

SCHOOL DISTRICT OF RHINELANDER
Board of Education
Operations and Strategic Planning Committee

Monday, September 14, 2026

5:00 p.m.

Professional Development Center – Rhineland High School
665 Coolidge Avenue, Rhineland, Wisconsin
(715) 365-9750 (Superintendent's Office)

- I. Call to Order
- II. Pledge of Allegiance
- III. Roll Call
- IV. Committee Chairperson Report – Mike Roberts – No comments/report will be given.
- V. Superintendent Report – Eric Burke – No comments/report will be given.
- VI. Citizens and Delegations – This is an opportunity for citizens/delegations to speak to the Committee (4-minute limit).
- VII. Report, Discussion, and/or Action Topic(s)
 - a. Acceptance of the August 10, 2026, Committee Meeting Minutes.
 - b. Review of the August Budget Status Reports.
 - c. Consider Transfer of the Existing Bowen's Bus Service Contract to Schilleman Bus Service of Eagle River, Inc.
- VIII. Adjourn.

NOTE: Board member attendance at this committee meeting may constitute a quorum of the Board of Education. However, no full board meeting will be convened, and no full board action will be taken.

School District of Rhineland - Board of Education
Operations and Strategic Planning Committee
Monday, August 10, 2026

Minutes

The Operations & Strategic Planning Committee meeting was called to order at 5:00 p.m. on Monday, August 10, 2026, in the Professional Development Center, Rhineland High School, 665 Coolidge Ave., Rhineland, WI.

Ronald Lueneburg led the Pledge of Allegiance.

Roll Call

Committee Members Present: Mike Roberts (virtual), Merlin Van Buren and Ronald Lueneburg
Committee Members Absent: None

Others present at this meeting were Superintendent, Eric Burke; Director of Business Services, Bob Thom; Director of Learning Support, Richard Gretzinger; Director of Human Resources, Michele Cornelius, and Secretary/Deputy Clerk, Shelley Anderson. Two other people were also present.

Committee Chairperson Report

- No report was given.

Superintendent Report

- No report was given.

Citizens/Delegations

- No citizens/delegations wished to address the Committee.

Report, Discussion, and/or Action Topics

June 8, 2026, Committee Meeting Minutes

MOTION: R. Lueneburg, seconded by M. Van Buren.

Accept the minutes of June 8, 2026, as printed.

Motion passed with a voice vote.

Review of the July Budget Status Report

Director of Business Services Bob Thom reported that Fund 10 ended the 2025-2026 school year at approximately \$1.6 million and is currently at approximately \$1.8 million in fiscal year-to-date activity. Additional information will be available at the October meeting as the auditors continue working with the District on end-of-year entries. At this time, there is nothing unusual to report. State aid for the 2026-2027 school year is expected to be known on October 15.

Consider Revisions to Bylaw and Policies Relating to Administration, Professional Staff, Support Staff, Property and Operations.

MOTION: R. Lueneburg, seconded by M. Van Buren.

Recommend the board approve the revisions to the following bylaw and policies:

- Bylaw 0144.5 BOARD MEMBER BEHAVIOR, COMMUNICATIONS, AND CODE OF CONDUCT
- Policy 1213 STUDENT SUPERVISION AND WELFARE
- Policy 3213 STUDENT SUPERVISION AND WELFARE
- Policy 4213 STUDENT SUPERVISION AND WELFARE
- Policy 7530.02 STAFF AND SCHOOL OFFICIALS' USE OF PERSONAL COMMUNICATION DEVICES
- Policy 7540.03 STUDENT TECHNOLOGY ACCEPTABLE USE AND SAFETY
- Policy 7544 USE OF SOCIAL MEDIA
- Policy 8120 VOLUNTEERS
- Policy 8462 STUDENT ABUSE AND NEGLECT

Motion passed with a voice vote.

Adjourn

MOTION: R. Lueneburg, seconded by M. Van Buren.

Move to adjourn.

Motion passed with a voice vote at 5:12 p.m.

REV/EX	REVENUE/EXPENSE	2025-26	2025-26	2025-26	2026-27	2026-27	2026-27	
FD	ACCOUN	DESCRIPTION	Revised Budget	FYTD Activity	FYTD %	Revised Budget	FYTD Activity	FYTD %
10 21-		TAXES	27,000,318.00	-160,019.15	-0.59	0.00	-166,511.27	0.00
10 27-		SCHOOL ACTIVITY INCOME	68,835.00	962.50	1.40	0.00	975.00	0.00
10 28-		INTEREST	233,000.00	14,197.97	6.09	0.00	11,164.68	0.00
10 29-		STUDENT FEES	125,525.00	1,132.45	0.90	0.00	5,806.00	0.00
10 34-		OPEN ENROLLMENT	514,500.00	0.00	0.00	0.00	-5,472.71	0.00
10 51-		MISC/CESA GRANTS	41,836.00	0.00	0.00	0.00	-11,641.81	0.00
10 61-		STATE AID-TRANS/LIBRARY	268,000.00	0.00	0.00	0.00	0.00	0.00
10 62-		STATE AID-GENERAL	6,891,936.00	0.00	0.00	0.00	0.00	0.00
10 63-		SPECIAL PROJECT GRANTS	32,830.00	0.00	0.00	0.00	0.00	0.00
10 65-		SAGE AID (SUPPLEMENTAL)	580,000.00	0.00	0.00	0.00	0.00	0.00
10 66-		STATE REVENUE LOCAL UNIT	125,000.00	0.00	0.00	0.00	0.00	0.00
10 69-		PER PUPIL AID - STATE	2,165,945.00	0.44	0.00	0.00	0.00	0.00
10 73-		TITLE GRANTS	149,629.00	-22,576.08	-15.09	0.00	-36,707.89	0.00
10 75-		TITLE ONE GRANTS	538,272.00	-167,384.59	-31.10	0.00	-231,679.39	0.00
10 78-		FEDERAL AID-MEDICAID	100,000.00	21,280.10	21.28	0.00	0.00	0.00
10 96-		ADJUSTMENTS	8,700.00	0.00	0.00	0.00	0.00	0.00
10 97-		WORK COMP DIVIDEND/MISC	35,000.00	-8,566.66	-24.48	0.00	1,143.33	0.00
10 99-		COBRA PREMIUMS	166,844.00	1,812.28	1.09	0.00	2,579.30	0.00
10 ---		Revenue	39,046,170.00	-319,160.74	-0.82	0.00	-430,344.76	0.00
10 11-		FTE TEACHER(PERMANENT)	15,692,879.00	485,621.41	3.09	0.00	371,941.31	0.00
10 12-		PART TIME TEACH(PERM)	408,024.00	670.94	0.16	0.00	0.00	0.00
10 13-		FTE LONG TERM SUB TEACHER	407,413.00	0.00	0.00	0.00	0.00	0.00
10 14-		SUMMER SCHOOL STAFF	255,400.00	284,342.87	111.33	0.00	277,347.86	0.00
10 15-		TEACHER SUB-TEMP-UNFILLED	362,020.00	0.00	0.00	0.00	157.50	0.00
10 16-		EXTRA CURR-STAFF-TEACH/AD	37,927.00	1,188.78	3.13	0.00	267.38	0.00
10 17-		COACH-STAFF-TEACHER/ADMIN	316,521.00	21,033.76	6.65	0.00	7,831.70	0.00
10 18-		RETIREE STIPENDS	98,750.00	84,052.80	85.12	0.00	80,778.30	0.00
10 19-		CURRICULUM WRITING	157,815.00	39,914.58	25.29	0.00	22,959.82	0.00
10 21-		WRS	1,343,308.00	55,794.30	4.15	0.00	46,537.97	0.00
10 22-		FICA TAX	1,303,420.00	63,534.96	4.87	0.00	51,820.29	0.00
10 23-		LIFE INSURANCE	37,773.00	2,405.80	6.37	0.00	916.75	0.00
10 24-		HEALTH/DENTAL PREMIUMS	5,581,461.00	142,154.03	2.55	0.00	157,295.88	0.00
10 25-		DISABILITY INSURANCE	55,099.00	1,473.99	2.68	0.00	1,184.15	0.00
10 29-		CREDITS/CASH IN LIEU	368,630.00	42,066.26	11.41	0.00	50,261.77	0.00
10 31-		CUSTODIAL/OTHER SERVICES	1,762,748.00	192,484.71	10.92	0.00	199,488.01	0.00
10 32-		PROPERTY SERVICES	544,577.00	113,309.06	20.81	0.00	97,502.15	0.00
10 33-		UTILITIES	748,150.00	111,757.58	14.94	0.00	121,799.39	0.00
10 34-		BUS TRANSPOTATION/TRAVEL	1,485,522.00	41,267.21	2.78	0.00	27,232.26	0.00
10 35-		POSTAGE/PHONE	96,960.00	11,191.19	11.54	0.00	15,129.60	0.00
10 36-		SOFTWARE	240,658.00	176,619.04	73.39	0.00	257,653.34	0.00
10 38-		STUDENT TUITION	1,825,994.00	9,875.10	0.54	0.00	11,629.71	0.00
10 41-		GENERALSUPPLIES	549,574.00	127,379.25	23.18	0.00	123,020.55	0.00
10 42-		ATHLETIC UNIFORMS	49,425.00	18,715.27	37.87	0.00	15,383.60	0.00
10 43-		LIBRARY MATERIALS	229,909.00	61,877.95	26.91	0.00	79,734.13	0.00
10 44-		FURNITURE	9,102.00	89.99	0.99	0.00	0.00	0.00
10 46-		COMPUTER COMPONENTS	16,600.00	599.00	3.61	0.00	4,424.01	0.00
10 47-		TEXTBOOKS	81,791.00	72,056.69	88.10	0.00	50,396.14	0.00
10 48-		COMPUTER DEVICES	86,866.00	25,864.79	29.78	0.00	45,120.03	0.00
10 49-		OTHER NON CAPITAL ITEMS	1,280.00	0.00	0.00	0.00	0.00	0.00
10 55-		EQUIPMENT/VEHICLE	215,910.00	251,883.33	116.66	0.00	121,335.15	0.00
10 56-		EQUIPMENT REPLACEMENT	166,214.00	4,080.28	2.45	0.00	0.00	0.00
10 57-		COPIERS AND PRINTERS	97,750.00	20,631.00	21.11	0.00	15,978.52	0.00
10 58-		NETWORK SOFTWARE	68,150.00	46,986.59	68.95	0.00	77,196.48	0.00
10 71-		LIABILITY AND WC INS	266,088.00	350,590.77	131.76	0.00	321,412.87	0.00
10 73-		UNEMPLOYMENT COMPENSATION	2,430.00	681.84	28.06	0.00	0.00	0.00
10 82-		SPEC ED TRANSFER	3,968,508.00	0.00	0.00	0.00	0.00	0.00

REV/EX	REVENUE/EXPENSE	2025-26	2025-26	2025-26	2026-27	2026-27	2026-27
FD	ACCOUNT DESCRIPTION	Revised Budget	FYTD Activity	FYTD %	Revised Budget	FYTD Activity	FYTD %
10 94-	REGISTRATIONS AND FEES	104,374.00	34,180.26	32.75	0.00	43,285.77	0.00
10 97-	REFUNDS	500.00	0.00	0.00	0.00	0.00	0.00
10 99-	MISC FEES	650.00	0.00	0.00	0.00	0.00	0.00
10 ---	Expense	39,046,170.00	2,896,375.38	7.42	0.00	2,697,022.39	0.00
10 ---	GENERAL FUND	0.00	-3,215,536.12	0.00	0.00	-3,127,367.15	0.00
11 29-	STUDENT FEES	3,000.00	-450.00	-15.00	0.00	475.00	0.00
11 ---	Revenue	3,000.00	-450.00	-15.00	0.00	475.00	0.00
11 31-	CUSTODIAL/OTHER SERVICES	150.00	0.00	0.00	0.00	0.00	0.00
11 33-	UTILITIES	9,000.00	794.47	8.83	0.00	794.43	0.00
11 34-	BUS TRANSPOTATION/TRAVEL	13,500.00	0.00	0.00	0.00	5,069.72	0.00
11 35-	POSTAGE/PHONE	1,700.00	919.96	54.12	0.00	405.96	0.00
11 41-	GENERAISUPPLIES	2,900.00	525.59	18.12	0.00	678.05	0.00
11 55-	EQUIPMENT/VEHICLE	2,500.00	0.00	0.00	0.00	0.00	0.00
11 56-	EQUIPMENT REPLACEMENT	1,500.00	0.00	0.00	0.00	0.00	0.00
11 57-	COPIERS AND PRINTERS	1,500.00	208.03	13.87	0.00	194.61	0.00
11 ----	Expense	32,750.00	2,448.05	7.47	0.00	7,142.77	0.00
11 ---	FORESTRY FUND	-29,750.00	-2,898.05	9.74	0.00	-6,667.77	0.00
12 31-	CUSTODIAL/OTHER SERVICES	13.00	0.00	0.00	0.00	0.00	0.00
12 41-	GENERAISUPPLIES	4,571.00	0.00	0.00	0.00	0.00	0.00
12 ---	Expense	4,584.00	0.00	0.00	0.00	0.00	0.00
12 ---	BUILDING TRADES PROJECT	-4,584.00	0.00	0.00	0.00	0.00	0.00
21 29-	STUDENT FEES	0.00	27,814.80	0.00	0.00	15,845.00	0.00
21 99-	COBRA PREMIUMS	0.00	0.00	0.00	0.00	5,732.50	0.00
21 ---	Revenue	0.00	27,814.80	0.00	0.00	21,577.50	0.00
21 31-	CUSTODIAL/OTHER SERVICES	0.00	6,143.48	0.00	0.00	23,003.85	0.00
21 34-	BUS TRANSPOTATION/TRAVEL	0.00	206.98	0.00	0.00	0.00	0.00
21 41-	GENERAISUPPLIES	0.00	7,680.56	0.00	0.00	11,040.85	0.00
21 42-	ATHLETIC UNIFORMS	0.00	553.36	0.00	0.00	413.03	0.00
21 94-	REGISTRATIONS AND FEES	0.00	0.00	0.00	0.00	17.00	0.00
21 99-	MISC FEES	0.00	500.00	0.00	0.00	1,000.00	0.00
21 ---	Expense	0.00	15,084.38	0.00	0.00	35,474.73	0.00
21 ---	SPECIAL DONATIONS	0.00	12,730.42	0.00	0.00	-13,897.23	0.00
22 28-	INTEREST	1,502.00	242.59	16.15	0.00	213.21	0.00
22 ---	Revenue	1,502.00	242.59	16.15	0.00	213.21	0.00
22 99-	MISC FEES	8,100.00	0.00	0.00	0.00	0.00	0.00
22 ----	Expense	8,100.00	0.00	0.00	0.00	0.00	0.00
22 ---	SCHOLARSHIP DONATIONS	-6,598.00	242.59	-3.68	0.00	213.21	0.00
27 11-	OPERATING TRANSFER IN	3,968,508.00	0.00	0.00	0.00	0.00	0.00
27 61-	STATE AID-TRANS/LIBRARY	2,784,562.00	0.00	0.00	0.00	0.00	0.00
27 62-	STATE AID-GENERAL	100,000.00	0.00	0.00	0.00	0.00	0.00
27 69-	PER PUPIL AID - STATE	10,000.00	0.00	0.00	0.00	0.00	0.00
27 73-	TITLE GRANTS	747,937.00	-28,012.31	-3.75	0.00	-84,480.47	0.00
27 78-	FEDERAL AID-MEDICAID	450,000.00	-18,963.93	-4.21	0.00	1,855.55	0.00
27 ----	Revenue	8,061,007.00	-46,976.24	-0.58	0.00	-82,624.92	0.00

REV/EX	REVENUE/EXPENSE	2025-26	2025-26	2025-26	2026-27	2026-27	2026-27	
FD	ACCOUN	DESCRIPTION	Revised Budget	FYTD Activity	FYTD %	Revised Budget	FYTD Activity	FYTD %
27 11-		FTE TEACHER (PERMANENT)	3,255,989.00	43,145.70	1.33	0.00	32,323.97	0.00
27 12-		PART TIME TEACH (PERM)	1,470,041.00	990.91	0.07	0.00	0.00	0.00
27 15-		TEACHER SUB-TEMP-UNFILLED	50,595.00	0.00	0.00	0.00	0.00	0.00
27 19-		CURRICULUM WRITING	60,425.00	5,321.60	8.81	0.00	4,699.94	0.00
27 21-		WRS	365,412.00	3,435.59	0.94	0.00	2,665.71	0.00
27 22-		FICA TAX	363,072.00	3,687.60	1.02	0.00	2,757.45	0.00
27 23-		LIFE INSURANCE	9,870.00	80.24	0.81	0.00	97.68	0.00
27 24-		HEALTH/DENTAL PREMIUMS	1,305,890.00	13,276.94	1.02	0.00	10,463.97	0.00
27 25-		DISABILITY INSURANCE	16,129.00	138.37	0.86	0.00	106.89	0.00
27 29-		CREDITS/CASH IN LIEU	40,620.00	0.00	0.00	0.00	0.00	0.00
27 31-		CUSTODIAL/OTHER SERVICES	121,184.00	2,880.65	2.38	0.00	0.00	0.00
27 32-		PROPERTY SERVICES	2,750.00	532.05	19.35	0.00	194.61	0.00
27 34-		BUS TRANSPOTATION/TRAVEL	351,500.00	4,999.42	1.42	0.00	5,738.33	0.00
27 36-		SOFTWARE	3,000.00	18,690.37	623.01	0.00	8,978.21	0.00
27 37-		EDUCATIONAL SERVICES	119,885.00	0.00	0.00	0.00	0.00	0.00
27 38-		STUDENT TUITION	410,363.00	8,222.25	2.00	0.00	0.00	0.00
27 41-		GENERAISUPPLIES	76,507.00	11,277.63	14.74	0.00	10,594.25	0.00
27 43-		LIBRARY MATERIALS	5,975.00	5,975.00	100.00	0.00	1,210.00	0.00
27 44-		FURNITURE	5,500.00	0.00	0.00	0.00	2,557.00	0.00
27 47-		TEXTBOOKS	15,000.00	7,331.20	48.87	0.00	0.00	0.00
27 48-		COMPUTER DEVICES	8,000.00	1,005.36	12.57	0.00	0.00	0.00
27 49-		OTHER NON CAPITAL ITEMS	500.00	0.00	0.00	0.00	0.00	0.00
27 94-		REGISTRATIONS AND FEES	2,800.00	0.00	0.00	0.00	705.81	0.00
27 ---		Expense	8,061,007.00	130,990.88	1.62	0.00	83,093.82	0.00
27 ---		SPECIAL EDUCATION	0.00	-177,967.12	0.00	0.00	-165,718.74	0.00
38 21-		TAXES	114,322.00	0.00	0.00	0.00	0.00	0.00
38 87-		LONG-TERM DEBT PROCEEDS	0.00	500,000.00	0.00	0.00	0.00	0.00
38 ---		Revenue	114,322.00	500,000.00	437.36	0.00	0.00	0.00
38 55-		EQUIPMENT/VEHICLE	0.00	166,293.50	0.00	0.00	0.00	0.00
38 67-			99,328.00	0.00	0.00	0.00	0.00	0.00
38 68-			14,994.00	0.00	0.00	0.00	0.00	0.00
38 ---		Expense	114,322.00	166,293.50	145.46	0.00	0.00	0.00
38 ---		NON-REFERENDUM DEBT SVC	0.00	333,706.50	0.00	0.00	0.00	0.00
39 21-		TAXES	1,894,450.00	0.00	0.00	0.00	0.00	0.00
39 ---		Revenue	1,894,450.00	0.00	0.00	0.00	0.00	0.00
39 67-			790,000.00	0.00	0.00	0.00	0.00	0.00
39 68-			1,124,200.00	0.00	0.00	0.00	0.00	0.00
39 ---		Expense	1,914,200.00	0.00	0.00	0.00	0.00	0.00
39 ---		DEBT SERVICE	-19,750.00	0.00	0.00	0.00	0.00	0.00
49 28-		INTEREST	400,000.00	133,307.50	33.33	0.00	20,193.65	0.00
49 87-		LONG-TERM DEBT PROCEEDS	500,000.00	0.00	0.00	0.00	0.00	0.00
49 ---		Revenue	900,000.00	133,307.50	14.81	0.00	20,193.65	0.00
49 31-		CUSTODIAL/OTHER SERVICES	1,005,000.00	21,696.28	2.16	0.00	15,821.09	0.00
49 32-		PROPERTY SERVICES	15,500,000.00	-169,947.89	-1.10	0.00	-343,838.65	0.00
49 34-		BUS TRANSPOTATION/TRAVEL	0.00	0.00	0.00	0.00	280.40	0.00
49 41-		GENERAISUPPLIES	0.00	0.00	0.00	0.00	388.92	0.00
49 44-		FURNITURE	0.00	129,994.32	0.00	0.00	0.00	0.00
49 54-		BLDG COMPONENTS/REMODEL.	0.00	4,851,741.07	0.00	0.00	0.00	0.00

REV/EX	REVENUE/EXPENSE	2025-26	2025-26	2025-26	2026-27	2026-27	2026-27	
FD	ACCOUN	DESCRIPTION	Revised Budget	FYTD Activity	FYTD %	Revised Budget	FYTD Activity	FYTD %
49 55-		EQUIPMENT/VEHICLE	950,000.00	37,454.06	3.94	0.00	199,635.30	0.00
49 71-		LIABILITY AND WC INS	35,000.00	0.00	0.00	0.00	-3,420.00	0.00
49 94-		REGISTRATIONS AND FEES	50,000.00	7,640.95	15.28	0.00	512.76	0.00
49 ----		Expense	17,540,000.00	4,878,578.79	27.81	0.00	-130,620.18	0.00
49 ---		OTHER CAPITAL PROJECT FUN	-16,640,000.00	-4,745,271.29	28.52	0.00	150,813.83	0.00
50 25-			180,896.00	-15,173.53	-8.39	0.00	8,771.37	0.00
50 61-		STATE AID-TRANS/LIBRARY	23,200.00	0.00	0.00	0.00	0.00	0.00
50 71-		FEDERAL AID-CATEGORICAL	1,333,000.00	5,265.28	0.39	0.00	0.00	0.00
50 ---		Revenue	1,537,096.00	-9,908.25	-0.64	0.00	8,771.37	0.00
50 12-		PART TIME TEACH(PERM)	0.00	1,125.00	0.00	0.00	90.00	0.00
50 22-		FICA TAX	0.00	86.07	0.00	0.00	6.89	0.00
50 31-		CUSTODIAL/OTHER SERVICES	1,523,352.00	31,502.89	2.07	0.00	20,568.36	0.00
50 32-		PROPERTY SERVICES	13,200.00	0.00	0.00	0.00	1,970.36	0.00
50 34-		BUS TRANSPOTATION/TRAVEL	2,000.00	59.42	2.97	0.00	148.68	0.00
50 35-		POSTAGE/PHONE	1,200.00	0.00	0.00	0.00	0.00	0.00
50 38-		STUDENT TUITION	15,000.00	0.00	0.00	0.00	0.00	0.00
50 41-		GENERALSUPPLIES	1,000.00	0.00	0.00	0.00	0.00	0.00
50 94-		REGISTRATIONS AND FEES	0.00	-8,379.01	0.00	0.00	-6,606.15	0.00
50 ----		Expense	1,555,752.00	24,394.37	1.57	0.00	16,178.14	0.00
50 ----		FOOD SERVICE FUND	-18,656.00	-34,302.62	183.87	0.00	-7,406.77	0.00
73 28-		INTEREST	82,500.00	0.00	0.00	0.00	0.00	0.00
73 95-			2,000.00	521.05	26.05	0.00	1,006.83	0.00
73 ----		Revenue	84,500.00	521.05	0.62	0.00	1,006.83	0.00
73 23-		LIFE INSURANCE	15,000.00	7,979.23	53.19	0.00	8,468.92	0.00
73 24-		HEALTH/DENTAL PREMIUMS	741,000.00	146,503.94	19.77	0.00	175,764.77	0.00
73 99-		MISC FEES	275,000.00	0.00	0.00	0.00	0.00	0.00
73 ---		Expense	1,031,000.00	154,483.17	14.98	0.00	184,233.69	0.00
73 ----		EMPLOYEE BENEFIT TRUST FU	-946,500.00	-153,962.12	16.27	0.00	-183,226.86	0.00
80 21-		TAXES	1,400,000.00	0.00	0.00	0.00	0.00	0.00
80 27-		SCHOOL ACTIVITY INCOME	110,500.00	-1,515.50	-1.37	0.00	-2,750.81	0.00
80 29-		STUDENT FEES	42,500.00	3,070.00	7.22	0.00	3,095.00	0.00
80 ---		Revenue	1,553,000.00	1,554.50	0.10	0.00	344.19	0.00
80 10-		SALARIES	4,400.00	5,896.50	134.01	0.00	51.50	0.00
80 11-		FTE TEACHER(PERMANENT)	349,994.00	32,764.50	9.36	0.00	35,741.22	0.00
80 12-		PART TIME TEACH(PERM)	81,722.00	7,283.32	8.91	0.00	3,233.46	0.00
80 16-		EXTRA CURR-STAFF-TEACH/AD	45,860.00	14,310.00	31.20	0.00	17,333.85	0.00
80 17-		COACH-STAFF-TEACHER/ADMIN	101,465.00	11,556.60	11.39	0.00	2,392.20	0.00
80 19-		CURRICULUM WRITING	1,000.00	0.00	0.00	0.00	0.00	0.00
80 20-		FRINGES	0.00	0.00	0.00	0.00	-355.00	0.00
80 21-		WRS	35,998.00	3,281.68	9.12	0.00	2,892.52	0.00
80 22-		FICA TAX	42,462.00	5,460.24	12.86	0.00	4,537.21	0.00
80 23-		LIFE INSURANCE	887.00	110.80	12.49	0.00	108.18	0.00
80 24-		HEALTH/DENTAL PREMIUMS	132,590.00	7,154.28	5.40	0.00	10,173.52	0.00
80 25-		DISABILITY INSURANCE	1,288.00	127.76	9.92	0.00	120.24	0.00
80 29-		CREDITS/CASH IN LIEU	3,750.00	0.00	0.00	0.00	0.00	0.00
80 31-		CUSTODIAL/OTHER SERVICES	421,568.00	5,431.40	1.29	0.00	5,608.69	0.00
80 32-		PROPERTY SERVICES	4,150.00	0.00	0.00	0.00	-217.09	0.00
80 33-		UTILITIES	215,000.00	9,235.97	4.30	0.00	27,434.46	0.00

REV/EX	REVENUE/EXPENSE	2025-26	2025-26	2025-26	2026-27	2026-27	2026-27	
FD	ACCOUN	DESCRIPTION	Revised Budget	FYTD Activity	FYTD %	Revised Budget	FYTD Activity	FYTD %
80 34-		BUS TRANSPOTATION/TRAVEL	3,090.00	134.11	4.34	0.00	122.70	0.00
80 35-		POSTAGE/PHONE	21,900.00	269.25	1.23	0.00	33.00	0.00
80 41-		GENERALSUPPLIES	31,167.00	4,706.95	15.10	0.00	3,009.86	0.00
80 42-		ATHLETIC UNIFORMS	9,175.00	0.00	0.00	0.00	0.00	0.00
80 55-		EQUIPMENT/VEHICLE	22,350.00	0.00	0.00	0.00	0.00	0.00
80 56-		EQUIPMENT REPLACEMENT	5,200.00	0.00	0.00	0.00	0.00	0.00
80 57-		COPIERS AND PRINTERS	2,150.00	150.00	6.98	0.00	0.00	0.00
80 58-		NETWORK SOFTWARE	0.00	0.00	0.00	0.00	6,499.00	0.00
80 71-		LIABILITY AND WC INS	0.00	30,000.00	0.00	0.00	0.00	0.00
80 94-		REGISTRATIONS AND FEES	7,365.00	778.14	10.57	0.00	3,760.00	0.00
80 ---		Expense	1,544,531.00	138,651.50	8.98	0.00	122,479.52	0.00
80 ---		COMMUNITY SERVICE FUND	8,469.00	-137,097.00	-1,618.81	0.00	-122,135.33	0.00
Grand Revenue Totals		53,195,047.00	286,945.21	0.54	0.00	-460,387.93	0.00	
Grand Expense Totals		70,852,416.00	8,407,300.02	11.87	0.00	3,015,004.88	0.00	
Grand Totals		17,657,369.00	8,120,354.81	45.99	0.00	3,475,392.81	0.00	
		Loss	Loss			Loss		

Number of Accounts: 3024

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

ACCOUNT	2025-26	2025-26	2025-26	2025-26	2026-27	2026-27	2026-27
TITLE	Revised Budget	FYTD Activity	FYTD %	Revised Budget	FYTD Activity	FYTD %	
UNDIFFERENTIATED	9,188,437.00	408,752.55	4.45	0.00	402,629.01	0.00	
REGULAR CURRICULUM	7,552,057.00	43,893.85	0.58	0.00	48,348.56	0.00	
VOCATIONAL CURRICULUM	1,162,400.00	1,455.10	0.13	0.00	2,257.21	0.00	
PHYSICAL CURRICULUM	1,122,661.00	1,428.10	0.13	0.00	1,658.72	0.00	
CO-CURRICULAR ACTIVITIES	920,890.00	123,811.48	13.44	0.00	61,584.29	0.00	
ALTERNATIVE CURRICULUM	0.00	162.81	0.00	0.00	131.87	0.00	
PUPIL SERVICES	1,359,959.00	50,391.48	3.71	0.00	52,782.27	0.00	
INSTRUCTIONAL STAFF SVC	2,199,273.00	664,391.93	30.21	0.00	544,815.36	0.00	
GENERAL ADMINISTRATION	1,169,907.00	234,603.06	20.05	0.00	260,393.63	0.00	
SCHOOL BUILDING ADMIN.	2,624,187.00	317,799.95	12.11	0.00	234,522.09	0.00	
BUSINESS ADMINISTRATION	5,309,398.00	542,774.81	10.22	0.00	539,088.39	0.00	
CENTRAL SERVICES	26,600.00	4,975.33	18.70	0.00	6,545.67	0.00	
INSURANCE/JUDGEMENTS	269,518.00	351,272.61	130.82	0.00	321,412.87	0.00	
OTHER-SUPPORT SERVICES	464,975.00	150,662.32	32.40	0.00	220,852.45	0.00	
OPERATING TRANSFER	3,968,508.00	0.00	0.00	0.00	0.00	0.00	
TUITION PAYMENTS	1,708,200.00	0.00	0.00	0.00	0.00	0.00	
OTHER NON-PROGRAM TRANS.	500.00	0.00	0.00	0.00	0.00	0.00	
Grand Expense Totals	39,046,170.00	2,896,375.38	7.42	0.00	2,697,022.39	0.00	

Number of Accounts: 2079

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



MEMO

To: Operations and Strategic Planning Committee
From: Bob Thom, Director of Business Services 
Date: September 14, 2026
Re: Bowen's Bus Service Sale to Schilleman Bus Service of Eagle River, Inc.

Jeff and Wendy Bowen approached the District to let us know they have negotiated a sale of their bus service operation to Schilleman Bus Service of Eagle River, Inc. Greg and Sue Herfindahl will purchase all of Bowen's equipment and continue to service the Rhinelander School District.

Bowen's currently has a five-year rolling contract with the school district. Schilleman Bus Service of Eagle River, Inc. would continue with the same contract beginning July 1, 2027. They will maintain all of the same services Bowen's currently provides for the same cost.

RECOMMENDATION: The board approve the transfer of the existing Bowen's Bus Service contract to Schilleman Bus Service of Eagle River, Inc. beginning July 1, 2027.

EB/sa

attachments

**Schilleman Bus Service of Eagle River, Inc.
118 Airport Road
Eagle River WI 54521**

**715-479-2565
herfbus@gmail.com**

September 1, 2026

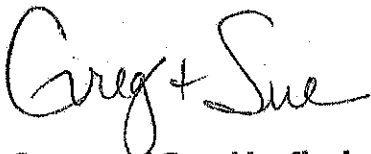
To Whom It May Concern at Rhinelander School District:

Schilleman Bus Service of Eagle River, Inc. services six (6) school districts in northern Wisconsin and the the Upper Peninsula of Michigan. We are in the process of purchasing Bowen Bus Service in Rhinelander. Upon doing so, Schilleman Bus Service is proposing that the current contract as written be transferred to Schilleman Bus Service of Eagle River, Inc. as of July 1, 2027.

In doing so, Schilleman Bus Service would begin servicing the Rhinelander School District in the first year of a five-year contract. Schilleman Bus Service would request the continuation of the five-year rolling contract as written and the minimum increase of 4% or as tied to the Consumer Price Index (CPI).

Schilleman Bus Service is excited to carry on the tradition of excellent service that the district is accustomed to. We appreciate the consideration and action on this request as we move forward to finalize this acquisition.

Sincerely,



Greg and Sue Herfindahl

Owners

Schilleman Bus Service of Eagle River, Inc and RHS classes 1982/1983

OUR STORY

Schilleman Bus Service

A family-run transportation partner built on safety, respect, and service

ROOTED	SERVING	PREPARED FOR
Northern Wisconsin	Wisconsin & Michigan	School District of Rhinelander

Built locally . Grown responsibly .

Schilleman Bus Service began in the 1970s when Jack and Joyce Schilleman started the company with two buses. From those modest beginnings, the business grew through a long-term commitment to dependable student transportation and personal service to the communities it serves.

As the company expanded in the Eagle River area, Greg joined the operation and became its manager. His wife, Sue, continued her career with the Northland Pines School District as a high school guidance counselor and dean of students. Together, their school and transportation experience helped shape the company's student-centered approach.

Greg and Sue purchased the business from Jack in 1998. Sue joined Greg full time at the bus operation in 2000, beginning the next chapter of Schilleman Bus Service as a closely involved, family-run company.

Company milestones

1970's	A two-bus beginning Jack and Joyce Schilleman establish Schilleman Bus Service.
Growth	Leadership in Eagle River Greg manages the expanding operation as the company strengthens its local service footprint.
1998	A new generation Greg and Sue purchase the business from Jack.

Y...

Full-time family leadership

Sue joins Greg at the bus operation, bringing deep school-district experience to the business.

A regional transportation partner

Family owned • Safety focused • Proudly serving northern communities

Under Greg and Sue's leadership, Schilleman Bus Service expanded its transportation operations to serve school systems across northern Wisconsin and Michigan. The company's history includes service connected with:

WISCONSIN Northland Pines School District Hurley School District	MICHIGAN Gogebic-Ontonagon Intermediate School District Watersmeet Township School District Breitung Township Schools Dickinson-Iron Intermediate School District
---	--

What has remained constant

Safety first. Student safety is the foundation of every route, decision, and working relationship.

Family-run accountability. Company leadership remains closely involved and personally accountable to the districts, families, and employees it serves.

Respect for people. Customers and employees are treated with the care, dignity, and respect expected within a family business.

Local partnership. Schilleman Bus Service works to understand each community and build dependable, long-term district relationships.

Looking ahead with Rhinelander

A proven history. A personal commitment.

Schilleman Bus Service welcomes the opportunity to bring its family-run approach, regional operating experience, and safety-first culture to the School District of Rhinelander.

Our goal is straightforward: to earn trust through safe, reliable transportation; responsive local leadership; and respectful service to students, families, district staff, and employees.

Prepared for the School District of Rhinelander

STUDENT TRANSPORTATION CONTRACT

between the

SCHOOL DISTRICT OF RHINELANDER

and

BOWEN'S BUS SERVICE, INC.

(July 1, 2024 - June 30, 2029)



between the
SCHOOL DISTRICT OF RHINELANDER
and
BOWEN'S BUS SERVICE, INC.

THIS CONTRACT for the transportation of students within the jurisdiction of the School District of Rhineland, hereinafter "District" and Bowen's Bus Service, Inc., hereinafter "Contractor", is the entire agreement of the parties and supersedes any previous agreements, whether written or oral, *except* that the Bid Documents shall constitute part of this contract and are incorporated herein by reference. However, in the event that there is a conflict or inconsistency between the terms of this contract and the terms of the bid documents, the conflict or inconsistency shall be resolved by giving precedence to the terms of this contract (excluding the Bid Documents).

The normal school year for the District contains 175 transportation days. There will be payment for 170 days of regular and special needs routes even on days when school has been cancelled due to inclement weather, or any other situation or act that is beyond the control of the District except for pandemics, acts of God, etc.

This contract is for a term of five years, from July 1, 2024 to June 30, 2029.

Definitions

Board

School District of Rhineland Board of Education, 665 Coolidge Ave-Suite B, Rhineland, WI 54501

District

School District of Rhineland, 665 Coolidge Avenue-Suite B, Rhineland, WI 54501

Contractor

Bowen's Bus Service, Inc.

Bid Documents

Invitation to Bid, Instructions to Bidders, Proposed Contract Specifications, Contract, Certificates of Insurance, other bidding and contract forms, all as modified from time to time

Daily Rate

Fixed charge per vehicle per day

Mileage Rate

Rate paid for actual mileage of single or multiple route(s) from where the bus begins and ends a normal day

Field Trips

Trips directly related to classroom instruction occurring during the school day

Single Route

A continuous route, which may include one or more schools, on which students are continuously on the bus from first pickup to last drop off

Special Education Route

Transportation of handicapped students to special education centers; other than those handicapped students who are transported on daily routes

Waiting Time

Begins at the point of destination and ends when pupils reload to return back to school; includes restaurant stops enroute

Driving Time

Actual enroute time (bus moving)

Obligations of Contractor

Contractor shall provide those transportation services required herein, including all regular daily transportation requirements, as well as those required by state law or administrative rules. Contractor further agrees to provide transportation of school children, teachers, and other authorized persons as designated by the District pursuant to the jurisdiction of the District under the provisions of the Wisconsin Statutes.

Insurance Requirements

Each July 1st, Contractor shall obtain and deliver Certificates of Insurance, written by sureties or insurers licensed in the State of Wisconsin, to the Superintendent. All certificates shall be approved by the Superintendent prior to commencement of the work. The Contractor shall maintain insurance of the kinds and in the amounts specified hereunder for the duration of Contractor's performance of the work and in a form satisfactory to the Superintendent. Such Certificates of Insurance shall contain a provision that the District and the Board, as well as their respective agents and employees are "Additional Insured" on all policies. In addition, timely notice shall be given to the District of any change to or cancellation of any or all insurance policies required by these specifications. This notice is to be sent by certified mail, return receipt requested, or by hand delivery within thirty (30) days of the change.

If, at any time, any of the insurance policies shall be or become unsatisfactory to the District, in form or substance, or if the surety or insurer issuing any such policies is unsatisfactory to the District, the Contractor shall promptly obtain a new policy and submit a Certificate of Insurance to the Superintendent for approval.

The failure of the Contractor to maintain the required insurance or to furnish or deliver the insurance certificates shall give the District the right, at its election, to terminate the contract. Insurance certificates are due to the Superintendent no later than July 1 of each year.

In the event that claims in excess of the amounts stated below are filed by reason of any operations under the contract, the amount of excess of such claims, or any portion thereof, may be withheld by the District from payment due or to become due to the Contractor until such time as the Contractor shall furnish such additional security covering such claims as may be determined by the District.

The Contractor shall maintain the following types of insurance in the following amounts:

- (a) Workers' Compensation in such amounts as are required for full compliance with the statutory compensation requirements of the State of Wisconsin;

- (b) Insurance covering all vehicles owned, maintained, or used by the Contractor. Coverage shall include liability for bodily injury or property damage resulting from the ownership, maintenance, or use of any such vehicle by the Contractor, its agents, or employees. The minimum policy limits shall be

- Bodily Injury \$500,000 per person \$2,000,000 per occurrence
- Property Damage \$100,000 per occurrence
- Medical Coverage \$10,000 per person

Other policies of insurance may be required by the District predicated upon specific needs or as set forth in the Proposed Contract Specifications.

Vehicle Requirements

- A. The vehicles shall be maintained in first class repair and working order, and in clean and sanitary condition, shall be adequately heated, and shall have sufficient power to operate in accordance with the schedule of the District under reasonably foreseeable circumstances. The operator shall inspect the vehicle each morning to determine that the brakes, horn, tires, steering apparatus, emergency doors, stoplights, and all other equipment are in good operating condition. Any problems, which might affect normal operation, shall be reported to the Superintendent no later than 5:30 a.m. Also, the maintenance and inspection program shall be extended to include maintenance of the integrity of the exhaust system and the passenger compartment. All vehicles must be equipped with fire extinguishers. Tires on all vehicles shall meet Wisconsin State Motor Vehicle Department requirements.

In the event the vehicle is unable to be maintained in the condition(s) stated above, the vehicle will be rotated out of the fleet and replaced with a vehicle in satisfactory condition.

- B. The Contractor shall set up a regular inspection program of all vehicle equipment and shall keep written records showing regular mileage inspections and periodic inspections so that the Board or its agent may, at any time, request the written record of the inspection made by the Contractor. Such records will include a specific statement concerning the mechanical condition of each individual vehicle and shall be on a form approved by the Board. The inspection program shall be made not less frequently than every 2,000 miles of operation or not less than once a month, whichever is more frequent. Cameras on all the buses will be checked on a monthly basis. The District may do an onsite review; however, contractor will notify District of any serious equipment concerns.
- C. If the need for replacement parts affects the safe operation of the vehicle or is required by federal, state, or local law, regulation, or rule, the Contractor agrees to use a spare vehicle until such part is replaced. At any time during the contract, the Board or its agent shall have the right to conduct inspections of the Contractor's equipment and to make recommendations concerning changes, repairs, or additions to the mechanical equipment of the Contractor. It shall be the responsibility of the Contractor to carry out these recommendations within the reasonable time period designated by the District.
- D. The Board, or its agent, may, on written notice, require the Contractor to discontinue the use of any vehicle, which it judges to be hazardous, mechanically defective or subject to frequent breakdowns or delays. In the event that the discontinuance of any vehicle shall be ordered, the Contractor shall forthwith replace said vehicle with another vehicle, which is capable of fulfilling the requirements of the contract and the schedule.

- E. The Contractor shall assume full responsibility for all repairs to vehicles caused by vandalism if the Contractor has no proof that the vandalism was caused during the District's use of the vehicle. In the event that there is proof that vandalism was caused by a student or adult (age 18 or over) while being transported in the Contractor's vehicle during a District-sponsored event, the Contractor will submit a statement to the vandal (if over 18 years of age) or to the vandal's parent/guardian for reimbursement of the repairs. The District will cooperate with the Contractor in investigations to identify the vandals.

Personnel

- A. The Contractor shall take the highest degree of care in recruiting and selecting drivers. All possible steps in screening must be taken to assure that the safest and most responsible drivers obtainable are transporting the children of the District.

The Board and its agents reserve the right to review all personnel records and personnel used in the performance of the Contract and to reject a driver prior to actual employment. The Contractor shall run background checks on all drivers.

- B. The District has the absolute right to require the Contractor to change a driver from a particular route or to replace the driver, within twenty-four (24) hours after notification. The driver shall not thereafter be reinstated without approval of the Board or its designee. Failure of the Contractor to comply with a directive under this paragraph shall constitute a breach of contract.
- C. All drivers selected by the Contractor must have a current commercial driver's license with a passenger endorsement and/or school bus endorsement in compliance with state law, be of excellent character and morals, and have held a valid driver's license for at least five (5) years.
- D. The Contractor shall comply with all state and federal regulations regarding drug and alcohol screening for drivers, and the Contractor shall provide the Superintendent with satisfactory evidence of compliance.
- E. Each driver must become thoroughly familiar with assigned runs prior to actually transporting students.
- F. The Contractor shall provide a contact person, other than a driver or mechanic, who will handle the day-to-day administration of services to the District.
- G. Driver Training - The Contractor will be required to institute a continuing program of driver and safety instruction. The driver training will be in accordance with the program established by the Wisconsin Department of Motor Vehicles.

Drivers of vehicles transporting special education students shall be given additional appropriate training in excess of the minimum required for other drivers.

All drivers must have CPR (cardiopulmonary resuscitation) training in a timely manner. New hires will have a ninety (90) day grace period to complete the training. Contractor will conduct refreshment courses to maintain current certification.

All drivers must participate in NVCI (non-violence crisis intervention) training, as well as any other

training required by the District. This will be at District's expense.

The contractor is responsible for conducting emergency evacuation drills twice per year on each route. The drivers will be required to complete verification forms listing the date, time and location of the drills.

- H. The Contractor shall furnish to the Superintendent or his/her designee by August 15th of each year confirmation of criminal, motor vehicle operation, and medical background checks, to include any medical history of contagious diseases, of all drivers have been satisfactorily completed, as well as their names, resident addresses, and telephone contact numbers.
- I. The Contractor shall file with the District and maintain a list of approved bus drivers and substitute bus drivers.
- J. The District retains the right to nullify contracts of any driver deemed unacceptable to the District. Such notification shall be in writing. Upon receipt of such notification, the Contractor shall replace the identified driver with other personnel meeting the criteria set forth in the transportation contract.

Services Provided

- A. Contractor will furnish transportation services including personnel, supervision, vehicles, operators, equipment, and other services required to transport all pupils authorized by the District to and from the schools, be they parochial, private, or public, within the School District of Rhinelander whose transportation needs are served by the District, including pre-kindergarten, kindergarten, elementary, middle, high school, and special education pupils. The software must be compatible with Infinite Campus and must be able to provide necessary information for the completion of the annual transportation report as required by the Department of Public Instruction.
- B. Contractor will furnish a sufficient number of vehicles to ensure seats for all passengers at all times. Standees or overloading of the vehicles shall not be permitted at any time.
- C. Bus Schedule Details - The Contractor will be familiar with all local operating conditions, including routes, special road conditions, local regulations, policies regarding bus stop locations, and any other special conditions, which may affect operating costs. The District and the Contractor will be proactive with cost savings measures when developing routes and determining mileage. If the savings occur during the scheduling of routes before the start of the school year or during school consolidation, the District savings will remain with the District. If changes occur during the school year, the District and Contractor will share the savings equally.

When requested, the contractor shall provide to the District, the list of students riding the bus.

- D. Bus Availability - All Type I school buses must be available between the hours of 5:30 a.m. and 5:00 p.m. for normal school hours and after hours activities.
- E. Contractor will be available for all transportation to and from schools on a daily basis, as well as transportation for athletic, field trips, and other trips. The contractor will make every effort to fulfill the District's needs such as field trips and extra-curricular activities. If there are not enough buses

or drivers on a particular day, the contractor will work with the activities director to find a compromise. Buses traveling for sporting events will have underneath storage if available.

- F. Contractor will have bus routing information available as needed for the District.
- G. During the term of the contract, the District may, from time to time, revise the trips and increase or decrease the mileage thereof, and may increase or decrease the number of trips.
- H. In the event that the District considers that additional trips, routes, or vehicles are necessary, it may require the Contractor to furnish vehicles for such additional routes. These trips would be considered a "qualifying event" for which the Contractor would be compensated. The District will not be charged a fee for any trips that are canceled within one (1) hour prior to the scheduled vehicle arrival. For trips not canceled within one hour prior to the scheduled need for the vehicle, the District will compensate the Contractor for one hour of the bus driver's time at the hourly rate.
- I. The other service expected to be provided under the Contract, as may be requested by the District, on a non-exclusive basis, is for transportation services for Rhinelander students to locations outside of the District. Such services may include, but not be limited to, transportation to special education, vocational-technical, agricultural, and other schools outside of the District, as well as transportation services for athletic and field trips. The Contractor agrees that the District may use other contractors for such services.
- K. The Board acknowledges the possibility that, during the term of this contract, the government of the State of Wisconsin and/or the federal government of the United States could impose new safety equipment mandates for the transportation of students (e.g. requiring seatbelts in school buses or removal of certain seats from school buses). In the event that: a.) such new mandates are imposed by the State and/or federal government, b.) such new mandates are applicable to the vehicles described in this contract during the term of this contract, the parties agree to reopen this agreement for good faith negotiations with respect to payment of the costs of complying with such new mandates.
- L. Contractor will be responsible for the general administration of the services required in this contract under the direction of the Director of Business Services, including but not limited to the following: (a) provide route and mileage sheets as reasonably requested by the Director of Business Services; (b) provide one person who shall be on duty at all times when schools are in session. The Contractor or his/her representative or employee shall be available to represent the Contractor at meetings with the Board when called; (c) enforce section 343.12(2)(d) Wisconsin Statutes which prohibits any person who has been convicted of operating a motor vehicle while under the influence of an intoxicant or controlled substance from operating a school bus for two years from the date of the offense; (d) develop all routes and keep them on schedule; (e) notify the District if a bus/or buses will be running behind schedule; (f) notify the administration if changes to the route seem advantageous; (g) notify the District of bus #changes; (h) report all new riders to the District; (i) provide a record of two (2) bus evacuation drills performed at elementary schools each year (j) be the primary contact with parents/guardians who have questions about busing including arranging alternative transportation plans and to resolve transportation problems for students and parents as they arise.
- M. Meet the following specifications relating to kind, quality, and levels of service to the students:
 - (a) Students may be mixed on the same route or bus, be they K-12, Parochial, Special Education, or otherwise. Maximum walking distance from home to school:

Walking distance outside the City of Rhinelander to and/or from a safe bus stop will be:

1. Secondary (6 - 12) students - up to three quarters (3/4) of a mile
2. Elementary (4-5) students – up to three quarters (3/4) of a mile
3. Elementary (1-3) students - up to one-half (1/2) of a mile
4. Kindergarten and Four-Year-Old Kindergarten students are expected to walk the same distance elementary students walk. Kindergarten students will be dropped off or picked up at their home or a safe bus stop within one-half mile (1/2) mile of their home. Kindergarten and Four-Year-Old Kindergarten students must have their parent(s) or another responsible adult present to send and/or receive them to and from the school bus stop.

Walking distance in the City of Rhinelander to and/or from school will be:

1. Secondary (6-12) students - up to two (2) miles
2. Elementary (4-5) students - up to two (2) miles
3. Elementary (1-3) students - up to one (1) mile
4. Kindergarten and Four-Year-Old Kindergarten students - up to three-quarters (3/4) of a mile

Kindergarten and Four-Year-Old Kindergarten students must have their parent(s) or another responsible adult present to send and/or receive them to and from the school bus stop.

Walking distance for special education students will be determined by the Individual Educational Plan (IEP).

Schedule Details

- A. Bus Stops and Routes - The establishment of routes and bus stops is the responsibility of the Contractor. The Superintendent or designee shall deliver updated student information to the Contractor by August 15th of each year. Student information not available by August 15th (including, but not limited to, late student registration) will be promptly delivered to the Contractor as soon as such information becomes available. All bus routes and bus stops suggested by the Contractor must be approved by the Superintendent, or designee before such routes and stops are used. Changes in the routes, time schedules, or designated stops may be reviewed at the discretion of the Superintendent or designee and changed to meet changed conditions.
- B. The Contractor is required to deliver students to the school not more than fifteen (15) minutes prior to the school day for elementary school students and thirty (30) minutes prior to the school day for secondary school students; and, not less than two (2) minutes before the beginning of the school day for all students, except under extraordinary conditions or as directed by the Superintendent or his/her designee. After school, vehicles will not leave the school until at least

five (5) minutes following dismissal. No pupil will be left at his/her bus stop later than seventy-five (75) minutes after school dismissal, except under unusual conditions or as directed by the Superintendent or his/her designee. Schools will operate on a reduced schedule at times, and the Contractor must be prepared for such deviations whether scheduled or unscheduled.

Spare Equipment and Personnel

The Contractor shall, at all times, during the period of this Contract, provide spare vehicles and driving personnel sufficient to completely satisfy the requirements of the Contract. The spare vehicles and spare drivers shall be used in the event of any accident, breakdown, delays, emergency, shortages due to athletic or field trips, driver absence, etc.

Compliance with Laws and Regulations

The Contractor and drivers will be required to comply with the laws, rules, regulations, and policies of the federal, state, and local governments pertaining to school bus transportation. It shall be the responsibility of the Contractor to make certain that all personnel employed are familiar with all of the previously mentioned laws, rules, regulations, and policies, as well as the contents of any transportation manual, which the school system might publish.

Failure of Operation

If a Contractor fails to make any run or trip in accordance with the approved schedule because of failure of equipment or personnel, the Contractor shall remove, or the District may deduct from the monthly invoice, a sum equal to the payment due for the service that was not provided.

Arrival after the last bell in the morning, or fifteen (15) minutes or more after scheduled afternoon dismissal time, shall constitute failure to provide a trip or run therefore the district is not responsible for that charge; provided, however, the fifteen (15) minute rule shall become null and void during inclement weather and at other times when hazardous conditions exist.

Complaints

The Contractor will investigate all complaints, keep a log of such complaints, and will, within twenty-four (24) hours, submit a written report to the Superintendent or his/her designee regarding complaints serious in nature and report the action taken.

Contractor will continue its improvement of complaint/dispute resolution and quality customer service with a proactive approach. All complaint/dispute resolutions and/or customer service issues are to be conducted in a professional and customer-friendly manner. The Contractor will provide on-going training for its management and office personnel in the areas of professionalism, management, and customer service.

Emergencies – School Closings

- A. Weather conditions or other emergencies which require closing of school or delayed opening will be determined by the Superintendent. The Superintendent will make all efforts to notify the Contractor of any closings or delays at least thirty (30) minutes prior to the time a vehicle is scheduled to leave the facility. The Contractor shall be available at 5:00 a.m., so as to advise and consult with the Superintendent regarding road and weather conditions.

- B. No change, elimination, or consolidation of bus routes, except to meet unexpected or emergency conditions, will be made until after the Contractor has conferred with the Superintendent or his/her designee with respect thereto at least one (1) day in advance of such change, elimination, or consolidation. All bus routes and bus stop changes suggested by the Contractor may be reviewed and altered by the Superintendent.
- C. Under all circumstances, safety of the children and road regulations must take precedence over any time schedule.
- D. It is recognized that during inclement weather, adherence to the time schedule may be impossible. Safety of children must at all times take precedence over the time schedule. The Contractor shall pick up and return children as designated by the established schedules. In the event an established route cannot be completed, another vehicle shall be sent to complete the route, or the children shall be returned to their respective schools.

Accidents and Delays

- A. The Superintendent or his/her designee shall be notified immediately of all occurrences, accidents, and all injuries, regardless of extent, as soon as possible.
- B. In addition to the notice required in Section A, any accident involving personal injury must be reported to the Superintendent in writing within twenty-four (24) hours of the accident.

Payments and Compensation

- A. It is specifically understood that no other payments shall be made to the Contractor who shall furnish all of the drivers, labor, materials, equipment, permits and licenses, and other facilities necessary to provide the transportation and service required, including the spare bus and drivers, the contact person, staff, and other services necessary for the proper performance of the Contractor's duties.
- B. Acceptance by the Contractor of such monthly payment shall release the Board and the District from all claims and all liability to the Contractor in connection with the contract arising during the period for which the payment is made, but no payment shall operate to release the Contractor, sureties, or insurers from any obligations under the contract or the performance bond, or any insurance policies issued in connection with the contract.

Responsibility for Pupils and Pupil Discipline

- A. The Contractor shall be fully responsible for the care and supervision of pupils during their period of transportation and communicated with the principal as soon possible.
- B. Drivers will remain at the wheel at all times while children are loading or unloading and shall not leave the vehicle while the motor is running. Under no circumstances may the driver leave the vicinity of the vehicle with pupils aboard. No use of cell phones or text messaging is allowed by drivers while a vehicle is in motion or loading and unloading.
- C. In the event of extreme disciplinary infractions by students on vehicles which in any way imperil safe operations, the Contractor shall require that operators shall stop the vehicle and not proceed until discipline is voluntarily restored. The Contractor's office is to be immediately alerted via radio. The operator shall report all such occurrences to the Contractor, and the Contractor shall

notify the principal of the school concerned for action. However, under no condition shall a student be "put off" a vehicle while it is in transit and thereby exposed to the hazards of walking either on the way to school or on the way home as punishment by the driver. The driver shall be in full charge of the vehicle and shall allow no misbehavior. The names of any pupils who misbehave or who cannot be managed by the operator shall be reported to the appropriate school administrator.

Provision for Fuel

Except as otherwise set forth in this section, the District shall pay for the fuel used by the Contractor to perform the required services, less any federal or state taxes. The Contractor will provide the District with all copies of the fuel charges.

Disclaimer of Agency

The Contractor shall not be held or deemed in any way to be the agent or employee of the Board or the District. It is the intention of the parties that the Contractor shall be, and is to be, considered an independent contractor.

Obligations of District

- A. District will pay Contractor for daily and kindergarten routes twice per month for a total of 18 school year payments. **Activities and special education will be billed once monthly on the 5th for the previous month.** Payment will be within 10 days of billing. All invoices from the contractor to the District must be thoroughly documented for the services performed during the previous month. Any penalties imposed by the district will be deducted from the monthly payment.
- B. District will provide Contractor with the school starting and ending times and a calendar of school days.
- C. The Superintendent of Schools or designee will make the decision to close a school or schools, to run bus routes late in the morning or early in the afternoon, and to cancel afternoon classes.

General Terms

- A. This contract shall be in full force and in effect from July 1, 2024 to June 30, 2029. *The contract will renew for an additional five years on each March 1 anniversary unless a request is made by either party to not renew. If either party chooses not to renew the contract will run to the end of the five years and expire.* Requests to re-open the contract must be submitted in writing no later than March 1 of any year of the contract. The written request to re-open shall also include the specific proposals being made to extend and/or modify the contract.
- B. In the event the District on the applicable rules and regulations of any other governmental authority shall, during the term of this agreement, require the installation of special equipment in vehicles to be utilized hereunder in addition to equipment normally provided by the Contractor, other than equipment known to be required at the date of execution, then Contractor shall provide same at Contractor's expense and the annualized contract rates shall be increased by an amount equal to the annual depreciation the Contractor would be entitled to under section 168, IRC if it were to depreciate the special equipment using the straight line method of depreciation and the applicable convention over the applicable recovery period.

- C. The number and size of vehicles necessary to provide services required herein may vary from time to time subject to approval of, and reasonable advanced notice by the District. District shall be final judge of proper vehicle size for each route.
- D. This Agreement shall be binding upon the parties hereto and their respective successors and assigns, provided that this Agreement shall not be assignable by either party hereto without the prior written consent of the other party to this Agreement.
- E. This contract may be terminated by the District upon sixty (60) calendar days written notice to Contractor in the event that Contractor fails to carry out its obligations hereunder. Failure to correct an unsafe condition within fifteen (15) calendar days may be cause to terminate contract.
- F. The failure of either party at any time or times to require performance of any provisions hereof shall in no manner affect the right at a later time to enforce the same. No waiver by any party of any conditions, or any breach of any term, covenant, or agreement under this Agreement, whether by conduct or otherwise, in any one or more instances, shall be deemed to be or construed as a further or continuing waiver of any such condition or of any breach of any other term, covenant, representation, or warranty under this Agreement.
- G. For the purpose of this contract, the school year shall be the actual number of days that children attend school. Transportation that covers the entire District on other days, such as orientation day, will be considered an additional day of school.
- H. Extra trips may only be authorized by those District personnel who have been granted such authority by the Director of Business Services. Such persons' names will be supplied to Contractor in writing.
- I. Vehicles which the Contractor provides District under this contract, including extras held in reserve, may not be used for other purposes when District requirements exist.
- J. Vehicles which the Contractor provides the District under this contract, and for which District is paying compensation under this contract, are prohibited from accepting additional compensation from private parties while on routes or trips authorized by District, unless written authorization allowing the same is first obtained by the Contractor.
- K. The contract shall provide that if, at any time during the term of the contract, the Contractor, in the opinion of the District, has (a) failed to provide the level of services required under the contract; (b) failed to fulfill services required in accordance with agreed schedules; (c) become insolvent; (d) makes an assignment for the benefit of creditors; (e) files a voluntary petition in bankruptcy; (f) is subject to an involuntary petition in bankruptcy not discharged within thirty (30) days; (g) abandons the work; (h) subcontracts, assigns, transfers, conveys or otherwise disposes of its obligations under the contract other than as provided in the contract; or (i) fails to comply with any other term or condition contained in the contract, the Board shall have the right to terminate the contract with a sixty (60) day notice.
- L. If any provision of the Contract is subsequently found to be illegal or invalid by operation of law, the remaining provisions shall not be affected thereby and shall remain in full force and effect.
- M. The Contractor and drivers will be required to comply with the laws, rules, regulations, and policies of the federal, state, and local governments pertaining to school bus transportation. It

shall be the responsibility of the Contractor to make certain that all personnel employed are familiar with all of the previously mentioned laws, rules, regulations, and policies, as well as the contents of any transportation manual, which the school system might publish.

N. Upon any Board action for changes in transportation this contract will also be subject to change.

Indemnification

The Contractor shall indemnify and hold the Board, the School District of Rhinelander, and its employees and agents harmless from any and all loss, liability, damage, penalty, expense or fee, including attorneys' fees, or other costs or obligations which result from, or arise out of any claim, lawsuit, demand, settlement, or judgment brought against the Board, School District of Rhinelander, or its employees or agents in connection with the Contractor's performance or breach of the Contractor's obligations under this contract. Notwithstanding the foregoing, Contractor shall have no obligation to indemnify, defend or hold harmless the District or any of its employees, agents, subcontractors, Board members or affiliates from and against any demands on account of injury to or death of persons, or property damage or loss, including reasonable attorney's fees, arising from the gross negligence or willful or intentional conduct or omissions of the District or any of its employees, agents, subcontractors, Board members, or affiliates.

Termination and Performance

In the event the Contractor shall fail to carry out the terms, conditions, or specifications of this contract for any reason, the District shall, upon reasonable notice to the Contractor and its refusal, immediately have the right to furnish or cause to be furnished the transportation herein agreed to be furnished by the Contractor. After the notice is delivered to the Contractor, there will be a \$100 per day fine for failing to carry out the terms, conditions, or specifications. After 30 days of not complying with the terms, conditions, or specifications, the contract will be terminated.

The contractor shall not assign or sublet any contract entered into with the District in whole or in part, without the prior written consent of the District. In the event the ownership of the company is acquired, transferred, or altered, the District shall have the right at any time thereafter to terminate the contract.

Transportation Contract Rates:

Regular Transportation (flat rates including mileage)

	Regular Routes	2024-2025 Daily Rates	2025-2026 Daily Rates	2026-2027 Daily Rates	2027-2028* Daily Rates	2028-2029* Daily Rates
	73-84	204.09	224.50	242.46	252.16	262.25
	67-72	199.06	218.97	236.49	245.95	255.79
	Miles per day	1.45	1.60	1.73	1.80	1.87

Summer School same as regular routes

Transportation Contract Rates: (continued)

Special Education Rates

	30-66	167.54	184.29	199.03	206.99	215.27
	10-29	119.51	131.46	141.98	147.66	153.57
	Miles per day (gas)	.99	1.09	1.18	1.23	1.28
	Miles per day (diesel)	1.45	1.60	1.73	1.80	1.87
Hourly Rate Special Education		25.00	27.50	29.70	30.89	32.12

Extra-Curricular / Field Trips (All Vehicles)

Per mile	1.45	1.60	1.73	1.80	1.87
Per hour	25.00	27.50	29.70	30.89	32.12
Minimum Trip Charge (in town)	124.00	136.40	147.31	153.20	159.33

- Rates to increase the greater of 4% or January CPI-U in 2027-28 and 2028-29 not to exceed 7.50%.

Proceedings, applications, or actions at law or in equity regarding any matter arising out of this contract shall be in the Circuit Court for Oneida County, Wisconsin, or in the Supreme Court of Wisconsin, notwithstanding any concurrent jurisdiction of the County Courts of said county, or any other courts of this state. Interpretation of this contract as to the intentions of the parties shall be by the statutory and common law of said state.

Request for amendments, waivers, variances, and other notices shall be made in writing. To be effective, amendments to this contract must be written and formally adopted by the School Board for District prior to implementation. Contractor specifically acknowledges that no Board committee, member, officer, or administrator has authority absent such Board action to amend or vary the terms herein contained.

School District of Rhinelander - By

Transportation Contractor - By

Bob Thom, Director of Business Services

Jeffrey Bowen, Owner

Wendy Bowen, Owner

Date

Date