

FALL 2023



Advancing a strong financial foundation and the facilities to support our community.



#### FROM THE SUPERINTENDENT:

Dear CFAUSD Community Members,

We're hopeful that everyone has gotten off to a good start in the 2023-24 school year.

We believe it's worth the time to revisit the outcomes associated with the work done last year to strengthen our efforts as a public school district. In this regard, we want to focus on the 2023 Community Conversation's successes in providing the Chippewa Falls Area Unified School District with exceptional guidance regarding school improvement efforts. The conversation was a linchpin for us and provided clarity in four key areas:

- Understanding recent accomplishments
- Identifying issues and trends impacting education and the District
- Providing input on refining existing or establishing new priorities Strengthening collaboration among the District and community members

One key outcome of the conversation was a refined mega result, or ultimate goal, of "All students will graduate prepared with the knowledge, skills, attitudes, and behaviors necessary to achieve their personal goals and make a positive impact in the world." This goal provides a clear definition for the tasks ahead, and is aligned with the District's new mission of "Together with the dutte formilies and compared with the SUPPER SUPPORT & LEADN." with students, families, and our community; we INSPIRE, SUPPORT, & LEARN."

The District is confident that the Community Conversation will have a positive impact on future operations in a number of ways. First, the conversation helped to identify the most important issues and trends impacting education and the District. This information was used to refine existing priorities and establish new ones, ensuring that the District is focused on the areas that are most important to the community. Please see page 2 for the new commitments to the community.

Second, the conversation helped to strengthen collaboration among the District and community members. This collaboration is essential to achieving the District's mega result and mission. By working together, the District and community can ensure that all students have the opportunity to succeed.

Finally, the conversation helped to build excitement and support for the District's school improvement efforts. This excitement and support is essential to creating a positive learning environment for all students.

Overall, the 2023 Community Conversation was a very valuable experience that will help the Chippewa Falls Area Unified School District to achieve its mega result and mission. See page 2 for details on the upcoming Community Conversation recap event. We hope to see you there.

Kindest Regards,

Jeff Holmes Superintendent



Superintendent Holmes drives the lead car in the Pure Water Days parade proudly carrying the long-time head football coach Chuck Raykovich honoring his efforts of 38 years in CFAUSD with 50 years total as a coach.

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NSPIRE O SUPPORT O LEARN

# Commitments to Our Community

#### Student Success

Providing students with the resources and support they need to succeed.

### Caring Culture

Cultivating an environment where everyone is treated with dignity and respect.

#### Our People

Empowering a dedicated and talented team of employees who are passionate about serving our students and community.

### Finance, Facilities, & Operations

Advancing a strong financial foundation and the facilities to support our community.



Scan QR code for our complete 2023-2026 Strategic Plan including action plans & measurable goals Or visit: https://cfsd.chipfalls.k12.wi.us/district/districtStrategicPlan.cfm

It had been three years since the last Community Conversation and it was time to update the district Strategic Plan. Once again, the Board of Education and District Administration invited community members in for a conversation to gather input about our community's vision for our school district. The full day event on April 15, 2023 proved very successful where many common



themes were identified from the various group discussions. The group voted on what they believed were the top themes or priorities for the school district to focus on in the future. Here are some of the top priorities that were identified:



Date

- Create a symbiotic relationship between the school district, community and business partnerships focused on developing life and social skills and expanding work-based experiences.
- Mental Health services will be widely available for students, staff, and families from multiple agencies.
- Recruit and retain a diverse, qualified staff and student population with community support.

## YOU ARE INVITED TO THE PROGRESS REPORT CONVERSATION

The School Board and the District Administration would like to invite the community to gather again, at Stillson Elementary to hear a progress report update of the April 2023 Community Conversation. At this event, updates will be shared as to what the district has accomplished in respect to the themes and priorities that came out of the conversation and to update the community on the status of future initiatives. Please mark you calendars for Wednesday, April 3, 2024 to gather for our next conversation. More details will be announced at a later date.







# Francis Cooper ::: School Board Representative



NOTICI

Two school board

openings on the

April 2024

ballot.

Hello! My name is Francis Cooper, and I am the Student Representative to the School Board for the 2023-2034 school year. I am looking forward to fulfilling my position and getting to know the board members. I am very excited about this opportunity, and I plan on representing the feelings of the entire school district.

Inside and outside of school, I am very involved with music. Music has brought an immense amount of joy to my life, and I have been trying to involve myself in as much music as possible. I am the Drum Major for the Chi-Hi Marching Cardinals, which is a great leadership role that has led me to become the Student Representative. I am taking multiple jazz

classes, and am participating in an extracirricular jazz band outside of school, led by Mr. Olson titled the "Tom-O-Gotchi Singers." I play trombone, piano, accordion, bass, and a couple other instruments. I also enjoy composing and arranging my own music in my free time. I would like continue my education in music and pursue a Doctorate in Musical Arts.

Congratulations Francis, welcome aboard!

# Attention Community Members INTERESTED IN RUNNING FOR SCHOOL BOARD?

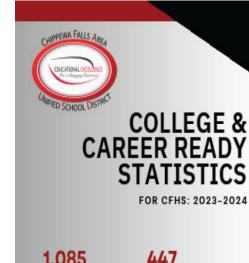
Please attend an informational meeting on Thursday, November 16, 2023 from 6:30 - 7:30 p.m. 1130 Miles Street, Chippewa Falls For more information regarding members, Coherent Governance policies, meeting agendas and information (BoardDocs), definition of meeting types, a link to the Board meeting Live Stream and annual notices visit the Board of Education page on the school website: *chipfalls.k12.wi.us/board* 





Cardinal Line 3

# **Redefining Ready in Action Through the Student Success Pillar Work**



Student Success

aooaood.

Student Success

Providing students with the resources and support they need to succeed.

# 1.085

Transcripted credit course seats registered for by students at the HS (CVTC)

# 84

Students participating in **Project Lead The Way** coursework at the HS

## 30

Students taking part in a 49 internships with the community/region

# 172

Students taking part in 189 classroom assistant opportunities at CFHS

Students taking part in 14 independent studies placements

Advanced Placement

students at the HS

(College Board)

19

courses registered for by

Students taking part in a

Youth Apprenticeship

Students taking part in

116 work release

placements in the community/region

opportunity in the

community

51



2022-2023 graduates who met College OR Career Ready benchmarks

**INSPIRE • SUPPORT • LEARN** 

The CFAUSD Student Success Pillar Team has developed strategies for success and strategic actions to continue the momentum of building unique educational experiences for our students to engage in, aligned to identified future pursuit and in doing so, supporting the development of the knowledge, skills, attitudes and behaviors necessary to pursue their personal goals after graduation to make a positive impact in our world.

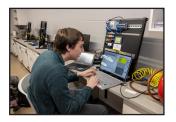
The Student Success Pillar is committed to guaranteeing that students have equitable access to a universal curriculum aligned to academic standards identified by each unique content area; in turn, helping all students grow in their knowledge, skills, and aptitudes as learners. Additionally this pillar strives to prepare students to succeed in their future endeavors by focusing on the skills that will help students in their own college and career planning as well as fostering technology skills for a changing world.

Students at the high school level this year are engaging in areas of agriculture, science, healthcare, information technology, technology and engineering, teaching and learning, youth apprenticeships, and work release experiences as well. As students engage in course registration in the upcoming months, attention to all of the amazing course offerings and career exploration options the CFAUSD has to offer that support a breadth of college and career interests will be emphasized.

Darley Pump



#### Chi-Hi senior Carson Brown is enrolled in an Independent Study course in Mechatronics. This is cutting-edge technology used in nearly every major industry that utilizes a skills set at the intersection of mechanics, electronics and computing. Another excellent opportunity offered in our district. Way to go Carson!





# How Do We Build Social-Emotional Life Skills?



To learn more about CASEL, visit their website at: https://cesal.org

While academic learning remains a core priority for our CFAUSD students, our schools also support the development of life skills. These life skills are developed through social-emotional skill building and help our adults and children develop the skills to:

- Set Goals and work toward achieving them
- Approach challenges in a postitive, optimistic way
- Believe in themselves and their abilities
- Navigate social situations
- Respond ethically
- Undersand, express, and control their emotions
- Empathize with the feelings of others
- Stand up for people of different backgrounds

We do so through our integration of the five areas of life skill competence developed by the Collaborative for Academic, Social and Emotional Learning (CASEL), which helps us develop skills to better understand who we are as individuals, how to solve probems, and advocate for ourselves and others.



Several Chi-Hi graduates have chosen to return to the District to work. To see a slideshow of the Alumni Staff and read their stories of WHY they chose to work here scan

Our People



the QR code on the badge or visit the website:

cfsd.chipfalls.k12.wi.us/departments/ pubic-relations.cfm





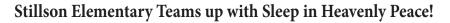
### **CHIPPEWA FALLS : REASONS TO** LIVE, WORK AND LEARN HERE

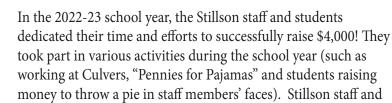
- Six conveniently located neighborhood schools
- Excellent employee benefits and compensation. On-site clinic
- Teaching staff of 358 of which 169 hold a Masters or Doctorate Degree. Eight are Nationally Board Certified
- WIAA Division 1 High School Athletics
- Exemplary fine arts programs
- Strong community partnerships. Many offering our students internship opportunities
- Enduring mental health supports for staff, students and families
- Small-town feel



Cultivating an where everyone is treated with dignity and respect.









. Stillson staff and their families along with members of the local chapter of the nationallyrecognized nonprofit Sleep in



Heavenly Peace worked to built 22 beds in July. Our district's dedicated staff are once again, teaching our students that it is so important to learn empathy and help out others when you can. These are such important life lessons. Sweet Dreams provided by our own Stillson Stingers!

### Our People

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**Our People** 

Empowering a dedicated and talented team of employees who are passionate about serving our students and community.

### Chi Hi Teacher Becky Salonen Wins National Anatomage Outstanding Teacher Award

Chi-Hi Science teacher Becky Salonen was awarded the National Anatomage Outstanding Teacher of 2023. This award recognizes educators who have demonstrated exceptional dedication and innovation in teaching anatomy and medical sciences and have displayed unwavering commitment to their

students' success and consistently foster an engaging and transformative learning environment, incorporating the latest teaching tools and techniques. Becky has demonstrated innovation in her teaching methodologies and have utilized Anatomage's cutting-edge technology to enhance anatomy education in her classes, further inspiring education and careers in STEM (Science, Technology, Engineering, and Mathematics) fields. **Congratulations Becky!** 



#### **World Language Department Wins Blue Ribbon Award**

The Chippewa Falls World Language Department has been awarded the prestigious Donna Clementi Blue Ribbon Award given by the Wisconsin Association of Foreign Language Teachers (WAFLT) Board. This award of excellence recognizes schools and/or districts that promote language learning through quality programs. The teachers in the department will present at the WAFLT annual conference in November, where they will accept their award.

#### Excellent job done by the entire CF World Language Department!

## FINANCE, FACILITIES, and OPERATIONS MATTERS

# Enrollment

Student enrollment in the Chippewa Falls Area Unified School District has traditionally been increasing over the last couple of decades. Over the past 5 years, enrollment has decreased slightly. Statewide enrollment decreased almost 3% since the beginning of the pandemic. While our enrollment declined less than the state average, we still have seen a decline. One of the factors in helping determine future enrollments is Chippewa County birth rates. Thise rates are trending downward. We are preparing for stable enrollment for future years, but currently our incoming classes are smaller than the classes that are graduating. Our funding is based solely on enrollment, and is based on a 3-year average. Both growth, and declines in enrollment are phased in over 3 years.

# State Funding

Historically, school funding was tied to an inflationary factor, or Consumer Price Index (CPI). State funding would generally allow for some sort of per pupil increase. The 2021-2023 State Biennial Budget did not provide a per pupil increase for schools. The message was to use COVID Relief funding, or ESSER dollars to balance your budgets. The ESSER dollars have no doubt been helpful, but the lack of an increase in state funding was not helpful to CFSD during a decline in enrollment. The 2023-2025 State Biennial budget increased revenue limits \$350 per pupil in each year, and also raised the low revenue limit threshold to \$11,000.

## **Revenue Limits**

Schools have been under revenue limits since 1993. As mentioned above, schools did not receive an increase in the revenue limit for both years of the 2021-2023 biennium. Base revenue remained the same for 2 years. With the 2023-2025 state budget increases, we will see some recovery from zero revenue growth. As a District, we are facing some of the same challenges that every consumer is. Just to name a few, rising costs in healthcare, food, fuel, supplies, and utilities. Although the District is a large organization, we are faced with the same supply chain issues as any other business or consumer. Increases to the revenue limit will help, but do not match inflation.

# 5-Year Budget Forecast

Historically, the District has been very fiscally responsible. As we look at our 5-year budget projection, all of the factors above influence those projections. In preparation for challenging times, and to compensate for a decline in enrollment, the District cut \$1.6 million from the 2021-2022 school year budget. We will continue to make adjustments along the way, and produce a balanced budget. Projections indicate that the 2024-25 school year will be a challenging one financially.

## ESSER

The Elementary and Secondary School Emergency Relief Fund (ESSER Fund) were funds that were made available from the Federal Government to provide some financial assistance during the pandemic. The funding mechanism was in 3 phases. The amounts are below with descriptions of what previous funding was used for, as well as plans for remaining funding:

ESSER I - \$586,136 (Personal Protective Equipment (PPE), Virtual Learning, (support for Virtual Learning). Ended 9/30/22.

ESSER II - \$2,435,000 (Nursing Support, Contact Identifiers, Online Learning Platform, Curriculum Adoption, Learning Recovery, and Budget Stabilization). Ended 9/30/23.

ESSER III - \$4,800,000 (Curriculum Updates, learning loss, learning recovery, online learning support, mental health supports, and budget stabilization). Ends 9/30/24.

# The Funding Cliff

Schools will face significant budget challenges when the pandemic relief funding ends. While the State did provide additional funding for schools, it replaces expiring federal revenue, and does not address 4 years of inflation growth. This means that the District has a relatively flat road ahead of us. While there is no longer a funding cliff, rising costs will continue to be a challenge.

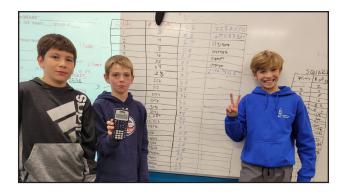
# Finance, Facilities, and Operations Pillar Update

Here are some annual results measures for the 2023-24 school year \* Increase parent experience survey score in the area of "I believe the school is clean and well-maintained"

\* Increase parent experience survey score in the area of "I believe my child has the necessary supplies and equipment for effective learning"

\* Maintain pupil count numbers from the 3rd Friday September count to the 2nd Friday January count

\* Decrease chromebook repair tickets at each building



Roomit Finance, Facilities, and Operations

## Finance, Facilities, & Operations

Advancing a strong financial foundation and the facilities to support our community.

## News To Share from CFAUSD

### Chippewa Falls Senior High School Art Educators Selected for Project



Chippewa Falls High School educators Jennifer Handrick and Harry Kellogg were among Wisconsin fine artists and educators selected to design interdisciplinary lessons celebrating 50 years of Fine Arts in Education in Wisconsin! This unique project is a collaboration between the Wisconsin Department of Public Instruction and the Wisconsin Arts Board.

Congratulations Jennifer and Harry!



## NEW!! Chippewa Falls Senior High School Esports Team

Chi-Hi students are now in the game! Made possible by the generous support and donations of a local business and individuals, Chi Hi is home to a thriving Esports team. Esports, also known as electronic sports, is a form of competitive video gaming that involves teams or individuals competing against each other in various matches. As members of the WIHSEA (Wisconsin High School Esports Association), Chi Hi's Esports Team competes each



week against local high school teams as well as high school teams from around the entire state. Students appreciate the many benefits of competing in this sport. Esports competitions require skill, strategy, teamwork, and discipline. Many games also demand a deep understanding of science, technology, engineering, and mathematics (STEM) concepts. Esports also accomplishes promoting diversity and inclusivity in schools. Unlike traditional sports, Esports is not limited by physical ability, gender, or age. Anyone can try out, regardless of their physical capabilities or background. Collegiate Esports scholarships are becoming increasingly popular, adding a new dimension to the prospective college athlete experience. These scholarships offer a unique opportunity for students to pursue their passion for video gaming while providing additional

financial assistance for college. Good luck to our Chippewa Falls Esports Cardinals!

#### Chi Hi FBLA to Host Leadership Conference

Future Business Leaders of America (FBLA) is a state and national business organization that helps students develop leadership skills, business knowledge and learn to give back to the community. This year our FBLA chapter has a state

officer, Gabi Peterson, who is serving as the Region 1 Vice-President. With this position, our chapter will be hosting the FBLA Region 1 Leadership Conference on February 3, 2024 at Chippewa Falls High School. This conference will include speakers, workshops, competition, networking and ceremonies. It is estimated the conference will be attended by 550 students, advisors and chaperones. Members of our community are invited to attend the conference and can also play a role in making this important student leadership conference a success. Please contact FBLA Advisor Marleana LeMay at (715)726-2406 ext. 1132 or lemaymm@chipfalls.org for additional information.



#### SUPERINTENDENT HOLMES PRESENTS at "WHAT'S RIGHT IN EDUCATION" CONFERENCE



Educational thought leaders from across the country gathered this fall at one of the largest educational events of the year, organized by CFAUSD's education partner, Studer Education to share their solutions to problems of practice. They discussed topics on what matters most to make a positive impact on all students and their outcome. Mr. Holmes presented with leaders from other Wisconsin school districts on the topic **Maturing and Modifying for Continued Success**.

## CARDINAL COMMUNITY LEARNING CENTER (CCLC)

**Voyagers After-School Program** (Available to students in Grades 6-8 at CFMS) Voyagers is an after-school program for middle school students that runs from 4:00 -5:30 p.m. on Tuesdays and Thursdays. This fall 181 students have already signed up for the opportunity to participate in a variety of unique enrichment classes.

## Student Connections (Available to students in Grades 6-8 at CFMS)

The Student Connections program is a proactive approach to addressing the emotional well-being of students and positively contributes to the overall learning environment of the school.

## **Community Education**

CFAUSD Community Education offers educational classes for our community members. All ages are welcome! Our diverse program covers topics that include culture, arts and crafts, health and wellness, cooking, personal growth, safety, technology, and finance. This fall we had a recordbreaking year with 1,355 registrations in one day!

## Strengthening Families Program (SFP)

SFP is a FREE 11-lesson program that promotes using good

communication, setting healthy boundaries, and using problem-solving skills within a family. SFP families meet virtually under the guidance of a trained family coach. For the lessons, each family receives ingredients for a fresh, healthy meal that they make together. Watch for an email in January to sign up your family for the next SFP cohort!

## MENTAL HEALTH SUPPORTS (Cardinal Care)

Chippewa Falls School District has partnered with REALiving to offer a Student and Family Assistance Program. Each of our students or their family members can receive four FREE counseling sessions (per family).

Our district also offers School-Based Mental Health Services through Cardinal Care in which therapists are able to meet with students at school,

during school hours. The mental health agency bills the family's health insurance for these sessions. For more information, go to the Cardinal Care website, https://cfsd.chipfalls.k12.wi.us/schools/high/services/family-resources.cfm or call 715-726-2414, ext. 3028.

## **MENTOR CHIPPEWA CELEBRATING 35 YEARS STRONG!**

We value all kids, right where they are, while recognizing that school can be tough, and mentors can help tough days go better! Everyone can benefit from having a caring adult in their lives to help them realize that when days go better, years go better. Do YOU have an interest in helping kids realize their full potential and become empowered members of our community? Then we

invite you to join us here at Mentor Chippewa!















HEALTH SU



# **Activities and Athletics**

HIGH SCHOOL







MIDDLE SCHOOL





# NOVEMBER

- **3 NO SCHOOL** for Students
- 20-24 NO SCHOOL for Students
- 20-21 Staff Prof. Dev. Day

## DECEMBER

25-29 NO SCHOOL

# 2024 JANUARY

- 1-2 NO SCHOOL
- 19 NO SCHOOL for Students; Staff Work Day

# FEBRUARY

23 NO SCHOOL for Students; Staff Prof. Dev. Day

# MARCH

11-15 NO SCHOOL- SpringBreak

# APRIL

3 Community Conversation 1 Year Progress Report (watch for more details)

# MAY

- 24 Last day of School for Seniors / Graduation
- 27 NO SCHOOL Memorial Day
- 30 Last day of School for K-11
- 31 Staff Work Day



# WE'RE LISTENING OW TO CONTACT US

## 715.726.2417

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HUMAN RESOURCES & PUBLIC RELATIONS Tim Johnson johnsotd@chipfalls.org

STUDENT SERVICES Christine McMasters mcmastcl@chipfalls.org

CURRICULUM & INSTRUCTION Sue Kern kernsl@chipfalls.org

EDUCATIONAL TECHNOLOGY Scott Marty martysa@chipfalls.org

ind ()sd@ (inplaisiong

CARDINAL COMMUNITY LEARNING CENTER/PR Ann Zenner

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BUILDINGS, GROUNDS & SAFETY Randy Knowiton

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FOOD SERVICE
Susan Lang

langsr@chipfalls.org 715.726.2400, ext. 2790 Chippewa Falls 4K Cardinals Kathleen Coppenbarger Director of Curriculum, Assessment, and 4K 715.726.2785 Ext. 3004 coppenkm@chipfalls.org Marilyn Burish, Admin. Assistant burishmk@chipfalls.org

ELEMENTARY SCHOOLS HALMSTAD ELEMENTARY SCHOOL

715.726.2414 Ext. 2783

565 E. South Avenue, Chippewa Falls **Ryan Lowe**, Principal lowerj@chipfalls.org **Heidi Olson**, Admin. Assistant olsonhj@chipfalls.org 715.726.2415

#### HILLCREST ELEMENTARY SCHOOL

1200 Miles Street, Chippewa Falls **Lori Hebert**, *Principal* hebertla@chipfalls.org **Heidi Solin**, *Admin. Assistant* solinhm@chipfalls.org 715.726.2405

#### JIM FALLS ELEMENTARY SCHOOL

13643 198th Street, Jim Falls Janet Goodman, Asst. Principal goodmaje@chipfalls.org Sara Wilson, Admin. Assistant wilsonsm@chipfalls.org 715.720.3260



#### PARKVIEW ELEMENTARY SCHOOL

501 Jefferson Avenue, Chippewa Falls Melissa Olson, Principal olsonml@chipfalls.org Stacey Perret-Bowe, Admin. Assistant bowesa@chipfalls.org 715.720.3750

#### SOUTHVIEW ELEMENTARY SCHOOL

615 A Street, Chippewa Falls Sara Denure, Principal denurese@chipfalls.org Debbie Tilton, Admin. Assistant tiltondk@chipfalls.org 715.726.2411

#### **STILLSON ELEMENTARY SCHOOL**

16556 50th Avenue, Chippewa Falls Jenny Sarauer, Principal sarauejl@chipfalls.org Mallory Prince, Admin. Assistant pratermn@chipfalls.org 715.726.2412



#### MIDDLE SCHOOL CHIPPEWA FALLS MIDDLE SCHOOL

750 Tropicana Boulevard, Chippewa Falls Derrick Kunsman, Principal kunsmadw@chipfalls.org Kelly Fixmer, Receptionist fixmerkj@chipfalls.org 715.726.2400

#### HIGH SCHOOLS CHIPPEWA FALLS HIGH SCHOOL

735 Terrill Street, Chippewa Falls Donna Goodman, Principal goodmadk@chipfalls.org Teresa Moran, Receptionist morantl@chipfalls.org 715.726.2406

#### **CHIPPEWA VALLEY HIGH SCHOOL**

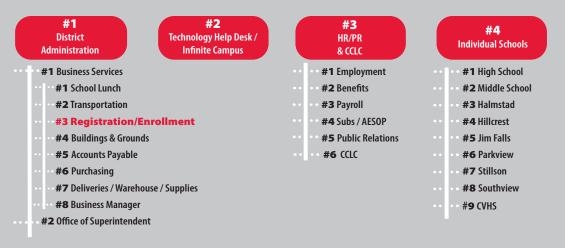
2820 E. Park Avenue , Chippewa Falls Dave Schaller, Principal schalldp@chipfalls.org Kristy Rubenzer, Admin. Assistant rubenzkj@chipfalls.org 715.723.5542

#### BUS QUESTIONS? Please contact the

CHIPPEWA YELLOW BUS CO. 715.726.2454

## Automated Phone System

The main telephone line to our District is **715.726.2417**. By using the menu below, you will be able to reach our departments directly. If you know your party's extension, you may enter it directly.





If you are looking for a rewarding career opportunity, wanting to make a difference in the lives of children, and work with AMAZING coworkers. Apply today!

# The Chippewa Falls School District has a lot to offer permanent employees:

- Excellent benefits package
- Paid time off
- No weekends or Holidays
- Opportunities for growth
- Support staff pay range \$14.02 -\$32.89
- And so much more!

WECAN Wisconsin Education Career Access

Network

#### Substitutes, we want you!

- Substitute teachers NEW INCREASED
   PAY SCALE
- Substitute support staff \$14 an hour
- Free school lunch when working a full day
- Paid job shadow prior to starting

#### HUMAN RESOURCES DEPARTMENT

Tim Johnson Exec. Director of Human Resources & Public Relations

humanresources@chipfalls.org • 140 W. Elm Street • Chippewa Falls, WI 54729 tel 715.726.2417 • toll free 866.701.5864, ext. 1804

EDUCATIONAL EXCELLENCE CHIPPEWA F

CHIPPEWA FALLS AREA UNIFIED SCHOOL DISTRICT cfsd.chipfalls.k12.wi.us

## Tons of opportunities... more things to love!

12 Cardinal Line FALL 2023 NEWS FROM CHIPPEWA FALLS AREA UNIFIED SCHOOL DISTRICT

creed, membership in the armed forces, or any other status protected by law, or the fact that an individual is a student.
CHOOL DISTRICT | cfsd.chipfalls.k12.wi.us

NON-DISCRIMINATION The Chippewa Falls Area Unified School District is an Equal Opportunity Employer that

complies with all provisions of the Americans with Disabilities Act. With respect to employment and personnel

operations, the District does not discriminate on the basis of religion, race, color, national origin, ancestry, age, sex, marital or parental status, physical or mental handicap, arrest or conviction record, sexual orientation, source of income,