation.

~~The salary for professional workshop development teaching is based on the base salary of the staff member for the previous school year and on the number of hours taught during the work day.~~ The daily salary for this teaching will be based on the daily rate of 1/195th of the educator's salary for full time teaching times the number of hours taught per day divided by six (6) based on the daily rate that is in effect as of July 1.

The salary for summer school for courses not for credit shall be the educator's regular hourly rate based on the minutes of instruction with students, plus 1 hour of prep per week. Additional prep time may be approved by the Summer School Principal depending on the course. The salary for summer school for 9-12 courses for credit towards graduation shall be the educator's regular hourly rate based on the minutes of instruction with students, plus 1 hour of prep per week.

These calculations shall be based on the daily rate that is in effect as of July 1.

4.03.04.05 Teachers as Approved Curriculum Developers

~~Rate of pay for summer curriculum or in-service will be based on a daily rate of 1/190th of \$40,000 for educators with a Bachelor's Degree or \$44,000 for educators with a Master's Degree.~~

Teachers serving on Subject Area Committees (SACs) or who are engaging in curriculum curriculum work approved in advance by the ~~tech~~ Director ~~Director~~ of Learning and Student Achievement shall receive the following rate of pay: educators with a Bachelors' Degree shall be paid \$26.32 per hour and educators with a Master's Degree shall be paid \$28.95 per hour.

~~will participate in summer curriculum work . Compensation will be calculated~~

~~by prorating the teacher's contractual salary at a rate of 1/195th per day based on the daily rate that is in effect as of July 1.~~

4.03.04.06 Teacher with Extended Responsibilities

The rate for a teacher who is employed beyond the regular contract period shall generally be the teacher's regular hourly rate in effect at the time of the work, but the District may provide another means of compensation provided it informs the teacher prior to the teacher accepting the assignment.

4.03.04.07 Special Education Release Time

Upon request, special education teachers will be given the following release time per student each school year to complete state mandated paperwork, which does not include the IEP meeting time:

1. Up to eight (8) hours for initial evaluations per student for the primary evaluator/designated case manager.
2. Up to two (2) hours for re-evaluations per student.
3. Up to two (2) hours for annual IEP per student.

The scheduling of the release time will be at the discretion of the building administrator.

The District reserves the option to assign initial evaluations or testing associated with re-evaluations to other appropriately licensed teachers, such as a special education support teacher.

4.03.04.08 Online Teaching

The Oregon School District provides online courses to its students. Teachers who instruct online courses outside the contract day during the school year with the Online Coordinator will be compensated as follows for students per semester who enroll in the course:

- One to nine (1-9) online students = Two Hundred and Fifteen Dollars (\$215) per student.
- Ten to nineteen (10-19) students = One Hundred Seventy-Five Dollars (\$175) per student.
- Twenty or more (20+) students = One Hundred Sixty-Eight Dollars (\$168) per student.

4.04 Graduate Credit Reimbursement

The Board will provide a credit reimbursement for graduate school credits that are pre-approved by the District, are not during contracted time and not part of a Master's Degree program up to

\$210 per credit for a maximum of three credits per semester and six credits per summer. For courses completed by August 31, the District will provide reimbursement in the fall where all required paperwork is submitted by the deadline.

4.05 Interest-Free Loan for Graduate-Level Credits

The District will provide to employees interest-free loans for the purpose of paying for approved graduate-level courses that relate to the employee's job responsibilities and that advance the goals and mission of the District. The amount available to each employee is for the exact cost of the credits and may not exceed \$1250.00 per semester (OSD calendar). The employee agrees to repay the loan in equal installments deducted from the employee's paycheck each pay period during the school year in which the loan is provided. Employees must make an application to the District by the required deadline using the District loan request application form. Disbursement of funds to the employee will be made upon timely receipt of application, course approval, submission of documentation demonstrating the cost of the credits, and execution of a contract approving the payroll deduction. Approved graduate-level courses for the purpose of this loan are presumed to be the same as those governed under the credit reimbursement section of the handbook, however the Superintendent has the discretion to approve or deny requested courses that fall outside the existing approved course list. Employees that secure approval for this interest-free loan may also be eligible to receive credit reimbursement.

4.06 Interest-Free Loan for the Personal Acquisition of Technology

The District will provide employees interest-free loans for the purpose of helping them acquire technology that will assist in their job responsibilities and is related to the goals and mission of the District. The amount available to each employee is for the exact cost of the equipment (not to include sales tax), and may not exceed \$1250.00 per semester (OSD calendar). The employee agrees to repay the loan in equal installments deducted from the employee's paycheck each pay period during the semester in which the loan is provided. Employees must make an application to the District prior to the required deadline using the District loan request application form. Disbursement of funds to the employee will be made upon timely receipt of application, purchase approval, submission of documentation demonstrating the cost of the purchase and execution of a contract approving the payroll deduction. Approved technology purchases generally will cover, but are not limited to, items like desktop computers, laptops, notebooks, tablets, and items considered tools that support employee research, instruction and/or curriculum development.

Section 5: Rules of Conduct and Discipline

5.01 General Rules of Conduct

Employees are representatives and ambassadors of the District and are expected to model competence, character, integrity and positive behaviors and leadership while adhering to the highest of standards in the profession of education.

In order to further the District's pursuit of its mission and to provide for its effective operation and the safety and well-being of all who interact with the District, employees are expected to follow these policies and general rules of conduct. The rules of conduct are not intended to restrict the legitimate rights and activities of employees, but rather are intended to help employees by defining and protecting the rights and safety of all persons working, attending or visiting the District.

Employees are expected to acquaint themselves with these rules as well as with other work rules specific to their building. The following list is not exclusive and other conduct may subject an employee to discipline and corrective action. Violations of policy include, but are not limited to:

5.01.01 Attendance and Punctuality

The District expects prompt and regular attendance from all employees. This means that all employees must be at their appointed work stations on time and fully ready and able to work at their starting time. Proper attendance and punctuality are important in order to maintain a good performance record.

Accurately recording time worked is the responsibility of every employee. Federal and state laws require the District to keep an accurate record of time worked in order to calculate employee pay and benefits.

Unnecessary tardiness and absenteeism has a disruptive impact on District operations and may result in discipline and ultimately termination of employment.

Employees are required to call in and report absences or tardiness to their supervisor before the start of the work day unless circumstances prevent the employees from calling in. If an emergency situation exists, the employee must notify the supervisor at the earliest reasonable time.

The following acts shall be violations of work rules and may be grounds for disciplinary action:

- A. Failure to report promptly at the starting time of a shift; leaving before the scheduled quitting time of a shift; or failure to notify the proper authority of impending absence or tardiness;

- B. Unexcused or excessive absenteeism, which includes **having** unpaid leave not approved by the Director of Human Resources, or failure to report to work;
- C. Abuse of sick leave privileges, including but not limited to claiming inability to work due to illness or injury when in fact no such illness or injury exists which prevents working; and
- D. Failure to observe break time periods.
- E. Submitting inaccurate or falsified time, attendance or leave records.
- F. Failure to comply with health or safety policies and procedures.

If an employee fails to report to work as scheduled, without the appropriate prior approval or leave, for a minimum of three working days during a fiscal year, the District may consider the employee's position abandoned and take one of the following actions:

- (a) Terminate the employee for cause effective the last day worked; or
- (b) Consider the employee as having resigned, effective as of the end of the last day worked.

The District shall notify the employee in writing about the action taken.

5.01.02 Personal Appointments

Employees are encouraged not to schedule personal appointments during regularly scheduled hours of work. If it is necessary to be absent or to leave for a personal appointment, an employee must notify the supervisor as soon as possible, but no later than the day before such an appointment.

The time absent must be recorded and employees will not be paid for the time missed from work unless sick leave or other paid leave is permitted and available for use.

5.01.03 Personal Communications

Employees should take care of personal business outside of work. The District recognizes that there may be times when this is not possible. To minimize the disruption to the work day and other employees, the District expects that employees will make prudent use of District telephones and personal cell phones or other electronic communication devices for personal use. Personal communications should be made during lunch or break periods to minimize disruption of the workday, whenever possible. Misuse or abuse of this personal communication privilege may result in disciplinary action, up to and including termination.

Employees should request that friends and relatives call at work only in emergencies.

Personal use of District telephones for long distance calling, fax machines and copiers is not permitted without prior District approval and may be cause for disciplinary action, up to and including discharge.

5.01.04 Safety and Security

The safety and security of our students and staff is a top priority. Staff are expected to follow all safety and security protocols including:

5.01.04.01 Identification Badges:

The District shall provide employees with an employee identification badge. Employee Identification badges are an important part of providing a secure environment.

Employees in schools must wear their employee identification badges in plain sight during their contracted work time. Some employees may not be required to wear their employee identification badge if wearing the badge poses a safety concern, and instead will wear District approved apparel with their name identified.

Staff shall not give their ID, pog or keys with any other person except as approved by an administrator.

5.01.04.02 Safety Emergency Drills

All employees shall be familiar with the Standard Response Protocols (SRP) and have SRP posters posted in their classrooms and/or work areas. Emergency drills will be conducted to familiarize employees and students with the safety protocols, all staff must actively participate in safety drills.

5.01.04.03 Reporting a Safety Concern / Mandatory Reporting

Employees are required by law to report any situation they believe poses a serious or imminent threat to the health or safety of staff, students, or the public. If there is immediate danger, call 911 right away. Otherwise it should be reported to law enforcement and to an administrator.

Employees are required by law to report to child protective services or law enforcement when they have reasonable cause to suspect a child abuse or neglect. When a report is made, employees should complete the [OSD Google Form](#) and inform an administrator.

5.01.054 Work Performance

Violations of work rules include, but are not limited to, the following and may be grounds for disciplinary action, including dismissal:

- A. Insubordination, disobedience, failure or refusal to follow the written or oral instructions of supervisory authority, or failure to carry out work assignments;
- B. Failing to fully cooperate in any District investigation, which includes but is not limited to refusing to participate, providing evasive, untruthful or misleading information.
- C. Neglecting job duties and responsibilities;
- D. Failing to **timely** obtain or maintain a current license, certification or other qualifications required by law or the District as a condition of continued employment, which includes but is not limited to failing to **timely** respond to requests from DPI, **shall be just cause for rescission or termination of employment.**
- E. Disclosing confidential or proprietary information (such as student records, personnel records, passwords, etc.) to unauthorized persons, or sharing keys or pogs with unauthorized persons.
- F. Intentionally falsifying records or giving false information relating to any matters relevant to District affairs to other District, State or Federal officers or employees responsible for record keeping or for enforcement of District, State or Federal law;
- G. Failure to observe all safety rules and practices on the job, including failure to use protective equipment and clothing;
- H. Failure to observe all safety rules and practices in the District, including in the use of vehicles and equipment;
- I. Attempting to keep secret or unavailable information or records which are public records or which rightfully should be furnished to other District employees, including unauthorized destruction of records; and,
- J. Failure by a supervisor to take appropriate action to enforce or to deal with infractions of these work rules by employees under their supervision;
- K. **Failure to timely respond to requests for information from the Human Resources Department regarding hiring, licensing, timesheets, evaluation or other employment paperwork.**
- L. Failure to abide by this Employee Handbook, Board Policies, Administrative Guidelines and/or District procedures.

5.01.065 Use of District-Owned Property

Violations of work rules include, but are not limited to, the following and may be grounds for disciplinary action:

- A. Abuse or misuse of District property, materials or equipment including motor vehicles;

- B. Stealing or unauthorized possession of District property, equipment, or materials;
- C. Unauthorized use of District property or equipment including but not limited to vehicles, telephones, computers, copy machines, or mail service; and,
- D. Selling, giving away or otherwise transferring District property or the use of District property to any person unless specifically authorized to do so by the Business Manager, Superintendent or Board.

5.01.076 Personal Actions and Appearances

Violations of work rules include, but are not limited to, the following and may be grounds for disciplinary action:

- A. Commission of a Federal or State crime during the hours of employment as a District employee or involving the use of any District property or facility;
- B. Threatening, attempting to inflict, or inflicting bodily harm upon students, fellow employees, representatives of other agencies, or members of the public while working as a District employee, except when exercising a privilege conferred by law, and then only to the extent that such activity is legally privileged;
- C. Threatening, intimidating, interfering with, using abusive language, or failing to maintain professional boundaries toward fellow employees, students or members of the public while working as a District employee, including slurs based upon race, creed, gender, or place of national origin;
- D. Sexual or other harassment of students, fellow employees, representatives of other agencies, or members of the public while working as a District employee;
- E. Unauthorized possession of weapons on the job or during hours;
- F. Making or disseminating false, defamatory or malicious statements concerning students, other employees, supervisors or officers of the District;
- G. Unauthorized possession or use of alcoholic beverages or controlled substances during work hours, while on District time or property, or while engaging in District business;
- H. Reporting to work under the influence of alcohol or controlled substances;
- I. Use of alcohol or controlled substances when such affects the employee's performance of job duties;
- J. Reporting to work in a condition reasonably likely to be unsafe to the employee, other employees, members of the public or to physical property due to the influence of medication or due to illness;
- K. Unauthorized possession, lending, borrowing, or duplication of District keys or credit cards; careless or improper use of District keys or credit cards; or failure to report promptly the loss of District keys or credit cards;
- L. Intentionally, carelessly or negligently damaging or destroying property owned by members of the public while performing duties as an employee; and
- M. Use of tobacco products or electronic cigarettes or related devices in or on District buildings or property or while engaged in job duties.
- N. If staff charge for outside instructional services or special education programming outside of contract hours for any District student during the school year, whether as an individual or while working for a third party, staff must inform the District

Superintendent so the District may ensure the student is receiving the free and appropriate public education the District is required to provide to its students. Staff shall not charge for services that would violate this legal requirement, or other state or federal laws. Staff may not use school property, District-owned materials or resources for personal financial gain without express permission from the District Superintendent. This provision does not apply to a staff member providing such services through the District's Community Education and Recreation Department or through any entity who provides services in partnership with the District. It also does not apply to instructional services not offered by the District, such as lessons for instruments for students PK-3. [Board Policy 912: Facilities Use Guidelines](#)

5.02 Discipline

The following procedures outline generally the steps available in administering employee discipline. These procedures are not all inclusive and the District may pursue other discipline methods appropriate to a situation.

5.02.01 Factors for Consideration

When considering the application or degree of disciplinary actions the following may be considered:

- The seriousness and circumstances of the particular offense;
- The employment history of the employee involved, including length of service; and
- The frequency, date and nature of prior disciplinary actions taken with respect to the employee.
- Prior disciplinary actions by the District involving similar circumstances and the discipline imposed in those circumstances pursuant to the Employee Handbook.

5.02.02 Available Corrective Activity

The following employee discipline actions, set forth in ascending order of severity, are available to the District. The District may impose discipline at the level it deems appropriate under the circumstances and is not required to follow a progression through these levels:

A. Oral Reprimand:

This involves a face-to-face meeting between the immediate supervisor and the employee to discuss the unsatisfactory areas of the employee's work performance or conduct and suggestions for improvements. The occurrence of such discussions should be documented by the supervisor, and a copy of such documentation placed in the employee's personnel record. The employee shall be notified of the placement of the reprimand in the personnel record.

B. Written Reprimand:

This involves a written statement outlining the causes of the reprimand and indicating that disciplinary action will result if not corrected. Where applicable, references to previous oral reprimands should be noted. The written reprimand should be discussed with the employee at the time it is given and a copy should be placed in the employee's personnel file.

C. Suspension Without Pay:

This involves a removal from work without pay for a varying length of time. Notice of the suspension must be in writing with copies going to the employee, the Board and the employee's personnel record. The written notice of suspension shall state the reason for the suspension and the length and dates of the suspension and shall bear the Superintendent's signature.

D. Alternatives to Suspension:

a. Reassignment: Under some circumstances, reassignment of an employee to another job situation may be appropriate either as a disciplinary action, as a means of assisting the employee in avoiding disciplinary actions in the future or as a means of increasing productivity. Where appropriate, the Superintendent may offer the employee reassignment in lieu of other disciplinary actions, if another position is available. If the employee declines reassignment, other disciplinary actions appropriate to the employee's conduct may be imposed.

b. Demotion: In some circumstances, the Superintendent may recommend demotion or transfer-demotions as a disciplinary action. However, disciplinary demotions should only be made if there is reasonable belief that the action will improve the employee's conduct.

E. Discharge: This involves the employee's termination as a District employee.

Section 6: Separation from Employment

6.01 Forms of Separation

All separations from District employment shall be designated as one of the following: resignation, retirement, layoff, disability or dismissal. The termination date is recognized as the last day on the payroll.

6.01.01 Resignation/Retirement

Resignation/Retirement is a voluntary, permanent separation initiated by the employee. It is expected that employees will give as much notice as possible in order to facilitate recruitment and orientation of new employees. School year employees shall submit their written notice of retirement no later than April 1. School year educators and licensed non-represented employees that submit their written notice of retirement by February 1 shall receive a one-time payment of \$300 on their last paycheck as an early notification incentive. Full year employees shall submit their written notice of retirement at least thirty (30) days in advance. Employees shall submit their resignation in writing at least two (2) weeks in advance of their planned departure. Failure to do so may result in the employee being assessed the penalties set forth in §6.02.

6.01.02 Layoff

A layoff is the termination or reduction of employment due to a shortage or stoppage of work or funds, functional reorganization, abolishment of a position, student enrollment or other similar reasons.

6.01.03 Disability

An employee may be separated from District employment when the employee is unable to perform the required duties due to physical or mental illness, injury or disease with or without a reasonable accommodation, if such accommodation provides an undue hardship, or the employee poses a direct threat to the employee's self or others. School year employees shall notify the Human Resources Director no later than February 1 whether they are able to return the following school year absent extenuating circumstances.

6.01.04 Termination

Termination is the involuntary separation from employment of a District employee.

6.02 Resignation Fee - Certified Staff

In the event a teacher or licensed non-represented staff fails to fulfill the term of an individual

contract, other than for health reasons, the teacher shall be liable for the costs associated with recruitment and replacement. The amount to be assessed in lieu of the cost associated with recruitment and replacement from:

- June 16 - July 31 = \$500
- August 1 - August 31 = \$1,000
- September 1 - June 15 = \$500 (with at least four weeks notice)
- September 1 - June 15 = \$1,000 (with less than four weeks notice)

The amount to be assessed above will not apply to teachers retiring or an interim teacher leaving so a full-time teacher could return.

6.03 Retirement Eligibility

Retirement eligibility is established by the Wisconsin Retirement System standards.

6.04 Reduction in Force

The District may consider the following criteria when determining layoffs: normal attrition, volunteers, qualifications, certifications, District operational needs, and length of service.

The District will determine any partial or full layoffs annually, and shall notify full year staff no later than April 1 and school year employees no later than June 16 for the following school year. Wis. Stat. sec. 118.22 shall not apply to layoffs.

6.05 Grievance Procedure

6.05.01 Purpose

The purpose of this grievance procedure is to provide a way for District employees to resolve grievances concerning discipline, termination, or workplace safety. The District believes that it is in the best interests of both employees and the District that all matters in dispute between the employee and the District first be addressed informally in an effort to resolve them, prior to engaging this Grievance Procedure.

This Grievance Procedure is intended to comply with Wis. Stat. §66.0509(1m). This procedure does not create a contract of employment.

6.05.02 Definitions

“**Grievance**” means a written complaint related to the discipline or termination of an employee or to “workplace safety.”

“**Employee Termination**” shall be construed to mean the involuntary separation from employment of a District employee. “Termination” does not include layoff, failure to be

recalled from layoff, furlough or reduction in workforce, job transfer, non-disciplinary demotion, reduction in or elimination of position, reduction in hours, resignation, voluntary quit, abandonment, end of employment due to disability, retirement, or death, and end of employment and/or completion of an assignment of limited term (such as a co-curricular contract or assignment), temporary, seasonal, substitute, or part-time employees.

“Employee discipline” shall be construed to mean a suspension without pay, or a demotion or reduction in rank, pay, or other benefits, imposed by the employer for disciplinary reasons. “Employee discipline” does not include oral or written reprimands, performance evaluations, performance improvement plans, administrative leave or suspension with pay, or any other employment action such as wage, benefit or salary adjustments, transfers or other change in assignment.

“Probationary period”: All regular employees shall be on probation for a period of two years of service from the date of hire. This period may be extended by mutual agreement between the Human Resources Director and the employee. During the probationary period, employees shall not be disciplined, terminated or nonrenewed for arbitrary or capricious reasons, meaning that the decision was so unreasonable as to be without a rational basis. This probationary period does not apply to student workers, swim instructors, life guards, temporary, seasonal or substitute employees, including building substitutes; these positions are employees at will regardless of their length of service to the District, and are not provided with “just cause” or any benefits under this Employee Handbook except where required by law.

When calculating the probationary period, should the District be closed for in-person instruction for more than 21 calendar days due to public health or other emergencies, the Director of Human Resources has the discretion to extend the probationary period until the two-year Educator Effectiveness Cycle or other evaluation cycle is completed in consultation with the employee’s evaluator and employee. Employees will be notified in writing of any extension.

"Just cause" as used in §6.05.06(A) and §6.05.07(D) shall apply to all employees who have successfully completed a probationary period and mean an assessment as to whether:

1. The administrative decision is consistent with the Employee Handbook or other District policies;
2. The process leading to the administrative decision was fair;
 - a. In making this finding, consideration will be given as to whether:
 - i. the employee knew or should have known of the District's expectations;
 - ii. the employee was provided with notice of the administration's intent to discipline or terminate the employee ; and

- iii. the employee was provided with an opportunity to discuss informally with the administration the intended action prior to the decision being made.
3. The administrative decision has a reasonable basis in fact.
4. In terminations, the employee knew what the charges were at least 7 days in advance of the impartial hearing so as to have a reasonable opportunity to prepare a defense to those charges.

“Workplace safety” shall be construed to refer to an existing condition that endangers an employee’s health and safety, or any workplace policy or procedure established by state or federal law or the Board to protect the safety and health of employees in the school district and, as used in this section, is alleged by an employee to have been violated and to have adversely affected the employee’s safety at the employee’s workplace.

6.05.03 Time Limits

If an employee fails to comply with any time periods or other procedures of this policy, the grievance will be deemed resolved and the employee shall have no further right to pursue or appeal a grievance decision. If the District fails to comply with any time periods or other procedures of this policy, the employee may advance the grievance to the next level, and there shall be no other consequence or remedy for the employer’s failure to comply with any time periods or other procedures. A grievance may be withdrawn by the employee at any time. Once a grievance is withdrawn, it cannot be reopened or re-filed. The parties may mutually agree to extend any time deadline. Such extensions shall be non-precedential.

6.05.04 Procedure for Termination of an Employee

A. Termination of an Employee with a Contract for a Definite Term

The procedure for terminating an employee during the term of a Wis. Stat. Section 118.22 or 118.24 contract is as follows:

- a. The Superintendent or designee (or in the case of the termination of the Superintendent, an individual designated by the Board President) shall notify the employee, in writing, that the Superintendent or designee intends to recommend that the Board terminate the employee’s contract during its term at the next regularly scheduled Board meeting or a Special Board meeting. The notice shall include the basis on which the recommendation for termination will be presented to the Board at the informal conference. The employee will be provided information prior to the Board meeting as to the basis for the recommendation so as to allow a reasonable opportunity to prepare a defense prior to the Board meeting.
- b. At the Board meeting to hear the termination recommendation, the Board shall hold an informal conference in which the Superintendent or designee (or in the case of the termination of the Superintendent, an individual designated by the Board President) will present a summary of the factual basis for and argument in support of the recommendation for termination

the employee may have a representative present at the conference. The employee and the employee's representative may present a summary of any facts and arguments in response. An informal conference for purposes of this Grievance Policy and Procedure, is not an evidentiary hearing, i.e., there shall be no swearing of witnesses and no direct or cross examination of witnesses; and the rules of evidence do not apply.

- c. The Board shall decide whether to accept the administration's recommendation for termination of the contract during its term. Any decision to terminate a contract during its terms must be approved by four Board members. The Board shall issue its decision, in writing, within seven (7) days of the informal hearing. If the Board accepts the recommendation to terminate the employee, the Board shall inform the employee, in writing, that the Board has terminated the employee's contract/employment and that, if the employee wishes to appeal the termination decision, the employee shall file an appeal requesting an "Impartial Hearing" at §6.05.05(D) of the Grievance Procedure, by filing a completed grievance form with the Board President within the time limits set forth in §6.05.05(D). If no appeal is filed, the Board's decision shall become final.

B. Non-Renewal of a Teacher or Administrator Contract

The procedures for non-renewal of a teacher or administrator contract set forth in Wis. Stat. §§ 118.22 and 118.24, respectively, shall be applicable. If the Board non-renews the contract of a teacher or administrator, pursuant to Wis. Stat. §§ 118.22 or 118.24, and the teacher or administrator wishes to appeal the non-renewal decision, the teacher or administrator shall file an appeal requesting an "Impartial Hearing" at §6.05.05(D) of this Grievance Procedure, by filing a grievance form with the Board President within twenty-one (21) days of receiving final, written notice of non-renewal from the Board. If no appeal is filed, the Board's decision shall be final.

C. Other Employee Terminations

Prior to the termination of an employee in circumstances not covered by Sections A and B, above, the Human Resources Director shall hold an informal conference, with reasonable notice, with the employee to advise the employee of the District's intent to terminate the employee. The notice shall be in writing and include the factual grounds on which the intent to terminate the employee is based. The employee shall be allowed to have a representative present at this conference. The employee and the representative shall have an opportunity to present any facts and arguments in response. After this meeting, if the administration decides to terminate an employee under this section, the employee may file a grievance under §6.05.05(A). If no appeal is filed, the administrative decision shall be final.

6.05.05 Process

A. Written Grievance Submission

Only the employee who is subject to the discipline or termination or directly impacted by the issue of workplace safety may file a grievance. The employee must file a grievance within seven (7) calendar days of the date the employee knew or reasonably should have known of the termination, employee discipline or workplace safety issue. The grievance must be in writing on the Employee Grievance Form available on the District website. On the form, the grievant shall: (1) identify the category of grievance (i.e., termination of an employee without a contract with a definite term, discipline, or workplace safety); (2) describe the attempts to resolve the complaint informally; (3) identify the facts supporting the grievance; (4) specify the policy, rule, regulation, or law alleged to have been violated, and the rationale supporting the grievance; and (5) describe the relief requested. The grievance must be given to the Superintendent. If the grievant is the Superintendent, the grievance must be given to the Board President.

B. Representatives

Any party involved in the grievance may have a representative present at all levels once the grievance has been filed in writing.

C. Administrative Decision

The Superintendent shall act on the grievance within fourteen (14) calendar days of receipt of the written grievance, unless the Superintendent is the Grievant in which case the response shall be provided by the Board. The written response shall contain a statement of the basis for the decision to sustain or deny the grievance, the information used to reach the decision, and, if denied, the deadline for the Grievant to appeal the grievance to an Impartial Hearing Officer. The Superintendent is encouraged to meet with the Grievant to discuss the grievance.

D. Impartial Hearing

If the grievant wishes to appeal the administrative decision or a Board decision described in §6.05.04, the grievant must file a written appeal with the Board President within seven (7) calendar days of receipt of the administrative decision or Board decision, requesting a hearing before an Impartial Hearing Officer. The hearing shall take place within a reasonable time. The Impartial Hearing Officer shall file a written decision within thirty (30) days after the hearing is concluded, unless the Impartial Hearing Officer notifies the parties that more time is needed and provides the reasons for the extension. Additional information regarding the Impartial Hearing process is found in §6.05.06 below.

E. Appeal of Impartial Hearing Officer's Decision

If either party is aggrieved by the decision rendered by the Impartial Hearing Officer, the aggrieved party may file a written appeal with the Board within ten (10) days of receiving the Impartial Hearing Officer's decision. If no appeal is filed within ten (10) days, the decision of the Impartial Hearing Officer shall become final. Additional information regarding the Board's review on appeal of an Impartial Hearing Officer's decision is found in §6.05.06, below.

6.05.06 Procedure for Impartial Hearing

1. Standard of Review

At the hearing, the administration shall present evidence as to the process utilized in reaching the administrative decision and the factual basis on which the administrative decision was based. The Impartial Hearing Officer shall uphold the administrative decision to terminate or discipline an employee upon a finding of the applicable standard as defined in §6.05.02. The employee shall then present particular facts and arguments to support the employee's contention that the decision is not supported by the applicable standard as defined in 6.05.02.

The review of an administrative decision concerning a workplace safety grievance shall be upheld if it has a reasonable basis in fact.

2. Impartial Hearing Officer

The Impartial Hearing Officer shall be chosen by the District from either the staff or Commissioners of the Wisconsin Employment Relations Commission or an ad hoc arbitrator selected from a list provided by the WERC.

3. Impartial Hearing Officer Responsibilities and Authority

The Impartial Hearing Officer will do the following:

- a. Screen the grievance and determine whether it falls within one of the categories subject to the grievance procedure and whether it has been timely filed.
- b. Notify the parties of the time and location for the hearing at least two (2) weeks before the hearing.
- c. Subpoena witnesses as necessary to ensure their testimony when requested by either party.
- d. Make evidentiary findings and conclusions. In the case of a grievance related to a termination, a teacher contract non-renewal under Wis. Stat. § 118.22, an administrator contract non-renewal under Wis. Stat. § 118.24, or discipline, the Impartial Hearing Officer shall determine whether a full evidentiary hearing is needed to afford the employee procedural due process, and, if so, shall allow the grievant to present evidence, call and question witnesses, cross-examine adverse witnesses, obtain copies of evidentiary materials and argue their case. The rules of evidence shall not apply at any hearing, but the Impartial Hearing Officer may exclude or limit irrelevant, repetitive, or redundant evidence or any evidence lacking probative value. The Impartial Hearing Officer, in the conduct of the proceedings, shall be mindful of the desire for a speedy and inexpensive resolution of any appeal.
- e. If the grievance is meritorious, in whole or in part, determine what relief is necessary to provide recompense to the grievant in a grievance that involves termination, contract nonrenewal under Wis. Stat. §§ 118.22 or 118.24, or discipline. In a grievance concerning workplace safety, determine what action is necessary to correct the hazardous condition. The Impartial

Hearing Officer may not award attorney's fees or litigation expenses against the District at any time for any reason.

- f. The Impartial Hearing Officer shall be confined to consideration of the precise issue(s) submitted on the grievance form, shall apply the applicable standard of review in §6.05.06(A), and shall have no authority to determine any other issue or make observations or declarations of opinion which are not directly essential in reaching the determination.
- g. The hearing shall be recorded using an audio recorder or a court reporter. The grievant shall be given the opportunity to have the hearing conducted in open session, subject to such other legal requirements relating to confidentiality or privacy, which may apply to the subject matter of the hearing, e.g. pupil confidentiality.
- h. The Impartial Hearing Officer shall issue a written decision no more than thirty (30) days after the hearing is concluded, unless the Impartial Hearing Officer notifies the parties that more time is needed and the reasons therefore.
 - i. The Impartial Hearing Officer shall inform the parties that an appeal of the decision may be taken to the Board if filed within ten (10) days of the receipt of the decision of the Impartial Hearing Officer, and that if no appeal is timely filed, the decision of the Impartial Hearing Officer shall become final.

6.05.07 Procedure for Board Review on Appeal of Impartial Hearing Officer's Decision

- A. A party aggrieved by the decision rendered by the Impartial Hearing Officer may file a written appeal with the Board within ten (10) days of receiving the Impartial Hearing Officer's decision. If no appeal is filed within ten (10) days, the Impartial Hearing Officer's decision shall become final.
- B. Except for grievances involving an employee termination (regardless of whether the employee has a contract for a definite term) or teacher or administrator contract non-renewal under Wis. Stat. §§ 118.22 or 118.24, the Board may, at its sole discretion, assign an appeal panel of at least three members of the Board, for the purpose of considering appeals under the grievance procedure.
- C. The Board President shall give ten (10) days notice to the parties of an appeal hearing before the Board or appeal panel, if such a hearing is necessary. The Board or appeal panel shall review the grievance on the record established by the Impartial Hearing Officer unless it determines that additional information is needed. Each party may make a brief oral presentation to the Board or appeal panel to summarize their position. The appeal hearing shall be recorded and shall be held in closed session, unless the parties are allowed to present additional information, in which case the grievant shall be given the opportunity to have the evidentiary portion of the appeal hearing conducted in open session, subject to

such other legal requirements relating to confidentiality or privacy, which may apply to the subject matter of the hearing, e.g. pupil confidentiality.

- D. The Board or appeal panel shall make every reasonable effort to meet, consider and decide the appeal within sixty (60) days after receipt of the appeal. The Board or appeal panel may affirm, reverse, or modify the administrative decision. The Board shall review the record created by the Impartial Hearing Officer under the applicable standard set forth in §6.05.02.
- E. The Board or appeal panel shall make every effort to send to the grievant and the District Administrator a written statement of its decision within a reasonable time after hearing the appeal.
- F. The Board's decision on appeal shall be final.
- G. This policy is not intended to create substantive rights enforceable in federal or state court, but rather serves as a policy guideline for the District with respect to the discipline and termination of employees.
- H. This policy does not preclude employees from enforcing any right under federal and state law pursuant to statutory enforcement mechanisms.

6.05.08 Retaliation Prohibited

No reprisals of any kind shall be taken by the Board or by an employee of the District against any party in interest or other employee on account of their filing a grievance or participating in a filed grievance.

APPENDIX A - SAFE HARBOR POLICY

It is our policy and practice to accurately compensate employees and to do so in compliance with all applicable state and federal laws. To ensure that you are paid properly for all time worked and that no improper deductions are made, you must record correctly all work time and review your payroll promptly to identify and to report all errors.

Review Your Paycheck

We make every effort to ensure our employees are paid correctly. Occasionally, however, inadvertent mistakes can happen. When mistakes do happen and are called to our attention within the fiscal year, we promptly will make any correction that is necessary. Please review your paycheck when you receive it to make sure it is correct. If you believe a mistake has occurred or if you have any questions, please use the reporting procedure outlined below.

Non-exempt Employees

If you are eligible for overtime pay or extra pay, you must maintain a record of the total hours you work each day. These hours must be accurately recorded on either your electronic or paper timesheet provided by the District. At the end of each pay period, you should timely submit your electronic or paper timesheet for verification and approval. When you receive each paycheck, please verify immediately that you were paid correctly for all regular and overtime hours worked each workweek. You should not work any hours outside of your scheduled work day unless your supervisor has authorized the unscheduled work in advance. Do not start work early, finish work late, work during a meal break or perform any other extra or overtime work unless you are authorized to do so and that time is recorded on your timesheet. Employees are prohibited from performing any “off-the-clock” work. “Off-the-clock” work means work you may perform but fail to report on your timesheet. Any employee who fails to report or inaccurately reports any hours worked will be subject to disciplinary action, up to and including termination.

Exempt Employees

If you are classified as an exempt salaried employee, you will receive a salary which is intended to compensate you for all hours that you may work for the District. This salary will be established at the time of hire or when you become classified as an exempt employee. You will receive your full salary for any workweek in which work is performed. However, your salary is subject to certain deductions. For example:

- Family and Medical Leave absences (either full or partial day absences);
- Unpaid disciplinary suspensions;
- The first or last week of employment in the event you work less than a full week; or
- Liquidated damages for breach of contract.

Your salary also may be reduced for certain types of deductions, such as: your portion of health, dental, life insurance or disability premiums; flex plan contributions, state, federal or local taxes, social security; Wisconsin Retirement System or voluntary contributions to a 403(b)/457 plan.

To Report Violations of This Policy, Communicate Concerns, or Obtain More Information

It is a violation of the District's policy for any employee to falsify a timesheet, or to alter another employee's timesheet. It is also a serious violation for any employee or manager to instruct another employee to incorrectly or falsely report hours worked or alter another employee's time card to under- or over-report hours worked. If any supervisor or employee instructs you to (1) incorrectly or falsely under- or over-report your hours worked, (2) alter another employee's time records to inaccurately or falsely report that employee's hours worked, or (3) conceal any falsification of time records or to violate this policy, do not do so. Instead, report it immediately to the Director of Human Resources.

If you have questions about deductions from your pay, please contact Payroll immediately. If you believe your wages have been subject to any improper deductions or your pay does not accurately reflect all hours worked, you should report your concerns immediately to Payroll. If you have not received a satisfactory response within five business days after reporting your concern to Human Resources and you are unsure who to contact to correct the problem, please immediately contact the Director of Human Resources.

Every report will be fully investigated and corrective action will be taken, up to and including termination of any employee(s) who violates this policy.

In addition, the District will not allow any form of retaliation against individuals who report alleged violations of this policy or who cooperate in the investigation of such reports. Retaliation is unacceptable. Any form of retaliation in violation of this policy will result in disciplinary action, up to and including termination.

APPENDIX B - ACKNOWLEDGMENT AND RECEIPT OF EMPLOYEE HANDBOOK

I have received a copy of the Oregon School District Employee Handbook (the “Handbook”).

I agree to review the Handbook thoroughly and to familiarize myself with its contents annually. I understand that I am responsible for knowing and complying with the policies and terms contained in this Handbook, and to keep informed of any changes to this Handbook.

I understand that nothing contained in this Handbook is intended to create any contractual right, express or implied, to employment or to any particular term or condition of employment.

I understand that the Oregon School District reserves the right to revise, update, amend or terminate any policy or term in this Handbook at any time.

Employee Name (please print)

Primary Location

Employee Signature

Date

(Please return this signed and dated Acknowledgement of Receipt to your Immediate Supervisor. You may wish to keep a copy for your records.)

OREGON SCHOOL DISTRICT
2026-2027 School Year

☒ Action
☐ Discussion
☐ Information

TO: Board of Education
FROM: Dr. Shannon Anderson
DATE: August 10, 2026

AGENDA ITEM: C4 Compensation for Hourly Staff 2026-27
INITIATED BY: Dr. Shannon Anderson
SUBMITTED BY: Dr. Shannon Anderson and Jina Jonen

BOARD POLICY OR STATUTORY REFERENCE: None

SUPPORTING DATA:

The CPI for the 2026-27 school year is 2.63%. Accordingly, the District budgeted a 2.63% wage increase to the schedule for hourly support staff. You can see the attached schedules for more details.

The District is not yet settled with the OEA for the 2026-27 school year. The OEA prefers to wait until after the third Friday student count to engage in additional bargaining when the budget is more certain. This means that the professional staff will not have any salary increase on the September 10 payroll.

We are asking the Board to approve hourly staff wages now for four important reasons: 1) this recommended increase fits within the District's budget; 2) the District has vacancies in special education and food service that it needs to fill and is hopeful the increased wages will help with retention and recruitment, and help with increased workloads on current staff, as well as teachers and administrators who often help to cover vacancies; 3) these staff have the lowest hourly rate, so increasing them now will help staff in these positions; and 4) if approved tonight, our goal is to provide the increased compensation by the September 10 payroll, which is less time intensive for HR staff because we don't need to do retroactive pay for school year staff.

SUMMARY AND RECOMMENDATION: It is recommended the Board of Education vote to approve a 2.63% increase to the schedule for full year and school year hourly staff retroactive to July 1, 2026 for full-year staff (except for summer school) and August 23, 2026, for school year staff.

SUPERINTENDENT: _____
ACTION BY BOARD: Motion: _____ Second: _____ Vote: _____
Revisions, if any _____

Agenda Item: C4

PROPOSED 2026-2027 Support Staff Wage Schedule

Head Admin Assistant / District Office			Athletics, Attendance, Reception (DO, Pool), Student Services	
	Step 1	\$26.55	Step 1	\$24.35
	Step 2	\$26.55	Step 2	\$24.35
	Step 3	\$28.87	Step 3	\$24.94
Head Custodians / Technicians (DO)			Custodians	
	Step 1	\$26.55	Step 1	\$24.35
	Step 2	\$26.55	Step 2	\$24.35
	Step 3	\$28.87	Step 3	\$24.94

Kitchen Coordinator			Assistant Cooks	
	Step 1	\$24.82	Step 1	\$19.63
	Step 2	\$24.82	Step 2	\$19.63
	Step 3	\$25.40	Step 3	\$20.78
Cooks				
	Step 1	\$23.09		
	Step 2	\$23.09		
	Step 3	\$24.25		

Special Ed / Health Education Assistants

Step	HS	Associates / CNA	Bachelor's or Nurse	Master's	Teaching License or Bilingual
1	\$23.35	\$23.86	\$24.37	\$24.53	\$24.89
2	\$23.35	\$23.86	\$24.37	\$24.53	\$24.89
3	\$23.50	\$24.02	\$24.53	\$24.68	\$25.04
4	\$23.66	\$24.17	\$24.68	\$24.84	\$25.20
5	\$23.81	\$24.32	\$24.84	\$24.99	\$25.35

Regular Ed / Tech / LMC / Reading Education Assistants

Step	HS	Associates / CNA	Bachelor's / Nurse	Master's	Teaching License
1	\$20.78	\$21.36	\$21.93	\$22.09	\$22.52
2	\$20.78	\$21.36	\$21.93	\$22.09	\$22.52
3	\$20.94	\$21.51	\$22.09	\$22.24	\$22.67
4	\$21.09	\$21.67	\$22.24	\$22.39	\$22.82
5	\$21.24	\$21.82	\$22.39	\$22.55	\$22.98

Employees move a step each year. Steps 1 and 2 are the same amounts because Employees have a 2-year probationary period.

Rates are effective upon providing sufficient proof of transcripts and/or licensure and the degree or licensure effective date.

Milestone Payments	
20-24 years \$1,000	30-34 years \$1,500
25-29 years \$1,250	35+ years \$1,750

Must be .50 FTE or more in a regular position

2025-2026 Support Staff Wage Schedule

Head Admin Assistant / District Office			Athletics, Attendance, Reception (DO, Pool), Student Services	
	Step 1	\$25.87	Step 1	\$23.73
	Step 2	\$25.87	Step 2	\$23.73
	Step 3	\$28.13	Step 3	\$24.30
Head Custodians / Technicians (DO)			Custodians	
	Step 1	\$25.87	Step 1	\$23.73
	Step 2	\$25.87	Step 2	\$23.73
	Step 3	\$28.13	Step 3	\$24.30

Kitchen Coordinator			Assistant Cooks	
	Step 1	\$24.18	Step 1	\$19.13
	Step 2	\$24.18	Step 2	\$19.13
	Step 3	\$24.75	Step 3	\$20.25
Cooks				
	Step 1	\$22.50		
	Step 2	\$22.50		
	Step 3	\$23.63		

Special Ed / Health Education Assistants			
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Step	HS	Associates / CNA	Bachelor's or Nurse	Master's	Teaching License or Bilingual
1	\$22.75	\$23.25	\$23.75	\$23.90	\$24.25
2	\$22.75	\$23.25	\$23.75	\$23.90	\$24.25
3	\$22.90	\$23.40	\$23.90	\$24.05	\$24.40
4	\$23.05	\$23.55	\$24.05	\$24.20	\$24.55
5	\$23.20	\$23.70	\$24.20	\$24.35	\$24.70

Regular Ed / Tech / LMC / Reading Education Assistants

Step	HS	Associates / CNA	Bachelor's / Nurse	Master's	Teaching License
1	\$20.25	\$20.81	\$21.37	\$21.52	\$21.94
2	\$20.25	\$20.81	\$21.37	\$21.52	\$21.94
3	\$20.40	\$20.96	\$21.52	\$21.67	\$22.09
4	\$20.55	\$21.11	\$21.67	\$21.82	\$22.24
5	\$20.70	\$21.26	\$21.82	\$21.97	\$22.39

Employees move a step each year. Steps 1 and 2 are the same amounts because Employees have a 2-year probationary period.

Rates are effective upon providing sufficient proof of transcripts and/or licensure and the degree or licensure effective date.

Milestone Payments	
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20-24 years \$1,000	30-34 years \$1,500
25-29 years \$1,250	35+ years \$1,750

Must be .50 for more in a regular position									
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