

**School District of River Falls
Personnel Committee meeting**

May 11, 2026 - at 7:00 PM or immediately following the 6:00 PM Finance & Facilities meeting
District Office
852 E Division Street
River Falls, Wisconsin 54022

Personnel Committee members: Stacy Johnson Myers (Chair), Lindsey Curtis, & Alison Page
A quorum of the School Board may be present for information-gathering purposes only.
Agendas can be viewed at <https://www.rfsd.k12.wi.us/district/school-board.cfm> or at
<https://meetings.boardbook.org/Public/Organization/1447>

1. **CALL TO ORDER - 7:00 PM (or immediately after Finance & Facilities Committee)**
2. **MANNER OF PUBLIC NOTIFICATION OF MEETING**
3. **HEARING OF VISITORS OR DELEGATIONS**

4. **DISTRICT SCORECARD UPDATE: RIVER FALLS WORKS** **3**
Description: Administration will review practices taken to achieve goals connected with the River Falls Works portion of the District Scorecard.
Recommended Action: None, informational only.

5. **CALENDAR IMPORTANT DATES** **11**
Description: River Falls High School is requesting a change to their late start dates.
Recommended Action: Approve Important Dates Calendar 2026-27.

6. **CERTIFIED STAFFING UPDATE** **12**
Description: The administrative team will share a 2026-27 staffing update.
Recommended Action: None, informational only.

7. **2026-27 HOURLY SUPPORT STAFF SALARY SCHEDULE** **13**
Description: The recommended salary schedule will be shared with support staff employees when letters of intent are shared. The 2026-27 salary schedule reflects an average 4.60% per cell increase.
Recommended Action: Approve 2026-27 Support Staff Hourly Rates.

8. **2026-27 BUS DRIVER COLLECTIVE BARGAINING AGREEMENT** **15**
Description: The Negotiations Committee is recommending the approval of the 2026-27 Bus Driver Collective Bargaining Agreement. The agreement includes a per cell increase of 1.87% for cells #1-9 and a 3.30% increase for cell #10. The average total base wage increase is 3.49% for steps 1-10. The agreement also includes a total salary increase of 3.60% for trip drivers, a 3.25% increase for suburban drivers, and a 12% total salary increase for driver trainers.
Recommended Action: Approve 2026-27 Bus Driver Collective Bargaining Agreement as presented.

9. **2026-27 TEACHER COLLECTIVE BARGAINING AGREEMENT** **17**
Description: The Negotiations Committee is recommending the approval of the 2026-27 Teacher Collective Bargaining Agreement. The agreement includes a 2.63% base wage increase for each step on the teacher ladder and a total salary increase of 3.66%.
Recommended Action: Approve 2026-27 Teacher Collective Bargaining Agreement as presented.

10. **CONSIDERATION OF ADJOURNING TO CLOSED SESSION PURSUANT TO WIS. STAT. SEC. 19.85(1)(C) FOR THE PURPOSE OF CONSIDERING EMPLOYMENT, PROMOTION, COMPENSATION, OR PERFORMANCE EVALUATION DATA OF ANY PUBLIC EMPLOYEE OVER WHICH THE GOVERNMENTAL BODY HAS JURISDICTION OR EXERCISES RESPONSIBILITY, TO DISCUSS 2026-27 ADMINISTRATOR AND SUPERVISOR CONTRACTS. ROLL CALL REQUIRED.**

11. **CONVENE TO CLOSED SESSION PURSUANT TO THE ABOVE** **1**

12. RECONVENE INTO OPEN SESSION FOR POTENTIAL ACTION RELATED TO CLOSED SESSION BUSINESS

13. PROPOSED/SUGGESTED ITEMS FOR THE NEXT REGULAR AND FUTURE PERSONNEL MEETING AGENDA(S)

Description: As always, committee members will be given the opportunity to suggest items for future committee and/or School Board meeting agendas.

Recommended Action: As needed.

14. SCHEDULE NEXT PERSONNEL COMMITTEE MEETING

Description: Upcoming committee meeting dates, times, and locations will be reviewed.

Recommended Action: Set the meeting schedule as follows:

Personnel Committee meeting, Monday, June 8, 2026, 8:00 p.m. *(or immediately following Finance & Facilities)*
The meeting will be held in the District Office Conference Room, 852 E. Division Street.

15. ADJOURN

Director of Human Resources and Leadership Report

May 11, 2026



WHAT IS THE DISTRICT SCORECARD?

The School District of River Falls' District Scorecard serves as a tool to track the progress towards goals set by the 2022-27 Strategic Plan. The benchmarks reflect our high expectations for academic growth, student engagement, and employee satisfaction. Our intent is to meet or exceed these targets, but if we fall short, we are committed to identifying new lead measures that will drive change. This pursuit is ongoing and continuous.

OUR MISSION

Inspire all students through challenging, meaningful, and engaging learning experiences, in a safe and collaborative environment.

OUR VISION

In partnership with families and the community, the School District of River Falls is an innovative PK-12 grade educational leader committed to the academic, social, emotional, and physical well-being of every student.

OUR VALUES

- STUDENTS FIRST
- PEOPLE MATTER
- EQUITY
- RESPECT
- INTEGRITY
- EXCELLENCE
- INNOVATION
- COMMUNICATION

CRITICAL PERFORMANCE INDICATORS

Critical Performance Indicators measure what matters most to our district. Our commitment to excellence in learning, working, and community connections is reflected in our rigorous benchmarks.

SCHOOL BOARD MONITORING CALENDAR

	JUL	AUG/SEP	SEP	OCT	OCT	NOV	DEC
TOPIC	School Board	Personnel, Ed Pro, Finance & Facilities	School Board	School Board	Personnel	School Board	Ed Pro
MTG	Strategic Plan Scorecard Draft, Supt Entry Plan	2024-25 Committee Goals	Final Strategic Plan Scorecard & Monitoring Calendar	Elem WIG Report, Supt 90-Day Report	Staff Retention Report	MS/HS, SPED WIG Report	State Assessment Report
	JAN	FEB	FEB	MAR	APR	JUN	JUN
TOPIC	Finance & Facilities	Personnel	School Board	School Board	Personnel	School Board	Planning Retreat
MTG	Budget Forecast & Facility Planning	Salary Comparability Report	Elem WIG Report, Supt 180-Day Report	MS/HS, SPED WIG Report	2025-26 Staffing Plan	Final WIG Reports	Updated Strategic Plan Scorecard Draft, Stakeholder Feedback & Data Analysis

Director of Human Resources and Leadership Development: Wildly Important Goal (WIG)

Improve staff member job satisfaction, as measured on the Job Satisfaction: Staff Feedback Survey Composite (Table 1) from 70.9% to 80% by 2027.

Lead measures:

1. Improve employee pay for certified staff and paras (influences retention too)
 - a. **Improve comparable Teacher Salary Ranking (Table 2) from 4th to 2nd by 2027
 - b. ***Improve comparable Support Staff Salary Ranking (Table 3) from 3rd to 2nd by 2027
2. Improve new staff experience through the development of core mentors at each building.
 - a. Hold fall and spring Core Mentor check-in meetings
 - b. Establish fall and spring New Teacher Culture and Curriculum professional development
3. Support focused instructional leadership of building principals
 - a. Hold regular WIG/Whirlwind focused check-in meetings
 - b. Review and analyze school stakeholder surveys
 - c. Develop and execute culture goals
 - d. Analyze and review exit interview data



River Falls
WORKS



- Supportive collaborative teaching culture focused on student learning and high quality teaching practices.
- Mentoring and coach support for all staff.
- Regionally competitive salary and benefits package.
- Dedicated to a strong district and building culture and climate.



	CRITICAL PERFORMANCE INDICATOR	2024	2025	2026	*2027
1	The percentage of employees who returned the following year.	84%	88%		90%
2	Employees will agree or strongly agree with questions related to job satisfaction as measured by the Staff Feedback Survey.^	70.9%	76.9%	81.7%	80%
3	Employee salary ranking will be 2nd or better when compared to eight regionally & demographically comparable school districts.*	4TH	3RD		2ND
4	Employees will agree or strongly agree that in-service training/professional development days are organized and well planned as measured by the Staff Feedback Survey.	68.4%	69.3%	75.5%	85%
5	Capital referendum projects will be completed aligned to plan, within budget, on schedule, and with consistent, transparent communication to stakeholders.		AP	YES	100%
6	Authentic collaboration will occur on scheduled collaboration dates within all K-12 buildings.		AP		85%



* **Target:** Targets reflect the belief that all students can learn and grow academically at high levels. They are intentionally set to challenge and stretch the programs that can influence the identified critical performance indicator. It is important to recognize that certain factors affecting the achievement of these targets are beyond the district's sphere of influence and may impact their attainment.

^ Job Satisfaction Staff Feedback Questions:

1. *I would recommend this District to others seeking employment. (95.7%)*
2. *Our District effectively onboards new employees. (84%)*
3. *Inservice training/professional development days are organized and well planned. (78.8%)*
4. *When compared to other school districts in the region, I am satisfied with my pay. (68.4%)*

* **Comparable Districts:** Hudson, Menomonie, New Richmond, Prescott, St. Croix Central, Baldwin-Woodville, and Ellsworth

@ **AP:** Adequate Progress



Employee Retention, Job Satisfaction

- Principal Leadership Check-In Meetings
 - Monthly meetings
 - Building Visits - recognized by Teacher Union
 - Leadership Development support
 - Strategy
 - Celebrations/Reflections
 - WIG
 - Decision Making
 - Staff Interactions/Staff Planning
 - School Culture



Employee Retention, Job Satisfaction

- New Staff Orientation
 - New Teacher Orientation
 - New Paraprofessional Orientation
 - Bus Driver Welcome Back
 - Substitute Training



Employee Retention, Job Satisfaction

- Mid-year new staff check in meetings
 - Staff reflection and discussion
 - What's going well?
 - What can go better?
 - How can “we” provide you more support?
 - Likelihood of returning



Employee Retention, Job Satisfaction

- Mentorship
 - Enhanced “core” mentorship program
 - Teachers and Paras
 - Increased direction, partnership, and accountability for support staff mentoring
 - Development of Bus Driver mentorship program.



Employee Retention, Job Satisfaction

- Employee Feedback
 - End of year staff survey
 - Staff perception of job satisfaction

	2024	2025	*2026
I would recommend this District to others seeking employment.	90.4%	93.8%	95.7%
Our District effectively onboards new employees.	74.3%	83.1%	84%
Inservice training/professional development days are organized and well planned	68.4%	69.3%	78.8%
When compared to other school districts in the region, I am satisfied with my pay	50.5%	61.4%	68.4%
Job Satisfaction	70.9%	76.9%	81.7%



Employee Retention, Job Satisfaction

- Employee Feedback
 - Listening Sessions
 - Negotiations/Meet and Confer
 - Exit Interviews



Employee Retention, Job Satisfaction

- Employee Feedback
 - Insurance Study Committee
 - Calendar Committee
 - Teacher Union Meetings
 - Bus Driver Union Meetings
 - CSE Steering Committee
 - Wellness Committee



Employee Retention, Job Satisfaction

- Pay increases and Employee Handbook adjustments
 - Analysis of comparables
 - Certified and non-certified staff
 - Regional comparables
 - Internal comparables



Communication and Engagement

- Monthly Human Resources Update
 - Health Insurance
 - Wellness Opportunities
 - Tax documentation
 - Staffing plans
 - Inclement weather communication





August 2026				
M	T	W	Th	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20♦	21
24♦	25♦	26♦	27♦	28
31				

September 2026				
M	T	W	Th	F
	1▲	2	3	4
7	8	9	10	11
14L	15	16	17	18
21L	22	23	24	25
28L	29	30		

October 2026				
M	T	W	Th	F
			1	2
5♦	6	7	8	9
12L	13	14	15	16
19L	20	21	22	23
26L	27	28	29	30Q

November 2026				
M	T	W	Th	F
2♦	3	4	5	6
9L	10	11	12	13
16L	17	18	19	20T
23L	24	25	26	27
30L				

December 2026				
M	T	W	Th	F
	1	2	3	4
7L	8	9	10	11
14L	15	16	17	18
21L	22	23	24	25
28	29	30	31	

January 2027				
M	T	W	Th	F
				1
4L	5	6	7	8
11L	12	13	14	15Q
18♦*	19	20	21	22
25L	26	27	28	29

February 2027				
M	T	W	Th	F
1L	2	3	4	5
8L	9	10	11	12
15♦*	16	17	18	19
22L	23	24	25	26

March 2027				
M	T	W	Th	F
1L	2	3	4	5T
8L	9	10	11	12
15	16	17	18	19
22L	23	24	25	26
29L	30	31		

April 2027				
M	T	W	Th	F
			1Q	2♦*
5L	6	7	8	9
12L	13	14	15	16
19L	20	21	22	23
26L	27	28	29	30

May 2027				
M	T	W	Th	F
3L	4	5	6	7*
10L	11	12	13	14
17L	18	19	20	21
24L	25	26	27	28
31				

June 2027				
M	T	W	Th	F
	1	2	3	4▼
7*♦	8*♦	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29			

▲	First Student Day
▼	Last Student Day
■	No school
*	Possible make-up days
♦	In-service Days
L	HS Late Start: 8:15am

AUGUST 2026

17-18	New Teacher Orientation
19	K Boost
19	Renaissance GEDO 2 Info. Meeting (4:00-6:30 pm)
20	New Para Orientation
20	Teacher Curriculum Academy
24-27	Teacher In-Service
25	MMS Back-to-School Open House (12:30-7:30 pm)
26	HS Parent Night Open House (5-8 pm)
26	RCA Back to School Parent Night (4-6:30pm)
26	Elementary Back-to-School Open House (3-6 pm)

SEPTEMBER

1	First Student Day of School (all schools, including RF4C)
7	No School (Labor Day)
28	HS & RCA Parent/Teacher Conferences (4:30-7 pm)

OCTOBER

5	No School for Grades 4K-8 (Teacher In-Service) Virtual Day for Grades 9-12
30	End of Quarter One (Secondary Level)

NOVEMBER

2	No School (Teacher In-Service)
2	Elementary Parent-Teacher Conferences (4-7:30 pm)
5	MMS Parent-Teacher Conferences (3:45-7:30 pm)
5	Elementary Parent-Teacher Conferences (4-7:30 pm)
11	MMS Veterans Day Program (1:30 pm)
20	End of Trimester One (Elementary Level)
25-27	No School (Thanksgiving Break)

DECEMBER

7	HS & RCA Parent/Teacher Conferences (4:30-7 pm)
23-31	No School (Winter Break)

JANUARY 2027

1	No School (Winter Break)
15	End of Quarter Two (Secondary Level)
18	No School (MLK Day) (Teacher In-Service)
25	HS Course Registration Night (5-8 pm)

FEBRUARY

15	No School for Grades 4K-8 (Teacher In-Service) Virtual Day for Grades 9-12
15	Elementary Parent-Teacher Conferences (4-7:30 pm)
18	Elementary Parent-Teacher Conferences (4-7:30 pm)
18	HS & RCA Parent/Teacher Conferences (4:30-7 pm)

MARCH

5	End of Trimester Two (Elementary Level)
15-19	No School (Spring Break)

APRIL

1	End of Quarter Three (Secondary Level)
1	MMS Parent-Teacher Conferences (3:45-7:30 pm)
2	No School (Teacher In-Service)
6	HS ACT Day for Grades 9, 10, 11 Service to Community Day for Grade 12

MAY

10	HS & RCA Parent/Teacher Conferences (4:30-7 pm)
7	No School (Vacation)
14	Renaissance Senior Celebration (4:30-7:30 pm)
31	No School (Memorial Day)

JUNE

4	Last Student Day of School
6	High School Graduation (1-3 pm)
7-8	No School (Teacher In-Service)

2026-27 CERTIFIED STAFF HIRES: 5-6-26

	LOCATION	POSITION	DATE POSTED	APPLICANTS	INTERVIEW	REPLACES	REASON	NEW EMPLOYEE
1	HS	Asistant Principal	1/13/26	30	2/24/26 and 3/3/26	Lisa Goihl	Retirement	Zac Campbell
2	RFPME	Counselor (.8)	2/24/26	3	4/3	Karen Swanson	Retirement	Katie Fredrickson
3	RB/RFPME	SPED (.5 CC)/SPED (.5 CC)	2/24/26	5	4/28	New	New	Meghan Landsberger
4	DISTRICT	Sp/L	2/24/26	4	3/26/26 and 3/30/26	New	New	Emily Kennebeck
5	DISTRICT	Physical Therapist (.4)	2/24/26	3	3/30/26	New	New	Colleen Graham
6	MMS	CC Special Education (ID)	2/26/26	3	4/10/26	Kari Nutting	Resignation	Hallie Neuhaus
7	RFPME	CH Teacher	2/26/26	5	4/1/26	Stephanie Thompson	Resignation	Nick Mickelson
8	RFPME	CC Special Education	2/26/26	6	3/31/26	Betsy Manning	Resignation	Dawn Hauschild
9	WS	3rd Grade Teacher	2/27/26	37	4/2/26	Lori Rosenow	Retirement	Lexie Schulte
10	GW	Instructional Coach	3/2/26	13	4/6/26	Tanya Larsen	Retirement	Kayla Dimler
11	WS	5th Grade Teacher	3/12/26	25	4/14/26	Candice DeBriyn	Resignation	Jordan Gotelaere
12	HS	.5 Spanish Teacher	3/13/26	2		Sara Winklehake	Resignation	
13	HS	Student Support Coordinator	3/13/26	17	4/16/2026	Zac Campbell	New SST Coordinator	Colleen Sowa
14	MMS	Spanish Teacher	3/30/36 (I)	2	4/7/26	Bob White	Retirement	Rachel Young-Subera
15	HS	CC Special Education	3/2/26	5		Gail Washburn	Resignation	
16	GW	ID Special Education Teacher	4/23/26	0		Asia Weyenberg	Resignation	
17	RB	2nd Grade Bubble	5/4/26	7		Caitlyn Severson	Resignation	
18	HS	Physical Education/Health	5/4	3		Colleen Sowa	New SSC	
19	RB	SPED (.5 ECSE)	4/24/26	1	New	New	New	
20	RB	SPED (CC EBD Emphasis)	4/29/26	0		Becca Reiche	Resignation	
21	HS	Business Education	5/4	3		Charles Conley	Resignation	
22	MMS	SPED (CC)	5/4	1		Josie Vessey	Resignation	

A.2.1 Hourly Staff

Accounting, Accountant	\$35.02	\$35.46	\$35.90	\$36.33	\$36.92	\$38.19				
Accounting, Payroll and Benefits	\$28.19	\$28.63	\$29.05	\$29.49	\$30.59					
Accounting, Accounts Payable	\$27.15	\$27.59	\$28.02	\$28.46	\$28.88	\$29.98				
Administrative Assistant	\$32.15	\$32.59	\$33.02	\$33.46	\$33.89	\$35.01				
Building & Grounds, Custodian	\$21.55	\$21.99	\$22.45	\$22.90	\$23.35	\$23.80	\$25.35			
Building & Grounds, District Courier	\$23.50	\$23.93	\$24.36	\$24.79	\$25.22	\$25.65	\$27.30			
Building & Grounds, District Building/Grounds Lead	\$25.25	\$25.68	\$26.12	\$26.56	\$27.00	\$28.10	\$29.30			
Building & Grounds, Lead Custodian	\$23.62	\$24.07	\$24.51	\$24.95	\$25.39	\$25.83	\$26.27	\$27.69		
Building & Grounds, Maintenance Tech I	\$24.31	\$24.75	\$25.18	\$25.61	\$26.05	\$26.49	\$26.92	\$27.97		
Building & Grounds, Maintenance Tech II	\$30.67	\$31.11	\$31.62	\$33.12						
Building & Grounds, Seas, Grnds Worker/Trainer	\$21.44									
Building & Grounds, Seasonal, Grounds Worker	\$20.39									
Building & Grounds, Seasonal, Snow Removal	\$20.39									
Kids Club, Accounts Receivable	\$24.25	\$24.69	\$25.13	\$25.63	\$26.76					
Kids Club, Assistant Care Giver	\$15.05									
Kids Club, Lead Care Giver	\$17.09	\$17.53	\$17.97	\$18.40	\$18.84	\$20.31				
Kids Club, Site Manager	\$18.64	\$21.32	\$23.00							
Kids Club, High School Helper	\$14.13									
Paraprofessional, General Education	\$19.54	\$19.98	\$20.42	\$20.85	\$21.29	\$21.73	\$22.16	\$22.60	\$24.07	
Para, Bilingual/Health/Special Ed/At-Risk	\$20.56	\$21.00	\$21.44	\$21.87	\$22.32	\$22.76	\$23.19	\$23.63	\$25.06	
Program Assistant to Director	\$25.84	\$26.26	\$26.67	\$27.09	\$27.51	\$28.93				
Secretary & Volunteer Coordinator, District	\$21.78	\$22.22	\$22.65	\$23.08	\$23.51	\$23.95	\$24.37	\$25.51		
Technology, Computer Workstation Technician	\$30.62	\$31.06	\$31.49	\$31.92	\$32.36	\$32.79	\$34.60			
Technology, Software & Staff Dev. Facilitator	\$30.62	\$31.06	\$31.49	\$31.92	\$32.36	\$32.79	\$34.60			
Transportation, Bus Driver, Route	\$26.28	\$26.72	\$27.16	\$27.59	\$28.03	\$28.46	\$28.90	\$29.35	\$29.77	\$31.30
Transportation, Bus Driver, Trip	\$21.02									
Transportation, Bus Driver Trainer	\$33.94									
Transportation, Suburban Driver	\$23.80									
Transportation, Mechanic	\$32.11	\$32.55	\$32.99	\$33.42	\$33.85	\$35.65				
Transportation, Seasonal, Bus Washer	\$19.48									

OTHER:

Auditorium Supervisor Stipend	\$2,771.07								
Auditorium Supervisor, MMS	\$29.67								
Food Service	\$20.73								
Lifeguard, Swimming	\$19.54								
Local Education Guide (LEG)	\$100/course, \$1,500 max per semester								
Medical/Emerg. Response Team Training Stipend	\$100 stipend, MERT training outside normal working hours								
Paraprofessional Mentor	\$250 per mentee								
Retainment Stipend	<p>\$500 - Upon completion of an employee's 10th year (full or part-time), an active employee will be eligible for a \$500 retainment stipend. The stipend will be paid on the 10/20/26 payroll.</p> <p>\$1000 - Upon completion of 20th full year (full or part-time), an active employee will be eligible for \$1000 retainment stipend. The stipend will be paid on the 10/20/26 payroll.</p>								
School Board Meeting Administrative Assistant	\$100 per meeting								
Summer Band Clinician (\$25.00 per parade)	\$16.22*								
Summer Speed/Strength	\$19.54*								
Translator/Interpreter	\$26.52								
Tutor, Homebound (non-teacher)	\$19.34								
Tutor Supervisor, Middle School	\$17.61								

*Rate for Summer 2027

**2026-27 COLLECTIVE BARGAINING AGREEMENT
BETWEEN WEAC REGION 1-BUS DRIVERS AND RIVER FALLS SCHOOL DISTRICT**

1. ARTICLE I – RECOGNITION

The School Board recognizes the Association (WEAC) as the exclusive bargaining representative on base wages for all bus drivers employed by the School District of River Falls, excluding professional, confidential, supervisory, and casual employees as certified by the Wisconsin Employment Relations Commission.

2. ARTICLE II – DURATION

All items in this Agreement shall be in effect for a period of one (1) year beginning with the 1st day of July 2026 and ending on the 30th day of June 2027.

3. ARTICLE III – SEVERABILITY

If any sections of this Agreement or any addenda thereto should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if the compliance with or enforcement of any section or addenda should be restrained by such tribunal, the remainder of this Agreement and addenda thereto shall not be affected thereby, and the parties shall enter into immediate negotiations for the purpose of arriving at a mutually satisfactory replacement for such invalid section(s).

4. ARTICLE IV – COMPENSATION

The School Board agrees per cell increase of 1.87% for cells #1-9 and a 3.30% increase for cell #10. The average total base wage increase is 3.49% for steps 1-10. The School Board agrees to a total salary increases of 3.60% for trip drivers, 3.25% for suburban drivers, and a 12% total salary increase for driver trainers. A summary of the new schedule is on p.2

WEAC REGION 1—RIVER FALLS BUS DRIVERS

WEAC Region 1 President

Date

Chairperson, Negotiations Committee

Date

SCHOOL BOARD

Stacy Johnson-Myers, President

Date

Lindsey Curtis, School Board Clerk

Date

Summary of 2026-27 Bus Driver Schedule (Draft)

Bus Driver, Route

<u>Step</u>	<u>2025-26</u>	<u>2026-27</u>
1	\$25.80	\$26.28
2	\$26.23	\$26.72
3	\$26.66	\$27.16
4	\$27.08	\$27.59
5	\$27.52	\$28.03
6	\$27.94	\$28.46
7	\$28.37	\$28.90
8	\$28.81	\$29.35
9	\$29.22	\$29.77
10	\$30.30	\$31.30

Suburban Driver

<u>2025-26</u>	<u>2026-27</u>
\$23.05	\$23.80

Bus Driver, Trip

<u>2025-26</u>	<u>2026-27</u>
\$20.29	\$21.02

Bus Driver, Trainer

<u>2025-26</u>	<u>2026-27</u>
\$30.30	\$33.94

Retention Stipend

- Upon completion of an employee's 10th year (full or part-time), an active employee will be eligible for a \$500 retention stipend.
- Upon completion of an employee's 20th year (full or part-time), an active employee will be eligible for a \$1000 retention stipend.

**2026-27 COLLECTIVE BARGAINING AGREEMENT
BETWEEN WEAC REGION 1-TEACHERS AND RIVER FALLS SCHOOL DISTRICT**

1. ARTICLE I – RECOGNITION

The School Board recognizes the Association (WEAC) as the exclusive bargaining representative on base wages for all full-time and regular part-time employees employed by the School District of River Falls, including but not limited to counselors, reading coordinator, school psychologist, teacher of the hearing impaired, and school nurse, but excluding administrators and supervisory personnel, teacher aides, clerical employees and uncertified support staff.

2. ARTICLE II – DURATION

All items in this Agreement shall be in effect for a period of one (1) year beginning with the 1st day of July 2026 and ending on the 30th day of June 2027.

3. ARTICLE III – SEVERABILITY

If any sections of this Agreement or any addenda thereto should be held invalid by operation of law or by any tribunal of competent jurisdiction, or if the compliance with or enforcement of any section or addenda should be restrained by such tribunal, the remainder of this Agreement and addenda thereto shall not be affected thereby, and the parties shall enter into immediate negotiations for the purpose of arriving at a mutually satisfactory replacement for such invalid section(s).

4. ARTICLE IV – COMPENSATION

The School Board agrees to a total base wage increase of **\$\$335,309** (2.63%). The Base Wage increases shall be distributed in accordance with the attached 2026-27 Teacher Salary Ladder.

WEAC REGION 1—RIVER FALLS TEACHERS

WEAC Region 1 President

Date

Chairperson, Negotiations Committee

Date

SCHOOL BOARD

Stacy Johnson-Myers, President

Date

Lindsey Curtis, Board Clerk

Date

Appendix C: 2026-27 Teacher Ladder Draft

Draft 4/23/26

2025-26 Ladder vs. 2026-27 Ladder				
	BA		MA	
	2025-26	2026-27	2025-26	2026-27
V			\$84,687	\$87,447
H3	\$77,265	\$79,182	\$81,895	\$83,183
H2	\$76,641	\$77,851	\$80,507	\$81,762
H1	\$75,341	\$76,695	\$79,137	\$80,687
G3	\$73,854	\$74,999	\$77,743	\$78,933
G2	\$72,600	\$73,738	\$76,396	\$77,831
G1	\$71,389	\$73,124	\$75,351	\$76,881
F3	\$70,426	\$71,553	\$74,068	\$75,767
F2	\$69,227	\$70,121	\$73,320	\$73,708
F1	\$67,857	\$69,020	\$71,181	\$72,543
E3	\$66,456	\$67,511	\$69,898	\$71,575
E2	\$65,327	\$65,874	\$69,256	\$69,798
E1	\$63,745	\$64,484	\$67,545	\$68,003
D3	\$62,091	\$63,023	\$65,513	\$66,915
D2	\$61,004	\$61,628	\$64,765	\$65,108
D1	\$59,634	\$60,980	\$62,359	\$63,674
C3	\$58,728	\$59,667	\$61,344	\$62,498
C2	\$57,763	\$58,069	\$60,477	\$61,174
C1	\$56,157	\$56,454	\$59,202	\$59,515
B3	\$53,770	\$54,633	\$56,391	\$57,569
B2	\$52,880	\$53,487	\$55,717	\$56,514
B1	\$51,778	\$52,580	\$54,694	\$55,637
A3	\$50,461	\$51,708	\$53,600	\$55,040
A2	\$50,034	\$51,053	\$53,266	\$54,528
A1	\$49,391	\$50,582	\$52,765	\$53,773
NEW	\$48,648	\$49,500	\$51,808	\$52,685

*Teachers at V ladder or above earn a 2.785% increase