



**BOARD OF EDUCATION**  
**SHEBOYGAN AREA SCHOOL DISTRICT**  
Sheboygan, Wisconsin

**REGULAR MEETING AGENDA**  
Tuesday, April 25, 2023  
**6:30 p.m.**

The regular meeting of the Board of Education of the Sheboygan Area School District will be held in the Board of Education meeting room, 3330 Stahl Road, Sheboygan, Wisconsin, on **Tuesday, April 25, 2023**, at **6:30 p.m.** The following items will be presented for consideration at that time:

Please note that some Board members may be participating in this Board meeting via teleconference or other remote access technology. Members of the public who attend the meeting will be able to hear any open session dialogue between such members and the Board members present in the Boardroom. In addition, the District is offering audio and video access to the meeting via phone connection by calling 1-312-626-6799 with Meeting ID: 854 9571 6055 and Passcode: 364166 or <https://us06web.zoom.us/j/85495716055?pwd=b1NuVk1TWmMyTnpiaVhVV25YTUVFidz09> or via livestream <https://www.youtube.com/user/SheboyganSchools> at the scheduled meeting time. For those community members who would like to provide community input, you must access the meeting via the zoom link noted above.

(\*times may vary)

6:30 **I. CALL TO ORDER:** President

6:31 **II. PLEDGE OF ALLEGIANCE**

6:32 **III. APPROVAL OF THE AGENDA** (Action)

6:33 **IV. ROLL CALL** (Informal)

6:34 **V. APPROVAL OF MINUTES** (Discussion/Action)

Action on the Regular Board of Education meeting minutes of March 28, 2023, Closed Session meeting minutes of March 28, 2023, Special Session meeting minutes of April 5, 2023, Closed Session meeting minutes of April 5, and Closed Session meeting minutes of April 11, 2023.

6:35 **VI. COMMUNITY INPUT – President** (Information)

Citizens may be recognized & make statements at this time, indicating their names & addresses before speaking. **Please refer to Community Input Guidelines on the last page of the agenda.**

6:36 **VII. STUDENT REPRESENTATIVES** (Information)

Reports will be provided by:

North High School: Emily Kolb

South High School: Kalysta Blomwillis

6:42 **VIII. SUPERINTENDENT’S REPORT – Mr. Seth Harvatine** (Information)

A report of events/activities in the District will be provided.

6:47 **IX. MISCELLANEOUS**

- 15 min. **A. HIGH SCHOOL CONTINUOUS IMPROVEMENT UPDATE – Mr. Jacob Konrath/Mr. Jim Renzelmann/Mr. Eric Spielman/Ms. Kelly Blum/Mr. Kevin Formolo/Mr. William Thompkins/Mr. John Matczak/Mr. Mark Wittig/Ms. Lindsay Ohlfs** (Information/Discussion)

The administration will present the District report card data for North and South High Schools.

- 15 min. **B. PRESENTATION OF THE 2023-2024 PROPOSED PRELIMINARY BUDGET – Mr. Mark Boehlke/Mr. Seth Harvatine/Mr. Jacob Konrath/Ms. Jami Hintz** (Information/Discussion)

The administration will present a first draft of the 2023-2024 proposed preliminary budget that will be presented to the Board for approval in June 2023.

- 2 min. **C. ANNUAL PLANNING SESSION – Mr. Seth Harvatine** (Information/Discussion)

Mr. Harvatine will discuss the annual planning session.

7:16 **X. REPORT OF COMMITTEES**

**A. CURRICULUM & INSTRUCTION COMMITTEE – Ms. Kay Robbins, Chair**

1. International Career Development Conference Field Trip (Information/Action)
2. Great Start Conference (Information/Discussion)
3. 2023 Summer School Recommendation (Information/Possible Action)
4. Lakeland University Partnership Update (Information/Discussion)

**B. HUMAN RESOURCES COMMITTEE – Dr. Susan Hein, Chair**

1. Appointments (Confirming Action)
2. Leave of Absence (Action)
3. Separations (Information)
4. Retirements (Action)

**C. FACILITIES/RECREATION/THEATRE COMMITTEE – Mr. Ryan Burg, Chair**

1. Tabulation of Bids – Parking Lot Replacements (Action)
2. Sheboygan Theatre Company Financial Report (Action)
3. Community Recreation Department Financial Report (Action)
4. Facility Permit Report (Information)

**D. FINANCE & BUDGET COMMITTEE – Dr. Susan Hein, Vice Chair**

1. Fund 41 Capital Projects (Action)
2. Statement of Cash Flow (Action)
3. Revenues & Expenditures Reports (Action)
4. Budget Revisions and Transfers of Appropriations (Action)
5. Gifts (Information)

**E. COMMITTEE OF THE WHOLE – Mr. Santino Laster, Chair**

1. Call to Order
2. Pledge of Allegiance
3. Approval of the Agenda
4. Roll Call
5. Recognition (Information/Discussion)
6. Adjourn
7. Reconvene to Open Session
8. Adjourn

**F. SPECIAL BOARD COMMITTEES/ASSIGNMENTS**

1. Sheboygan Public Education Foundation – Mr. Seth Harvatine (Information)  
Information from the April 12, 2023 meeting will be shared.

7:26 **XI. COMMUNICATIONS** (Information)

Ms. Judi Pool – Why do parents insist on age-appropriate sex education? Maybe these kids had the book “Gender Queer” in their school library?; Ms. Ruth Luedtke – Information on Planned Parenthood representatives communicating with students

7:27**XII. FUTURE MEETING DATES** (Information/Possible Action)

May 9, 2023 – Committee meetings at 6:00 p.m.

May 23, 2023 – Regular Board of Education meeting with student recognitions at 6:0 p.m.

**XIII. ADJOURN** (Action)



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Seth A. Harvatine  
Superintendent & Secretary of the Board

SAH;jjh

Please note that the special needs of individuals with disabilities, who wish to attend the meeting will be accommodated through appropriate aids and services. For additional information, or to request assistance, please contact Assistant Superintendent Mark Boehlke, at the Department of Business and Operational Services, 3330 Stahl Road, Sheboygan, WI 53081, 920-459-3955.

**Community Input Guidelines**  
**At**  
**Board of Education Meetings**

Welcome to this meeting of the Sheboygan Area School District Board of Education. We are pleased that you are interested in educational issues. We are interested in your comments and concerns about the school district. There will be a part of this meeting for community input. (please refer to the agenda.) Individuals who live or work within the Sheboygan Area School District may address the Board. Others may address the Board at the discretion of the Board president.

In order for the meeting to flow smoothly, we would appreciate that the following guidelines be followed by anyone wishing to address the Board of Education this evening.

1. Please limit comments or suggestions to three minutes or less because we do have a full agenda to follow.
2. Comments and suggestions on the school district are welcome. Personal criticism of members of the Board of Education or employees of the school district is out of order.
3. If you are a resident within the Sheboygan Area School District or work within the Sheboygan community and would like to be recognized, **please raise your hand**. After being recognized, **please stand and clearly state and spell your name and address for the record. Also, for the record, please sign your name and address on the clipboard after you have spoken.**

The Board normally receives citizen input and does not respond or debate. If there is a need for an answer or a response to a concern or issue, the Superintendent or one of the administrative staff members will get back to you within the next week.

Thank you for your assistance.



**BOARD OF EDUCATION  
SHEBOYGAN AREA SCHOOL DISTRICT  
Sheboygan, Wisconsin  
REGULAR MEETING MINUTES  
Tuesday, March 28, 2023**

The regular meeting of the Board of Education of the Sheboygan Area School District was held on Tuesday, the 28<sup>th</sup> day of March 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 6:00 p.m.

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

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

Present: Mr. Mark Mancl, Mr. Ryan Burg, Ms. Kay Robbins, Ms. Mary Lynne Donohue, Mr. Santino Laster, Mr. David Gallianetti, Ms. Sarah Ruiz-Harrison

Excused: Ms. Rebecca Versey, Dr. Susan Hein

**APPROVAL OF MINUTES**

Moved by Mr. Laster, seconded by Mr. Gallianetti to approve the Regular Board of Education meeting minutes of February 28, 2023, Special Session meeting minutes of March 7, 2023, Closed Session meeting minutes of March 7, 2023, Special Session meeting minutes of March 20, 2023, and Closed Session meeting minutes of March 20, 2023. All ayes. Motion carried unanimously.

**COMMUNITY INPUT**

There was no community input.

**SUPERINTENDENT'S REPORT**

Mr. Harvatine spoke about district events including the John Michael Kohler Arts Center's 39<sup>th</sup> annual Youth Art month, Wisconsin School Music Association District Solo and Ensemble Festival at North High School, and the South High School band trip to Disney World. He added that as part of the District's ongoing efforts to attract teachers, an emphasis has been placed on enhancing relationships with colleges and universities to increase the number of students teachers placed in the school district.

**MISCELLANEOUS**

**A. Strategic (Long-Range) Plan Quarterly Review**

Mr. Harvatine thanked the Executive Management Team for their leadership with the goals/objectives. He noted that this is the third report of the year and the Executive Management Team will present again in June.

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

**B. Resolution Authorizing the Transfer of Funds, the Establishment of an Escrow Account with Respect to and the Defeasance of Certain of the General Obligation Refunding Bonds, Dated March 7, 2017**

Moved by Mr. Mancl, seconded by Mr. Gallianetti to approve the Resolution Authorizing the Transfer of Funds, the Establishment of an Escrow Account with Respect to and the Defeasance of Certain of the General Obligation Refunding Bonds, Dated March 7, 2017. All ayes. Motion carried unanimously.

Mr. Boehlke reported that in 2022-2023 the District levied an additional \$4 million in Fund 39 in excess of calendar year debt payments. That balance can be used to prepay debt. The funds would be deposited into an escrow for prepayment of debt and the escrow agent will pay off the debt on the call date of March 1, 2025. The District will save approximately \$1,970,000 and that amount comes off the debt schedule, which saves a considerable amount of interest for the District.

### **C. Adoption (Second Reading) of Revised Board of Education Policy 7450 – Property Inventory**

Moved by Mr. Laster, seconded by Mr. Burg to approve the adoption (second reading) of revised Board of Education Policy 7450 – Property; Property Inventory. All ayes. Motion carried unanimously.

## **REPORT OF COMMITTEES**

### **A. CURRICULUM & INSTRUCTION COMMITTEE**

#### **1. Elementary Reading Literacy Audit Update**

From the committee meeting:

Mr. Renzelmann reported that the audit process is designed to assess curriculum, identifying areas for growth and examining practices and recalibrate processes at a district level. The audit focused on student data and instructional data. Classroom observations were chosen at random to allow for equitable representation across grade levels and school enrollments. A teacher and principal survey assisted with the perception data. District leadership teams met for strategic planning sessions to review the data and develop an agreed upon plan to address systems and instructional practice changes. Currently, the leadership teams are in the plan for action phase of the planning. They will be looking more closely at professional development and reinforcing expectations for Reading and Writing instruction. He reviewed the instructional and assessment practices. They will also be sure that students have high quality resources accessible to them. Mr. Renzelmann explained What the three-year plan rollout would look like going forward. The timeline will be March through June 2023, which will include CESA 7 professional development, observations of lessons by principals and coaches, and finalizing the strategic plan through 2024-2025. The value that came out of this process is a big component that helped tighten up the framework to move forward.

Mr. Burg asked what Mr. Renzelmann sees as successes with the current reading program and he responded that there are great structures in place for mini lessons and classroom environments are set up for large and small groups. Teachers understand the importance of targeted instruction. Mr. Burg asked if they are looking at changing curriculum to meet the standards and Mr. Renzelmann responded that he wants to provide teachers with the knowledge of what good reading is and then to look at resources to see if they are more targeted and if not, look elsewhere to find what fits within our lessons.

Ms. Donohue asked about high leverage practices and Mr. Renzelmann commented those are strategies we are using to get the most return on instruction – questioning skills, student discourse, student goal setting. Using assessment data that is informative so we can provide quick assessments to see where students are. Ms. Donohue asked about how we are “norming” the lens and Mr. Renzelmann responded that the mini lesson is where our teachers are teaching grade level instruction and standards to whole groups of students. It is an agreed upon practice of what a lesson looks like and a continuous improvement process to help our schools and district improve. He added that as a district we are trying to find out where those pieces meet so we can provide our students foundational skills.

Mr. Mancl is interested in what is being presented to the teachers and whether students have access to high quality materials. Mr. Renzelmann responded that it is themes that resonate with teachers, and some of our texts get old, as students grow, we need to make sure we have the right books in our libraries. We have to look at interest and level when it comes to books. Mr. Mancl asked if we are working with teachers who need help and Mr. Konrath responded that is done through a Professional Learning Communities (PLC) process and we work to lift teachers up. He added that they would come back to the committee in a few weeks with more tangibles.

Ms. Robbins commented that whom a teacher has in her classroom should also be taken into consideration and Mr. Renzelmann noted that the audit is designed to look at the system and not directly at the teacher.

#### **2. Elementary Math Intervention Update**

From the committee meeting:

Mr. Spielman provided a review of the Bridges intervention that included professional development for all elementary teachers in November; targeted tier 2 instruction tied specifically to Bridges and Number Corner lessons and assessments; organized by specific skills rather than grades; implemented in a variety of setting; and significant use of visual models to support conceptual understanding prior to procedural fluency. He added that a lot of time was spent connecting with other

districts. Year 2 has been better and the results teachers are seeing with their students has been worth it. The curriculum is rigorous and challenges students allowing new strategies to be used. Through those interactions, teachers have a good sense of where their students are. Bridges has an intervention component to their curriculum. When it comes to math skills and gaps, they are not always linear. Bridges as a whole is a spiral curriculum so it brings things back from previous years for the student. Mr. Spielman commented that goal is for students to have multiple strategies but gradually ending with one efficient strategy. He added that Add+Vantage Math Recovery (ACMR) professional development dates back to 2012. The past two years two teachers have been learning how to become trainers in AVMR so we can provide in-house training, which is cost-effective. Approximately 150 educators have already been trained and two spring cohorts and one summer cohort will train than 40 educators.

**B. HUMAN RESOURCES COMMITTEE**

Moved by Mr. Gallianetti, seconded by Ms. Robbins to accept the Human Resources Committee’s recommendation to approve agenda items #1 and #2. All ayes. Motion carried unanimously.

1. Appointments

Moved by Dr. Hein, seconded by Mr. Gallianetti to accept the Human Resources Committee’s recommendation to approve all appointments. All ayes. Motion carried unanimously.

From the committee:

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

TEACHER

Chelsea Ort	Family and Consumer Education	UW Stevens Point	Master’s Degree
Marshfield, WI	Farnsworth		\$15,203.99 (prorated)

Ms. Ort has been hired for the remainder of the 2022-2023 school year. She is certified in Family and Consumer Education. She was the only candidate interviewed.

COOKS

Sherri Corgiat	North High	February 6, 2023	\$15.44 per hour
Julia Ellinger	Pigeon River	February 14, 2023	\$14.84 per hour
Tamara Koch	School Nutrition	February 13, 2023	\$14.84 per hour
Maichao Lee	Longfellow	February 14, 2023	\$14.25 per hour
Sharon Roethel	School Nutrition	February 13, 2023	\$15.44 per hour

CUSTODIAN

Derrick Yahnke*	Facilities Services	February 20, 2023	\$19.00 per hour
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DELIVERY DRIVER

Jessica Huenink	School Nutrition	February 14, 2023	\$17.60 per hour
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EDUCATIONAL ASSISTANTS

Eric Grauman	North High	February 6, 2023	\$16.88 per hour
Jenna Groenhof	South High	February 6, 2023	\$15.00 per hour
Evelyn Gurrola	Wilson	February 6, 2023	\$18.38 per hour
Pa Nhia Lee	Urban	February 6, 2023	\$17.72 per hour
Elizabeth Schwinn*	Jackson	February 13, 2023	\$17.06 per hour

EVENT WORKER

Craig Walters	North High	April 1, 2023	\$11.21 per hour
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LIFEGUARD

Max Olsen*	North High	February 13, 2023	\$7.25 per hour
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NOON HOUR SUPERVISORS

Hayden Allee	Cooper	February 13, 2023	\$10.00 per hour
Edith Torres Ramos	Cooper	February 28, 2023	\$10.00 per hour

RECREATION DEPARTMENT

Ashley Gruenke	Kidstop Childcare	February 6, 2023	\$14.00 per hour
Kansas Schneider	Swimming Instructor	February 21, 2023	\$15.00 per hour
Holly Snoeyenbos	Kidstop Childcare	February 21, 2023	\$14.00 per hour
William Young II	Kidstop Childcare	February 6, 2023	\$14.00 per hour
William Young II	Basketball Referee	February 6, 2023	\$15.00 per hour

SECRETARY

Cynthia Derry	Urban	February 17, 2023	\$20.00 per hour
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STUDENT HELPER

Hasina Begum	South High	January 27, 2023
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SUBSTITUTE COOK

Robyn Kenowski	District-Wide	February 21, 2023
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SUBSTITUTE EDUCATIONAL ASSISTANTS

Molly Ellingson	District-Wide	February 28, 2023
Robyn Kenowski	District-Wide	February 21, 2023
Heather Masterson	District-Wide	March 1, 2023
Alexis Streff	District-Wide	February 10, 2023

SUBSTITUTE SECRETARIES

Amber Bush	District-Wide	February 7, 2023
Jordyn Jorsch	District-Wide	February 17, 2023
Heather Masterson	District-Wide	March 1, 2023
Claire Peltó	District-Wide	February 7, 2023
Joy Angelie Sabeniano-Lee	District-Wide	February 14, 2023
Penny Senkbeil	District-Wide	February 23, 2023

SUBSTITUTE TEACHERS

Brenda Perez Hernandez	Degreed, Non-certified	February 8, 2023
Marissa Schroeder*	Degreed, Non-certified	February 7, 2023
Linsey Wymer	Regular Education	March 2, 2023
Sharon Yang	Degreed, Non-certified	February 13, 2023

EXTRA PAY FOR EXTRA SERVICE (COACHES / ADVISORS)

Urban

Robert Fleuchaus	Internal Candidate	Wrestling Coach	\$1,250.00
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\*Relative of SASD employee

2. Leave of Absence

From the committee meeting:

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

Andrea Butzen	Teacher	Early Learning Center	November 13, 2023 – June 10, 2024
Nara Detienne	Teacher	South High	August 28, 2023 – September 14, 2023

3. Separations

From the committee meeting:

The following separations have been granted:

Barbara Alvarez	Substitute Teacher	District-Wide	February 9, 2023
Christina Becker	Teacher	Urban	June 8, 2023
Connie Beiersdorf	Substitute Teacher	District-Wide	February 9, 2023
Jennifer Blake-Krueger	Secretary	Student Services	February 22, 2023



Mylalene Breित्रick	Track Coach	Horace Mann	February 13, 2023
Stephen Cornelius	Substitute Teacher	District-Wide	February 9, 2023
Jennifer Deignan	Educational Assistant	Horace Mann	March 3, 2023
Rose Lee Eissner	Substitute Educational Assistant	District-Wide	February 9, 2023
Julia Ellinger	Substitute Educational Assistant	District-Wide	February 16, 2023
Lisa Finney	Principal	Central High	March 6, 2023
Justin Fisher	Substitute Teacher	District-Wide	February 9, 2023
Kim Gerk	Substitute Secretary	Early Learning Center	February 9, 2023
Eric Grauman	Educational Assistant	North High	February 27, 2023
Amy Greger	Educational Assistant	Jackson	March 3, 2023
Tyler Heilberger	Event Worker	South High	February 21, 2023
Abbie Higgins	Teacher	Urban	June 8, 2023
Samuel Hopp	Varsity Boys' Tennis Coach	North High	February 9, 2023
Samuel Hopp	Varsity Girls' Tennis Coach	North High	February 9, 2023
Joanne Howe	Educational Assistant	Urban	June 7, 2023
Nicole Hudak	Substitute Teacher	District-Wide	February 9, 2023
Samantha Jandre	Substitute Educational Assistant	District-Wide	February 9, 2023
Gregory Kiehl	Substitute Teacher	District-Wide	February 9, 2023
Judie Kinate	Substitute Teacher	District-Wide	February 13, 2023
Frank Lenihan	Substitute Teacher	District-Wide	February 8, 2023
Ashley Miller	Event Worker	South High	February 21, 2023
Meredith Nitka	Coordinator	School Nutrition	February 24, 2023
Alicia Phephles	Varsity Girls' Volleyball Coach	North High	February 27, 2023
Adam Rooker	Event Worker	South High	February 21, 2023
Jessica Schlafke	Cook	North High	February 8, 2023
Chase Schoenberger	Lifeguard	North High	February 21, 2023
Melissa Schoenberger	Substitute Teacher	District-Wide	February 21, 2023
Tamar Scott	Educational Assistant	North High	March 3, 2023
Elliot Simenz	Substitute Bus EA	District-Wide	February 9, 2023
Austin Summers	Event Worker	South High	February 21, 2023
Barbara Thieme	NuDawn Club Supervisor	Recreation Department	February 27, 2023
Bruce Timm	Tennis Coach	Horace Mann	February 28, 2023
Michael Vorpahl	Assistant Boys' Tennis Coach	North High	February 11, 2023
John Willadsen	Event Worker	South High	February 21, 2023
Gary Wondergem	Assistant Boys' Track Coach	South High	November 28, 2022
Thomas Wright	Event Worker	North High	February 24, 2023

#### 4. Retirements

Moved by Mr. Gallianetti, seconded by Mr. Mancl to accept the Human Resource Committee's recommendation to grant requests to retire. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Ms. Versey, seconded by Mr. Gallianetti to grant the following requests to retire and the employees be recognized for their years of service per board policy. All ayes. Motion carried unanimously.

Ronda Arthur	Educational Assistant	North High	18.30 years of service
Mary Bastasic	Educational Assistant	Jefferson	23.60 years of service
Patricia Berger	Teacher	Urban	17.50 years of service
Thomas Thorpe II	Teacher	Horace Mann	30.00 years of service

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

Moved by Mr. Burg, seconded by Mr. Laster to accept the Facilities/Recreation/Theatre Committee's recommendation to approve agenda items #2 and #3. All ayes. Motion carried unanimously.

##### 1. Community Recreation Department Participation Report

From the committee meeting:

Mr. Koehler reported this is the first time his department has been fully staffed since Covid. Trends show participation numbers are increasing. They continue to work hard on their marketing efforts and he talked about future plans, which include continuing to build their community partnerships. Mr. Mancl asked if there are any plans to get more lighted

baseball fields and Mr. Koehler responded that he has a bid to retrofit lights and has the funds; however, it needs to be determined how important that need is over some other needs. He noted the cost for lights and poles is approximately \$300,000.

2. Sheboygan Theatre Company Financial Report

From the committee meeting:

Moved by Mr. Laster, seconded by Mr. Mancl to accept the Sheboygan Theatre Company Financial Report through January 31, 2023. All ayes. Motion carried unanimously.

3. Community Recreation Department Financial Report

From the committee meeting:

Moved by Mr. Mancl, seconded by Mr. Laster to accept the Community Recreation Department Financial Report through January 31, 2023. All ayes. Motion carried unanimously.

4. Facility Permit Report

From the committee meeting:

Mr. Koehler provided the Facility Permit Report through February 28, 2023 for information.

**D. FINANCE & BUDGET COMMITTEE**

Moved by Mr. Gallianetti, seconded by Mr. Laster to accept the Finance and Budget Committee’s recommendation to approve agenda items #1, #2, #3, and #4. All ayes. Motion carried unanimously.

1. Fund 41 Capital Projects

From the committee meeting:

Moved by Dr. Hein, seconded by Ms. Ruiz-Harrison to approve the Fund 41 Capital Projects through January 31, 2023, as presented. All ayes. Motion carried unanimously.

2. Statement of Cash Flow

From the committee meeting:

Moved by Dr. Hein, seconded by Ms. Versey to approve the Statement of Cash Flow through January 31, 2023, as presented. All ayes. Motion carried unanimously.

3. Revenues & Expenditures Reports

From the committee meeting:

Moved by Dr. Hein, seconded by Ms. Versey to approve the Revenue & Expenditures reports through January 31, 2023, as presented. All ayes. Motion carried unanimously.

4. Budget Revisions and Transfers of Appropriations

From the committee:

Moved by Dr. Hein, seconded by Ms. Ruiz-Harrison to approve the Budget Revisions and Transfers reports through January 31, 2023, as presented. All ayes. Motion carried unanimously.

<b>GENERAL FUND (FUND 10)</b>	<b>Revised Budget 12-31-22</b>	<b>Revised Budget 1-31-23</b>	<b>Budget Increase (Decrease)</b>
<b>REVENUES</b>			
100 Transfers-in	<b>0.00</b>	<b>0.00</b>	0.00
<b>Local Sources</b>			
210 Taxes	20,759,666.00	20,759,666.00	0.00
240 Payments for Services Provided Local Governments	0.00	0.00	0.00
260 Non-Capital Sales	271,180.61	274,507.16	3,326.55

270 School Activity Income	140,972.53	141,729.08	756.55
280 Interest on Investments	120,000.00	120,000.00	0.00
290 Other Revenue, Local Sources	340,254.19	341,973.99	1,719.80
<b>Subtotal Local Sources</b>	<b>21,632,073.33</b>	<b>21,637,876.23</b>	5,802.90
<b>Other School Districts Within Wisconsin</b>			
340 Payments for Services	<b>1,801,056.00</b>	<b>1,801,056.00</b>	0.00
<b>Revenue from Intermediate Sources</b>			
510 Transit of Aids	<b>25,803.00</b>	<b>71,583.00</b>	45,780.00
<b>State Sources</b>			
610 State Aid -- Categorical	797,328.00	797,328.00	0.00
620 State Aid -- General	86,781,290.00	86,781,290.00	0.00
630 DPI Special Project Grants	144,728.29	156,162.29	11,434.00
640 Payments for Services	140,000.00	140,000.00	0.00
650 Student Achievement Guarantee in Education	2,244,491.00	2,244,491.00	0.00
660 Other State Revenue Through Local Units	17,000.00	17,000.00	0.00
690 Other Revenue	7,658,161.00	7,658,161.00	0.00
<b>Subtotal State Sources</b>	<b>97,782,998.29</b>	<b>97,794,432.29</b>	11,434.00
<b>Federal Sources</b>			
710 Transit of Aids	97,009.00	97,009.00	0.00
730 DPI Special Project Grants	11,701,320.56	12,036,584.34	335,263.78
750 IASA Grants	1,938,679.00	1,969,409.00	30,730.00
780 Other Federal Revenue Through State	0.00	0.00	0.00
790 Other Revenue from Federal Sources	0.00	0.00	0.00
<b>Subtotal Federal Sources</b>	<b>13,737,008.56</b>	<b>14,103,002.34</b>	365,993.78
<b>Other Financing Sources</b>			
860 Compensation, Fixed Assets	<b>107,847.00</b>	<b>107,847.00</b>	0.00
<b>Other Revenues</b>			
960 Adjustments	0.00	0.00	0.00
970 Refund of Disbursement	269,407.75	269,407.75	0.00
990 Miscellaneous	297,383.54	297,383.54	0.00
<b>Subtotal Other Revenues</b>	<b>566,791.29</b>	<b>566,791.29</b>	0.00
<b>TOTAL REVENUES</b>	<b>135,653,577.47</b>	<b>136,082,588.15</b>	429,010.68
<b>EXPENDITURES</b>	<b>Revised Budget 12-31-22</b>	<b>Revised Budget 1-31-23</b>	<b>Budget Increase (Decrease)</b>
<b>Instruction</b>			
110 000 Undifferentiated Curriculum	23,552,170.07	23,612,171.10	60,001.03
120 000 Regular Curriculum	30,512,378.97	30,539,168.97	26,790.00
130 000 Vocational Curriculum	3,277,004.15	3,279,647.75	2,643.60
140 000 Physical Curriculum	2,959,593.00	2,961,147.00	1,554.00
160 000 Co-Curricular Activities	1,476,371.32	1,477,692.82	1,321.50
170 000 Other Special Needs	552,995.00	514,628.00	(38,367.00)
<b>Subtotal Instruction</b>	<b>62,330,512.51</b>	<b>62,384,455.64</b>	53,943.13
<b>Support Sources</b>			
210 000 Pupil Services	6,363,951.17	6,377,440.07	13,488.90
220 000 Instructional Staff Services	5,887,631.55	6,547,626.21	659,994.66
230 000 General Administration	2,141,170.54	2,143,665.54	2,495.00
240 000 School Building Administration	8,169,424.83	8,143,036.83	(26,388.00)

250 000 Business Administration	20,776,686.96	20,784,075.86	7,388.90
260 000 Central Services	989,866.00	995,506.00	5,640.00
270 000 Insurance & Judgments	1,031,461.00	1,046,949.00	15,488.00
280 000 Debt Services	0.00	0.00	0.00
290 000 Other Support Services	2,590,597.44	2,623,829.44	33,232.00
<b>Subtotal Support Sources</b>	<b>47,950,789.49</b>	<b>48,662,128.95</b>	711,339.46
<b>Non-Program Transactions</b>			
410 000 Inter-fund Transfers	14,363,678.39	14,363,678.39	0.00
430 000 Instructional Service Payments	15,415,067.76	15,415,067.76	0.00
490 000 Other Non-Program Transactions	10,000.00	10,000.00	0.00
<b>Subtotal Non-Program Transactions</b>	<b>29,788,746.15</b>	<b>29,788,746.15</b>	0.00
<b>TOTAL EXPENDITURES</b>	<b>140,070,048.15</b>	<b>140,835,330.74</b>	765,282.59

<b>SPECIAL EDUCATION (FUND 27)</b>	<b>Revised Budget 12-31-22</b>	<b>Revised Budget 1-31-23</b>	<b>Change in Budget</b>
<b>TOTAL REVENUES</b>	<b>23,057,042.39</b>	<b>23,057,042.39</b>	-
100 000 Instruction	19,105,667.00	19,108,780.00	3,113.00
200 000 Support Services	3,811,375.39	3,808,262.39	(3,113.00)
400 000 Non-Program Transactions	140,000.00	140,000.00	-
<b>TOTAL EXPENDITURES</b>	<b>23,057,042.39</b>	<b>23,057,042.39</b>	-

5. Gifts

Moved by Mr. Gallianetti, seconded by Ms. Robbins to accept the Finance and Budget Committee's recommendation to approve all gifts to the District. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Ms. Versey, seconded by Dr. Hein 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>			
Monetary	Pamela Oehldrich	Urban	600.00
Gift Cards	Kwik Trip, Inc.	Jefferson	50.00
Blankets	Project Linus	SASD (Families in need)	300.00
Monetary	Kristi Bell	North (Boys' Volleyball)	500.00
Monetary	Mary Kohl	Sheboygan Theatre Company	100.00
Monetary	Leslie Trout	Sheboygan Theatre Company	40.00
Monetary	Angie Vergowe	Sheboygan Theatre Company	35.00
Monetary	Melissa Jindra	Sheboygan Theatre Company	35.00
Monetary	Richard/Beth Tengowski	Sheboygan Theatre Company	50.00
Monetary	Legend Larry's Inc.	Sheboygan Theatre Company	210.00
Monetary	Kay Hanson	Sheboygan Theatre Company	35.00
Monetary	Nancy Schmidtman	Sheboygan Theatre Company	60.00
Monetary	Robin Holton	Sheboygan Theatre Company	60.00
Monetary	Kym Edler	Sheboygan Theatre Company	60.00
Monetary	Kathrine Barry	Sheboygan Theatre Company	35.00
Monetary	Brad Leonhardt	Sheboygan Theatre Company	50.00
Monetary	Lynn Behr	Sheboygan Theatre Company	35.00
Monetary	Cindy Kruijs	Sheboygan Theatre Company	60.00
Monetary	Jean Hauschulz	Sheboygan Theatre Company	60.00
Monetary	Debra Noyes	Sheboygan Theatre Company	60.00
Monetary	Alyssa Ottensmann	Sheboygan Theatre Company	35.00
Monetary	Lori Hanson	Sheboygan Theatre Company	35.00

For Action

Disinfectant Wipes	Rockline, Ind.	SASD	3,200.00
Monetary	Sargento Foods, Inc.	Sheboygan Theatre Company	2,500.00

**E. COMMITTEE OF THE WHOLE**

1. Vice President Laster called the meeting to order at 7:04 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. Donohue to approve the agenda. All ayes. Motion carried unanimously.
4. Present: Mr. Mark Mancl, Ms. Rebecca Versey, Mr. Ryan Burg, Ms. Kay Robbins, Ms. Mary Lynne Donohue, Mr. Santino Laster, Dr. Susan Hein, Mr. David Gallianetti, Ms. Sarah Ruiz-Harrison
5. Amendment to the Purchase and Sale Agreement with Froedtert Health, Inc.

Moved by Mr. Mancl, seconded by Mr. Gallianetti to approve the Amendment to the existing Purchase and Sale Agreement between the Sheboygan Area School District and Froedtert Health, Inc. to extend the due diligence period of the agreement to complete additional site work. All ayes. Motion carried unanimously.

6. Moved by Mr. Burg, seconded by Ms. Versey to adjourn at 7:11 p.m. All ayes. Motion carried unanimously.

**F. SPECIAL BOARD COMMITTEES/ASSIGNMENTS**

1. Sheboygan Public Education Foundation – Mr. Harvatine had no information in addition to the minutes from the February 8, 2023 meeting.
2. Human Growth and Development Citizens’ Advisory Committee
  - Ms. Kay Robbins introduced Mr. Jeff Leismer, a parent of four students in the District, as well as a parent member of the committee. Mr. Leismer is now the chair of the Human Growth and Development Citizens’ Advisory Committee.
  - Moved by Ms. Robbins, seconded by Mr. Burg to accept the Committee’s recommendation to appoint Ms. Beth Lipman for the open parent seat. All ayes. Motion carried unanimously.

**FUTURE MEETING DATES**

April 5, 2023 – Special Session meeting at 6:00 p.m.; April 11, 2023 – Committee meetings at 6:00 p.m.; April 25, 2023 – Annual Reorganization meeting at 6:00 p.m. – Regular Board of Education meeting at 6:30 p.m.

**ADJOURN**

Moved by Mr. Mancl, seconded by Mr. Gallianetti to adjourn at 6:54 p.m. to Closed Session pursuant to Wisconsin State Statutes 19.85(1)(c)(e) – To consider employment, promotion, compensation or performance evaluation data of any public employee over which the Board of Education has jurisdiction or exercises responsibility; To consider and/or develop respective qualifications of the superintendent applicant for the position of Superintendent of Schools. A roll call vote was taken and carried unanimously (Mancl, Burg, Robbins, Donohue, Laster, Gallianetti, Ruiz-Harrison).

Moved by Mr. Mancl, seconded by Mr. Gallianetti to reconvene at 8:31 p.m. to Open Session. All ayes. Motion carried unanimously.

Moved by Mr. Gallianetti, seconded by Mr. Mancl to adjourn at 8:31 p.m. All ayes. Motion carried unanimously.

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Seth A. Harvatine  
Superintendent & Secretary of the Board



**BOARD OF EDUCATION  
SHEBOYGAN AREA SCHOOL DISTRICT  
Sheboygan, Wisconsin  
SPECIAL SESSION MINUTES  
Wednesday, April 5, 2023**

A Special Session of the Board of Education was held on Wednesday, April 5, 2023 at 6:30 p.m. in the Board of Education meeting room, 3330 Stahl Road, Sheboygan, WI 53081 as well as members attending via teleconference or other remote access technology. This Special Session meeting was announced in compliance with the Open Meeting Law of the Wisconsin State Statutes.

- I. President Donohue called the meeting to order at 6:38 p.m.
- II. Board Members Present: Mr. David Gallianetti, Dr. Susan Hein, Mr. Ryan Burg, Ms. Mary Lynne Donohue, Ms. Kay Robbins, Mr. Mark Mancl  
  
Board Members Excused: Mr. Santino Laster, Ms. Rebecca Versey
- III. Moved by Ms. Robbins, seconded by Dr. Hein to approve the agenda. All ayes. Motion carried unanimously.
- IV. Moved by Mr. Mancl, seconded by Dr. Hein to adjourn at 6:40 p.m. to Closed Session per Wisconsin State Statutes Sec. 19.85(1)(c)(e) – For the purpose of interviewing and considering the respective qualifications of a candidate for the position of Superintendent of Schools; To consider employment, compensation, and terms for the position of Superintendent of Schools. A roll call vote was taken and carried unanimously (Mancl, Burg, Robbins, Donohue, Hein, Ruiz-Harrison)
- V. Moved by Mr. Mancl, seconded by Mr. Burg to reconvene at 9:30 p.m. to Open Session. All ayes. Motion carried unanimously.  
  
Moved by Mr. Mancl, seconded by Mr. Burg to appoint Mr. Jacob Konrath as the Superintendent of Schools effective July 1, 2024 contingent upon mutual contract agreement on approving contract offer discussed in Closed Session. All ayes. Motion carried unanimously.
- VI. Moved by Mr. Gallianetti, seconded by Dr. Hein to adjourn at 9:35 p.m. All ayes. Motion carried unanimously.

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Seth A. Harvatine  
Superintendent & Secretary of the Board

# North High School

## 2022-2023 CCR & State Report Card Update



# North High School Profile

## Profile

[Click Here](#)

- **Based on 2021-22 school data**
- **Shared with North Community Stakeholders last December**





# North High School Goals

2022-23 North Data Dig, We established...

**Goal 1:**

**By June 2026, at least 90% of 2026 North graduates will be career ready, as measured by having attained at least two career readiness indicators**



# Career Readiness - All Students



- 72.7% or 245 of the 337 current 12th grade students at NHS are currently career ready (we still have a semester left)
- The percentage of students hitting each benchmark is as follows:

Career Readiness Indicators							
School Year	90% Attendance	25 Hours Community Service	Workplace Learning Experience	Industry Credential	Dual Credit Pathway Course	2 or more Co-Curricular Activities	Total Career Ready
22-23	75.4%	11.0%	25.5%	0.0%	71.5%	49.6%	72.7%
21-22	76.2%	1.5%	35.7%	0.0%	75.9%	54.2%	79.1%
20-21	72.8%	0.6%	26.1%	0.3%	71.7%	66.3%	79.0%

# Career Readiness - Direct Entry



- 55.2% or 96 of the 174 current 12th grade students at NHS who have chosen to directly enter the workforce or military are career ready
- The percentage of students hitting each benchmark is as follows:

## Career Readiness Indicators

School Year	90% Attendance	25 Hours Community Service	Workplace Learning Experience	Industry Credential	Dual Credit Pathway Course	2 or more Co-Curricular Activities	Total Career Ready
22-23	64.9%	2.3%	24.1%	0.0%	52.9%	31.0%	55.2%
21-22	75.2%	0.9%	37.2%	0.0%	58.4%	32.7%	65.5%
20-21	58.7%	0.0%	41.3%	0.0%	41.3%	36.5%	61.3%

# Initiatives to Obtain Career Readiness Goal

## Increase 90% Attendance Rate:

- North High Attendance Task Force
- Raider Attendance Policy
  - Weekly attendance email sent to students
  - Privilege-based incentives
- PBIS - Hallway Initiatives (Tardy Sweeps, Pass Checks)

## Community Service Goal:

- Campaign/promote actual logging of service hours
- North ACP Team, Admin Team & Parent Organizers created Community Service Opportunity with local Non-Profit organizations- March & April, 2023



# Initiatives to Obtain Career Readiness Goal (continued)

## Increasing Workplace Learning Experiences:

- ACP Homerooms- highlighting opportunities in the workplace for students
- Individual ACP Sophomore & Senior Meetings
- Regional WI Career Fair @ North HS- November, 2023

## Increase Dual Credit Pathway Course Opportunities:

- Free Tuition partnership with Lakeland University
- Partnerships with higher education institutions to certify high school teachers
- Digital Technology Pathway (LTC), Health Science Patient Care Pathway (FVTC) and General Education Pathway (UWGB) for college bound students
- Showcase direct entry on Senior Signing Day every spring



# North High School School Goals

2022-23 North Data Dig, We established...

**Goal 2:**

**By June 2024, at least 80% of North's 2024 graduating class will be college ready (minimum 2 year), as measured by having attained a 2.8 GPA and at least one other college readiness indicator**



# College Readiness - 2 year

- 37.5% or 9/24 students with aspirations of two-year college are currently college ready
- The percentage of students hitting each benchmark is as follows:

College Readiness Indicators						
School Year	2.8+ GPA	Grade of C or better in an AS/CAPP/AP course	Eng/Math Dual Credit College Course	Advanced Algebra	ACT	Total College & Career Ready
22-23	37.5%	70.8%	20.8%	16.7%	N/A	37.5%
21-22	37.0%	61.1%	38.9%	18.5%	3.7%	31.5%
20-21	35.3%	61.8%	20.6%	17.6%	8.8%	26.5%



# College Readiness - 4 year

- 75.4% or 104/138 students with aspirations of four-year college are currently college ready
- The percentage of students hitting each benchmark is as follows:

College Readiness Indicators						
School Year	2.8+ GPA	Grade of C or better in an AS/CAPP/AP course	Eng/Math Dual Credit College Course	Advanced Algebra	ACT	Total College & Career Ready
22-23	79.7%	89.1%	29.0%	59.4%	N/A	75.4%
21-22	76.8%	82.7%	38.7%	57.7%	19.0%	74.4%
20-21	69.0%	84.0%	29.6%	59.2%	30.5%	68.5%





# Initiatives to Obtain College Readiness Goal

## Increasing the amount of students 2-Year & 4-Year College Ready as measured by the ACT

- ACT Prep Sessions - Use of Flexible Raider Time
- Department Line Item Analysis of Fall PreACT taken by all 9th, 10th, 11th grade students
- Intentional ACT Guided Practice - Classroom Setting
- Social Studies Dept has accepted the challenge of working with students on ACT reading component
- Teacher SLO goals connected to College and Career Readiness



# Initiatives to Obtain College Readiness Goal (continued)

## Increasing the number of students attaining at least a 2.8 GPA:

- Flexible Raider Time provides individual help in all curricular areas
- Intervention Team meetings focused on student supports
- Literacy Labs have been created for intensive reading instruction
- Freshmen and sophomore Pods created in English and Social Studies
- Algebra Block brought back to develop strong math foundation
- Appropriate course placement starting in 8th grade
- Specific, transitional 9th grade Homerooms that are smaller and have more intensive SEL skill building
- Success Labs provide individualized intervention and relationship building



# College Readiness Goal Celebration



## CAPP / AP / Dual Credit Course Ledger at North High School

### ART

AP Studio Art 1 & 2

### BUSINESS

CAPP Accounting

CAPP/Personal Finance

CAPP/Business Mgmt.

### WORLD LANGUAGE

Spanish 5A & 5B

### ENGLISH

English 5 & 6 CAPP

Adv CAPP Composition

AP Literature 1 & 2

Making a Difference: Language & Leadership

### SOCIAL STUDIES

CAPP US History 1 & 2

AP/CAPP Psychology 1 & 2

Sociology 1 & 2

AP/CAPP Government US

CAPP Intro to Anthropology

CAPP Cultural Anthropology

AP European History 1 & 2

AP Macroeconomics

AP Microeconomics

AP United States History 1 & 2

Comp. Eastern World Religions

Comp. Western World Religions

### MATH

CAPP Advanced Algebra

CAPP Pre-Calculus 1 & 2

CAPP Calculus 1 & 2

AP Statistics 1 & 2

AP Calculus 1 & 2

AP Calculus 3 & 4

### SCIENCE

CAPP Biology 3 & 4

AP Chemistry 3 & 4

AP Physics 3 & 4

### FCS

Intro to Education

# School Report Card



## 2021-22 Achievement

**North's Achievement Scores in Eng Lang Arts was a 59.3 compared to the State at a 59.8**

**North's Achievement Scores in Math was 53.8 compared to the State at 53.6**

**We are competitive despite having a higher percentage of students on free and reduced lunch (45.3%) compared to the state average (37.2%)**

## 2022-23 Progress

**This year's junior class ACT composite (19.7) is higher than the state ACT composite (19.5)**

# **School Report Card**

## **2022-23 Target Group Action Plan**

**Multilingual Learner Dept reorganization**

**Special Education Dept reorganization**

**Latino Community Organization- develop**

**Black Community Organization- continue to develop**

**Hmong Leadership Council- continue to celebrate**



# **WE are Committed to College and Career Readiness**







*Home of the Redwings*

IX. Miscellaneous A.

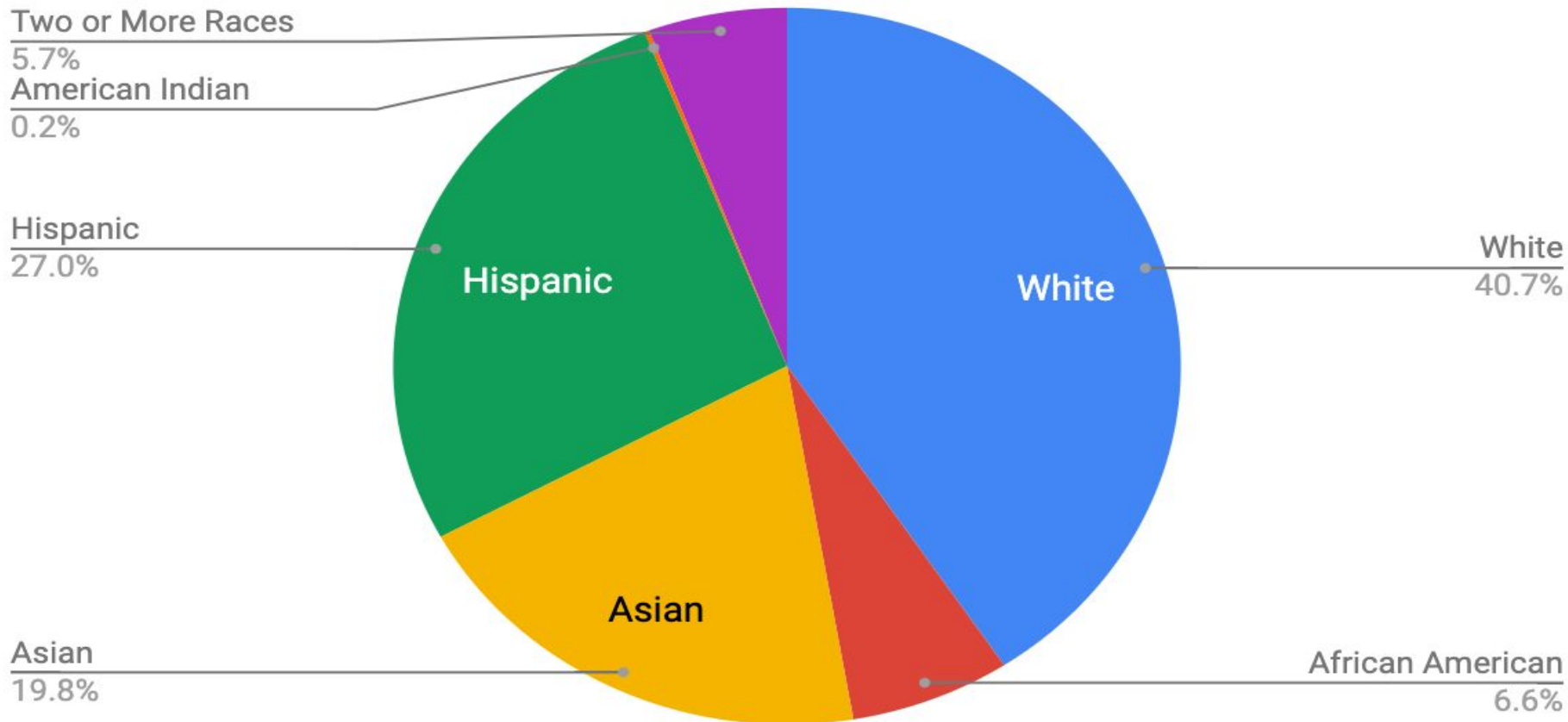
# South High School

A photograph of a graduation ceremony. Graduates in red gowns and caps are celebrating, with many throwing their caps into the air. The scene is outdoors on a grassy field with trees in the background.

# CCR Board Report 2023

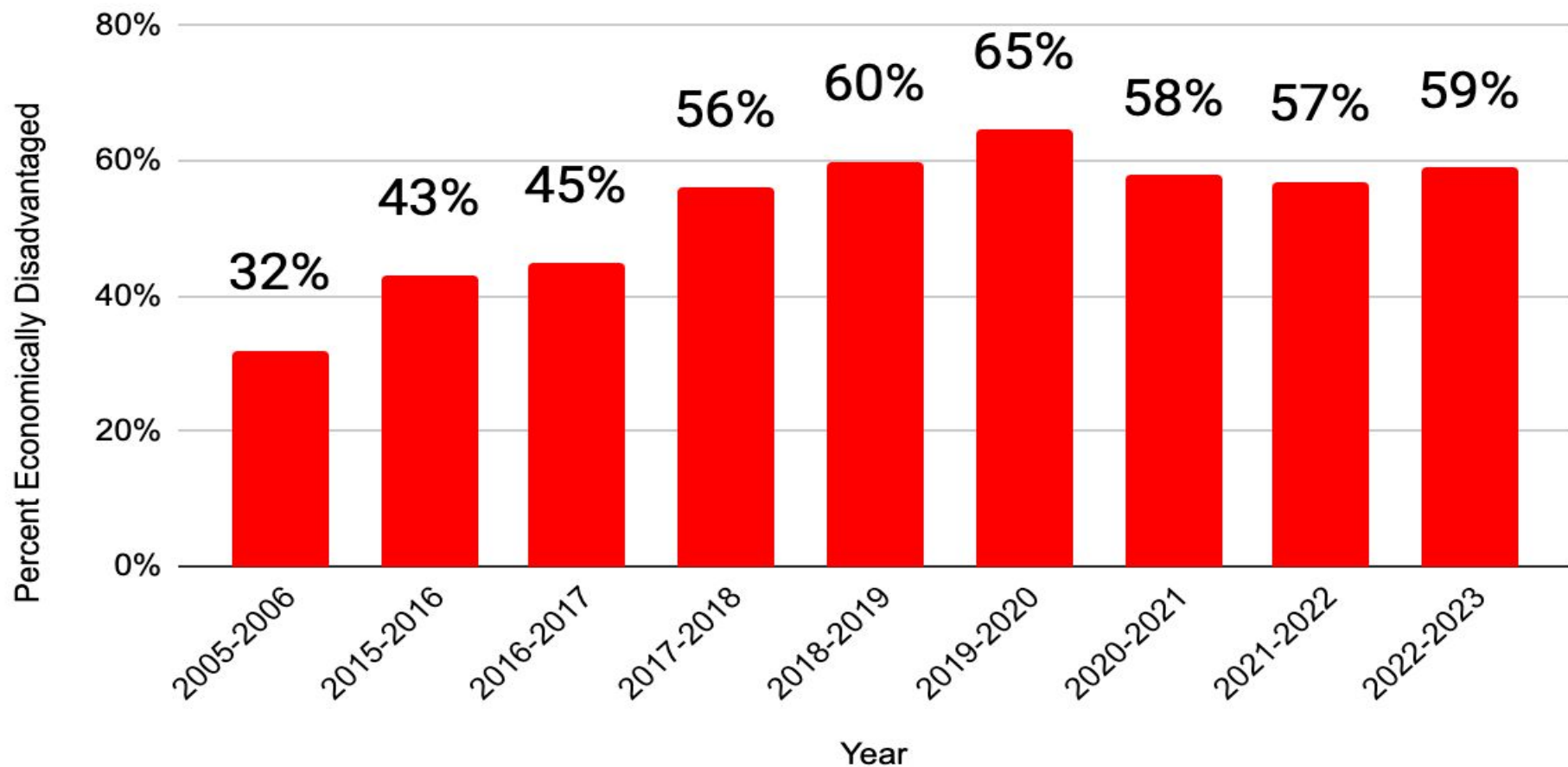


# SHS 2022

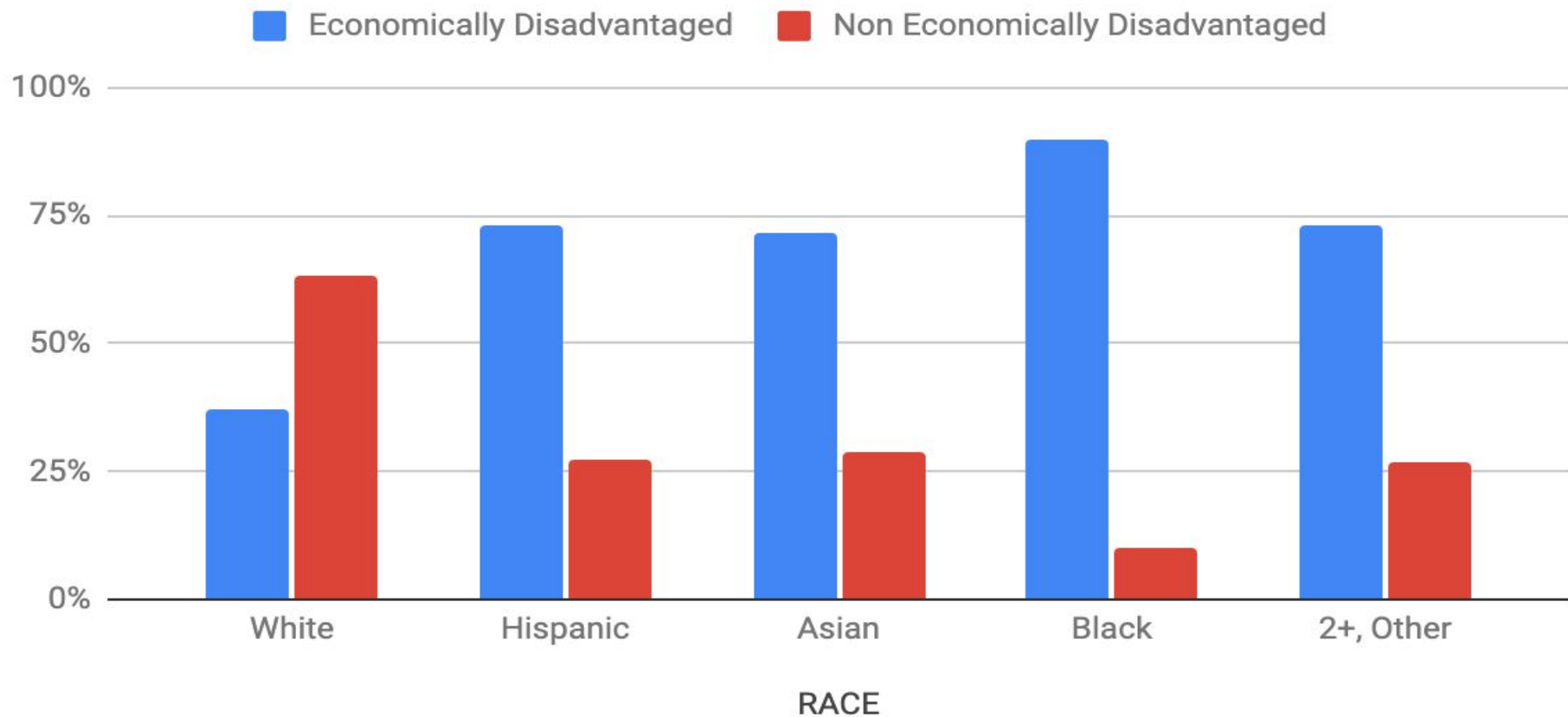




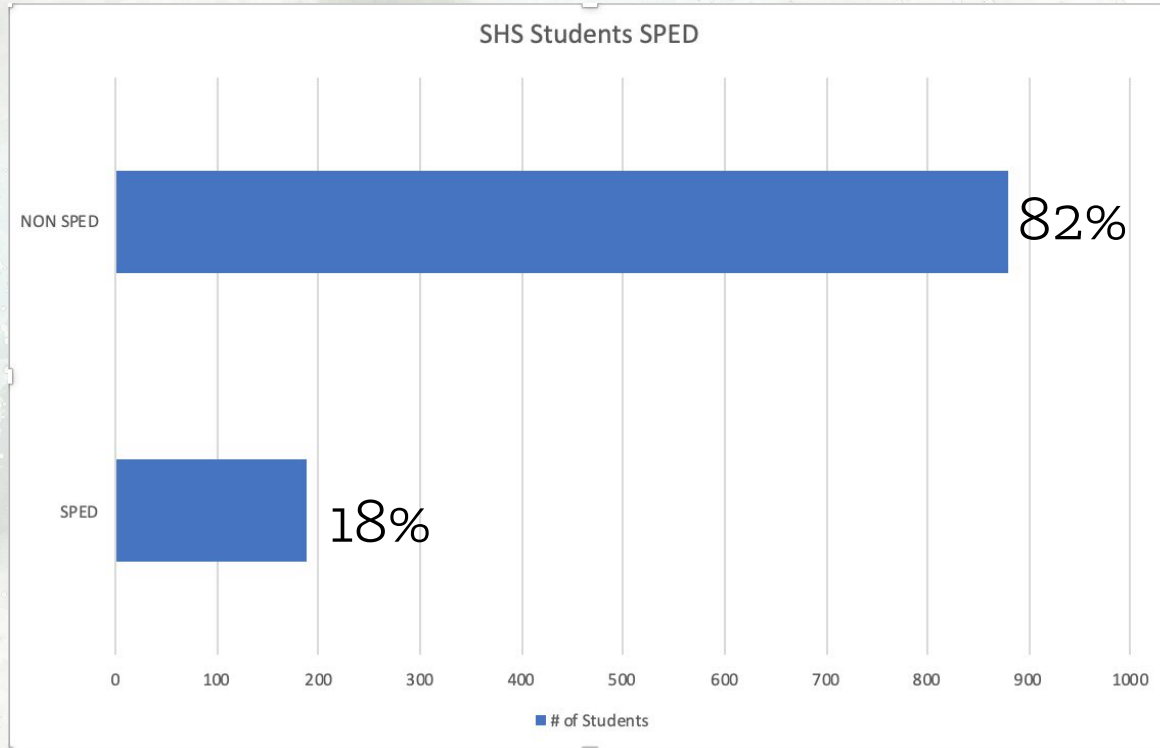
# Percent of students Economically Disadvantaged by Year



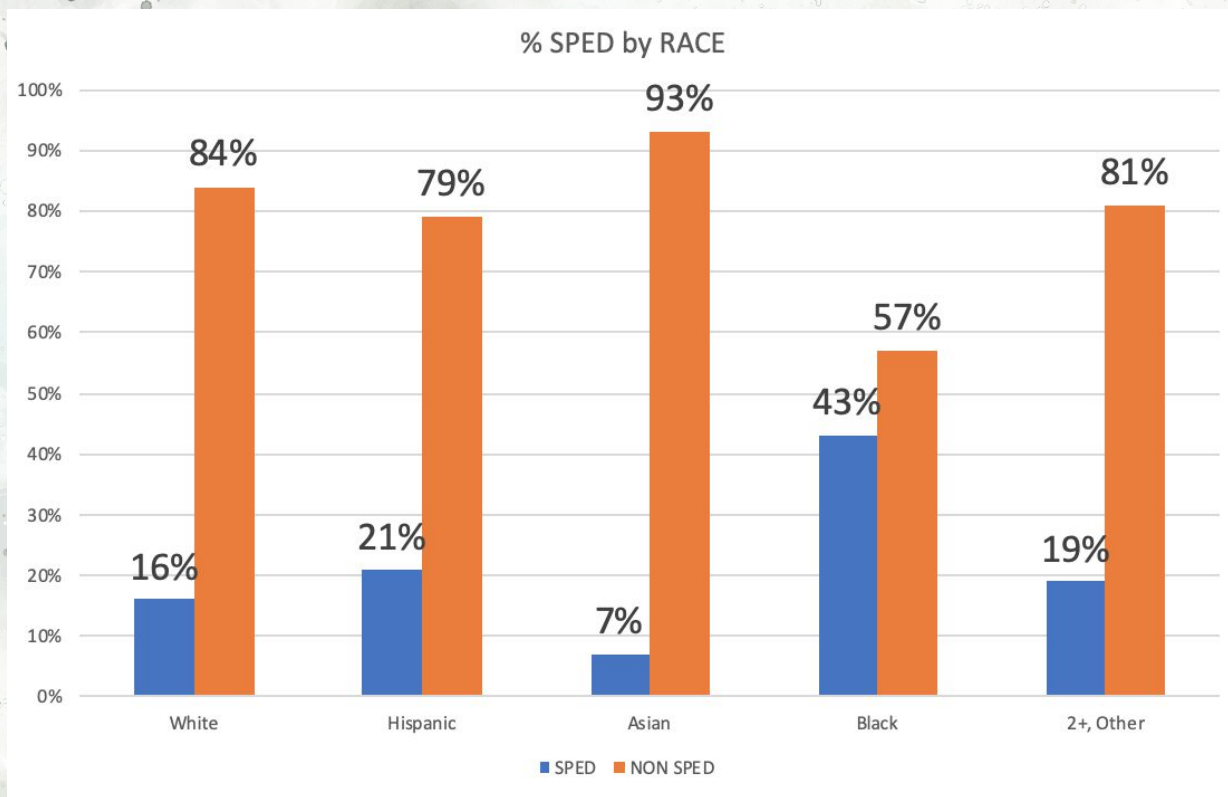
# Economically Disadvantaged and Non Economically Disadvantaged by Race for the 2022-2023 School Year



# Students with Disabilities

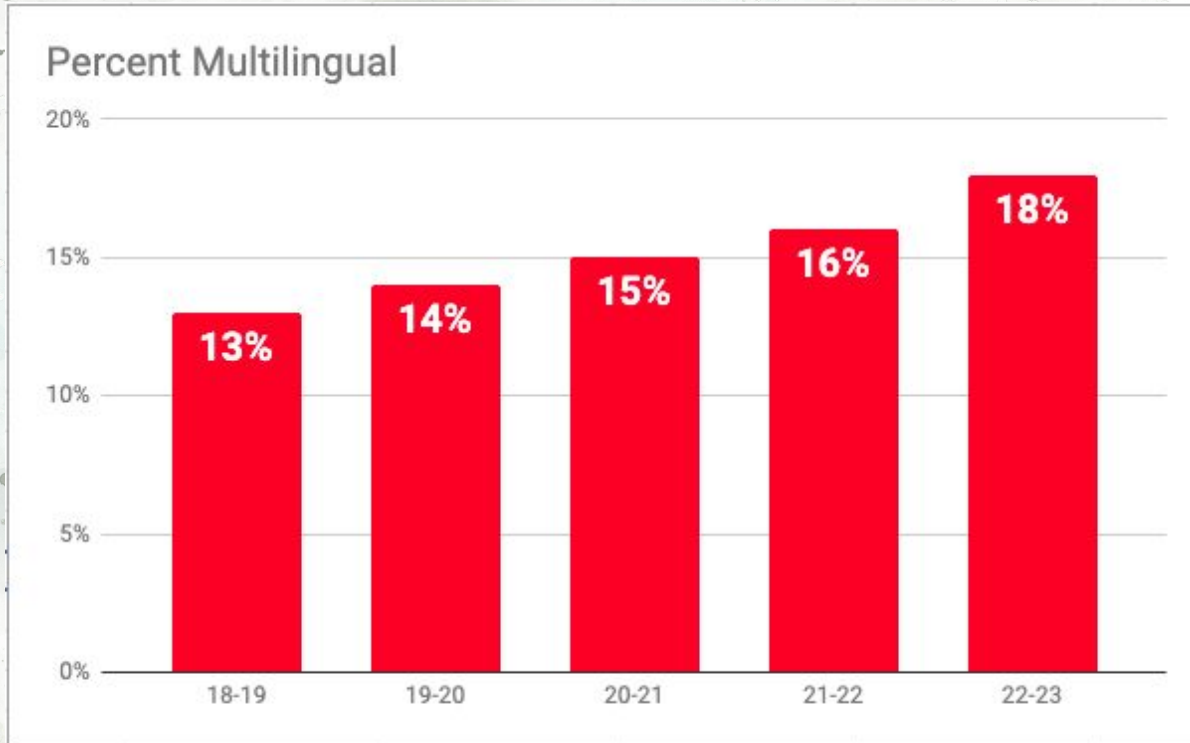


# Students with Disabilities





# Students with Multilingual Needs





*Home of the Redwings*

# South High School

## **Vision Statement**

Learning with a purpose

*Leading to a diploma by design and not by default*

---







*Home of the Redwings*

# South High School

## MISSION STATEMENT

South High School is a safe, caring school that offers engaging curriculum and identity relevant experiences to prepare students for careers, citizenship, and life.

---





# THEORY OF ACTION

## Strong Classrooms

- Provide a rigorous standards based curriculum
- Focus instruction through Disciplinary Literacy and the Gradual Release of Responsibility
- Continue to develop Guaranteed Viable Curriculum through PLCs in order to engage students in learning and to drive instruction
- Use data to provide support to all learners through multi-tiered systems of support (RtI/PBIS)

## Strong School Culture

- Creating a culturally and educationally supportive environment
- Teaching and acknowledging Positive Behavior with The Redwing Way
- Monitor and support student wellness (physically, emotionally, socially)
- Integrating, embracing, and celebrating our school diversity

## Strong Connection to Community

- Provide opportunities for active service to community
- Connect school to college, career, and life through Academic Career Planning
- Building partnerships with community health and wellness service providers
- Engaging families and alumni in The Redwing Community





# SHS Learning Objectives 2022-2023

1. Increase the number of sophomore and junior students obtaining the College Ready benchmark on the Pre-ACT or ACT for cumulative score, as well as in each subtest (Math, Reading, Science, and Language Arts)
2. Increase the number of students surpassing the Career & College Ready benchmark of a cumulative GPA of 2.8
3. *Increase the number of students with an attendance rate of 90% or higher*
4. Decrease the number of major discipline referrals for defiance, disruption, and abusive/profane language



# SOUTH HIGH SCHOOL

2022-2023

College and Career Readiness Update



# South High School State Report Card



Fails to Meet  
Expectations



Meets Few  
Expectations



Meets  
Expectations



Exceeds  
Expectations



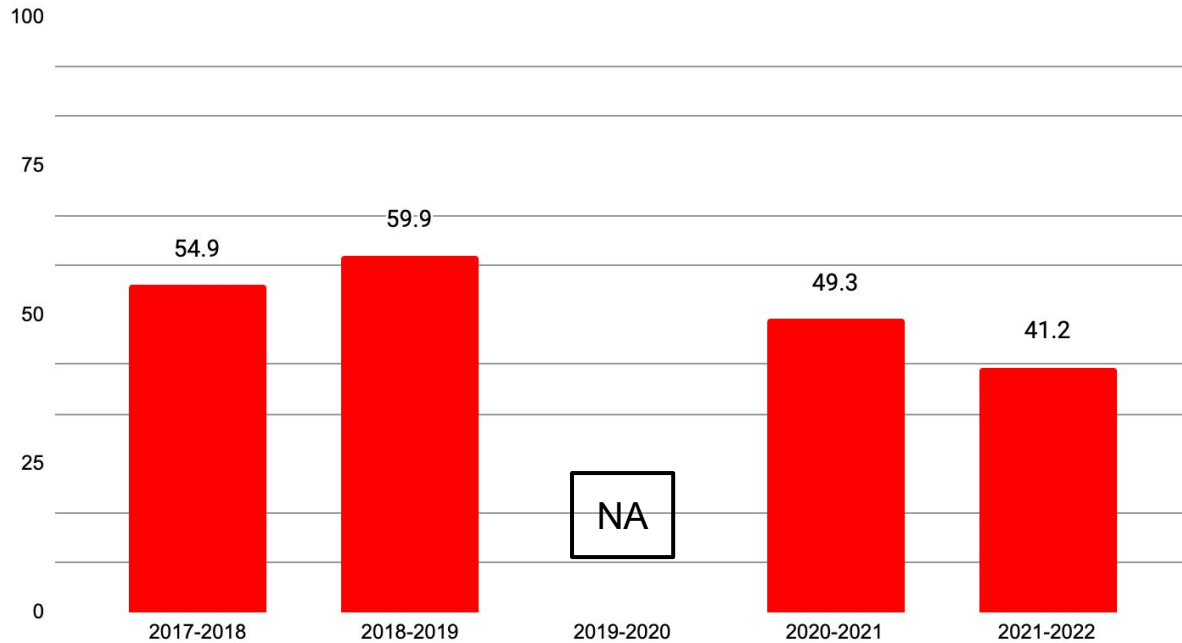
Significantly  
Exceeds  
Expectations





# State Report Card

State Report Card Trending Score



# CAREER READINESS

## All Students

Career Readiness Accountability Measures	% of ALL Students Achieving Career Readiness				
	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>3 Yr Avg</u>	<u>2023</u>
<b>Career Ready (2 Indicators)</b>	<b>70.50%</b>	<b>73.90%</b>	<b>69.60%</b>	<b>71.33%</b>	<b>59.70%</b>
90% Attendance	71.70%	63.30%	62.40%	65.80%	62.40%
Workplace Learning Experience	12.80%	25.10%	15.60%	17.83%	12.50%
Industry Credential	2.70%	1.00%	0.00%	1.23%	0.00%
Dual Credit Career Pathway Course	73.30%	74.40%	72.60%	73.43%	67.70%
Two or More Organized Co-Curricular Activities	50.80%	54.10%	52.30%	52.40%	39.20%
Total Students	258	207	237	234	206



# CAREER READINESS - All Students

- Trending Average of 71.3% for all students meeting Career Readiness
- 59.7% or 157/263 current 12th grade students at SHS are currently career ready
- The percentage of students hitting each benchmark is as follows:

## Career Readiness Indicators

YEAR	Career Ready	90% Attendance	Workplace Learning Experience	Industry Credential	Dual Credit Pathway Course	2 or more co-curricular activities
2022-2023 Midyear	59.7%	62.4%	12.5%	0%	67.7%	39.2%
3 Year Average	71.3%	65.8%	17.83%	1.23%	73.43%	52.4%



# CAREER READINESS

## Students Selecting Direct Entry Employment

Career Readiness Accountability Measures	% of Select Career Achieving Career Readiness				
	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>3 Yr Avg</u>	<u>2023</u>
<b>Career Ready (2 Indicators)</b>	<b>60.90%</b>	<b>73.30%</b>	<b>57.30%</b>	<b>63.83%</b>	<b>49.50%</b>
90% Attendance	65.20%	74.90%	50.00%	63.37%	48.50%
Workplace Learning Experience	13.00%	14.40%	25.60%	17.67%	18.40%
Industry Credential	0.00%	2.10%	1.20%	1.10%	0.00%
Dual Credit Career Pathway Course	65.20%	74.90%	61.00%	67.03%	57.30%
Two or More Organized Co-Curricular Activities	43.50%	50.30%	36.60%	43.47%	33.00%
Total Students	23	187	82	97	103



# CAREER READINESS - Direct Entry Employment

- Trending Average of 63.83% for students selecting Direct Entry Employment
- 49.5% (51/103) of current 12th grade students selecting Direct Entry Employment for post-secondary goals are currently career ready
- The percentage of students hitting each benchmark is as follows:

Career Readiness Indicators						
YEAR	Career Ready	90% Attendance	Workplace Learning Experience	Industry Credential	Dual Credit Pathway Course	2 or more co-curricular activities
2022-2023 Midyear	49.5%	48.5%	18.40%	0%	57.30%	33%
3 Year Average	63.83%	63.37%	17.67%	1.1%	67.03%	43.47%



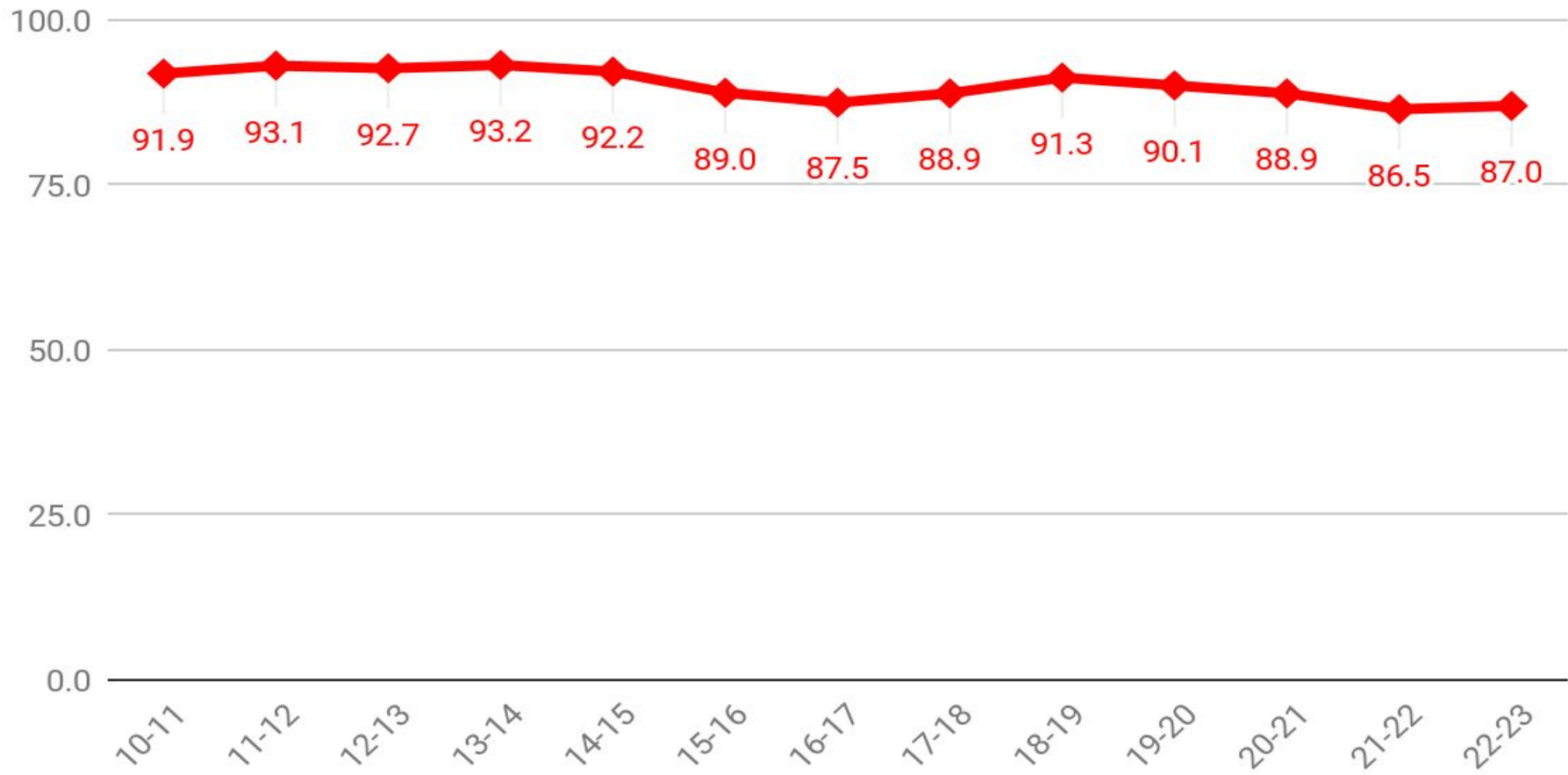


## Objective #3

*Increase the number of students with an attendance rate of 90% or higher*



# Daily Average Attendance Rate



# Career Readiness Areas for Growth

## Action Plan: INCREASE ATTENDANCE RATE

### System Support for monitoring student attendance

- ❖ Positive Attendance in all classrooms and learning environments
  - Removes the issue of absence due to overlaps in student schedules
  - Increases instructional time by removing this responsibility from teachers
  - School security and safety
    - Ability to pinpoint students within building



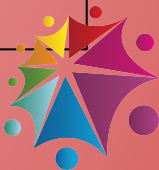
# Action Plan: INCREASE ATTENDANCE RATE (continued)

## Consequence Structure

- ❖ Privilege based incentives
- ❖ Weekly progress reports
- ❖ Increased administrative capacity to work with student attendance behavior
  - Weekly Team Meeting (Admin, Pupil Service)
- ❖ Truancy Court: Partnership with Municipal Court-Back to School Program
  - Monthly citations for students with habitual truancy

## Refined Intervention Structure

- ❖ Individual Counseling
- ❖ Brief Attendance Groups: Counselors
- ❖ Truancy Abatement Groups (Social Worker)
- ❖ Truancy Conferences (Social Worker, Dean of Students)
- ❖ Truancy Court: Back to School Program (partnership with Municipal Court)

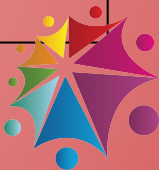


# Career Readiness Areas for Growth

## Action Plan: Community Service (25 Hours)

We are resurrecting Service Day on May 26!

- FRIDAY before Memorial Day Weekend
- Expanding our opportunities for students- New partnerships
  - City of Sheboygan Parks and Rec.
    - Adopting Lakeview Park, Adopting City Owned Cemetery
- Partnering with United Way: Volunteer Center of Sheboygan County





# Career Readiness Areas for Growth

## Action Plan: Workplace Learning Experience & Industry Credential

- ❖ In Place
  - MOS Specialist Certificate
  - Certified Nursing Assistant (CNA)
  - EMT Part 1: Emergency Medical Responder
  - Assistant Childcare Teacher Certificate (ACCT)
  - Lifeguard Certification
- ❖ In the Works!!!
  - CISCO Certificates (IT Networking)
  - Snap On Tools Measurement Certificate (Manufacturing Certificate)
  - Serve Safe Certification for Culinary Arts and Hospitality & Tourism



# Career Readiness Areas for Growth

## Action Plan: 2 or more Co-curricular Activities

### ❖ In Place

- MIDDLE SCHOOL ATHLETICS!
- Farnsworth & Horace Mann Shadow Day
- Eighth Grade Family Academics & Activities Night
- Ninth Grade Family Back to School Night
- Advisory celebrations, recognitions, and assemblies
- Variety- over 50 activities, clubs, and sports

### ❖ New Developments

- **Black Student Union**
- **Hispanic Student Leadership Organization**
- **Educator Rising**
- **E-Sports**
- **Identifying other Clubs and Activities (D&D Club, Art Club, Renewable Redwings, Interact)**



# COLLEGE READINESS - All Students

College Readiness Accountability Measures	% of ALL Students Achieving 2 & 4 Year Readiness				
	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>3 Yr Avg</u>	<u>2023</u>
<b>College Ready (GPA2.8+ and 1 additional indicator)</b>	<b>36.40%</b>	<b>40.60%</b>	<b>40.90%</b>	<b>39.30%</b>	<b>38.80%</b>
<b>GPA 2.8+</b>	<b>38.00%</b>	<b>44.40%</b>	<b>48.10%</b>	<b>43.50%</b>	<b>46.40%</b>
<b>Advanced Standing, CAPP, AP Course (Grade "C" or better)</b>	<b>58.50%</b>	<b>61.80%</b>	<b>54.40%</b>	<b>58.23%</b>	<b>52.50%</b>
<b>Dual Credit College Course</b>	<b>46.10%</b>	<b>52.70%</b>	<b>50.60%</b>	<b>49.80%</b>	<b>47.90%</b>
<b>Advanced Algebra</b>	<b>38.40%</b>	<b>43.00%</b>	<b>43.00%</b>	<b>41.47%</b>	<b>32.30%</b>
<b>4-Year ACT Benchmarks (English 18; Reading 22; Science 23; Math 22)</b>	<b>3.10%</b>	<b>9.70%</b>	<b>8.00%</b>	<b>6.93%</b>	<b>0.00%</b>
<b>2-Year ACT Benchmarks (English 18; Reading 18; Science 18; Math 18)</b>	<b>18.60%</b>	<b>2.90%</b>	<b>4.20%</b>	<b>8.57%</b>	<b>0.00%</b>
<b>Total Students</b>	<b>258</b>	<b>207</b>	<b>237</b>	<b>234</b>	<b>206</b>





# COLLEGE READINESS - All Students

- Trending Average of 39.3% of all students meeting College Readiness
- 38.8% or 102/263 current 12th grade students at SHS are currently college ready
- The percentage of students hitting each benchmark is as follows:

College Readiness Indicators							
Year	% College Ready	2.8+ GPA	Grade of C or better in an AS/CAPP/AP course	Eng/Math Dual Credit College Course	Advanced Algebra	ACT 4-Year	ACT 2-Year
2022-2023 Midyear	38.8%	46.4%	52.50%	47.9%	32.3%	TBD	TBD
3 Year Average	39.3%	43.5%	58.23%	49.8%	41.47%	6.93%	8.57%



# COLLEGE READINESS - 2 Year

- Trending Average of 27.33% of all students meeting 2-Year College Readiness
- 63% or 51/81 current 12th grade students at SHS are currently 2-year college ready
- The percentage of students hitting each benchmark is as follows:

College Readiness Indicators						
Year	% College Ready	2.8+ GPA	Grade of C or better in an AS/CAPP/AP course	Eng/Math Dual Credit College Course	Advanced Algebra	ACT 2-Year
2022-2023 Midyear	63%	69.1%	70.40%	61.7%	53.1%	TBD
3 Year Average	39.3%	32.1%	51.63%	57.6%	31%	8.43%



# COLLEGE READINESS - 4-Year

College Readiness Accountability Measures	% of ALL Students Achieving 4 Year Readiness				
	<u>2020</u>	<u>2021</u>	<u>2022</u>	<u>3 Yr Avg</u>	<u>2023</u>
<b>College Ready (GPA2.8+ and 1 additional indicator)</b>	<b>37.50%</b>	<b>57.40%</b>	<b>25.30%</b>	<b>40.07%</b>	<b>66.30%</b>
GPA 2.8+	35.50%	61.40%	33.30%	43.40%	71.20%
Advanced Standing, CAPP, AP Course (Grade "C" or better)	56.30%	77.20%	39.50%	57.67%	77.90%
Dual Credit College Course	37.50%	61.40%	39.50%	46.13%	58.70%
Advanced Algebra	37.50%	64.40%	23.50%	41.80%	67.30%
4-Year ACT Benchmarks (English 18; Reading 22; Science 23; Math 22)	16.70%	19.80%	0.00%	12.17%	18.30%
Total Students	48	101	162	104	104



# COLLEGE READINESS - 4 Year

- Trending Average of 40.1% of all students meeting 4-Year College Readiness
- 66.3% or 69/104 current 12th grade students at SHS are currently 4-year college ready
- The percentage of students hitting each benchmark is as follows:

College Readiness Indicators						
Year	% College Ready	2.8+ GPA	Grade of C or better in an AS/CAPP/AP course	Eng/Math Dual Credit College Course	Advanced Algebra	ACT 4-Year
2022-2023 Midyear	66.3%	71.2%	77.9%	58.7%	67.3%	18.3%
3 Year Average	40.1%	43.4%	57.67%	46.13%	41.8%	12.17%



# Objective #1

*Increase the number of sophomore and junior students obtaining the College Ready benchmark on the Pre-ACT or ACT for cumulative score, as well as in each subtest (Math, Reading, Science, and Language Arts)*





## ACT YEARLY COMPARISON (5 Year)

YEAR	COMPOSITE	MATH	SCIENCE	ENGLISH	READING	WRITING
<b>2022-2023</b>	18	17.8	18.6	17.1	18.2	6.5
<b>2021-2022</b>	17.2	17.2	17.8	16.0	17.4	5.4
<b>2020-2021</b>	17.5	17.6	17.7	16.0	18.0	5.8
<b>2019-2020</b>	17.5	17.9	18.3	15.7	17.5	6.1
<b>2018-2019</b>	17.7	18.1	18.3	16.1	17.8	6.0



# ACT Supports for Students

- Pre-ACT for Grades 9 - 10 -11 in Fall
- Advisory ACT Prep Curriculum being explored with S & I
- Data Dive into Pre-ACT with Subject Teachers
- ACT Retake Program for selected students for the Fall of their Senior Year
- Incentives for students



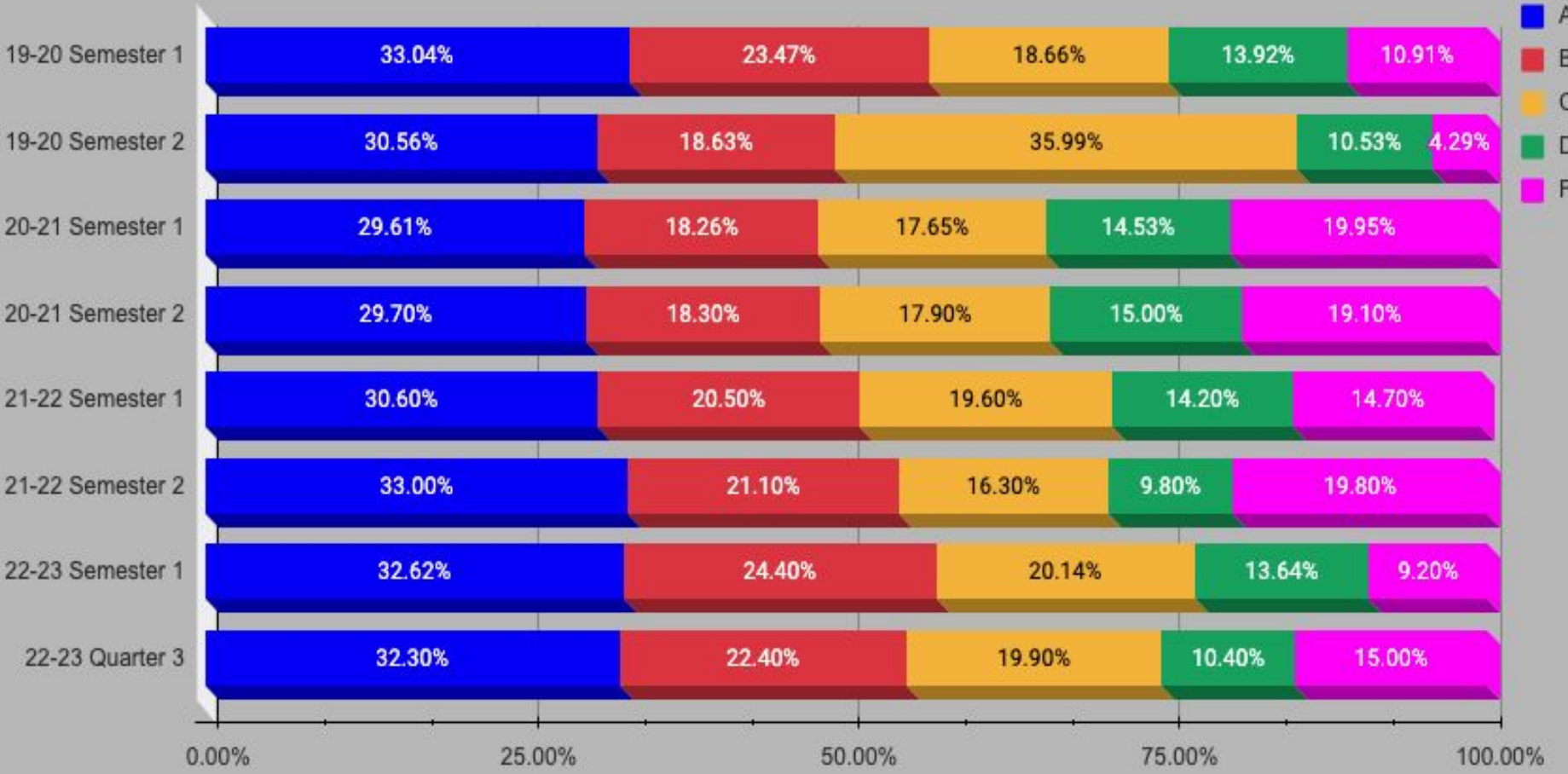
## Objective #2

*Increase the number of students surpassing the Career & College Ready benchmark of a cumulative GPA of 2.8*

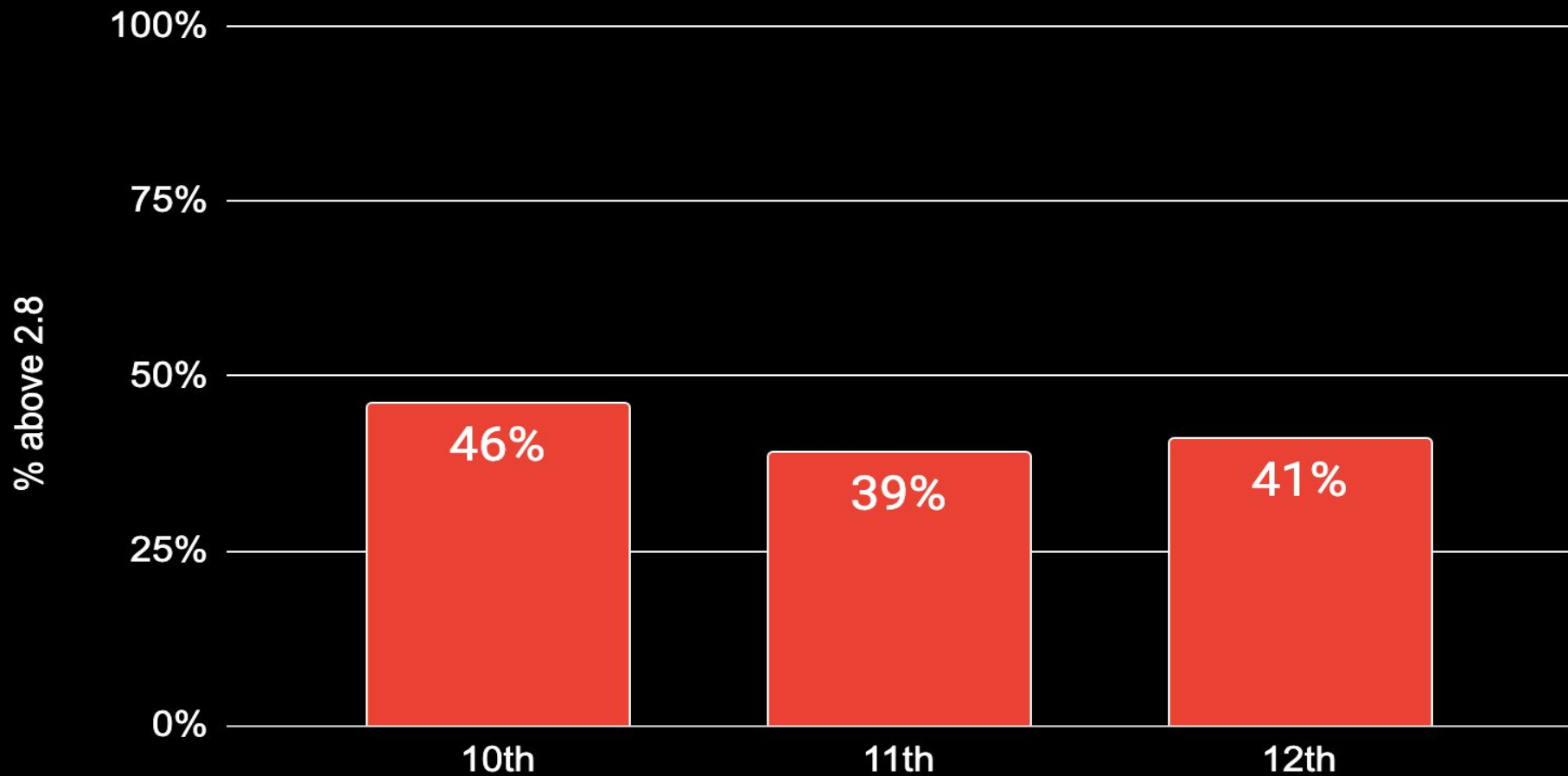




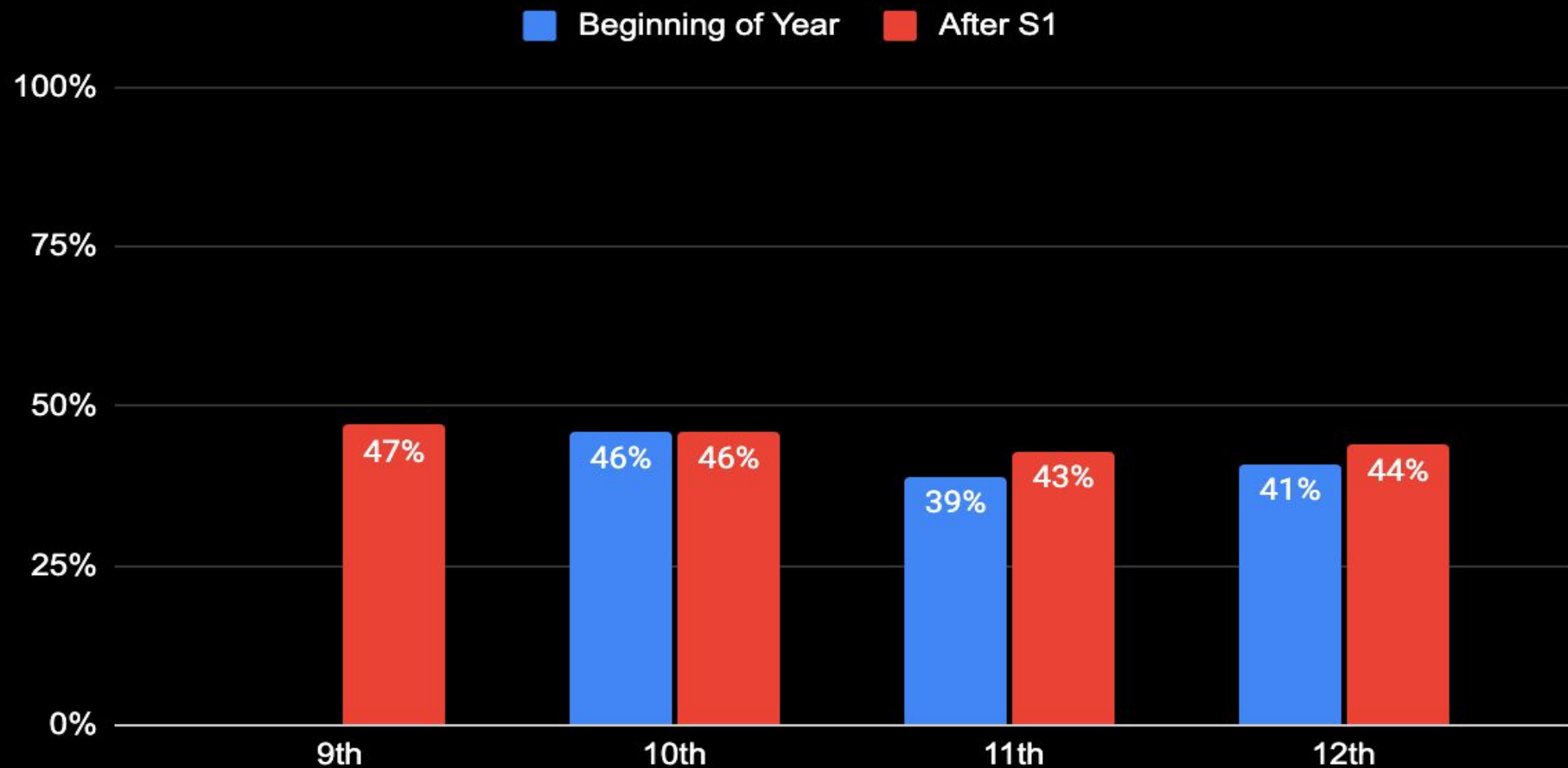
# Grade Distribution by Semester



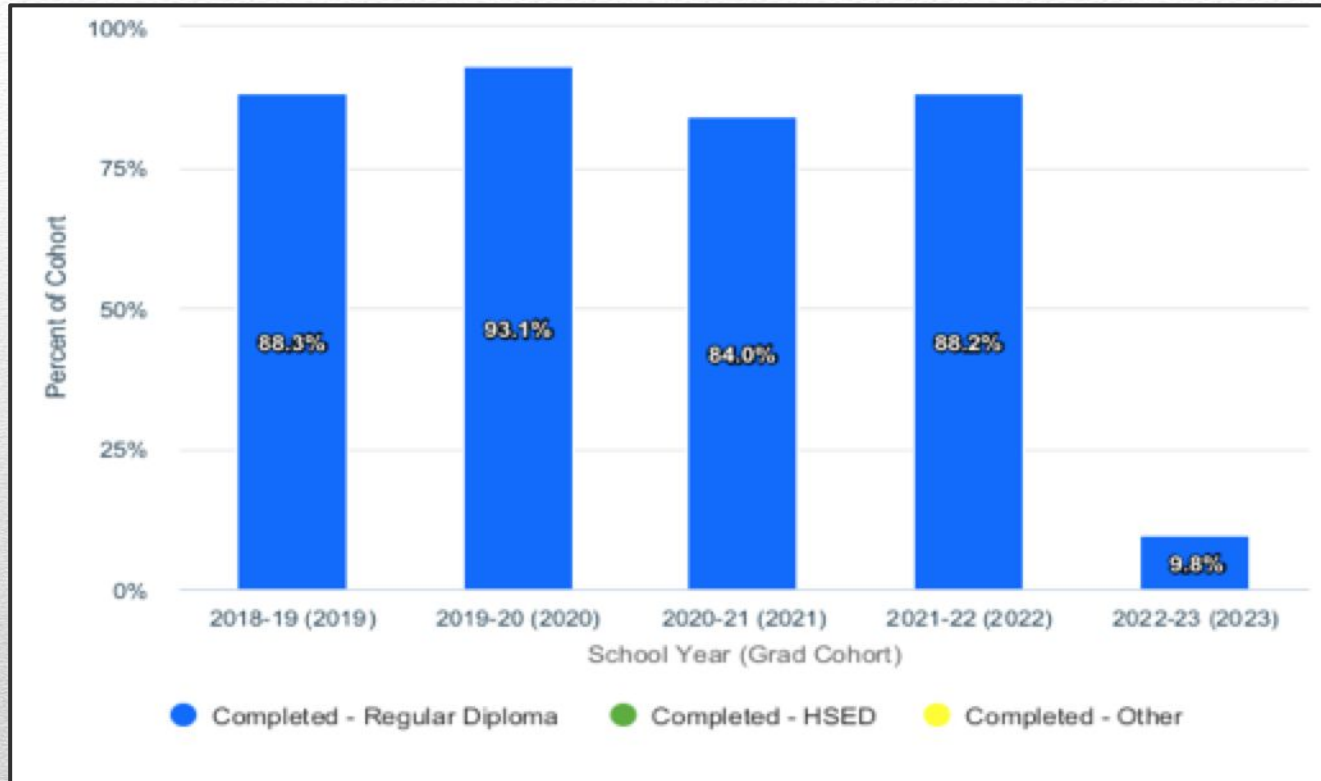
## 2022-2023 Percent of Class above 2.8



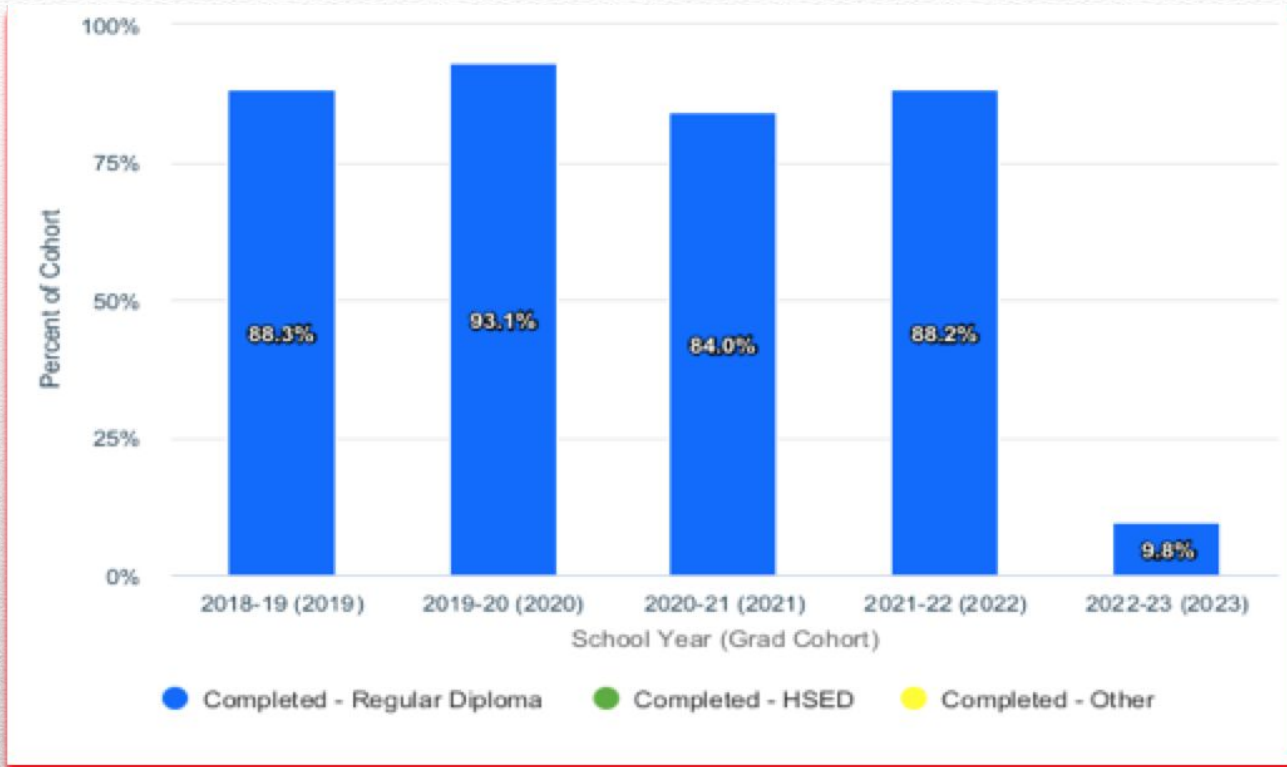
# 2022-2023 Beginning of Year to Semester 1



## 4-YEAR GRADUATION RATE



## 5-YEAR GRADUATION RATE





## Objective #4

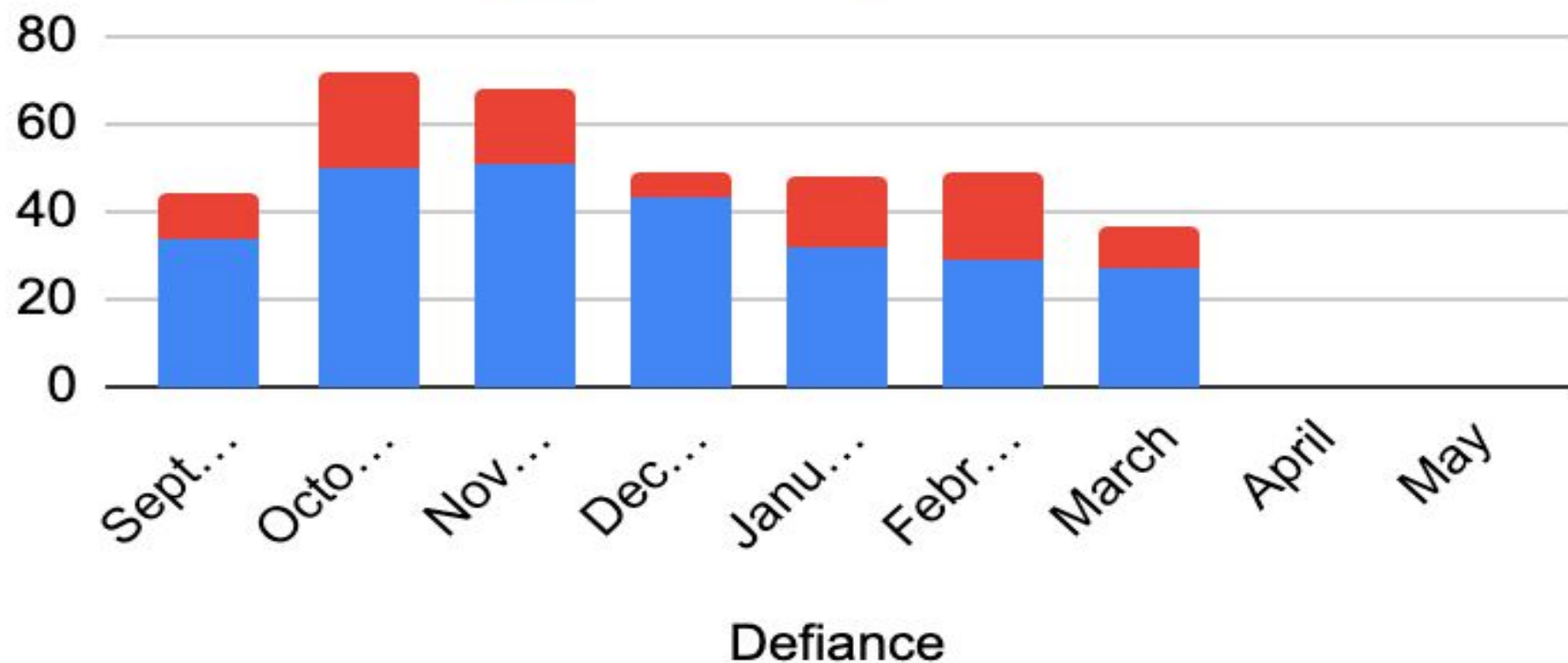
*Decrease the number of major discipline referrals for defiance, disruption, and abusive/profane language*





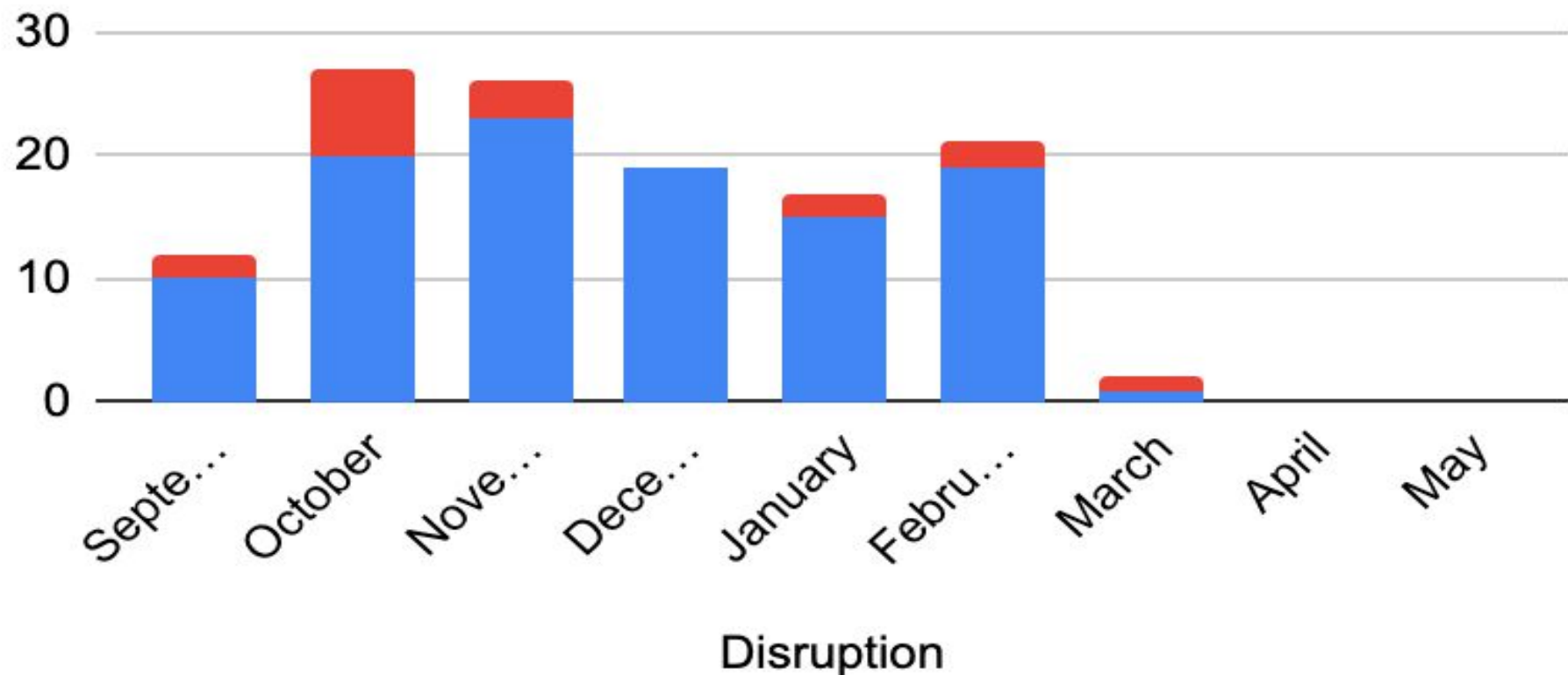
# Defiance

Minor Major



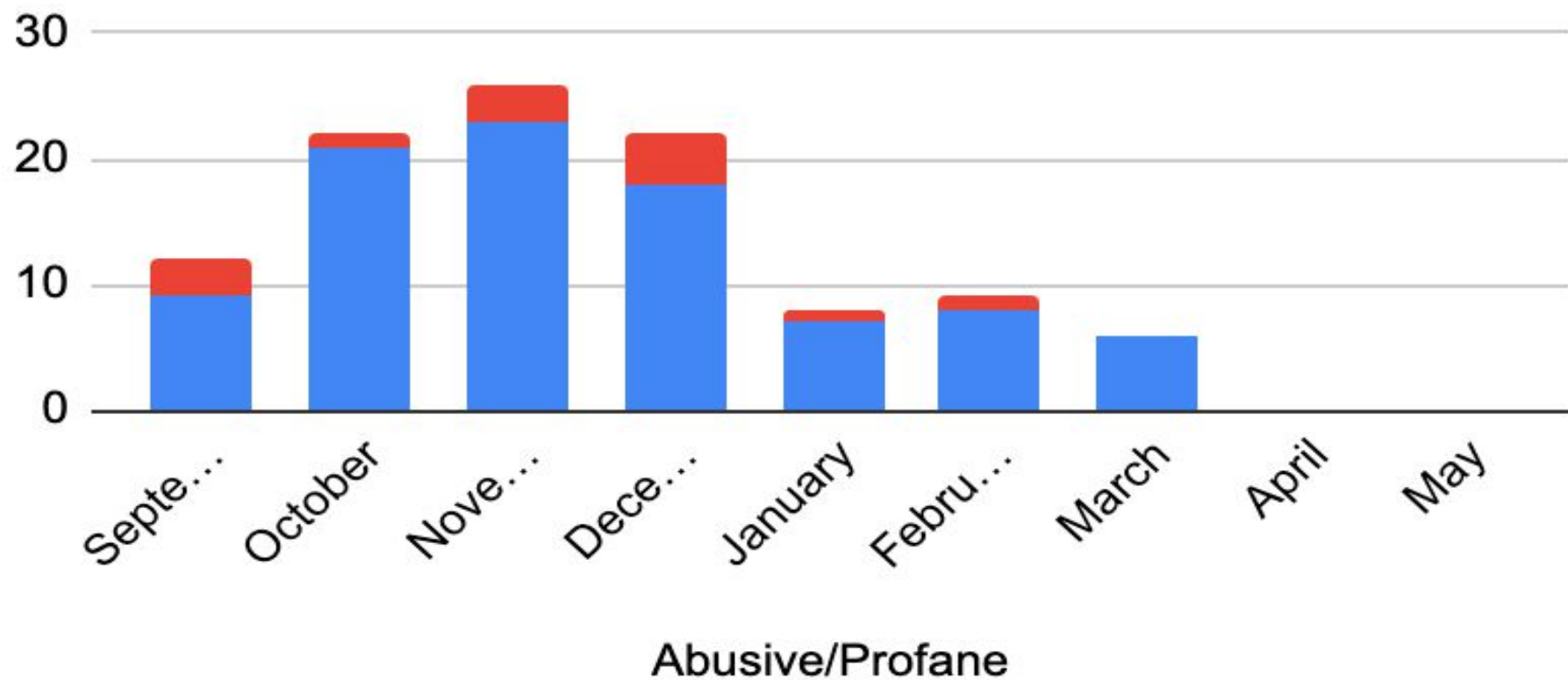
# Disruption

Minor Major



# Abusive and Profane

Minor Major



# Life Ready Areas for Growth

- ❖ In Place
  - The Redwing Way (PBIS)
  - Advisory for all students (Cohort Model from 9th to 12th)
  - Restorative Practices Year 2 Implementation
    - Formal Conferencing Implementation and Partnership with Municipal Court and Department of Human & Health Services
  - Be Great Graduate Partnership with Boys and Girls Club (20 kids)
  - PATH Counseling Services at school
- ❖ In the Works!!!
  - Mentor U Partnership with Big Brothers Big Sisters (75 kids)



THANK YOU!



# EXECUTIVE SUMMARY

## FOR THE SHEBOYGAN AREA SCHOOL BOARD

**Topic:** 2023-24 Proposed Preliminary Budget Update

**Date:** April 25, 2023

**Prepared by:** Mark Boehlke /Seth Harvatine/Jami Hintz/Jacob Konrath

**Recommended action:** Information only

X Presentation/discussion

Discussion/action by committee

Discussion/action by Board of Education

Presentation/action next meeting

### Purpose:

The purpose of this summary is to present a first draft of the 2023-24 proposed preliminary budget that will be presented to the Board in June for approval.

### Recommendation:

It is the recommendation of Administration that the Board provide feedback on the items included in the proposed preliminary budget.

### Background:

Budget planning for the 2023-24 fiscal year began in November 2022 with an enrollment projection for the 2023-24 school year. The enrollment projection is used in the Department of Public Instruction (DPI) 2023-24 revenue limit worksheet in order to determine the 2023-24 revenue limit. The revenue limit is determined by taking a three-year average of the September and Summer School Resident FTE membership and multiplying by the allowed revenue per member. It is projected that the Districts three-year resident membership average will decrease by 78 FTE. The declining enrollment exemption



will allow the District to use the previous year's three-year average FTE in the revenue limit calculation.

Revenue increases from the State for 2023-24 will not be known until the State biennial budget is passed. This initial proposed preliminary budgeted is based on a \$350 per member increase to the revenue limit calculation and a 10% increase to the special education expense reimbursement from the State.

A cost to go forward with no changes to salaries results in a \$2,787,917 surplus. The following items result in a balanced 2023-24 proposed preliminary budget:

**1. Staff Turnover** **Expense Reduction of \$677,997**

Each year through retirements and resignations of our employees, salary expenses are reduced as new hires generally begin with a lower salary than the employee they are replacing. The projected savings will change as these open positions are actually placed. To stay comparable with area districts, the administration recommends eliminating the first step (step 0) of the teacher salary schedule. This would move the beginning step (step 0) to \$44,874 for 2023-24. The expense reduction for staff turnover takes into account the higher starting step.

**2. thru 6. Enrollment Driven Teacher Reductions** **Expense Reduction of \$350,000**

These teacher reductions are based on enrollment projections of specific grade levels within each school. With teacher retirements and resignations, there will be no layoffs related to these reductions.

**7. Change to AP/Purchasing Position** **Expense Reduction of \$17,000**

With the January 2023 retirement of the former AP/Purchasing/Warehouse Supervisor, the position has been changed from an administrative position to a support position. Warehouse supervision duties have been reassigned to the Supervisor of Maintenance position and the Financial Coordinator will be the direct supervisor of AP/Purchasing personnel.

**8. Reduction of 1 FTE HR Executive Assistant** **Expense Reduction of \$73,800**

This position became vacant in February 2022 and was not re-posted. The duties have been reassigned to the two remaining HR Executive Assistants, the Substitute Caller, and the Employee Experience Specialist.

\*\*\*\*\*

**9. Salary Step Movement For Teachers** **Expense Addition of \$966,115**

This is the cost of moving each eligible teacher up a step on the teacher salary schedule.

**10. Cell Increase to Teacher Salary Schedule****Expense Addition of \$1,194,376**

This is the cost of adding \$1,420 to each cell on the teacher salary schedule. The purpose of the cell increase is to keep the salary schedule competitive and to provide an increase to teachers that no longer receive a step increase. This cell increase in combination with the step movement would result in a 4% total pay increase for the teacher group.

**11. 4% Increase to Support Staff****Expense Addition of \$721,924**

This is the cost of a 4% salary increase for all support staff. The 6-step schedule for support staff would be eliminated as some of those steps are below the 4% increase amount.

**12. 4% Salary Increase to Administrative Staff****Expense Addition of \$314,299**

This is the cost of a 4% salary increase for all administrative staff.

**13. Inclusion of the ASB Operating Budget****Expense Addition of \$180,000**

The first two years of the Administrative Services Building operating budget was paid with ESSER grant money. At the time the building was purchased, the plan was to include this expense in the regular operating budget for 2023-24. This expense includes the existing cost of 1 FTE custodian, contracted cleaning, utilities and building maintenance costs.

**14. Increase to Tier 3 Employee HRA Contributions****Expense Addition of \$315,000**

Employee HRA contributions have not been increased since the HRA replaced district paid insurance premiums for early retirees in 2013. The recommendation is to increase the tier 3 support staff annual contribution from \$500 to \$750, the tier 3 teacher annual contribution from \$1,000 to \$1,500 and the tier 3 administrative annual contribution from \$1,500 to \$2,000. Tier 3 employees are those administrators hired after July 1, 2008, teachers hired after July 1, 2003, and support staff hired after July 1, 1993. Tier 2 employees are those hired prior to those dates. Annual contribution amounts for tier 2 employees would remain the same (\$1,000 for support, \$2,000 for teachers, and \$2,500 for administrators).

The administration also recommends allowing employees to self-direct their funds with MidAmerica after 5 years of service (currently employees must have 10 years of service), eliminating the contribution caps and adopting the following vesting schedule:

Support and Teachers

- 10 years of consecutive service and separation from district = 50% vested
- 15 years of consecutive service and separation from district = 75% vested
- 15 year of consecutive service and early retirement from district = 100% vested

Administrators

- 5 years of consecutive service and separation from the district = 50% vested
- 10 years of consecutive service and separation from the district = 75% vested

- 10 years of consecutive service and early retirement from the district = 100% vested

The requirement for early retirement from the District is at least age 55 and before Medicare eligibility.

**15. Increase Fund 41 Levy**

**Expense Addition of \$75,000**

The current Fund 41 Capital Expense Fund Levy is \$1,300,000. The goal of this fund is to reach \$2,000,000 so that the District can avoid deferred maintenance on district building and grounds. The Fund 41 levy does fall under the revenue cap limit.

**16. and 17. Enrollment Driven Teacher Additions**

**Expense Addition of \$140,000**

These teacher additions are based on enrollment projections of specific grade levels within each school.

\*\*\*\*\*

Administration will continue to adjust the proposed preliminary budget based on new information and feedback from the Board and staff. Grant budgets are currently being completed. Grant related expenses are offset by grant revenue, so changes will not affect the bottom line of the overall budget. Updates to this budget proposal will be brought back to the Board for discussion. The proposed preliminary budget will be presented to the Board at a future board meeting for possible approval.

Since these recommendations are based on a projected revenue increase in the State biennial budget, salary increases, HRA contribution increases and Fund 41 increases would not take place until the State budget is passed and signed by the Governor. If revenue increases are different than projected, the administration will come back to the Board with recommended changes.

Attachments:

Projected 2023-24 Budget

<b>DATED</b> <b>4/25/2023</b>	<b>Original Budget</b> <b>2022-23</b>	<b>Projected Budget</b> <b>2023-24</b>	
3rd Friday Pupil FTE	9,581	9,455	(126)
Summer FTE (40%)	66	60	(6)
Total FTE	<u>9,647</u>	<u>9,515</u>	(132)
3 Year Avg. FTE	9,701	9,623	(78)
Per Pupil Revenue Amount	\$ 10,791	\$ 11,141	+\$350
Membership x Per Pupil Amount =	\$ 104,686,886	\$ 107,213,211	
Hold Harmless Non-Recurring Exemption	\$ 1,381,293	\$ -	
Revenue Limit, No Exemptions	\$ 106,068,179	\$ 107,213,211	
Adjustment for Refunded Taxes	\$ 6,922	\$ 6,922	
Prior Year Open Enrollment	\$ 43,500	\$ 43,500	
Declining Enrollment Exemption	\$ 1,381,293	\$ 869,025	
Adjustment for Private School Voucher Program	\$ 3,907,078	\$ 3,907,078	
Adjustment for Private School SE Voucher Program	\$ 713,548	\$ 713,548	
<b>Total Revenue Cap</b>	<b>\$ 112,120,520</b>	<b>\$ 112,753,284</b>	<b>0.56%</b>
Less Fund 41 Levy	\$ (1,300,000)	\$ (1,300,000)	
Less Fund 38 Levy	\$ (2,922,342)	\$ -	
<b>Total Revenue Limit Available for Funds 10 &amp; 27</b>	<b>\$ 107,898,178</b>	<b>\$ 111,453,284</b>	<b>3.29%</b>
<b>REVENUES</b>			
Local Revenue	21,653,939	25,179,376	
Interdistrict Revenue	1,801,056	1,801,056	
State Revenue	100,425,924	101,776,372	
Federal Revenue	835,140	851,843	
Other Revenue	550,303	550,303	
Grant Revenue	16,619,862	11,519,963	
<b>TOTAL REVENUE</b>	<b>\$ 141,886,224</b>	<b>\$ 141,678,913</b>	<b>-0.15%</b>
<b>EXPENSES</b>			
Salaries	64,791,466	66,404,174	
Employee Benefits	29,218,425	29,655,536	
Purchased Services	25,109,460	25,155,034	
Non-Capital Objects	4,282,339	4,282,339	
Capital Objects	498,948	498,948	
Insurance	1,027,461	1,063,098	
Other Expenses	311,904	311,904	
Grant Expenses	16,646,221	11,519,963	
<b>TOTAL EXPENSES</b>	<b>\$ 141,886,224</b>	<b>\$ 138,890,996</b>	<b>-2.11%</b>
<b>NET SURPLUS/(DEFICIT)</b>	<b>\$ -</b>	<b>\$ 2,787,917</b>	
<b>Expense Reductions</b>			
1 Staff Turnover		677,997	
2 Enrollment Driven Teacher Reductions: 1 FTE Jackson		70,000	
3 Enrollment Driven Teacher Reductions: 1 FTE Jefferson		70,000	
4 Enrollment Driven Teacher Reductions: 1 FTE Horace Mann		70,000	
5 Enrollment Driven Teacher Reductions: 1 FTE North High School		70,000	
6 Enrollment Driven Teacher Reductions: 1 FTE South High School		70,000	
7 Change to AP/Purchasing Position		17,000	
8 Change to HR staffing		73,800	
<b>Expense Additions</b>			
9 Step Movement For Teachers		(966,115)	
10 \$1,420 Per Cell Increase For Teachers		(1,194,376)	
11 4% Support Staff Salary Increase		(721,924)	
12 4% Administration Salary Increase		(314,299)	
13 Include ASB Operating Budget		(180,000)	
14 HRA Contribution Increase		(315,000)	
15 Fund 41 Increase		(75,000)	
16 Enrollment Driven Teacher Addition: 1 FTE Sheridan		(70,000)	
17 Enrollment Driven Teacher Addition: 1 FTE Wilson		(70,000)	
<b>NET SURPLUS/(DEFICIT)</b>		<b>\$ -</b>	

# Sheboygan Public Education Foundation

## Board of Directors

### SPEF Monthly Meeting April 12, 2023

#### IN ATTENDANCE:

Jerry Jones, Dave Freitag, Kris Fritz, Kurt Kober, Wayne Kolzow, Jennifer Scapellato, Laurie Van Veghel, Seth Harvatine, Roxanne Pauls, Terry Shircel.

**ABSENT:** Tina Brunmeier, Chris Conway, Craig Mazza, David Gallianetti, , Brian Versey.

**CALL TO ORDER:** Jerry Jones, President called the April 12, 2023 SPEF Monthly Board Meeting to order at 4:30 p.m.

#### MINUTES:

Jerry asked if the SPEF Board members read and had any changes to the Minutes of the March 8, 2023 Board of Directors meeting. **Motion by David Freitag and second by Wayne Kolzow to accept March 8, 2023, Minutes as written. Motion carried unanimously.**

**SCHOOL BOARD REPORT:** David Gallianetti (No Report – Absent)

#### **SUPERINTENDET’S REPORT:** Seth Harvatine

Seth stated that the April School Board Election results were final and that the two incumbents (Key R. and Sarah R.H.) held their seats with one newcomer (Heidi B.). The School Board will hold its Organizational Meeting on April 25 for Officers and Committee Assignments. Seth said the School Board held a month long New Superintendent’s Interview schedule with one internal candidate, Jacob Konrath. After those meetings, the School Board held one additional meeting and took that information and offered Dr. Konrath the job as Superintendent-Elect. Seth said he is retiring at the end of the 2023-2024 school year and that he will have one year to assist Konrath. Seth added that there are “tons of things happening” throughout the school district with only a couple of months left to the school year. Jennifer S. asked if the graduation ceremonies will take place all at the same time this year. Seth answered that they will. Jerry J. asked Seth about the finalizing of the Field of Dreams Taylor Drive property (east side). Seth said the district is still waiting on DNR approval. Seth ended his report thanking David Gallianetti for his 21 years of service on the School Board and support of public education.

#### **REPORT OF THE PRESIDENT:** Jerry Jones

#### **SPEF Scholarship Selection Sub-Committee --**

Jerry asked Terry and Roxanne for an update. They shared the results of this year’s SPEF Local Scholarship Program which was concluded with its deadline of Friday, March 3, 2023. Kurt K. asked about the comparison between 2023 v. 2022. Terry said he could not remember the exact numbers that were shared last month, but will send out a summary of the scholarship program to SPEF Board Members within the week. Terry also stated that SPEF will send out an email to all SPEF Board Members to vote on the “acceptance” of all SPEF administered scholarships AFTER tonight’s scholarship sub-committee decisions. (Meeting immediately after SPEF Monthly meeting.) Terry and Roxanne mentioned that all SPEF Scholarship Essays next year will include a signature area for student to sign stating they did not use AI or others in the writing of the essays. SPEF noticed several essays this year with same outline structures and upon doing additional research, found that some “may” have been assisted with AI. Jennifer S. stated that district teachers have programs to assist them to ensure students are writing their own pieces.

#### **Spring Grant Selection Sub-Committee–**

Jerry asked Roxanne and Terry for an update. They stated if any additional SPEF Board Members wanted to join the group who already volunteered to read, discuss, and select Spring grants, to notify SPEF offices. The SPEF Spring Grant Deadline is April 30, 2023. It was agreed that the SPEF Grant Sub-Committee will meet to discuss and decided on grant immediately after the May 10, 2023 Monthly SPEF Board Meeting. Roxanne and Terry will send out copies of the grant proposals that met the deadline to committee members for their review.

### SPEF Office Lease–

Jerry asked Roxanne and Terry for an update. SPEF was notified that the building landlords contacted SPEF and that starting on May 1, 2023, SPEF will be charged for its office space instead of being donated to the foundation. Officials stated that SPEF could counteroffer the price, which Roxanne and Terry did. The landlords agreed with SPEF and the monthly-to-month lease cost will be \$550.00.

### Possible New SPEF Board Member–

Jerry asked Roxanne and Terry to walk through the narrative that was submitted from Anne Holzem. Kris F. stated that Anne's name was submitted by SASD teacher Kim Selby to her when she asked if Kim knew of any interested new Board members. SPEF contacted Anne and she submitted her narrative and background for consideration. **Motion by Wayne Kolzow and second by Jennifer Scapellato to approve Ms. Anne M. Holzem as a new SPEF Board Member. Motion carried unanimously.** Terry stated that SPEF will contact Anne and set up a time to go over the new Board Member materials prior to the May 10, 2023 Monthly Meeting.

### TREASURER'S REPORT: Wayne Kolzow

Wayne went over the Treasurer's Report & Variance Report which each Board member received for February, 2023. In addition, Wayne called attention to the handout in Board Member's packets from USBank and its Quarterly Financial Report. Wayne said the +4.1% is pretty good. Jerry J. said after last year's poor performance across the board, it was good to see that investments are back on the up swing. **Wayne asked for a motion to approve the February, 2023 Treasurer's Report & Variance Report as presented. Motion by David Freitag and second by Jennifer Scapellato to accept the February 2023 Treasurer's & Variance Reports. Motion carried unanimously.**

### STAFF REPORT: Roxanne Pauls & Terry Shircel

#### Monthly Financials --

Wayne went over all of it with his report.

#### SPEF Webpage/Logo Update --

Roxanne and Terry explained that Engaged Marketing is currently working the webpage redesign starting with a new SPEF logo. Kurt stated that the new webpage and logo will drive future engagement and learn more about SPEF

#### Scholarship Night Presentations/Future/Schaefer Updates –

Roxanne and Terry said that all SPEF administered scholarships after tonight's sub-committee work will be decided except for one. They are working on scholarship folders, certificates, and speeches. North High's Scholarship Night is April 19 and South High's April 26. Terry thanked all SPEF presenters for their time volunteering to present SPEF scholarships. Terry added that SPEF is looking at its future scholarship program after this year's change in deadline and Scholarship Night dates by the school district. He added that SPEF received communication from John and Terry Schaefer about their future scholarship donation.

### OTHER BUSINESS:

- Jerry stated that "Thank You" messages were received by Cara Lyn Conger for SPEF's 29:11 Group donation and from Paul's Party for the SPEF grant asking for special needs student track/field equipment for the Shaw twins who have interest in participating with North High's Track Team for the upcoming year(s).

NEW BUSINESS: None.

### ADJOURN:

Jerry asked for a motion to adjourn the regular April 12, 2023 SPEF Monthly Meeting at 5:10 p.m.. Motion by David Freitag and second by Jennifer Scapellato to adjourn. Motion carried unanimously.

**Next Meeting –**

**Wednesday, May 10, 2023 4:30 p.m.**

- **SPEF Spring Grant Proposal Sub-Committee  
Immediately After May Monthly Meeting**





**SHEBOYGAN AREA**  
— SCHOOL DISTRICT —

**Committee Meeting Minutes, April 11, 2023**

**CURRICULUM & INSTRUCTION COMMITTEE – Ms. Kay Robbins, Chair**

Ms. Kay Robbins, Chair, convened the meeting at 6:03 p.m.

Ms. Kay Robbins, Mr. Santino Laster, and Mr. Ryan Burg were present.

Mr. Mark Mancl was excused.

**1. INTERNATIONAL CAREER DEVELOPMENT CONFERENCE FIELD TRIP – Mr. Jacob Konrath**  
(Information/Action)

Moved by Mr. Burg, seconded by Mr. Laster to accept administration's recommendation for a North High School student to travel to Orlando, Florida from April 21-26, 2023, to compete in the International Career Development Conference. All ayes. Motion carried unanimously.

**2. GREAT START CONFERENCE – Mr. Jacob Konrath/Ms. Charity Cartland** (Information/Discussion)

Ms. Cartland reported that Great Start Conferences will provide families the opportunity to sign up for an individual 15 minutes time slot to meet with their child's teacher, drop off school supplies, and visit their child's classroom before the new school year begins. This will replace the open house/meet and greet that was held on one day in the evening for an hour. Madison, Sheridan and Cleveland Elementary Schools will be participating with the goal of eventually all schools doing the same. The goals are to promote positive school/home relationships; establish early communication; and to provide academic information. Ms. Cartland added that based on feedback from the parent survey she is hopeful this new opportunity is successful. Information would be shared with parents through newsletters, etc. Mr. Konrath added that we experience a great deal of success when scheduling meetings with parents and research confirms the effect of teacher-family communication increases student engagement.

**3. 2023 SUMMER SCHOOL RECOMMENDATION – Mr. Jacob Konrath/Ms. Kristin DeTroye** (Information/Possible Action)

Moved by Mr. Laster, seconded by Mr. Burg to approve the proposed course offerings for the 2023 summer school program. All ayes. Motion carried unanimously.

Ms. DeTroye reported that the participant numbers continue to grow and she referenced the links to the summer school website and course offerings that were included in the report. Enrollment for summer school opened on April 3 and all building secretaries were trained to register students. She discussed the new enrichment courses being offered and commented that more than 1600 students were referred to summer school. Currently, the enrollment numbers for summer school are the highest they have ever been.

**4. LAKELAND UNIVERSITY PARTNERSHIP UPDATE – Mr. Jacob Konrath** (Information/Discussion)

Mr. Konrath reported that as part of the Teacher Development Institute, teachers could take up to 15 credits of coursework toward a master of education degree at no cost. Not only do teachers have the ability to achieve a Master's Degree, the Institute also provides the opportunity for additional coursework, which would certify teachers to teach CAPP classes. He added that through the partnership we would have the ability to offer an Associates of Arts on campus for students provided we have the qualified staff to teach. We could have an adjunct professor teach or provide the coursework online as a backup.

Students can take anywhere from 3-60 credits during the course of their high school experience. More communication would be shared with families once staffing is in place.

Meeting adjourned at 6:26 p.m.



**Committee Meeting Minutes of April 11, 2023**

**HUMAN RESOURCES COMMITTEE – Dr. Susan Hein, Chair**

Dr. Susan Hein, Chair, called the meeting to order at 6:30 p.m.

Present: Dr. Susan Hein, Mr. David Gallianetti, Ms. Kay Robbins, Ms. Rebecca Versey

**1. APPOINTMENTS – Ms. Jami Hintz (Confirming Action)**

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

COMMUNITY LEARNING CENTER (CLC at Sheridan)

Dayana Barojas Ignacio	CLC Enrichment Assistant	March 7, 2023	\$14.00 per hour
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EDUCATIONAL ASSISTANTS

Carrie Doeblner	Jackson	April 3, 2023	\$15.00 per hour
Brooke Julian	Urban	March 20, 2023	\$15.00 per hour
Laura King	North High	April 3, 2023	\$18.75 per hour
Claire Pelto	Étude High	March 9, 2023	\$15.00 per hour

RECREATION DEPARTMENT

Carter Boehmer	Youth Basketball Referee	December 10, 2022	\$15.00 per hour
Adina Woolwine	Youth Aquatic Aide	March 1, 2023	\$13.00 per hour

SECRETARY

Elizabeth Glenzer	Student Services	March 20, 2023	\$18.37 per hour
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SUBSTITUTE EDUCATIONAL ASSISTANTS

Rebecca Lyon	District-Wide	March 8, 2023	
Sur Sarita	District-Wide	March 7, 2023	

SUBSTITUTE SECRETARIES

Rebecca Lyon	District-Wide	March 8, 2023	
Ann Meseck	Grant	March 29, 2023	

SUBSTITUTE TEACHERS

Matthew Baker	Degreed, Non-certified	March 30, 2023	
Zachary Ford	English	March 6, 2023	
Spencer Hurlburt	Choral Music and General Music	March 9, 2023	
Madeline Schneider	Degreed, Non-certified	March 3, 2023	
Danielle Pahmeier	Music	March 30, 2023	

EXTRA PAY FOR EXTRA SERVICE (COACHES / ADVISORS)

Urban

Robert Fleuchaus	Internal Candidate	Wrestling Coach	\$1,250.00
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North High

Evan Vorpahl*	External Candidate	Assistant Boys' Tennis Coach	\$2,057.00
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South High

Joshua Becker	External Candidate	Assistant Wrestling Coach	\$2,743.00
Lauren Braaksma	Internal Candidate	Assistant Girls' Track Coach	\$3,155.00
James Carroll	External Candidate	Assistant Boys' Track Coach	\$3,018.00
Mary Schmidt	Internal Candidate	Assistant Girls' Soccer Coach	\$2,743.00

\*Relative of SASD employee

**2. LEAVE OF ABSENCE – Ms. Jami Hintz (Action)**

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

Courtney Bartzen	Teacher	Urban	August 28, 2023 – June 10, 2024
Amy George	Teacher	Early Learning Center	October 31, 2023 – June 10, 2024

**3. SEPARATIONS – Ms. Jami Hintz (Information)**

The following separations have been granted:

Tara Berchem	Teacher	Horace Mann	June 8, 2023
Alexandra Blindauer	Assistant Boys' Track Coach	North High	March 3, 2023
Ellie Chang	Gymnastics Instructor	Recreation Department	March 9, 2023
Jennifer Dega	Teacher	South High	June 8, 2023
Katharine Denzen	Teacher	Early Learning Center	June 8, 2023
Russell Gnadt	Custodian	Cleveland	March 31, 2023
Michael Heling	Assistant Fastpitch Coach	South High	March 3, 2023
Abby Higgins	Volleyball Coach	Urban	June 8, 2023
Holly Leibham	Teacher	Jefferson	June 8, 2023
Rebecca McGee	Noon Supervisor	Madison	March 22, 2023
Lesbia Perez Orozco	CLC Lead Facilitator	Sheridan	March 6, 2023
Benjamin Portzen	Substitute Teacher	District-Wide	March 6, 2023
Maria Rodriguez	Educational Assistant	Sheridan	June 7, 2023
Hanna Royston	Career Liaison	Central High	June 7, 2023
Theodore Schermetzler	Varsity Wrestling Coach	North High	March 6, 2023
Peggy Sixel	Substitute Secretary	District-Wide	March 21, 2023
Megan Thiel	Substitute Teacher	District-Wide	March 9, 2023
Justine Trilling	Cook	School Nutrition	March 16, 2023
Paul VanLanen	Assistant Baseball Coach	North High	March 8, 2023
Roberta Vollbrecht-Lentz	Educational Assistant	South High	March 23, 2023
Somsak Vue	Substitute Teacher	District-Wide	March 29, 2023
Nathaniel Winter	Assistant Boys' Track Coach	North High	March 3, 2023
Yayoua Yang	Educational Assistant	Lincoln-Erdman	June 7, 2023

**4. RETIREMENTS – Ms. Jami Hintz (Action)**

Moved by Ms. Versey, seconded by Mr. Gallianetti to grant the following requests to retire and the employees be recognized for their years of service per board policy. All ayes. Motion carried unanimously.

Jacqueline Hasenstein	Cook	South High	26.56 years of service
Cynthia Knopp	Educational Assistant	North High	27.54 years of service
Kimberly Nonnweiler	Lead Cook	Urban	21.80 years of service
Jo Anne Roehsler	Production Cook	School Nutrition	20.80 years of service
Jennifer Wright	Cook	Urban	25.40 years of service

The meeting adjourned at 6:32 p.m.



**Committee Meeting Minutes, April 11, 2023**

**FACILITIES/RECREATION/THEATRE COMMITTEE – Mr. Ryan Burg, Chair**

Mr. Ryan Burg, Chair, convened the meeting at 6:31 p.m.

Mr. Ryan Burg, Mr. Santino Laster, Ms. Sarah Ruiz-Harrison, and Ms. Mary Lynne Donohue were present.

Mr. Mark Mancl was excused.

**1. TABULATION OF BIDS – PARKING LOT REPLACEMENTS – Mr. Joe Vollmer (Action)**

Moved by Mr. Laster, seconded by Ms. Donohue to authorize administration to enter into contract with Northeast Asphalt of Plymouth, WI, in the amount of \$124,435 for the replacement of the main parking lot at Lincoln-Erdman Elementary School. All ayes. Motion carried unanimously.

Moved by Mr. Laster, seconded by Ms. Donohue to authorize administration to enter into contract with Northeast Asphalt of Plymouth, WI, in the amount of \$109,845 for the replacement of the main parking lot at the Administrative Services Building. All ayes. Motion carried unanimously.

<u>Bidders</u>	<u>Lincoln-Erdman Elementary School</u>	<u>Administrative Services Building</u>
Northeast Asphalt	\$124,435	\$109,845
Poblocki Paving Corporation	\$144,724	\$121,481
TJS Asphalt Paving	No Bid	No Bid

[Capital Maintenance Fund – Blacktop] – Lincoln-Erdman Elementary School  
 [Fund Balance – Remodeling and Equipment] – Administrative Services Building

**2. SHEBOYGAN THEATRE COMPANY FINANCIAL REPORT – Mr. John Koehler (Action)**

Moved by Mr. Laster, seconded by Ms. Donohue to accept the Sheboygan Theatre Company Financial Report through February 28, 2023. All ayes. Motion carried unanimously.

**3. COMMUNITY RECREATION DEPARTMENT FINANCIAL REPORT – Mr. John Koehler (Action)**

Moved by Mr. Laster, seconded by Ms. Donohue to accept the Community Recreation Department Financial Report through February 28, 2023. All ayes. Motion carried unanimously.

**4. FACILITY PERMIT REPORT – Mr. John Koehler (Information)**

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

Meeting adjourned at 6:38 p.m.



**Committee Meeting Minutes of April 11, 2023**

**FINANCE & BUDGET COMMITTEE – Mr. David Gallianetti, Chair**

Mr. David Gallianetti, Chair, called the meeting to order at 6:20 p.m.

Present: Mr. David Gallianetti, Dr. Susan Hein, Ms. Rebecca Versey, Ms. Sarah Ruiz-Harrison

**1. FUND 41 CAPITAL PROJECTS – Ms. Wendy Baackes (Action)**

Moved by Ms. Versey, seconded by Dr. Hein to approve the Fund 41 Capital Projects through February 28, 2023, as presented. All ayes. Motion carried unanimously.

**2. STATEMENT OF CASH FLOW – Ms. Wendy Baackes (Action)**

Moved by Ms. Versey, seconded by Dr. Hein to approve the Statement of Cash Flow through February 28, 2023, as presented. All ayes. Motion carried unanimously.

**3. REVENUES & EXPENDITURES REPORTS – Ms. Wendy Baackes (Action)**

Moved by Ms. Versey, seconded by Dr. Hein to approve the Revenue & Expenditures reports through February 28, 2023, as presented. All ayes. Motion carried unanimously.

**4. BUDGET REVISIONS & TRANSFERS OF APPROPRIATIONS – Ms. Wendy Baackes (Action)**

Moved by Ms. Versey, seconded by Dr. Hein to approve the Budget Revisions and Transfers reports through February 28, 2023, as presented.

<b>GENERAL FUND (FUND 10)</b>	<b>Revised Budget 1-31-23</b>	<b>Revised Budget 2-28-23</b>	<b>Budget Increase (Decrease)</b>
<b>REVENUES</b>			
100 Transfers-in	<b>0.00</b>	<b>0.00</b>	0.00
<b>Local Sources</b>			
210 Taxes	20,759,666.00	20,759,666.00	0.00
240 Payments for Services Provided Local Governments	0.00	0.00	0.00
260 Non-Capital Sales	274,507.16	278,116.27	3,609.11
270 School Activity Income	141,729.08	148,382.08	6,653.00
280 Interest on Investments	120,000.00	120,000.00	0.00
290 Other Revenue, Local Sources	341,973.99	343,202.51	1,228.52
<b>Subtotal Local Sources</b>	<b>21,637,876.23</b>	<b>21,649,366.86</b>	11,490.63
<b>Other School Districts Within Wisconsin</b>			
340 Payments for Services	<b>1,801,056.00</b>	<b>1,801,056.00</b>	0.00
<b>Revenue from Intermediate Sources</b>			
510 Transit of Aids	<b>71,583.00</b>	<b>75,383.00</b>	3,800.00
<b>State Sources</b>			
610 State Aid -- Categorical	797,328.00	797,328.00	0.00
620 State Aid -- General	86,781,290.00	86,781,290.00	0.00
630 DPI Special Project Grants	156,162.29	156,162.29	0.00



640 Payments for Services	140,000.00	140,000.00	0.00
650 Student Achievement Guarantee in Education	2,244,491.00	2,252,202.00	7,711.00
660 Other State Revenue Through Local Units	17,000.00	17,000.00	0.00
690 Other Revenue	7,658,161.00	7,658,161.00	0.00
<b>Subtotal State Sources</b>	<b>97,794,432.29</b>	<b>97,802,143.29</b>	7,711.00
<b>Federal Sources</b>			
710 Transit of Aids	97,009.00	97,009.00	0.00
730 DPI Special Project Grants	12,036,584.34	12,031,584.34	(5,000.00)
750 IASA Grants	1,969,409.00	1,967,695.00	(1,714.00)
780 Other Federal Revenue Through State	0.00	0.00	0.00
790 Other Revenue from Federal Sources	0.00	0.00	0.00
<b>Subtotal Federal Sources</b>	<b>14,103,002.34</b>	<b>14,096,288.34</b>	(6,714.00)
<b>Other Financing Sources</b>			
860 Compensation, Fixed Assets	<b>107,847.00</b>	<b>107,847.00</b>	0.00
<b>Other Revenues</b>			
960 Adjustments	0.00	0.00	0.00
970 Refund of Disbursement	269,407.75	276,229.00	6,821.25
990 Miscellaneous	297,383.54	300,350.78	2,967.24
<b>Subtotal Other Revenues</b>	<b>566,791.29</b>	<b>576,579.78</b>	9,788.49
<b>TOTAL REVENUES</b>	<b>136,082,588.15</b>	<b>136,108,664.27</b>	26,076.12
<b>EXPENDITURES</b>	<b>Revised Budget 1-31-23</b>	<b>Revised Budget 2-28-23</b>	<b>Budget Increase (Decrease)</b>
<b>Instruction</b>			
110 000 Undifferentiated Curriculum	23,612,171.10	23,647,705.30	35,534.20
120 000 Regular Curriculum	30,539,168.97	30,543,025.97	3,857.00
130 000 Vocational Curriculum	3,279,647.75	3,284,654.86	5,007.11
140 000 Physical Curriculum	2,961,147.00	2,961,147.00	0.00
160 000 Co-Curricular Activities	1,477,692.82	1,469,828.82	(7,864.00)
170 000 Other Special Needs	514,628.00	513,928.00	(700.00)
<b>Subtotal Instruction</b>	<b>62,384,455.64</b>	<b>62,420,289.95</b>	35,834.31
<b>Support Sources</b>			
210 000 Pupil Services	6,377,440.07	6,389,217.07	11,777.00
220 000 Instructional Staff Services	6,547,626.21	6,534,940.21	(12,686.00)
230 000 General Administration	2,143,665.54	2,178,692.54	35,027.00
240 000 School Building Administration	8,143,036.83	8,123,780.83	(19,256.00)
250 000 Business Administration	20,784,075.86	22,405,080.99	1,621,005.13
260 000 Central Services	995,506.00	994,556.00	(950.00)
270 000 Insurance & Judgments	1,046,949.00	1,046,949.00	0.00
280 000 Debt Services	0.00	0.00	0.00
290 000 Other Support Services	2,623,829.44	2,687,835.60	64,006.16
<b>Subtotal Support Sources</b>	<b>48,662,128.95</b>	<b>50,361,052.24</b>	1,698,923.29
<b>Non-Program Transactions</b>			
410 000 Inter-fund Transfers	14,363,678.39	14,363,678.39	0.00
430 000 Instructional Service Payments	15,415,067.76	15,418,541.76	3,474.00
490 000 Other Non-Program Transactions	10,000.00	10,000.00	0.00
<b>Subtotal Non-Program Transactions</b>	<b>29,788,746.15</b>	<b>29,792,220.15</b>	3,474.00

<b>TOTAL EXPENDITURES</b>	<b>140,835,330.74</b>	<b>142,573,562.34</b>	1,738,231.60
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<b>SPECIAL EDUCATION (FUND 27)</b>	<b>Revised Budget 1-31-23</b>	<b>Revised Budget 2-28-23</b>	<b>Change in Budget</b>
<b>TOTAL REVENUES</b>	<b>23,057,042.39</b>	<b>23,057,042.39</b>	-
100 000 Instruction	19,108,780.00	19,107,580.00	(1,200.00)
200 000 Support Services	3,808,262.39	3,809,462.39	1,200.00
400 000 Non-Program Transactions	140,000.00	140,000.00	-
<b>TOTAL EXPENDITURES</b>	<b>23,057,042.39</b>	<b>23,057,042.39</b>	-

**5. GIFTS – Ms. Wendy Baackes (Information)**

Administration presented the following list of gifts to the District.

<u>Gift</u>	<u>Donor</u>	<u>Building/Program</u>	<u>Amount</u>
<u>For Information</u>			
Monetary	Second Revolution	South (Adventure Ed Supplies)	100.00
Monetary	Cathy Chang	Sheboygan Theatre Company	35.00
Monetary	Linda/Joe Diedrich	Sheboygan Theatre Company	35.00
Monetary	Samantha Dickie	Sheboygan Theatre Company	35.00
Monetary	Sandra Kasten/Eric Johnson	Sheboygan Theatre Company	35.00
Monetary	Karl Dykstra	Sheboygan Theatre Company	35.00
Monetary	Karen Mansker	Sheboygan Theatre Company	35.00
Monetary	Randy/Deb Stache	Sheboygan Theatre Company	35.00
Monetary	Sabrina Haupt	Sheboygan Theatre Company	35.00
Monetary	Matt/Denice Klett	Sheboygan Theatre Company	100.00
Monetary	Dan Ninneman	Sheboygan Theatre Company	40.00
Monetary	Sandra Asselin	Sheboygan Theatre Company	35.00
Monetary	Laurie Turner	Sheboygan Theatre Company	35.00
Monetary	Bemis Family Foundation	Sheboygan Theatre Company	1,000.00
Monetary	David Miller	Sheboygan Theatre Company	60.00
Monetary	Carrie Ewald	Sheboygan Theatre Company	35.00
Monetary	Nancy Gomez	Sheboygan Theatre Company	35.00
Monetary	Andrea Covey	Sheboygan Theatre Company	35.00
Monetary	Jessica Weber	Sheboygan Theatre Company	35.00
Monetary	Kim Rockline	Sheboygan Theatre Company	500.00
Monetary	Diane/Walt Ellis	Sheboygan Theatre Company	1,000.00

The meeting adjourned at 6:21 p.m.



**Committee Meeting Minutes of April 11, 2023**

**COMMITTEE OF THE WHOLE – Mr. Santino Laster, Chair**

1. Vice President Laster called the meeting to order at 6:40 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: Ms. Rebecca Versey, Mr. Ryan Burg, Ms. Kay Robbins, Ms. Mary Lynne Donohue, Mr. Santino Laster, Dr. Susan Hein, Mr. David Gallianetti, Ms. Sarah Ruiz-Harrison  
Excused: Mr. Mark Mancl
5. **RECOGNITION – Ms. Mary Lynne Donohue** (Information/Discussion)

Ms. Donohue and Mr. Harvatine recognized and thanked Mr. David Gallianetti for serving on the Board of Education for 21 years. Ms. Donohue expressed her appreciation for Mr. Gallianetti's clear, calm, and considerate leadership over the 21 years and that everyone benefitted from it. Ms. Donohue presented Mr. Gallianetti with a certificate from the Wisconsin Association of School Boards (WASB) for serving over 20 years as a school board member. Mr. Harvatine spoke about the different school board positions Mr. Gallianetti held over the years, which included serving as Chair of the Human Resources Committee, Facilities/Recreation/Theatre Committee, Finance and Budget Committee, Vice Chair of the Finance and Budget Committee, as well as Vice Chair of the Curriculum and Instruction Committee. Mr. Harvatine further highlighted that throughout Mr. Gallianetti's 21 years, he served as Vice President for 4 years and as President for 10 years. Mr. Harvatine extended his sincere gratitude to Mr. Gallianetti for his unselfish service, leadership, strong communication skills, and ability to navigate challenging situations. Mr. Gallianetti thanked all his fellow board members for continuing in their roles, and all the District employees for all they do. He expressed that he has been fortunate to serve on many boards, and this has been his favorite, and he will continue to be an advocate for the Sheboygan Area School District.

6. **ADJOURN TO CLOSED SESSION PER WISCONSIN STATE STATUTES SEC. 19.85(1)(c)** (*Action with roll call vote*) – Preliminary consideration of renewal/nonrenewal of individual teacher contract(s); To consider employment compensation, and terms for the position of Superintendent of Schools under Section 118.24 of the Wisconsin Statutes.

Moved by Ms. Donohue, seconded by Mr. Burg to adjourn to Closed Session at 6:50 p.m. A roll call vote was taken and motion carried unanimously. (Versey, Burg, Robbins, Donohue, Laster, Hein, Gallianetti, Ruiz-Harrison)

7. Moved by Ms. Donohue, seconded by Mr. Gallianetti to reconvene to Open Session at 8:20 p.m. All ayes. Motion carried unanimously.

Moved by Mr. Laster, seconded by Dr. Hein to enter into contract with Mr. Jacob Konrath for the 2024-2025 and 2025-2026 school years to serve as Superintendent of Schools based upon the contract parameters discussed in Closed Session. All ayes. Motion carried unanimously.

8. Moved by Mr. Gallianetti, seconded by Dr. Hein to adjourn at 8:23 p.m. All ayes. Motion carried unanimously.