



**BOARD OF EDUCATION  
SHEBOYGAN AREA SCHOOL DISTRICT  
Sheboygan, Wisconsin  
REGULAR MEETING MINUTES  
Tuesday, September 26, 2023**

The regular meeting of the Board of Education of the Sheboygan Area School District was held on Tuesday, the 26<sup>th</sup> day of September at 6:00 p.m. in the Board of Education meeting room, 3330 Stahl Road, Sheboygan, Wisconsin, as well as members attending via teleconference or other remote access technology. This regular meeting was announced in compliance with the Open Meeting Law of the Wisconsin State Statutes.

President Donohue called the meeting to order at 6:01 p.m.

President Donohue requested that everyone stand and join her in the Pledge of Allegiance.

Moved by Dr. Hein, seconded by Ms. Robbins to approve the agenda. All ayes. Motion carried unanimously.

Present: Ms. Rebecca Versey, Ms. Kay Robbins, Ms. Mary Lynne Donohue, Mr. Santino Laster, Dr. Susan Hein, Ms. Heidi Boehmer, Ms. Sarah Ruiz-Harrison

Excused: Mr. Mark Mancl and Mr. Ryan Burg

**APPROVAL OF MINUTES**

Moved by Mr. Laster, seconded by Dr. Hein to approve the Regular Board of Education meeting minutes of August 22, 2023, Closed Session meeting minutes of August 22, 2023, and Closed Session meeting minutes of September 12, 2023. All ayes. Motion carried unanimously.

**COMMUNITY INPUT**

There was no community input.

**SUPERINTENDENT'S REPORT**

Mr. Harvatine provided his report to the Board, which included the house construction project 2023 that will be the 26<sup>th</sup> home built by SASD students and the 8<sup>th</sup> house built under the direction of Ted Schermetzler. Another back to school basics school supply give away community service event took place in August with almost 3,000 notebooks being purchased, and over 1,050 bags of school supplies provided to families. District staff donated 388 pounds of food and \$102 was collected as part of the District's food drive during Presession. Mr. Harvatine acknowledged Mr. Ted Schermetzler for winning the Business Education Partner Award as part of the Sheboygan County Chamber of Commerce Workforce Development Symposium, and also congratulated Mr. Ryan Schmitz for recently being selected as the recipient of the 2022-23 National Federation of State High School Associations Boys Golf Coach of the Year Award. Lastly, Mr. Harvatine announced three new regional career pathway maps which outline a path for high school students to prepare for careers in Marketing, Finance, and Business Administration. The pathway maps identify opportunities for students to earn industry-recognized credentials, participate in work-based learning experiences, and join related student clubs and organizations.

**MISCELLANEOUS**

**A. South High School Continuous Improvement Update**

Mr. Konrath thanked Mr. Formolo and Mr. Thompkins for being present and reminded the Board that the flex mod presentation is scheduled for October. He provided an overview of the data qualifiers as well as the college and career readiness indicators that include a grade point average (GPA) 2.8 out of 4.0 and one or more academic indicators (advanced standing or CAPP course, dual credit college course; Advanced Algebra 2) and/or 4-year college ACT benchmarks [English (18), Reading (22), Science (23), Math (22)] 2-year college ACT benchmarks [English (18), Reading (18), Science (18), Math (18)]. Mr. Konrath explained what the report card is and that a high percentage of the report card is based on growth and target growth outcomes. He added that we do not make excuses for data, but when you see the growth below the

achievement – the score would have been better if South High School would have been 100 percent affluent versus showing free and reduced lunch numbers. When growth is at a lower level than achievement – that is where we struggle with the value added formula because mathematically it does not make sense. South will continue to work on their target group outcomes and graduation outcomes, but are unsure of how to improve growth. Administration has reached out to the Department of Public Instruction (DPI) for answers with little success. Mr. Formolo reported that they will be sharing their school profile and goals with their families by November. Mr. Thompkins reviewed the previous years’ goals reflecting on areas they will continue to work on. Mr. Formolo reported out on the data of all students, workforce/military, 2-year college, and 4-year college, and added that their strengths include the percentage of students participating in dual credit career pathway courses, the percentage of students participating in advanced standing, CAPP, or AP courses and their focus on 25 hours of community service. Areas of growth were discussed as well as the actions for the 2023-24 school year along with the new goals.

Ms. Robbins asked for further explanation on growth being below achievement and if there is a way for us to work within the convoluted structure. Mr. Konrath responded that it is hard to ask teachers to do better when we cannot explain the value added formula. He does not trust the value added formula so he looks at other data. The formula affects each student differently and we just do not know what that formula is as many things are added into it. Mr. Harvatine added that we push on better transparency and better metrics on the report card. Comparing our report card to Green Bay, South High School outperforms them in all indicators with the exception of growth and that is better. Ms. Robbins would like to have this information communicated better to our community so they understand that our schools are not failing. Mr. Konrath added that the 2.8% grade point average (GPA) is so important and that is what the colleges are telling us to focus on, so we feel good about our numbers. Mr. Laster asked if the overlap with attendance has been fixed and Mr. Formolo responded that they did find a solution in that when the student leaves the class they scan out and when they arrive to the next class they scan in. Skyward worked with our staff to follow a few students and we were able to resolve the problem. Dr. Hein asked why only 2 percent as a goal for ACT, and Mr. Formolo responded that they wanted to set a goal that is attainable. Small steps but moving in education with that size is work. He also added that eighth grade data is reviewed to determine steps or onboarding to high school so the student will receive supports immediately when they step foot into high school. The concept of bringing the report card down to the middle school will help with incentivizing students as many feel because they do not receive credit for their grades they do not see much value. Ms. Robbins raised some concerns about the few students who are taking Advanced Algebra and requested Mr. Formolo to provide her with the breakdown of how many students are taking Advanced Algebra and failing.

#### **B. Strategic (Long-Range) Plan Quarterly Review**

Mr. Harvatine thanked the Executive Management Team as well as their teams who provide the work behind the scenes. He added that this is the first report of the year and the Executive Management Team will present again in December.

Administration provided a summary of evidence that supports the goals/objectives of their reports to the Board.

#### **C. Completion of School Violence Drills**

Moved by Mr. Laster, seconded by Ms. Versey to approve the completion of the Safety Drills (ALICE) for the 2023-2024 school year. All ayes. Motion carried unanimously.

Mr. Konrath reported that administration is required to bring this information to the school board every year and there is also a link that is provided to the Board when they receive their Board Connections as part of their school board packets.

#### **D. District Administrator Performance Evaluation System (DAPES) Review**

Mr. Harvatine provided an overview of the District Administrator Performance Evaluation System (DAPES) as well as the timelines. He added that DAPES is not an event, but rather a process as there are multiple steps/processes through the year. He reviewed components and timelines adding that the process begin in July, and concludes by the following June. There are six performance standards and the Superintendent develops his own personal goals which are then approved by the Board which essentially starts the process.

#### **E. Board Appointed Committees**

Moved by Mr. Laster, seconded by Ms. Boehmer to approve the membership for all school board appointed committees for the 2023-2024 school year. All ayes. Motion carried unanimously.

Mr. Harvatine reported that these committees also must follow open meeting laws.

**F. Introduction (First Reading) of Revised Board of Education Policy 0142.1 – Electoral Process**

Moved by Dr. Hein, seconded by Mr. Laster to approve the introduction (first reading) of revised Board of Education Policy 0142.1 – Bylaws; Electoral Process. All ayes. Motion carried unanimously.

**G. Introduction (First Reading) of Revised Board of Education Policy 0143.1 – Public Expression of Board Members**

Moved by Mr. Laster, seconded by Dr. Hein to approve the introduction (first reading) of revised Board of Education Policy 0143.1 – Bylaws; Public Expression of Board Members. All ayes. Motion carried unanimously.

**H. Introduction (First Reading) of New Board of Education Policy 0164 – Meetings**

Moved by Ms. Boehmer, seconded by Ms. Robbins to approve the introduction (first reading) of new Board of Education Policy 0164 – Bylaws; Meetings. All ayes. Motion carried unanimously.

Mr. Harvatine clarified that all of the verbiage from agenda items I., J., K., and L. are being deleted and will be added into agenda item H. so that it is now in one policy versus a number of policies.

Ms. Donohue noted that she would like one motion for agenda items I., J., K., and L., and asked if the Board had any questions or request discussion on any of these items.

Moved by Mr. Laster, seconded by Dr. Hein to approve agenda items I. through L. All ayes. Motion carried unanimously.

**I. Introduction (First Reading) to Delete Board of Education Policy 0164.1 – Bylaws; Regular Meetings**

**J. Introduction (First Reading) to Delete Board of Education Policy 0164.2 – Bylaws; Special Meetings**

**K. Introduction (First Reading) to Delete Board of Education Policy 0165.1 – Bylaws; Notice of Meetings**

**L. Introduction (First Reading) to Delete Board of Education Policy 0165.2 – Bylaws; Change of Regular Meetings**

**M. Introduction (First Reading) of Revised Board of Education Policy 1260 – Incapacity of the District Administrator**

Moved by Dr. Hein, seconded by Ms. Boehmer to approve the introduction (first reading) of revised Board of Education Policy 1260 – Administration; Incapacity of the District Administrator. All ayes. Motion carried unanimously.

**N. Introduction (First Reading) of Revised Board of Education Policy 7250.01 – Memorials for Staff and Students**

Moved by Mr. Laster, seconded by Ms. Versey to approve the introduction (first reading) of revised Board of Education Policy 7250.01 – Property; Memorials for Staff and Students. All ayes. Motion carried unanimously.

Mr. Harvatine noted that this is a brand new policy and articulates processes we already have been practicing.

**O. Introduction (First Reading) of Revised Board of Education Policy 8310 – Public Records**

Moved by Dr. Hein, seconded by Ms. Boehmer to approve the introduction (first reading) of revised Board of Education Policy 8310 – Operations; Public Records. All ayes. Motion carried unanimously.

Mr. Harvatine noted that this policy clarifies which retention schedules we as a district need to follow.

Ms. Donohue noted that she would like one motion for agenda items P. and Q., and asked if the Board had any questions or request discussion on any of these items.

Moved by Mr. Laster, seconded by Dr. Hein to approve agenda items P. and Q. All ayes. Motion carried unanimously.

**P. Adoption (Second Reading) of Revised Board of Education Policy 8405 – Operations; Environmental Health and Safety Program**

**Q. Adoption (Second Reading) of Revised Board of Education Policy 8600 – Operations; Transportation**

**REPORT OF COMMITTEES**

**A. CURRICULUM & INSTRUCTION COMMITTEE**

1. Attendance and Truancy Update

From the committee meeting:

Mr. Konrath reported that the intent of this update on attendance and truancy is to share the data around truancy and what the District is doing in its schools. He added that an attendance plan is also part of the strategic long-range plan. Mr. Konrath provided a summary of the truancy laws and facts with regards to absenteeism and truancy. He added that the District does well when it comes to working with our families compared to truancy data from districts around the State. There is a correlation between free/reduced lunch and truancy. To summarize, no model district exists. In 2021, 16.1 percent of Wisconsin students were truant (up 23.9 percent since 2017). While there was no uniform attendance reporting during the covid years in other districts, the SASD still took attendance so that we had accurate reporting and could communicate to parents. While research-based practices do exist, resources are limited. Mr. Konrath added that this report is a first step and further discussions will occur at future board meetings with what the total approach will look like. Mr. Ledermann added that principals came together to look at the plan so there is consistency. Each principal presented their approach at the elementary, middle, and high school levels. These processes often at times become confusing because there are multiple layers and/or steps put forth by staff with often no response from the parent(s) when making contact. Mr. Konrath added that staff work very hard not to be punitive as it does not form a good relationships with parents and will do whatever we can to get the child to school. Staff look for any accommodation or barrier the child may have and then work up the ladder. Because there is a lot of transiency in the District, it brings its own set of issues. In addition, it is a strength of the District that we have so many options for students who are struggling in certain situations. Mr. Ledermann added that at the District level, it is our social workers who assist beyond what the buildings are doing, and in addition to the interventions at the building level there are a number of community organizations/partnerships that the District works with to provide proactive supports to parents and students.

## 2. Graduation Requirements

Moved by Ms. Versey, seconded by Mr. Laster to accept the Curriculum and Instruction Committee's recommendation to approve the Sheboygan Area School District graduation requirements for the 2023-2024 school year. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Mr. Laster, seconded by Ms. Versey to approve the Sheboygan Area School District graduation requirements for the 2023-2024 school year. All ayes. Motion carried unanimously.

Mr. Konrath reported there are no changes to the graduation requirements for the 2023-2024 school year, which requires a minimum of 23 required and elective credits in grades 9 through 12 for graduation. Mr. Laster asked whether students are unable to graduate as a result of being unable to pay their registration/other fees and Mr. Konrath responded that we do not hold diplomas and students are allowed to walk the bowl.

## 3. Sheboygan Area School District Crisis Manual

Moved by Ms. Versey, seconded by Mr. Laster to accept the Curriculum and Instruction Committee's recommendation to approve the 2023-2024 Crisis Management and Communication Manual. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Ms. Versey, seconded by Mr. Mancl to approve the 2023-2024 Crisis Management and Communication Manual. All ayes. Motion carried unanimously.

## **B. HUMAN RESOURCES COMMITTEE**

Moved by Dr. Hein, seconded by Ms. Boehmer to accept the Human Resources Committee recommendation to approve agenda items #1 and #2. All ayes. Motion carried unanimously.

### 1. Appointments

Moved by Dr. Hein, seconded by Ms. Versey to accept the Human Resources Committee recommendation to confirm all appointments. All ayes. Motion carried unanimously.

From the committee:

Moved by Ms. Boehmer, seconded by Ms. Versey to confirm the following appointments. All ayes. Motion carried unanimously.

Mr. Harvatine highlighted this agenda includes 57 hires, most of which occurred just before school started. He noted that the District is still in the process of securing 14 teachers and recruiting support staff. Half of those are for coaching and custodial positions. Mr. Mancl questioned why the wages for some of the newly hired teachers are at \$43,000 and others at almost

double the salary. Mr. Harvatine explained the higher salaries are equivalent to those of our staff with the same experience. Mr. Mancl suggested looking at the steps to some degree and that the new hires may have experience but not with our district and questioned if this was fair to our current teachers. Mr. Harvatine further explained that the salary schedule is standard across the districts, and new hires do not receive salaries any higher than our current teachers with the same experience. Some districts will offer new hires higher salaries, and we have lost employees due to that reason. He further explained that we do verify their experience, etc.

ADMINISTRATORS

Stacy Hayon Sheboygan, WI	Recreation Supervisor Recreation Department	Lakeland College \$46,010.00 (prorated)	Bachelor’s Degree
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Ms. Hayon has been hired as Recreation Supervisor in the Community Recreation effective September 5, 2023. She obtained her Bachelor’s degree in Exercise Science and Sports Studies from Lakeland College. She has held the position of Recreation Department Administrative Assistant since October 1999. She was one of five candidates interviewed.

Noah Kaufman Greenbush, WI	Interim Assistant Principal Horace Mann	UW-Milwaukee	Master’s Degree \$66,135.56 (prorated)
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Mr. Kaufman has been hired as the Interim Assistant Principal at Horace Mann Middle School for the 2023-2024 school year. He obtained his Master’s degree in Administrative Leadership and his Bachelor’s degree in Education both from the University of Wisconsin–Milwaukee. Mr. Kaufman was previously the Dean of Summer School at Wauwatosa West High School. Prior to this, he worked for Milwaukee Jewish Day, Brookfield East High School, Travis Technology High School, and Wauwatosa East High School teaching a variety of subjects including Broad Field Social Studies, Economics, Geography, History, Political Science, and Psychology. He was one of four candidates interviewed.

Andrew Meyer Grafton, WI	Principal at CHANGE Academy & Coordinator of Special Education	Silver Lake College	Master’s Degree \$87,696.00 (prorated)
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Mr. Meyer has been hired as the Principal at CHANGE Academy & Coordinator of Special Education for the 2023-2024 school year. He obtained his Master’s degree in Education from Silver Lake College and is currently working on obtaining his Principal certification from Concordia University. Mr. Meyer has been a part of the District since November 2005, serving in various roles. He most recently held the position of Dean of Students at South High and previously served as a Special Education Teacher and Educational Assistant at CHANGE Academy. He was one of three candidates interviewed.

TEACHERS

Andrew Gierke Elkhart Lake, WI	Math and Social Studies Urban	UW-Oshkosh	Bachelor’s Degree \$67,454.00
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Mr. Gierke has been hired for the 2023-2024 school year. He is certified in Regular Education and Technology Education. He was the only candidate interviewed.

Melissa Grupe Cleveland, WI	General Music Cleveland and Cooper	UW-Stevens Point	Bachelor’s Degree \$65,454.00
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Ms. Grupe has been hired for the 2023-2024 school year. She is certified in Choral and General Music. She was the only candidate interviewed.

Maggie Hafertepe Sheboygan, WI	Science Warriner High	University of Southern Mississippi	Master’s Degree \$47,454.00
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Ms. Hafertepe has been hired for the 2023-2024 school year. She is certified in Biology and Chemistry. She was the only candidate interviewed.

Alyca Hess Kohler, WI	IMC Specialist Cleveland, Jackson, Longfellow, Wilson	Cardinal Stritch University \$62,454.00	Master’s Degree
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Ms. Hess has been hired for the 2023-2024 school year. She is certified in Instructional Library Media Specialist, Broad Field Social Studies, Psychology, Regular Education, and Sociology. She previously held the position of Library Media Specialist at Horace Mann Middle School from August 2015 through November 2019. She was the only candidate interviewed.

Alexis Hardin Sheboygan, WI	Special Education – Teenship South High	Lakeland College	Bachelor’s Degree \$49,454.00
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Ms. Hardin has been hired for the 2023-2024 school year. She is certified in English and will be certified in Cross Categorical Special Education. She has been an Educational Assistant with the District from February 2022 through June 2023. She was the only candidate interviewed.

Connie Jdrzejewski Newton, WI	Social Studies Urban	Mount Mary College	Bachelor’s Degree \$62,454.00
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Ms. Jdrzejewski has been hired for the 2023-2024 school year. She is certified in Regular Education. She was one of two candidates interviewed.

Kelly Jens Plymouth, WI	Cross Categorical Jackson	Lakeland University	Bachelor’s Degree \$43,454.00
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Ms. Jens has been hired for the 2023-2024 school year. She is certified in History and Regular Education and will be certified in Cross Categorical Special Education. She has been a Substitute Teacher with the District since March 2021. She was the only candidate interviewed.

Jennifer Kager Sheboygan, WI	English North High	Walden University	Master’s Degree \$73,454.00
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Ms. Kager has been hired for the 2023-2024 school year. She is certified in English, French, and as a Principal. She previously held the position of Assistant Principal at Urban Middle School from August 2021 through June 2022, and Dean of Students at North High from August 2017 through June 2021. She was one of two candidates interviewed.

Eric Ladwig Sheboygan, WI	Cross Categorical Farnsworth	UW-Milwaukee	Bachelor’s Degree \$43,454.00
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Mr. Ladwig has been hired for the 2023-2024 school year. He will be certified in Cross Categorical Special Education. He has been a Substitute Teacher with the District since October 2022. He was the only candidate interviewed.

Hannah Lewis Sheboygan, WI	Reading & Math Interventionist (50%) Étude Elementary	Grand Canyon University	Master’s Degree \$30,477.00 (prorated)
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Ms. Lewis has been hired for the 2023-2024 school year. She will be certified in Reading. She was one of six candidates interviewed.

Lindsay Lewison Fond du Lac, WI	Physical Education (40%) North High	Marian University	Bachelor’s Degree \$17,381.60 (prorated)
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Ms. Lewison has been hired for the 2023-2024 school year. She will be certified in Physical Education. She was the only candidate interviewed.

Todd Lorge Sheboygan, WI	Technology Education Urban	Northeast WI Tech	Associate Degree \$59,454.00
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Mr. Lorge has been hired for the 2023-2024 school year. He will be certified in Technical Education. He has been a Substitute Teacher with the District since January 2023. He was the only candidate interviewed.

Brett Lucassen Green Bay, WI	Physical Education Urban	UW-Stevens Point	Bachelor’s Degree \$45,454.00
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Mr. Lucassen has been hired for the 2023-2024 school year. He is certified in Adaptive Physical Education, Health, and Physical Education. He was one of two candidates interviewed.

Victoria Moore Sheboygan, WI	Speech & Language Pathologist Longfellow	UW-Milwaukee	Master’s Degree \$71,454.00
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Ms. Moore has been hired for the 2023-2024 school year. She was previously a Speech & Language Pathologist with the District from August 2020 through June 2023. She is certified as a Speech and Language Pathologist. She was the only

candidate interviewed.

Chloe Pastorelli Appleton, WI	Cross Categorical Urban	UW-Oshkosh	Bachelor's Degree \$45,454.00
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Ms. Pastorelli has been hired for the 2023-2024 school year. She will be certified in Cross Categorical Special Education. She was one of two candidates interviewed.

Kendra Ramaeker Plymouth, WI	English Learner (50%) Grant	Cardinal Stritch University	Master's Degree \$36,227.00 (prorated)
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Ms. Ramaeker has been hired for the 2023-2024 school year. She is certified in English as a Second Language, German, Reading Teacher, and Specific Learning Disabilities. She was one of three candidates interviewed.

Jennifer Redell Sheboygan, WI	First Grade Lincoln-Erdman	UW-Oshkosh	Bachelor's Degree \$60,954.00
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Ms. Redell has been hired for the 2023-2024 school year. She is certified in Regular Education. She was one of two candidates interviewed.

Roberta Schwartz Plymouth, WI	Fifth Grade Jefferson	Concordia University	Master's Degree \$57,954.00
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Ms. Schwartz has been hired for the 2023-2024 school year. She is certified in Cross Categorical Special Education and Regular Education. She was the only candidate interviewed.

Shelley Sorenson Sheboygan, WI	General Education (50%) Grant	Walden University	Master's Degree \$34,227.00 (prorated)
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Ms. Sorenson has been hired for the 2023-2024 school year. She was previously an Elementary Teacher with the District from January 2000 through June 2022. She is certified in Regular Education and Learning Disabilities. She was the only candidate interviewed.

Pa Ger Xiong Sheboygan, WI	English Learner South High	UW-Madison	Bachelor's Degree \$43,454.00
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Ms. Xiong has been hired for the 2023-2024 school year. She will be certified in English as a Second Language. She was the only candidate interviewed.

Xay Yang Sheboygan, WI	First Grade Longfellow	UW-Milwaukee	Bachelor's Degree \$43,454.00
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Ms. Yang has been hired for the 2023-2024 school year. She will be certified in Regular Education. She was one of two candidates interviewed.

ASSISTANT COOKS

Austin Krueger*	Longfellow	September 11, 2023	\$15.00 per hour
Mary Kurgan	School Nutrition	August 15, 2023	\$16.50 per hour

COOKS

Alaa Al Hamed	South High	August 15, 2023	\$15.50 per hour
Michele Kerlin	South High	August 15, 2023	\$16.25 per hour

CUSTODIAN

Eric Toebe	Pigeon River	August 7, 2023	\$17.10 per hour
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EDUCATIONAL ASSISTANTS

Natasha Ausloos	Madison	August 28, 2023	\$15.63 per hour
Jessica Bradford	Madison	August 28, 2023	\$15.60 per hour
Jean Caldwell	North High	August 28, 2023	\$18.00 per hour
Linda Chang	Wilson	August 28, 2023	\$16.95 per hour
Jean de Dianous	Jefferson	August 28, 2023	\$16.25 per hour

Douglas Dittel	Horace Mann	August 28, 2023	\$17.00 per hour
Mary Eresh	South	August 28, 2023	\$16.75 per hour
Mirna Fuentes	Early Learning Center	August 28, 2023	\$15.75 per hour
Elizabeth Garcia	Cooper	August 28, 2023	\$16.50 per hour
Charlie Hardy	Jackson	August 28, 2023	\$16.95 per hour
Arlin House	North High	August 28, 2023	\$17.25 per hour
Deborah Intravaia	Jefferson	August 28, 2023	\$18.00 per hour
Nida Jaber	Urban	August 28, 2023	\$15.60 per hour
Jalen Karenke	Central High	August 28, 2023	\$17.50 per hour
Victoria Kreutz	Early Learning Center	August 28, 2023	\$15.75 per hour
Stephanie Krol	Longfellow	August 28, 2023	\$18.00 per hour
Krysta Lehmann	North High	August 30, 2023	\$15.60 per hour
Lindsay Lewison	North High	August 28, 2023	\$15.60 per hour
Tanya Pernat	Jefferson	August 28, 2023	\$16.25 per hour
Sara Pluedeman	North High	August 28, 2023	\$16.38 per hour
Tsion Purtell	Jackson	August 28, 2023	\$16.95 per hour
Jessica Sullivan	Longfellow	August 28, 2023	\$15.95 per hour
Cassandra Wolker	Urban	August 28, 2023	\$15.63 per hour

SECRETARIES

Evangelina Dimas	North High	August 16, 2023	\$17.15 per hour
Holly Lamb*	Urban	August 10, 2023	\$20.00 per hour
Jordan Mitchell*	Early Learning Center	August 21, 2023	\$16.00 per hour
Lucy Roman Ojeda	Horace Mann	August 9, 2023	\$16.00 per hour
Sarah Schwefel	Instructional Services	August 8, 2023	\$19.33 per hour

\*Relative of SASD employee

2. Leave of Absence

From the committee meeting:

Moved by Ms. Versey, seconded by Ms. Boehmer to approve the following request for a personal leave of absence without compensation. All ayes. Motion carried unanimously.

Cassandra Bartels	Educational Assistant	ELC	September 1, 2023 – June 7, 2024
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3. Separations

From the committee meeting:

The following separations have been granted:

Mirtha Boggs	Educational Assistant	Cleveland	September 29, 2023
Brianna Born	Teacher	Urban	June 8, 2023
Arnoldo Broussard	Custodian	Grant	August 25, 2023
Cheryl Buboltz	Assistant Cook	Lincoln-Erdman	August 10, 2023
Lindsay Charles	Administrator	CHANGE/S&I	August 4, 2023
Morgan Depies	Educational Assistant	Wilson	August 23, 2023
Sarah Ellis-Steinberg	Educational Assistant	Jackson	August 3, 2023
Julieann Jarentowski	Teacher	Urban	June 8, 2023
Sarah Klingbile	Teacher	South High	June 8, 2023
Lauren Manning	Teacher	Cleveland/Cooper	June 8, 2023
Mario Mendez Martinez	Educational Assistant	South High	August 24, 2023
Ryan Mulloy	Custodian	Longfellow	August 25, 2023
Sharon Roethel	Cook	Horace Mann	August 15, 2023
Sally VanDriest	Teacher	Longfellow	June 8, 2023



## **C. FACILITIES/RECREATION/THEATRE COMMITTEE**

### 1. Fall Community Recreation Department Marketing Insert

From the committee meeting:

Mr. Koehler provided a review of the fall insert and commented that he has received positive feedback. The Community Recreation Department is changing over their long-time software to CIVICPLUS which is a new registration program. He added that programs are beginning this week and provided an overview of the many programs that are offered to the community. The Sheboygan Theatre Company is celebrating their 90<sup>th</sup> season this year and their 2023-2024 productions include Little Mermaid, A Christmas Carol, Into the Woods, Rent, Misery, and Rosencranz & Guildenstern are Dead. The Community Recreation Department continues their partnerships with other community programs and have met their goal of hiring enough staff for KidStop.

### 2. Facility Permit Report

From the committee meeting:

Mr. Koehler provided the Facility Permit Report through August 31, 2023 for information.

## **D. FINANCE & BUDGET COMMITTEE**

### 1. Fund 41 Capital Projects

From the committee meeting:

No Fund 41 Capital Projects report until completion of the audit.

### 2. Statement of Cash Flow

From the committee meeting:

No statement of cash flow report until completion of the audit.

### 3. Revenues & Expenditures Reports

From the committee meeting:

No revenue and expense reports until completion of the audit.

### 4. Budget Revisions and Transfers of Appropriations

From the committee:

No budget revisions and transfers of appropriations until approval of the original budget.

### 5. Introduction (First Reading) of Revised Board of Education Policy 8600.01 – Use of Video Monitoring Systems on School Buses

Moved by Ms. Ruiz-Harrison, seconded by Dr. Hein to accept the Finance and Budget Committee's recommendation to approve the introduction (first reading) of revised Board of Education Policy 8600.01 – Operations; Use of Video Monitoring Systems on School Buses. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Dr. Hein, seconded by Ms. Boehmer to approve the introduction (first reading) of revised Policy 8600.01 Operations; Use of Video Monitoring Systems on School Buses. All ayes. Motion carried unanimously.

Mr. Boehlke highlighted that at the previous committee meeting, revisions to Policy 8600, Transportation, were brought before the committee for approval in which any place "video surveillance" occurred, "audio" was added to reflect both video and audio surveillance regarding student transportation. At that time, Mr. Boehlke discovered that policy 8600.01, would also need to be revised to add the word "audio" so both policies were consistent.

### 6. Introduction (First Reading) of Revised Board of Education Policy 7440 – Facility Security

Moved by Ms. Ruiz-Harrison, seconded by Dr. Hein to accept the Finance and Budget Committee's recommendation to approve the introduction (first reading) of revised Board of Education Policy 7440 – Property; Facility Security. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Dr. Hein, seconded by Ms. Boehmer to approve the introduction (first reading) of revised Policy 7440 – Property; Facility Security. All ayes. Motion carried unanimously.

Mr. Boehlke highlighted and explained the addition of the fifth paragraph regarding authorization for administration to conduct searches of non-student visitors or vehicles on school property. He noted although this most likely will not occur, administration would like this included in the policy in case a circumstance arises; this would allow administration to prevent something from happening. Mr. Boehlke relayed the court case and state statutes of why this is being included. The court case and state statutes are listed at the bottom of the policy.

## 7. Gifts

Moved by Ms. Ruiz-Harrison, seconded by Dr. Hein to accept the Finance and Budget Committee’s recommendation to accept all gifts to the District. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Dr. Hein, seconded by Ms. Boehmer to accept all gifts to the District, approving those \$2500 and greater. All ayes. Motion carried unanimously.

<u>Gift</u>	<u>Donor</u>	<u>Building/Program</u>	<u>Amount</u>
<u>For Information</u>			
Backpacks w/supplies	Anne Holzem	Wilson	250.00
Monetary	Tim/Sandy Lorenz	Sheboygan Theatre Company	245.00
Monetary	Joe/Cindy Klapperich	Sheboygan Theatre Company	20.44
Monetary	Vollrath Company	Sheboygan Theatre Company	1,000.00
Monetary	Angie Vergowe	Sheboygan Theatre Company	35.00
Monetary	Ardis Mani	Sheboygan Theatre Company	35.00
Monetary	Noel Miller	Sheboygan Theatre Company	60.00
Monetary	Jason Shockley	Sheboygan Theatre Company	700.00
<u>For Action</u>			
Monetary	Kohler Company	North (Red Raider Robotic Sponsorship-Branding for Team)	37,500.00

## E. COMMITTEE OF THE WHOLE

1. Vice President Laster called the meeting to order at 6:42 p.m.
2. Vice President Laster requested that everyone stand and join him in the Pledge of Allegiance
3. Moved by Dr. Hein, seconded by Ms. Robbins to approve the agenda. All ayes. Motion carried unanimously.
4. Present: Mr. Mark Mancl, Ms. Rebecca Versey, Ms. Kay Robbins, Ms. Mary Lynne Donohue, Mr. Santino Laster, Dr. Susan Hein, Ms. Heidi Boehmer, Ms. Sarah Ruiz-Harrison

Excused: Mr. Ryan Burg, Mr. Mark Mancl (out at 8:40 p.m.), Ms. Rebecca Versey (out at 8:50 p.m.)

## 5. Community Input

Karen Sullivan – 1507 Huron Avenue, Sheboygan, WI - She supports students in the Sheboygan Area School District (SASD) and has been a taxpayer for almost 50 years. She is a parent of a South High School (SHS) graduate who has led a very successful life and fulfilling career due to a solid beginning at SHS and at every grade level. Our students deserve the same great education today. Teachers she knows love teaching and seeing their students learn and grow. Teaching is a demanding career – their initial investment and continuing education should be considered in trying to retain and attain the best staff. She would like our city to be known for having the best public school system in the state. If we want to bring workers and families to our area, having the best public schools is an attractor and is one of the first things asked about when moving to a new area. We are experiencing a teacher shortage. There are high turnover rates statewide, and she believes lower wages and working in an environment that includes some venomous negative rhetoric about public schools and teachers from a small but very vocal minority has made the job search for high-quality teachers and staff the most competitive market in our lifetime. If we really care about our students and their future, we will provide wages and benefits to attract and retain the best public qualified educators for our public schools. We must give our students, teachers, support staff,

administrators, and board the respect, collaboration, and cooperation needed to sustain our already great school district. Thank you for the opportunity to speak out in support of our students and schools.

Steve Griffith - 3116 N. Koning Drive, Sheboygan, WI – He thanked the Board members for their time and effort to make the Sheboygan community a better place. They were fortunate to raise two boys in Sheboygan and feel that SASD has always had the vision to hire many inspired and inspiring teachers. The efforts and quality of their children’s teachers helped them to reach their potential. We should be reaching out and working together to attract and keep the best teachers so our schools can be the best they can be. We should not let anger, lack of understanding, or short-sightedness guide our decision-making. There is a shortage of highly qualified teachers. The Board has the opportunity to continue the visions that have always been here so that young people in our city continue to have the opportunities their boys had.

Kathy Loewen - 3501 Lakeshore Road, Sheboygan, WI – She has three daughters who are products of SASD. Her daughters are in great professions that they love. She holds SASD responsible for a lot of that. She has a granddaughter in fifth grade who has fabulous teachers, and her granddaughter is always positive about her day and doing very well. She trusts that our Board will continue to support SASD teachers as they have in the past, along with the administration. We need to continue to support our teachers and to continue to strive to get new hires that are quality hires, who want to be here because Sheboygan is a good place to be and a good place to raise children.

Victoria Wiese - 6279 South 18<sup>th</sup> Street, Sheboygan, WI – She talked about supporting teachers. She had a son who went through SASD and a granddaughter who is in SASD. She talked about volunteering at Cooper for the past two years weekly. She sees the teachers firsthand regarding their compassion, the dignity they give all students, and dedication to students with various special needs. The teachers need our support and should not be the scapegoat for people throwing out numbers about test scores. She asked that we not get sidetracked with looking at test scores. When you look at the needs of the children, you need to look at poverty, addiction, incarcerations, a student who had a parent who committed suicide or has experienced a trauma in their own life, and what is going on with them emotionally. SASD has a lot of very good programs available to meet the needs of all students. She asked that we support our teachers, not have them held as scapegoats, and not listen to a minority that will try to skew perceptions by looking at test scores. As a taxpayer, she has an invested interest and would like the education of our children to be the very best. She thanked the Board for the opportunity to speak. She encouraged anyone passionate about education to volunteer and see what the teachers are dealing with daily. That is the way to be part of the solution instead of part of the problem.

Allie Tasche - 1400 Marshall Avenue, Cleveland, WI – She is a proud graduate of SASD. The teachers of SASD had a profound impact on her as a student. But now, as a parent of two children in the district, and grateful they are being educated in the district that raised her because of the staff’s care, dedication, and compassion. Grateful children can be educated by teachers who are both highly skilled and demonstrate genuine care and concern for their individual and collective well-being. She talked about very different types of support from one another that her children need, ranging from intervention to advanced extension. It is evident that all of their teachers and teams are working hard together to ensure that their academic, personal, psychological, and emotional needs are being tended to while wearing multiple hats. Echoed sentiments shared earlier that the things our classrooms are managing are far beyond what educators historically have been managing, and we have been doing more and better for diverse needs. It means so much to her that she can trust the school teams to be looking out for her children’s needs and to have teachers who not only know how to educate them but who care about them, believe in them, and hold them up to high expectations while teaching them the skills and confidence they need to create their own goals and meet their own future expectations. She fully supports the increase in compensation that gets us closer to recognizing the value of attracting and retaining highly educated, highly trained, and highly passionate teachers, administrators, and support staff in our schools. Recognizing that our investment in our teaching teams is an investment in our students and, therefore is an investment in our future.

Rebecca Duquesnoy - 417 Clifton Avenue, Sheboygan, WI – She has two children and supports the teacher raises. She thanked teachers for their support, hard work, creativity, knowledge, and collaboration. She has a daughter with complex special needs, both medically and educationally. Her child receives occupational, physical, and speech therapy services to support her academics, social skills, and behavior. Many adults are working collaboratively. She respects, trusts, and appreciates all of them. These incredible teachers have grown her daughter over the last six years. She has a son in a different elementary school; seeing him grow in reading and confidence is remarkable. He had a rough start to the school year, and the teacher took him under her wing, and her son has transitioned beautifully into kindergarten. She thanked the teachers, board, and support staff. One of the best things we can do for our district and our kids is to retain our quality teachers so our kids can have a great future.

Rayne Rokicki & Oliver Bauman - 2228 Lakeshore Drive, Sheboygan, WI – She is a proud product of SASD. She grew up here and has spent a lot of years overseas. After those experiences, you can’t underestimate the power of a very good public education system. She and her husband returned to Sheboygan during COVID, and their two children have had an awesome experience in SASD. She thanked the board for investing in our children by investing in their teachers and making sure that

the great experience she had that set her up for success later in life continues on with her own children. Please keep it up. Thank you. Oliver, a 5<sup>th</sup> grader at Wilson, is thankful for people investing in public schools and activities to learn.

Jan Anderson - 5139 South 9<sup>th</sup> Street, Sheboygan, WI – She thanked the Board members for serving and is in awe of them for giving up all this time to do this great service. She was in awe of the teachers she taught with. She retired 12 years ago. Her three children have done well in life and were well prepared by the fabulous SHS teachers and teachers elsewhere in the district. Since COVID and the various losses in academics and social behavior, this job is not easier, and the needs are greater. We could not give teachers high enough raises. On behalf of the more silent generation of us who have not come to speak to the board before, to know how supportive we are of the SASD and what you are doing.

6. Moved by Ms. Donohue, seconded by Dr. Hein to adjourn to Closed Session pursuant to Wisconsin State Statute 19.85(1)(c) – To deliberate strategies to address specific issues pertaining to collective bargaining for teachers; To consider action regarding employment, promotion, compensation or performance evaluation data of any public employee over which the Board of Education has jurisdiction or exercises responsibility. A roll call vote was taken and motion carried unanimously. (Mancl, Versey, Robbins, Donohue, Laster, Hein, Boehmer, Ruiz-Harrison)

Mr. Mancl asked for an explanation as to why they were going into Closed Session because the agenda specifically shows that it appears that negotiations have been completed and administration already has recommendations. Mr. Harvatine explained that the Sheboygan Education Association has had an opportunity to talk about and put forward a proposal and process to work through with their group, and that is part of the discussion for the Board to hear what that is and details to discuss and deliberate. It is posted as Open Session afterward for the board to decide what discussions they want to have and whether or not they want to take action.

7. Moved by Dr. Hein, seconded by Ms. Boehmer to reconvene to Open Session at 8:08 p.m. All ayes. Motion carried unanimously.
8. Ratify Collective Bargaining Agreement with the Sheboygan Education Association (SEA)

Moved by Ms. Donohue, seconded by Dr. Hein to ratify the 2023-2024 collective bargaining agreement with the Sheboygan Education Association (SEA) with base wage settlement of 4% in the aggregate. All ayes. Motion carried unanimously.

Mr. Harvatine explained that the administration recommends ratifying the collective bargaining agreement base wage settlement. Under the current statutes regarding collective bargaining in an educational environment, we can only bargain with SEA on base wage. He further explained administration held collective bargaining meetings with SEA and, as a result, came to an agreement of a 4% base wage increase in the aggregate that would follow along the teacher salary schedule. Based on the salary structure, some cells would receive more than 4% based on the step increase. The bottom step would receive a 7.87% increase, and those at the top of the salary schedule would receive a 1.73% and the increase varies with those at the steps in between, as it is a 4% increase in the aggregate. Mr. Mancl asked for clarification that these monies were already approved in the preliminary budget and that we are not looking for additional money, and Mr. Boehlke responded that was correct. Ms. Donohue asked why they were only voting on a base salary increase as opposed to other pieces that teachers used to bargain on. Mr. Harvatine explained that after changes with Act 10, the only permissible bargaining item is around base wage. All other items, such as benefits, compensation, and work conditions, are a part of Meet N' Confer, which is not bargaining and/or administration recommendations that are worked through the Board. Ms. Boehmer asked how the 4% was decided compared to what other districts are doing. Mr. Boehlke noted it is important to remember that there was a \$350 per pupil increase in the State budget, but that was not the increase for all districts. When the low revenue limit was raised, some districts were increased to \$900 so they had more money for salaries and benefits. He further explained that other districts our size have gone out to referendum to exceed the revenue limit, and we have not, as that would be asking taxpayers to increase their taxes. He added that we try to move forward with increases within our means so as not to put future boards in problems where they may need to make future cuts in staffing and programs. With the revenue received from the State that equated to about 3.5%, we were able to get to a 4% increase in our budget, and the budget was built around that. The preliminary budget was approved in June. He added that we always use an aggregate for the teacher group as that is the actual cost to the district. Ms. Ruiz-Harrison clarified that the aggregate does not mean how many years the teacher has been here, and Mr. Boehlke responded some look at the steps. Right now, we have 0-30 steps and those do not correlate to years of service as, over time there have been steps from the top and the bottom that have been eliminated, and the steps get renumbered. Administration does scatter grams so they know that they are not putting an incoming teacher ahead of our current staff but placing them where their experience is equal to our current staff. Ms. Donohue asked what the reception was with respect to SEA, and Mr. Harvatine responded that SEA moved to ratify this agreement 100%, and that is why the administration is bringing this ratification forward.

## 9. Supplemental Compensation for Support Staff, Teachers, and Administrators

Moved by Ms. Donohue, seconded by Ms. Boehmer to approve the recommendation for supplemental compensation in the form of stipends for all employment groups as proposed by the administration. Motion carried 7-1 (Mancl - No)

Mr. Harvatine explained this item is different from the previous item as that was only for teachers. Administration is recommending supplementary compensation in the form of stipends for administrators, support staff, and teachers. He added that knowing the budgetary discussions we just had and with budgetary constraints, we are not able to increase salaries permanently beyond 4%. Knowing the Consumer Price Index (CPI) of 8%, the administration recommends 4% stipends to all employee groups to be paid through the normal payroll process. Mr. Boehlke explained the 4% stipend is only for this year, and the monies come from the District's fund balance, not the general fund balance. He further explained that the fund balance is equivalent to a person's savings account. When the district has surpluses at the end of the year, those monies go into the fund balance, which we use for cash flow. We are self-insured, and one main advantage of being self-insured is that when claims come in less than anticipated, we keep that surplus instead of it going to an insurance company, and those monies are put into the fund balance. He spoke about the district being a model around the state for our wellness program, shared clinic, etc., and all the district has done to keep our healthcare costs down. He noted this would not work without buy-in from our staff, which has allowed us, for several years, to put those monies into the fund balance. Mr. Boehlke explained that using fund balance money does not affect the general fund budget or taxes because the State governs us on a revenue limit, so we cannot increase taxes above the revenue limit they have set for use. The employees have worked a great deal to make these savings, and the administration felt it right to use the fund balance to get them to 8%. Ms. Robbins questioned how the term aggregate relates to this item, and Mr. Boehlke responded that for support staff and administrators, it is a strict 4% stipend of their salary. For teachers, when did 4% aggregate with the previous item, it will be the same but in reverse where those at the bottom of the schedule will get less of a stipend and those at the top will get a higher stipend to get them from 1.7% to 8%. The teacher group as a whole is a 4% total but spread out depending on where they are on the salary schedule. Mr. Boehlke explained that historically, in the last seven years, very little money was added to those at the top, in which their cumulative increase over the last seven years has been 4.5%. Ms. Donohue asked with this being a one-time stipend, what happens next year. Mr. Boehlke noted the CPI is estimated to be between 4-5% next year, and the administration will look at the budget and try to increase it as close as possible to CPI. He further noted that if the budget only allows a 2% increase and CPI is 5%, the administration may again recommend a stipend to close that gap. Mr. Mancl asked what the cost is for the stipend increase and Mr. Boehlke responded the total cost for all three groups is \$3.3 million. He added when talking about fund balance we like to keep to 15-20% of the undesignated fund balance and because we are adding money again this year into fund balance we expect to be at 18%, which is well within the recommended rate. Mr. Mancl asked what the cost was last year when the Board approved a one-time \$2,000 stipend for all employees, and Mr. Boehlke responded the total cost was \$2.6 million. Mr. Mancl questioned why the administration is changing the direction of the stipend that it is the same for all employees as last year as opposed to what is being recommended now. He noted the cost of living and CPI disproportionately affects our lower wage earners and suggested that an equal payment to all groups would be fairer than a stipend of 4% of salary. Mr. Boehlke responded that last year's stipend was the same amount for all groups partly because the salary increase was short of CPI, and the administration also wanted to reward employees who had gone through COVID, as everyone stepped it up. The recommendation, especially with teachers at the top who have not been anywhere the CPI in the last seven years, is to acknowledge them and to get them to that point. There was further discussion on salary comparables to our district. Ms. Robbins highlighted that we are facing a tremendous teacher shortage and if we don't make all employees feel valued and respected, we will lose people. She added this is a one-time stipend to show staff who have been very patient and received very little for a long time that we see them. Ms. Ruiz-Harrison noted that those at the top of the salary schedule are 5.9% of our teachers which is a small amount.

## 10. South High School Flexible Scheduling Review

Ms. Donohue asked the Board to table this item with the understanding that they appreciate Mr. Formolo and his staff being here. All were in consensus.

## 11. North High School Continuous Improvement Update

The administration presented the North High School College and Career Readiness data and summarized their progress as outlined in their PowerPoint presentation. This consisted of information about the data qualifiers, National College and Career Readiness indicators and data, the Wisconsin Department of Public Instruction School Report Card (overall score of 56.3), and their new goals. They further talked about the outcomes of the previous year's goals for career ready, college ready, and workforce/military ready. The administration spoke about areas for growth for the 2023-2024 school year and their strengths and points of pride.

12. DAPES Formative Performance Report and Annual Goals

Ms. Donohue requested the Board to review the Superintendent's Formative Performance Report and Annual Goals in preparation for upcoming discussions and to provide feedback. Mr. Harvatine noted hard copies of the report are in their blue folders for them to review, take notes, and provide feedback to be discussed at a future meeting. He spoke about and reviewed the goals that drive his performance and looks forward to receiving feedback.

13. Moved by Dr. Hein, seconded by Ms. Donohue to adjourn at 9L17 p.m. All ayes. Motion carried unanimously.

**F. SPECIAL BOARD COMMITTEES/ASSIGNMENTS**

1. Legislative Roundtable – Mr. Harvatine reported there was much time spent talking about Act 20 and the appointment of committees. They talked about the local vouchers and public funding for those schools which is more than what the SASD is receiving and we are required to pay for transportation/bussing – the accountability is different for the two systems including calendaring as voucher schools can set their start date for school whenever they want. The issue is why there are different requirements even though we are receiving the same dollars.
2. Human Growth and Development Citizens' Advisory Committee - Ms. Robbins referred to the minutes of September 11, 2023 and had no additional items to discuss.

Moved by Ms. Robbins, seconded by Ms. Boehmer to approve the appointment of Ms. Anna Seeboth for the open student position on the Human Growth and Development Citizens' Advisory Committee. All ayes. Motion carried unanimously.

Moved by Ms. Robbins, seconded by Mr. Laster to approve the appointment of Ms. Jen Cruz for the open parent member position on the Human Growth and Development Citizens' Advisory Committee. All ayes. Motion carried unanimously.

**COMMUNICATIONS**

Communications were received.

**FUTURE MEETING DATES**

October 10, 2023 – Committee meetings at 6:00 p.m.; October 24, 2023 - Regular Board of Education meeting at 6:00 p.m. with Public Hearing on the proposed 2023-2024 Preliminary Budget at 7:00 p.m.

**ADJOURN**

Moved by Mr. Laster, seconded by Dr. Hein to adjourn at 7:58 p.m. to Closed Session pursuant to Wisconsin State Statutes 19.85(1)(c) – To discuss the annual performance evaluation of the Superintendent in accordance with Policy 1240. A roll call vote was taken and carried unanimously. (Versey, Robbins, Donohue, Laster, Hein, Boehmer, Ruiz-Harrison)

Moved by Dr. Hein, seconded by Ms. Boehmer to reconvene at 8:29 p.m. to Open Session. All ayes. Motion carried unanimously.

Moved by Ms. Boehmer, seconded by Dr. Hein to adjourn at 8:30 p.m. All ayes. Motion carried unanimously.



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Seth A. Harvatine  
Superintendent & Secretary of the Board