



BOARD OF EDUCATION
SHEBOYGAN AREA SCHOOL DISTRICT
Sheboygan, Wisconsin

REGULAR MEETING AGENDA
Tuesday, October 24, 2023
6:00 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, October 24, 2023 at 6:00 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: 859 0393 1009 and Passcode: 694961 or <https://us06web.zoom.us/j/85903931009?pwd=ZCUlQ0Rycy6A13TNGhUNfkLlosHrTM.1> 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)

6:00 **I. CALL TO ORDER:** President

6:01 **II. PLEDGE OF ALLEGIANCE**

6:02 **III. APPROVAL OF THE AGENDA** (Action)

6:03 **IV. ROLL CALL** (Informal)

6:04 **V. APPROVAL OF MINUTES** (Discussion/Action)

Action on the Regular Board of Education meeting minutes of September 26, 2023 and Closed Session meeting minutes of September 26, 2023.

6:05 **VI. STUDENT REPRESENTATIVES** (Information)

Reports will be provided by:

North High School: Megan Gruenlow

South High School: Julius Spivery

6:10 **VII. 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.**

6:11 **VIII. SUPERINTENDENT’S REPORT – Mr. Seth Harvatine** (Information)

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

6:15 **IX. MISCELLANEOUS**

10 min. **A. ASSESSMENT DATA – Mr. Jacob Konrath/Ms. Kelly Blum** (Information/Discussion)

The administration will present the Wisconsin Forward Exam and American College Testing (ACT) assessment results from the 2022-2023 school year.

10 min. **B. THIRD FRIDAY ENROLLMENT REPORT – Mr. Jacob Konrath** (Information/Discussion)
The administration will present the Sheboygan Area School District Enrollment Data Report for the 2023-2024 school year.

10 min. **C. 2024-2025 CALENDAR PROPOSAL – Mr. Seth Harvatine/Mr. Jacob Konrath/Mr. Mark Boehlke/Ms. Jami Hintz** (Information/Discussion)
The administration will present the proposed 2024-2025 calendar to eliminate early release Wednesday's.

5 min. **D. TABULATION OF BIDS – VAPING DETECTORS PURCHASE AND INSTALLATION – Mr. Jacob Konrath** (Discussion/Action)
The administration recommends that it be authorized to enter into contract with Camera Corner Connecting Point, Green Bay, WI, in the amount of \$123,266.39 for the purchase and installation of detectors at North, South, Central, Étude, and Warriner High Schools and Étude, Warriner, Farnsworth, Horace Mann, and Urban Middle Schools.

<u>Bidders</u>	<u>Bid</u>
Camera Corner Connecting Point	\$123,266.39
Specht Electric & Communications Co., Inc.	\$123,406.00
Heartland Business Systems, LLC	\$126,161.00
KW Electric Inc.	\$158,900.00
Faith Technologies	No Bid
O & W Communications	No Bid

[Fund Balance – Student Safety]

2 min. **E. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 0142.1 – ELECTORAL PROCESS – Mr. Seth Harvatine** (Discussion/Possible Action)

The administration recommends the adoption (second reading) of the following revised policy:

- Policy 0142.1 – Bylaws; Electoral Process

2 min. **F. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 0143.1 – PUBLIC EXPRESSION OF BOARD MEMBERS – Mr. Seth Harvatine** (Discussion/Possible Action)

The administration recommends the adoption (second reading) of the following revised policy:

- Policy 0143.1 – Bylaws; Public Expression of Board Members

2 min. **G. ADOPTION (SECOND READING) OF NEW BOARD OF EDUCATION POLICY 0164 – MEETINGS – Mr. Seth Harvatine** (Discussion/Possible Action)

The administration recommends the adoption (second reading) of the following new policy:

- Policy 0164 – Bylaws; Meetings

2 min. **H. ADOPTION (SECOND READING) TO DELETE BOARD OF EDUCATION POLICY 0164.1 – REGULAR MEETINGS – Mr. Seth Harvatine** (Discussion/Possible Action)

The administration recommends the adoption (second reading) to delete the following policy:

- Policy 0164.1 – Bylaws; Regular Meetings

2 min. **I. ADOPTION (SECOND READING) TO DELETE BOARD OF EDUCATION POLICY 0164.2 – SPECIAL MEETINGS – Mr. Seth Harvatine** (Discussion/Possible Action)

The administration recommends the adoption (second reading) to delete the following policy:

- Policy 0164.2 – Bylaws; Special Meetings

2 min. **J. ADOPTION (SECOND READING) TO DELETE BOARD OF EDUCATION POLICY 0165.1 – NOTICE OF MEETINGS – Mr. Seth Harvatine** (Discussion/Possible Action)

The administration recommends the adoption (second reading) to delete the following policy:

- Policy 0165.1 – Bylaws; Notice of Meetings

- 2 min. **K. ADOPTION (SECOND READING) TO DELETE BOARD OF EDUCATION POLICY 0165.2 – CHANGE OF REGULAR MEETINGS – Mr. Seth Harvatine** (Discussion/Possible Action)

The administration recommends the adoption (second reading) to delete the following policy:

- Policy 0165.2 – Bylaws; Change of Regular Meetings

- 2 min. **L. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 1260 – INCAPACITY OF THE DISTRICT ADMINISTRATOR – Mr. Seth Harvatine** (Discussion/Possible Action)

The administration recommends the adoption (second reading) of the following revised policy:

- Policy 1260 – Administration; Incapacity of the District Administrator

- 2 min. **M. ADOPTION (SECOND READING) OF NEW BOARD OF EDUCATION POLICY 7250.01 – MEMORIALS FOR STAFF AND STUDENTS – Mr. Seth Harvatine** (Discussion/Possible Action)

The administration recommends the adoption (second reading) of the following new policy:

- Policy 7250.01 – Property; Memorials for Staff and Students

- 2 min. **N. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 8310 – PUBLIC RECORDS – Mr. Seth Harvatine** (Discussion/Possible Action)

The administration recommends the adoption (second reading) of the following revised policy:

- Policy 8310 – Operations; Public Records

- 2 min. **O. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 7440 – FACILITY SECURITY – Mr. Mark Boehlke** (Discussion/Possible Action)

The administration recommends the adoption (second reading) of the following revised policy:

- Policy 7440 – Property; Facility Security

- 2 min. **P. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 8600.01 – USE OF VIDEO MONITORING SYSTEMS ON SCHOOL BUSES – Mr. Mark Boehlke** (Discussion/Possible Action)

The administration recommends the adoption (second reading) of the following revised policy:

- Policy 8600.01 – Operations; Use of Video Monitoring Systems on School Buses

7:00 p.m.

- Q. PUBLIC HEARING ON THE PROPOSED 2023-2024 BUDGET – Mr. Mark Boehlke** (Information)

1. Presentation of the proposed budget for 2023-2024 will be given.
2. Public hearing and input for the 2023-2024 budget.

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- 10 min. **R. ADOPTION OF THE 2023-2024 ORIGINAL BUDGET AND CERTIFICATION OF TAX LEVY – Mr. Mark Boehlke** (Discussion/Action)

Administration recommends adoption of the 2023-2024 original budget in the amount of \$165,922,071.50 and certification of the property tax levy in the amount of \$34,327,087.

7:24X. REPORT OF COMMITTEES

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

1. LEGO® Coding (Information/Discussion)
2. Summer School Report (Information/Discussion)
3. 2022-2023 District Bullying Report (Information/Discussion)

- B. HUMAN RESOURCES COMMITTEE – Mr. Mark Mancl, Vice Chair**

1. Appointments (Confirming Action)
2. Separations (Information)

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

1. Facility Permit Report (Information)

D. FINANCE & BUDGET COMMITTEE – Ms. Sarah Ruiz-Harrison, Chair

1. Fund 41 Capital Projects (Information)
2. Statement of Cash Flow (Information)
3. Revenues & Expenditures Reports (Information)
4. Budget Revisions and Transfers of Appropriations (Information)
5. Fund Balance Designation Discussion (Information)
6. Changes to Health Reimbursement Arrangement (HRA) Plan (Information/Possible Action)
7. Gifts (Action)

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. South High School Flexible Scheduling Review (Discussion)
6. Adjourn

F. SPECIAL BOARD COMMITTEES/ASSIGNMENTS

1. Legislative Roundtable – Mr. Seth Harvatine (Information)
Information from the October 16, 2023 meeting will be shared.
2. Sheboygan Public Education Foundation (SPEF) – Ms. Heidi Boehmer/Mr. Seth Harvatine (Information)
Information from the October 18, 2023 meeting will be shared.

7:34 **XI. COMMUNICATIONS** (Information)

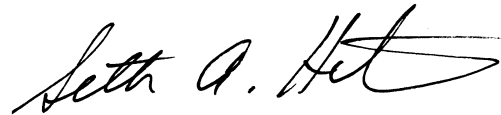
Ms. Penny Abstetar – Thank you!

7:35 **XII. FUTURE MEETING DATES** (Information/Possible Action)

November 14, 2023 – Committee meetings at 6:00 p.m.

November 28, 2023 – Regular Board of Education meeting at 6:00 p.m.

XIII. ADJOURN (Action)



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, September 26, 2023**

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

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

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

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

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

Excused: Mr. Mark Mancl and Mr. Ryan Burg

APPROVAL OF MINUTES

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

COMMUNITY INPUT

There was no community input.

SUPERINTENDENT'S REPORT

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

MISCELLANEOUS

A. South High School Continuous Improvement Update

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

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

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

B. Strategic (Long-Range) Plan Quarterly Review

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

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

C. Completion of School Violence Drills

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

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

D. District Administrator Performance Evaluation System (DAPES) Review

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

E. Board Appointed Committees

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

REPORT OF COMMITTEES

A. CURRICULUM & INSTRUCTION COMMITTEE

1. Attendance and Truancy Update

From the committee meeting:

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

2. Graduation Requirements

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

From the committee meeting:

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

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

3. Sheboygan Area School District Crisis Manual

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

From the committee meeting:

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

B. HUMAN RESOURCES COMMITTEE

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

1. Appointments

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

From the committee:

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

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

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

ADMINISTRATORS

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

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

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

TEACHERS

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

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

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

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

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

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

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

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

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

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

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

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

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

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

candidate interviewed.

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

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

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

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

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

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

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

ASSISTANT COOKS

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

COOKS

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

CUSTODIAN

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

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

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

SECRETARIES

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

*Relative of SASD employee

2. Leave of Absence

From the committee meeting:

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

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

From the committee meeting:

The following separations have been granted:

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

C. FACILITIES/RECREATION/THEATRE COMMITTEE

1. Fall Community Recreation Department Marketing Insert

From the committee meeting:

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

2. Facility Permit Report

From the committee meeting:

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

D. FINANCE & BUDGET COMMITTEE

1. Fund 41 Capital Projects

From the committee meeting:

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

2. Statement of Cash Flow

From the committee meeting:

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

3. Revenues & Expenditures Reports

From the committee meeting:

No revenue and expense reports until completion of the audit.

4. Budget Revisions and Transfers of Appropriations

From the committee:

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

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

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

From the committee meeting:

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

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

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

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

From the committee meeting:

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

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

7. Gifts

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

From the committee meeting:

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

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

E. COMMITTEE OF THE WHOLE

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

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

5. Community Input

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

10. South High School Flexible Scheduling Review

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

11. North High School Continuous Improvement Update

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

12. DAPES Formative Performance Report and Annual Goals

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

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

F. SPECIAL BOARD COMMITTEES/ASSIGNMENTS

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

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

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

COMMUNICATIONS

Communications were received.

FUTURE MEETING DATES

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

ADJOURN

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

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

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

Seth A. Harvatine
Superintendent & Secretary of the Board



SHEBOYGAN AREA
— SCHOOL DISTRICT —

Statewide Assessment Data Public Release

October 24, 2023 Board of Education Meeting

Agenda

- Share data on current student Wisconsin State Assessment System achievement as it relates to past student achievement



Introduction

The Wisconsin Student Assessment System (WSAS) is a comprehensive statewide program designed to provide information about what students know in core academic areas and whether they can apply what they know. The WSAS includes:

- The Wisconsin Forward Exam at grades 3-8 in English Language Arts (ELA) and Mathematics, at grades 4 and 8 in Science, and 4, 8, and 10 in Social Studies,
- Dynamic Learning Maps (DLM) at grades 3-11 in ELA and Mathematics, at grades 4 and 8 - 11 in Science, and at grades 4, 8, and 10 in Social Studies,
- PreACT Secure at grades 9 & 10 in English, Reading, Mathematics, and Science,
- The ACT with Writing at grade 11 for Reading, English, Mathematics, Science, and Writing

The Every Student Succeeds Act (ESSA) requires all states to test all students in English Language Arts (ELA) and Mathematics in grades 3-8 and once in high school. ESSA also requires students be assessed in Science once each grade span (3-6, 7-9, and 10-12 grades). Student performance on these assessments is reported in proficiency categories and used for accountability determination at the school, district and state levels. Wisconsin state statute also requires students to take grade 9 and 10 assessments as well as the Social Studies test. These tests together create the Wisconsin Student Assessment System.



Using the Data

WSAS provides a common measure of achievement across students in the State.

A 2021 study by the U.S. Department of Education found performance level expectations in Wisconsin are among the highest in the Nation compared to proficiency standards of the National Assessment of Educational Progress (NAEP).

Districts with low participation rates should use caution when interpreting student summary reports and making comparisons to the State or across years.

Assessment results should be used in conjunction with other data to drive school improvement. WSAS results are high profile, but only one of many data points that should be considered in a school improvement planning process.

Note that no single test can tell us whether students have learned everything that is important for students to learn. Additional local evidence should be reviewed for a more complete picture of student learning.



American College Testing (ACT)

ACT test participation is rebounding from the 2020-21 school year. Use caution when participation rates are lower than 95%, especially when the group of tested students is not representative of the overall population of students. (Interpreting Data Disclaimer, WISEdash)

2022-23 Percentage Not Tested		
	Math	ELA
State	6.9	7.0
District	8.5	8.6
NHS	8.1	8.1
SHS	8.0	8.4
WHS	2.9	2.9
CHS	13.2	13.2
Etude	23.5	23.5



ACT: Students scoring at or above proficiency as determined by the DPI cut scores

	Math % Adv/Prof				ELA % Adv/Prof			
	2019-2020	2020-2021	2021-2022	2022-2023	2019-2020	2020-2021	2021-2022	2022-2023
State	33.7	26.3	28.2	26.9	38	33.8	36.4	37.8
District	25.1	17.9	18.5	24.5	30.1	21.4	22.0	35.4
North HS	33.0	20.0	24.3	31.0	36.5	22	27.7	40.9
South HS	19.8	18.1	15.6	20.7	25.5	23.2	17.5	31.8
Warriner HS	27.2	20.0	21.4	20.5	42.5	36	39.2	50.0
Central HS	0.0	0.0	0.0	0.0	1.8	0.0	1.6	0.0
Étude HS	10.7	18.8	0.0	17.7	25	25	30.0	35.3



ACT Subject Area and Composite Scores

	Math				English				Reading				Science				Composite Scores			
	19-20	20-21	21-22	22-23	19-20	20-21	21-22	22-23	19-20	20-21	21-22	22-23	19-20	20-21	21-22	22-23	19-20	20-21	21-22	22-23
State	19.9	19.2	19.2	19.0	18.8	17.9	18.1	18.3	20.1	19.4	19.7	19.5	20.4	19.7	19.8	19.8	19.9	19.2	19.3	19.3
District	18.7	18.0	17.8	18.6	17.0	16.1	16.4	18.0	18.7	18.1	18.4	19.0	19.2	18.1	18.4	19.2	18.6	17.7	17.9	18.8
NHS	19.7	18.7	18.8	19.6	18.0	16.4	17.2	19.0	19.7	18.4	19.5	20.1	20.1	18.8	19.4	20.1	19.5	18.2	18.9	19.8
SHS	18.0	17.7	17.2	17.9	15.8	16.2	16.0	17.2	17.6	18.1	17.4	18.3	18.4	17.8	17.8	18.8	17.7	17.6	17.2	18.1
WHS	19.9	17.7	17.6	18.0	19.5	17.3	17.7	19.4	21.4	20.8	21.7	20.3	20.8	19.2	19.1	19.9	20.5	18.8	19.2	19.5
CHS	14.3	14.6	14.5	14.1	12.0	11.7	11.9	11.7	14.1	14.0	13.8	13.1	14.0	13.3	14.6	13.7	13.9	13.5	13.8	13.3
Etude	17.4	18.6	15.2	18.7	19.4	18.6	17.9	19.8	20.9	19.6	21.4	18.2	20.4	19.8	16.8	20.2	19.6	19.2	17.9	19.4



CCR Data - College/Career Readiness - All Students

Career Readiness Accountability Measures	% of Students Achieving					
	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>5-Yr Avg</u>
Career Ready (2 Indicators)	72.7%	73.2%	76.7%	73.6%	70.9%	73.42%
90% Attendance	68.1%	70.3%	71.0%	71.2%	70.9%	70.30%
25 Hours of Community Service	12.9%					
Workplace Learning Experience	28.9%	27.0%	26.8%	24.8%	24.8%	26.46%
Industry Credential	6.4%					
Dual Credit Career Pathway Course	72.2%	70.7%	70.6%	69.7%	70.2%	70.68%
Two or More Organized Co-Curricular Activities	47.7%	48.7%	59.1%	52.9%	49.2%	51.52%
College Ready (GPA2.8+ and 1 additional indicator)	42.0%	43.0%	46.3%	43.5%	41.9%	43.34%
GPA 2.8+	48.4%	50.5%	48.9%	46.2%	45.0%	47.80%
Advanced Standing, CAPP, AP Course (Grade "C" or better)	61.4%	60.1%	63.7%	61.3%	62.2%	61.74%
Dual Credit College Course	41.2%	36.2%	34.1%	30.8%	70.2%	42.50%
Advanced Algebra	39.2%	35.8%	40.1%	36.6%	39.7%	38.28%
4-Year ACT Benchmarks (English 18; Reading 22; Science 23; Math 22)	8.9%	8.1%	13.3%	2.9%	10.3%	8.85%
2-Year ACT Benchmarks (English 18; Reading 18; Science 18; Math 18)	7.5%	3.7%	5.8%	21.9%	6.5%	10.43%



CCR Data - College/Career Readiness - 4-Year Bound

College Readiness Accountability Measures	% of 4-Year Students Achieving					
	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>5-Yr Avg</u>
4-Year Career Ready	88.4%	79.4%	85.4%	88.7%	76.9%	83.76%
4-Year College Ready (GPA 2.8+ and 1 additional indicator)	70.4%	61.7%	67.2%	62.8%	59.8%	64.38%
GPA 2.8+	73.8%	70.2%	69.5%	64.8%	61.5%	67.96%
Advanced Standing, CAPP, AP Course (Grade "C" or better)	82.4%	67.3%	75.0%	79.1%	65.2%	73.80%
Dual Credit College Course	48.9%	26.6%	45.1%	41.9%	25.4%	37.58%
Advanced Algebra	56.2%	52.0%	57.5%	59.0%	41.5%	53.24%
4-Year ACT Benchmarks (English 18; Reading 22; Science 23; Math 22)	26.2%	18.6%	18.5%	25.6%	16.9%	21.16%



Aspire/PreACT Secure

- In 2019-2020, neither Aspire nor Dynamic Learning Maps (DLM) were administered due to COVID-19 pandemic-related school closures.
- New in 2022-2023, the DPI adopted PreACT Secure (replacing Aspire) for the State contract for the 9th and 10th grade assessment. PreACT Secure assesses student readiness through a series of multiple-choice questions and is administered online except for students who require accommodations.

Aspire/PreACT Secure

	Math % Adv/Prof				ELA % Adv/Prof			
	2018-2019	2020-2021	2021-2022	2022-2023	2018-2019	2020-2021	2021-2022	2022-2023
State	41.1	30.6	34.5	33.4	41.7	33.2	37.0	39.5
District	34.5	22.1	31.5	28.6	39.4	25.7	29.9	34.6
State 9	44.8	33.0	35.7	36.3	42.9	34.0	37.7	41.4
District 9	39.0	24.2	32.1	30.6	40.3	28.2	28.2	36.2
State 10	37.3	28.0	33.5	30.7	40.4	32.3	36.2	37.5
District 10	30.3	19.8	30.8	26.4	38.5	23.3	31.6	33.1
NHS	39.6	24.4	38.8	38.4	45.4	30.1	36.9	41.7
SHS	29.2	19.1	22.7	20.2	32.8	20.4	20.8	28.0
WHS	57.2	38.5	28.5	22.0	57.1	38.5	31.7	34.0
CHS	0.0	0.0	3.1	0.0	0.0	0.0	Not Available	6.1
Etude	23.5	15.3	35.1	10.4	37.3	26.9	37.8	37.6



Test Preparation

- The Sheboygan Area School District continues to administer PreACT to 9th, 10th and 11th graders this fall

Forward Exam

- In 2019-2020, neither Forward nor Dynamic Learning Maps (DLM) were administered due to COVID-19 pandemic-related school closures.
- The Spring 2024 Forward Exam for English Language Arts (ELA) and Mathematics at grades 3-8 will be aligned to the new Wisconsin Standards for ELA (adopted in 2020) and Mathematics (adopted in 2021). Updated Forward Exam Practice Tests will be available in late fall to help students prepare. More information about the newly aligned assessments will be communicated over the next several months.

Forward Exam

Group	Math % Adv/Prof				ELA % Adv/Prof			
	2018-2019	2020-2021	2021-2022	2022-2023	2018-2019	2020-2021	2021-2022	2022-2023
State 3-5	48.3	38.9	46.2	45.2	41.5	33.8	39.4	39.8
District 3-5	41.8	27.2	39.1	43.0	35.3	25.5	31.1	35.7
State 3	50.9	41.3	48.1	48.4	39.8	31.6	35.4	37.3
District 3	45.0	32.2	40.1	44.5	30.0	23.0	23.6	33.2
State 4	46.6	37.5	44.9	46.5	44.1	36.0	42.0	45.6
District 4	36.3	21.9	39.6	43.1	39.5	28.0	35.6	36.1
State 5	48.2	37.8	45.8	47.4	41.2	33.8	40.7	38.3
District 5	45.5	27.9	36.9	43.2	36.3	25.3	33.8	35.6



Forward Exam-Elementary School Results

	Math % Adv/Prof				ELA % Adv/Prof			
	2018-2019	2020-2021	2021-2022	2022-2023	2018-2019	2020-2021	2021-2022	2022-2023
Cleveland	61.7	54.9	54.3	48.0	44.7	41.2	50.0	33.3
Cooper	44.4	14.7	28.1	39.4	32.4	15.5	21.1	22.7
Etude	40.7	24.7	41.2	52.8	41.9	20.2	44.7	53.9
Grant	41.9	25.3	38.6	36.7	39.4	25.9	29.2	28.3
Jackson	49.7	36.2	34.4	46.3	43.1	27	28.5	41.5
James Madison	45.2	23.7	36.0	51.0	36.3	24.3	29.0	36.6
Jefferson	39.8	11.2	29.5	33.1	26.2	13.2	18.5	27.1
Lincoln- Erdman	61.4	53.3	66.9	71.1	55.4	43.3	43.1	54.8
Longfellow	16.7	7.5	8.3	10.4	15.3	9.2	9.9	10.4
Pigeon River	38.9	19.8	29.8	41.0	28.7	25.4	28.2	36.0
Sheridan	25.6	12.0	20.0	16.4	19.2	13.9	16.0	17.3
Wilson	46.9	29.5	53.3	56.2	35.0	31.5	35.4	41.3



Forward Exam-Middle School Results

	Math % Adv/Prof				ELA % Adv/Prof			
	2018-2019	2020-2021	2021-2022	2022-2023	2018-2019	2020-2021	2021-2022	2022-2023
State 6-8	44.0	34.1	40.2	38.8	41.5	34.1	37.9	40.7
District 6-8	38.2	23.9	33.4	26.3	37.9	26.6	30.5	28.0
State 6	43.5	31.9	39.5	43.7	41.7	34.2	38.0	40.9
District 6	42.2	22.4	33.4	31.0	40.7	24.4	27.2	26.1
State 7	40.1	31	34.0	37.8	45.8	37.7	38.1	42.2
District 7	33.0	20.8	26.7	26.0	44.8	31.1	33.1	39.6
State 8	36.7	26.4	30.3	33.5	37.4	31	32.9	38.6
District 8	30.2	19.7	24.0	22.2	37.3	27.3	29.3	28.3

Forward Exam-Middle School Results

	Math % Adv/Prof				ELA % Adv/Prof			
	2018-2019	2020-2021	2021-2022	2022-2023	2018-2019	2020-2021	2021-2022	2022-2023
Farnsworth	29.1	17.7	22.7	22.7	35.7	25.8	25.1	28.9
Warriner MS	34.5	21.8	21.2	13.6	47.5	38.2	34.8	30.5
Horace Mann	40.1	20.9	30.9	32.5	43.8	25.4	29.5	30.4
Etude MS	26	19.3	26.1	17.6	22.9	31.3	29.0	25.9
Urban	35.6	19.9	26.5	26.3	41.3	25.5	30.4	24.0
Lake Country (3-8)	37.1	39.9	49.4	44.9	46.5	39.9	44.3	43.8
SLA (3-8)	38.3	26.2	31.6	27.8	43.8	30.3	46.2	32.8
State 3-8	44.4	34.1	40.2	42.4	41.7	34.1	37.8	40.3
District 3-8	38.7	23.9	33.4	34.9	38.2	26.6	30.5	32.1

Summary - Advanced/Proficient by Demographics

	State	% of Students Statewide	SASD	% of Students District-Wide
% ML/EL Advanced/Proficient ELA (3-8)	9.3%	6.3%	10.7%	17.9%
% ML/EL Advanced/Proficient Math (3-8)	12.8%	6.3%	19.1%	17.9%
% SwD Advanced/Proficient ELA (3-8)	12.3%	14.9%	7.8%	18.0%
% SwD Advanced/Proficient Math (3-8)	14.8%	14.9%	9.5%	18.0%

Summary - Cohort Data - Peer Group*

(*Schools between 4,000-20,000 w/ Econ Dis between 45% - 65%)

District Name	RC Score	RC Rating	Enrollment	Disability	Econ Dis	ML	3 ELA	3 Math	11 ELA	11 Math	ELA	Math	Avg
Sheboygan Area	60.1	Meets Expectations	9583	17.70%	55.30%	19.10%	46.7	39	35.5	24.5	-11.2	-14.5	-12.85
Racine Unified	50.5	Meets Few Expectations	16516	17.90%	61.20%	11.40%	27.8	19.1	13.5	6.3	-14.3	-12.8	-13.55
La Crosse	60.8	Meets Expectations	6139	15.00%	51.30%	5.80%	51.8	40.7	37.8	25.7	-14	-15	-14.5
Green Bay Area Public	58.3	Meets Expectations	19166	15.80%	58.70%	21.50%	41	32.3	26.7	16.5	-14.3	-15.8	-15.05
Superior	60.9	Meets Expectations	4181	16.40%	49.70%	0.30%	49.1	43	37.6	17.4	-11.5	-25.6	-18.55
Kenosha	57.1	Meets Few Expectations	19381	13.40%	53.50%	9.10%	48.1	37.6	31.9	16.7	-16.2	-20.9	-18.55
Fond du Lac	64.1	Meets Expectations	6630	17.10%	51.90%	6.60%	55.7	49.9	37	29	-18.7	-20.9	-19.8
Wisconsin Rapids	65.5	Meets Expectations	4838	17.20%	53.30%	2.70%	55.3	46.5	35.8	22.3	-19.5	-24.2	-21.85
Janesville	60.2	Meets Expectations	9552	13.00%	49.60%	6.40%	50.8	37.4	27.1	14.5	-23.7	-22.9	-23.3
West Allis-West MKE	54.9	Meets Few Expectations	7347	15.90%	63.20%	4.60%	51.8	34.5	22.8	9.9	-29	-24.6	-26.8
Manitowoc	59.1	Meets Expectations	4762	16.60%	47.20%	8.70%	55.4	48.9	25.7	13.1	-29.7	-35.8	-32.75

Summary - Cohort Data - County Schools

District Name	RC Score	RC Rating	Enrollment	Disability	Econ Dis	ML	3 ELA	3 Math	11 ELA	11 Math	ELA	Math	Avg
Cedar Grove	84.5	Significantly Exceeds Expectations	916	11.80%	16.60%	4.10%	67.6	55.9	54.9	46.5	-12.7	-9.4	-11.05
Sheboygan Area	60.1	Meets Expectations	9583	17.70%	55.30%	19.10%	46.7	39	35.5	24.5	-11.2	-14.5	-12.85
Elkhart Lake	76.6	Exceeds Expectations	459	10.90%	19.80%	2.40%	73.3	66.7	52.9	58.8	-20.4	-7.9	-14.15
Plymouth	70.8	Exceeds Expectations	2118	13.30%	25.80%	1.40%	60	52.5	46.2	35.3	-13.8	-17.2	-15.5
Random Lake	69.9	Meets Expectations	699	12.60%	28.00%	2.30%	56.6	54.4	38.9	38.9	-17.7	-15.5	-16.6
Sheboygan Falls	66.1	Meets Expectations	1626	16.40%	28.50%	2.30%	55.9	44.2	39.8	25.2	-16.1	-19	-17.55
Oostburg	84	Significantly Exceeds Expectations	1003	9.90%	15.20%	3.20%	64.1	70.3	54.1	44.6	-10	-25.7	-17.85
Kohler	91.1	Significantly Exceeds Expectations	713	6.30%	2.40%	3.40%	83.3	83.4	75	55	-8.3	-28.4	-18.35
Howards Grove	72.2	Exceeds Expectations	904	11.30%	14.30%	0.20%	62.2	66.7	32.8	24.1	-29.4	-42.6	-36

Areas of Strength

- English Language Arts (ELA)
 - ELA teams in high school have aligned their core standards to the ACT benchmarks and have identified criteria for proficiency at each level.
 - Middle School ELA teachers are using a core resource that provides targeted support on specific standards.
 - Lexia usage in K-5th grade has had positive gains each year and provides daily evidence of student growth and areas to target support.
- Math
 - Elementary Math scores have seen significant gains since the adoption of Bridges.
 - Average ACT Math score trending towards pre-Covid levels (18.7 in 2019-20 and 18.6 in 23-24)

Opportunities for Growth

- English Language Arts (ELA)
 - Continue to use Pre-ACT data to support instruction in our ELA classes.
 - Utilize Forward sub-topic scores to identify essential standards in ELA and Social Studies.
 - Use Lexia in K-8th grade and as an intervention in high schools to target individual student needs in literacy.
- Math
 - Develop consistency of math strategies from elementary school to middle.
 - Ensure alignment of Forward/ACT rigor to unit common assessments and instruction.

Questions?

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SHEBOYGAN AREA
— SCHOOL DISTRICT —

Third Friday Enrollment Report 2023-2024

Sheboygan Area School District

Third Friday Enrollment Count

All students attending the Sheboygan Area School District on Friday, September 15, 2023, or students attending before and after September 15, 2023

Total Full-Time Equivalency (FTE)

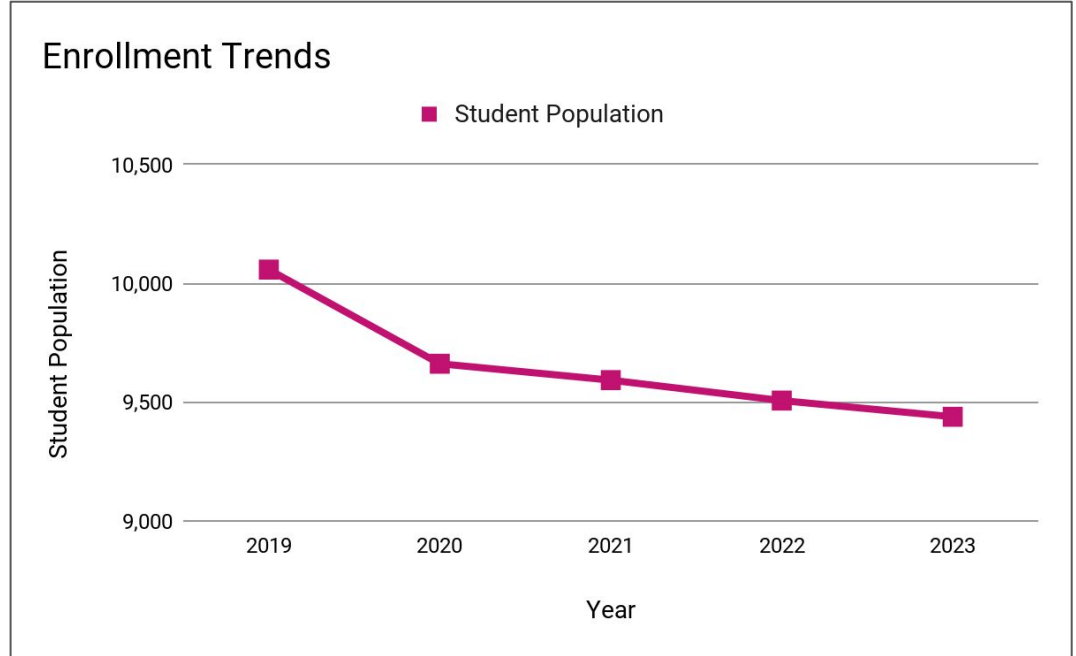
A calculation that the Department of Public Instruction (DPI) and the Sheboygan Area School District use to calculate student aid distribution



THIRD FRIDAY ENROLLMENT COUNT

IX. Miscellaneous B.

School Year	Student Population
2019-20	10,057
2020-21	9,661
2021-22	9,592
2022-23	9,506
2023-24	9,438



LOCAL DISTRICT ENROLLMENT TRENDS

IX. Miscellaneous B.

Local Public School Districts	2018-19	2019-20	2020-21	2021-22	2022-23	Percent Change Over 5 years
Cedar Grove-Belgium	986	958	916	916	910	-7.71%
Elkhart Lake-Glenbeulah	439	458	456	459	480	9.34%
Howards Grove	907	906	922	904	925	1.98%
Kohler	703	738	705	713	714	1.56%
Oostburg	995	1,015	1,024	1,003	1,006	1.11%
Plymouth	2,179	2,172	2,072	2,118	2,110	-3.17%
Random Lake	741	742	726	699	687	-7.29%
Sheboygan Falls	1,688	1,616	1,582	1,626	1,581	-6.34%
Manitowoc	4,961	4,987	4,760	4,762	4,726	-4.74%
Sheboygan	10,153	10,057	9,661	9,592	9,506	-6.37%
Total	23,752	23,649	22,824	22,792	22,645	-4.66%

*Data retrieved from WISEdash (<https://wisedash.dpi.wi.gov/Dashboard/dashboard/18110>).
2023-2024 data currently unavailable.



LARGE DISTRICT ENROLLMENT TRENDS

IX. Miscellaneous B.

Large Public School Districts	2018-19	2019-20	2020-21	2021-22	2022-23	Percent Change Over 5 years
Green Bay	20,391	20,248	19,171	19,166	18,922	-7.20%
Racine	17,862	17,529	16,254	16,516	16,182	-9.41%
Appleton	16,291	16,081	15,745	15,217	15,270	-6.27%
Waukesha	12,739	12,523	12,344	12,080	11,855	-6.94%
Eau Claire	11,355	11,556	11,008	10,973	10,871	-4.26%
Sheboygan	10,153	10,057	9,661	9,592	9,438	-7.04%
Janesville	10,069	9,899	9,574	9,552	9,537	-5.28%
Oshkosh	9,911	9,747	9,191	9,203	9,149	-7.69%
Sun Prairie	8,521	8,475	8,366	8,381	8,350	-2.01%
Wausau	8,311	8,149	7,786	7,989	7,899	-4.96%
West Allis - West MKE	8,240	8,020	7,418	7,347	7,095	-13.90%
Fond du Lac	7,100	7,050	6,678	6,630	6,603	-7.00%
Manitowoc	4,961	4,987	4,760	4,762	4,726	-4.74%

*Data retrieved from WISEdash (<https://wisedash.dpi.wi.gov/Dashboard/dashboard/18110>).
2023-2024 data currently unavailable.



SHEBOYGAN COUNTY POPULATION

IX. Miscellaneous B.

	County Population	Under 5 yrs of Age Total	Under 5 yrs of Age Percent	Under 18 yrs of Age Total	Under 18 yrs of Age Percent
2020 Census	118,034	6,365	5.50%	27,981	24.30%
2010 Census	115,520	7,162	6.20%	30,613	26.50%

*Data source (https://data.census.gov/cedsci/table?q=0200000US2_0500000US55117&tid=ACSS15Y2010.S0101).



DISTRICT ENROLLMENT ON SEPT 15, 2023

IX. Miscellaneous B.

Public Schools	3 yr	4KG	5KG	1	2	3	4	5	6	7	8	9	10	11	12	Total
North High												350	389	371	392	1502
South High												283	280	270	294	1127
Central High												19	34	56	72	181
Etude High												24	20	26	17	87
Warriner High												31	31	30	37	129
Farnsworth Middle									149	159	155					463
Horace Mann Middle									198	204	197					599
Urban Middle									192	193	175					560
Etude Middle									25	33	28					86
Warriner Middle									13	9	29					51
Cleveland Elementary		14	13	15	16	26	20	14								118
Cooper Elementary			41	48	49	53	44	47								282
Grant Elementary			53	53	66	51	62	59								344
Jackson Elementary			49	48	60	55	48	48								308
Jefferson Elementary			35	32	40	37	47	50								241
Lincoln Erdman Elementary		42	60	75	57	58	48	62								402
Longfellow Elementary			31	38	31	44	39	41								224
Madison Elementary			49	51	62	65	54	58								339
Pigeon River Elementary			36	46	43	36	34	49								244
Sheridan Elementary			57	41	47	34	38	35								262
Wilson Elementary			76	74	75	90	96	85								469
Etude Elementary			30	34	24	33	42	24								187
Lake Country Academy		37	47	50	45	50	41	44	49	49	45					457
Sheboygan Leadership		18	26	25	19	23	18	22	23	27	13					214
ELC	63	499														562
Total	63	610	603	630	634	665	604	638	649	674	642	707	754	753	812	9438



ENROLLMENT COMPARISON 2023 TO 2022

IX. Miscellaneous B.

Public Schools	3 yr	4KG	5KG	1	2	3	4	5	6	7	8	9	10	11	12	2023 Total	2022 Total	Variance
North High												350	389	371	392	1502	1540	-38
South High												283	280	270	294	1127	1136	-9
Central High												19	34	56	72	181	189	-8
Etude High												24	20	26	17	87	82	+5
Warriner High												31	31	30	37	129	118	+11
Farnsworth Middle									149	159	155					463	513	-50
Horace Mann Middle									198	204	197					599	583	+16
Urban Middle									192	193	175					560	567	-7
Etude Middle									25	33	28					86	92	-6
Warriner Middle									13	9	29					51	61	-10
Cleveland Elementary		14	13	15	16	26	20	14								118	111	+7
Cooper Elementary			41	48	49	53	44	47								282	283	-1
Grant Elementary			53	53	66	51	62	59								344	334	+10
Jackson Elementary			49	48	60	55	48	48								308	310	-2
Jefferson Elementary			35	32	40	37	47	50								241	242	-1
Lincoln Erdman Elementary		42	60	75	57	58	48	62								402	394	+8
Longfellow Elementary			31	38	31	44	39	41								224	248	-24
Madison Elementary			49	51	62	65	54	58								339	357	-18
Pigeon River Elementary			36	46	43	36	34	49								244	255	-11
Sheridan Elementary			57	41	47	34	38	35								262	235	+27
Wilson Elementary			76	74	75	90	96	85								469	480	-11
Etude Elementary			30	34	24	33	42	24								187	172	+15
Lake Country Academy		37	47	50	45	50	41	44	49	49	45					457	435	+22
Sheboygan Leadership		18	26	25	19	23	18	22	23	27	13					214	208	+6
ELC	63	499														562	561	+1
Total	63	610	603	630	634	665	604	638	649	674	642	707	754	753	812	9438	9506	-86



ENROLLMENT: ELEMENTARY SCHOOLS IX. Miscellaneous B.

Elementary Schools	2019-20	2020-21	2021-22	2022-23	2023-24
Cleveland Elementary	113	121	113	111	118
Cooper Elementary	299	282	269	283	282
Grant Elementary	372	343	345	334	344
Jackson Elementary	343	336	317	310	308
Jefferson Elementary	332	307	296	242	241
Lincoln Erdman Elementary	425	386	401	394	402
Longfellow Elementary	266	242	258	248	224
Madison Elementary	372	346	366	357	339
Pigeon River Elementary	258	255	246	255	244
Sheridan Elementary	232	241	233	235	262
Wilson Elementary	499	515	488	480	469
Etude Elementary	196	185	181	172	187
Lake Country Academy	317	294	303	350	314
Sheboygan Leadership	142	147	154	154	151
ELC	654	520	531	561	562
Total	4,820	4,520	4,501	4,486	4,447



ENROLLMENT: MIDDLE SCHOOLS

IX. Miscellaneous B.

Middle Schools	2019-20	2020-21	2021-22	2022-23	2023-24
Farnsworth Middle	528	542	490	513	463
Horace Mann Middle	671	620	607	583	599
Urban Middle	657	647	601	567	560
Etude Middle	82	86	77	92	86
Warriner Middle	59	56	75	61	51
Lake Country Academy	124	126	119	130	143
Sheboygan Leadership	63	64	57	54	63
Total	2,184	2,141	2,026	2,000	1,965



ENROLLMENT: HIGH SCHOOLS

IX. Miscellaneous B.

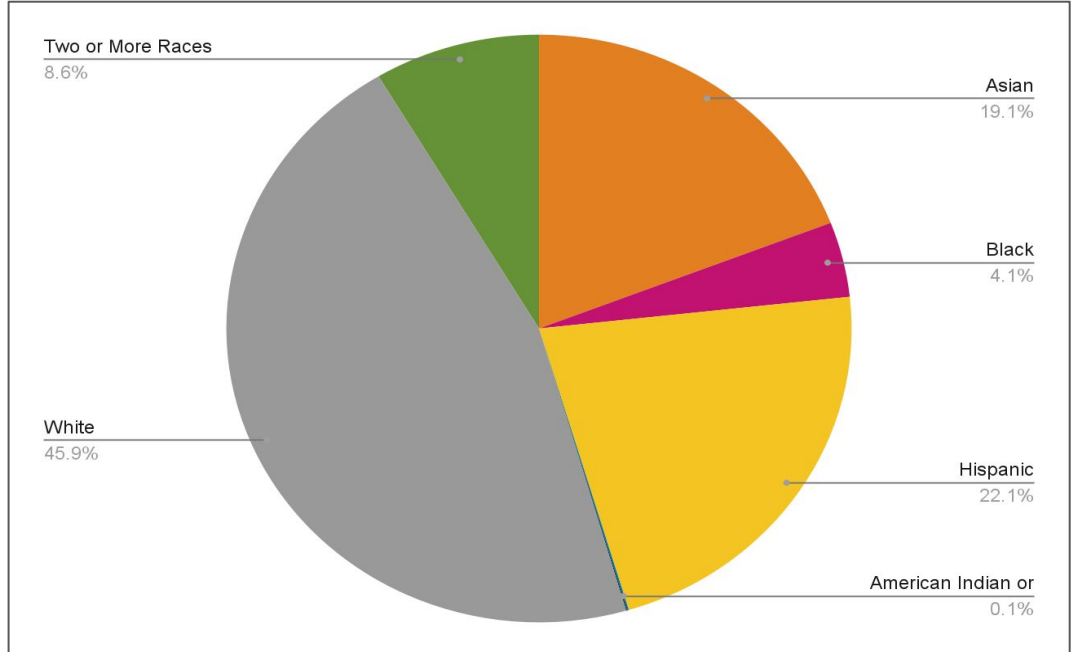
High Schools	2019-20	2020-21	2021-22	2022-23	2023-24
North High	1,558	1,550	1,532	1,540	1,502
South High	1,089	1,090	1,139	1,136	1,127
Central High	191	177	194	189	181
Etude High	81	71	71	82	87
Warriner High	126	112	129	118	129
Total	3,045	3,000	3,065	3,065	3,026



ENROLLMENT: ETHNICITY

IX. Miscellaneous B.

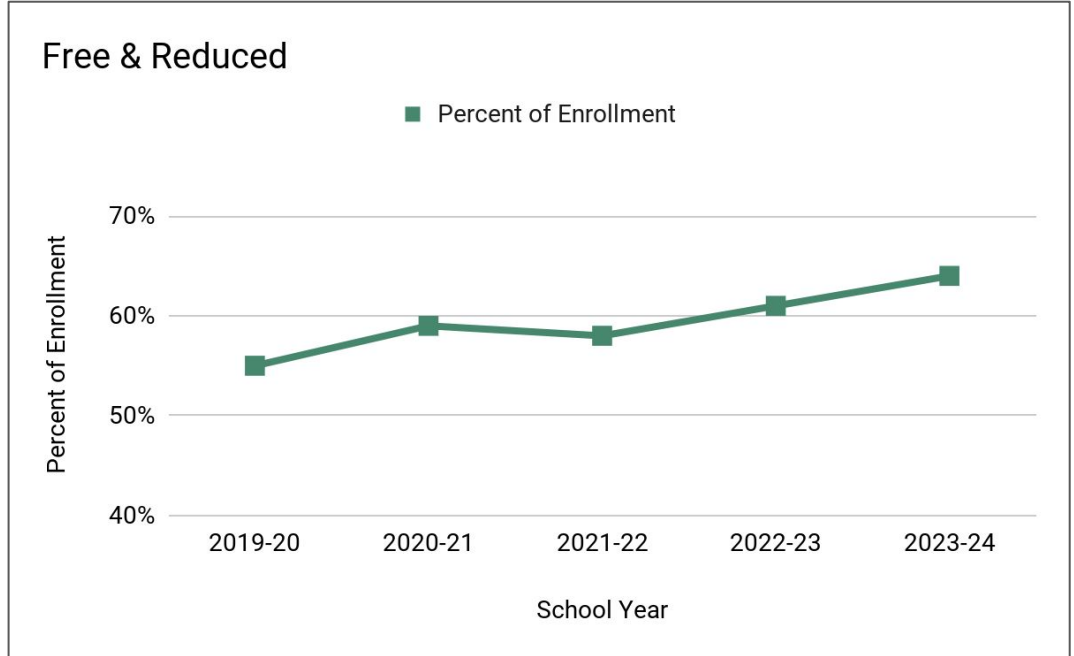
	2019-20	2020-21	2021-22	2022-23	2023-24
Asian	1,767	1,785	1,741	1,758	1,807
Black	424	431	453	437	390
Hispanic	2,044	2,009	1,998	2,094	2,084
American Indian or Alaskan	21	14	8	8	9
Pacific Isle or Hawaiian	2	1	2	1	4
White	5,114	4,713	4,640	4,430	4,334
Two or More Races	685	708	750	778	810
Totals	10,057	9,661	9,592	9,506	9,438



ENROLLMENT: FREE & REDUCED

IX. Miscellaneous B.

	2019-20	2020-21	2021-22	2022-23	2023-24
Free & Reduced Lunches	5,528	5,723	5,524	5,872	6,040
Enrollment	10,057	9,661	9,592	9,506	9,438
Percent of Enrollment	55%	59%	58%	61%	64%



ENROLLMENT: OPEN ENROLLMENT IN

IX. Miscellaneous B.

Public Schools	4K	KG	1	2	3	4	5	6	7	8	9	10	11	12	Total
Cedar Grove-Belgium	1			1		1						1		1	5
Elkhart Lake-Glenbeulah	2		2					1						1	6
Howards Grove	4	2	2		2	3	1		2	3	3	5	1	1	29
Kohler	2	1	1	1	1		1	1	2	1		2	2	4	19
Manitowoc	3	1	2	2	1	1							1	1	12
Oostburg	1			1				1	1			4	1	5	14
Plymouth	8	1	4	1			4	1	2	4	2	1	2		30
Random Lake															0
Sheboygan Falls	11	8	7	4	7	6	7	6	4	8	9	6	9	16	108
Other	2			2		3	1				2	4		4	18
Total	34	13	18	12	11	14	14	10	11	16	16	23	16	33	241



ENROLLMENT: OPEN ENROLLMENT OUT

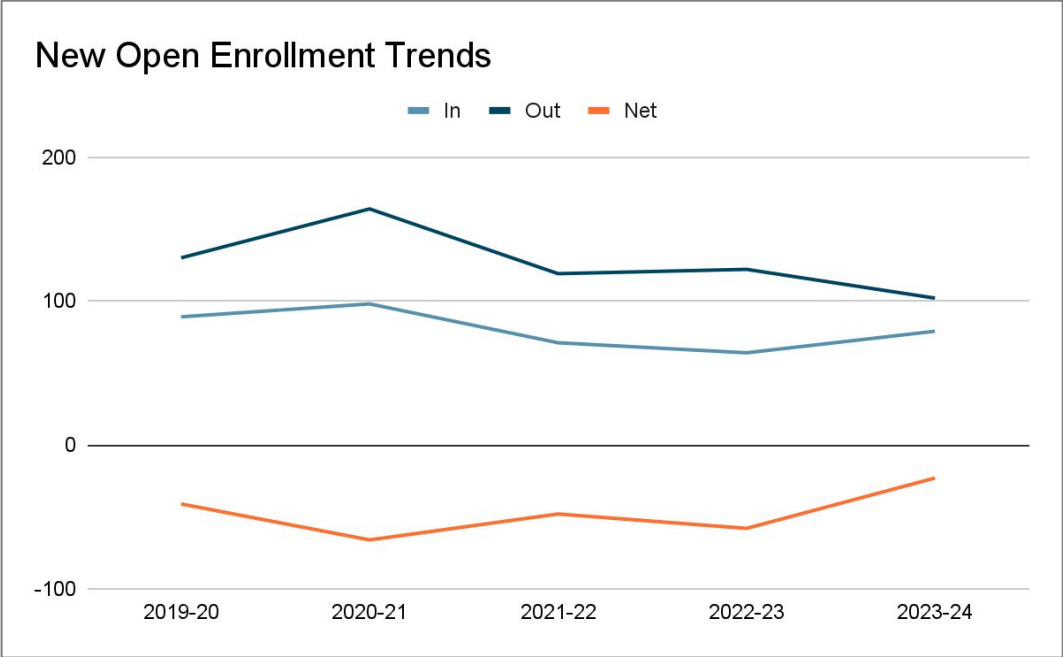
IX - Miscellaneous B.

Public Schools	4K	KG	1	2	3	4	5	6	7	8	9	10	11	12	Total
Cedar Grove-Belgium	1	1		1	1		1	1	2	2	1	1			12
Elkhart Lake-Glenbeulah					1				1		1				3
Howards Grove	4	5	5	10	7	4	6	4	6	5	7	5	5	4	77
Kohler	7	15	12	14	13	13	10	13	9	14	11	20	15	12	178
Manitowoc	1											1	1		3
Oostburg	4	4	7	5	5	2	4	9	2	6	6	5	5	3	67
Plymouth	3	2	2	4	3	2	1	1	3	2	4	2	3	1	33
Random Lake							1				1				2
Sheboygan Falls	7	11	8	7	9	5	8	11	12	9	11	8	11	11	128
Virtual Charter			1	2	2	1	2	1	3	2	5	6	3	6	34
Other	1	2	3	7	2	4		4	4	4	2	3	5	3	44
Total	28	40	38	50	43	31	33	44	42	44	49	51	48	40	581



NEW OPEN ENROLLMENT TRENDS

	2019-20	2020-21	2021-22	2022-23	2023-24
In	89	98	71	64	79
Out	130	164	119	122	102
Net	-41	-66	-48	-58	-23



OPEN ENROLLMENT IN HISTORY

IX. Miscellaneous B.

Public Schools	2019-20	2020-21	2021-22	2022-23	2023-24
Cedar Grove-Belgium	4	6	6	2	5
Elkhart Lake-Glenbeulah	6	4	4	3	6
Howards Grove	43	27	13	21	29
Kohler	26	24	15	15	19
Manitowoc	12	11	13	11	12
Oostburg	18	16	13	14	14
Plymouth	39	44	34	28	30
Random Lake	3	4	4	2	0
Sheboygan Falls	102	107	104	101	108
Other	41	36	27	21	18
Total	294	279	233	218	241



OPEN ENROLLMENT OUT HISTORY

IX. Miscellaneous B.

Public Schools	2019-20	2020-21	2021-22	2022-23	2023-24
Cedar Grove-Belgium	7	6	7	9	12
Elkhart Lake-Glenbeulah	3	3	8	5	3
Howards Grove	87	107	90	93	77
Kohler	159	171	163	168	178
Manitowoc	9	7	5	2	3
Oostburg	48	57	62	60	67
Plymouth	17	21	30	32	33
Random Lake	1	0	1	2	2
Sheboygan Falls	148	146	140	134	128
Other	45	74	56	67	78
Total	524	592	562	572	581



ENROLLMENT - SPECIAL EDUCATION

IX. Miscellaneous B.

Public Schools	2017-18	2018-19	2019-20	2020-21	2021-22	2022-23
Cedar Grove-Belgium	10.1%	10.8%	11.4%	11.1%	11.8%	10.3%
Elkhart Lake-Glenbeulah	13.7%	13.4%	11.1%	10.1%	10.9%	11.7%
Howards Grove	13.0%	13.0%	13.5%	12.1%	11.3%	12.8%
Kohler	6.5%	6.8%	6.6%	6.4%	6.3%	6.9%
Manitowoc	16.3%	16.6%	16.3%	16.1%	16.6%	18.0%
Oostburg	8.6%	8.2%	9.7%	10.2%	9.9%	10.4%
Plymouth	11.8%	11.7%	12.8%	11.9%	13.3%	14.2%
Random Lake	15.6%	15.7%	15.5%	13.6%	12.6%	13.0%
Sheboygan Falls	15.9%	15.6%	10.1%	14.6%	16.4%	17.0%
Sheboygan	16.5%	16.6%	17.7%	17.5%	17.7%	18.0%



ENROLLMENT: NON-PUBLIC

IX. Miscellaneous B.

Non-Public Schools	3K	4K	KG	1	2	3	4	5	6	7	8	9	10	11	12	Total
Lutheran High												43	34	58	50	185
Sheboygan Christian	19	37	39	40	40	47	35	37	45	23	37	48	46	27	27	547
Bethlehem Lutheran	4	8	14	9	17	23	10	20	24	20	18					167
St Paul Lutheran	3	7	8	8	4	10	8	7	7	10	6					78
Trinity Lutheran	16	18	20	19	19	22	18	12	8	17	19					188
Christ Child Academy	4	7	7	7	9	13	12	13	13	16	14					115
Seton Catholic	7	9	5	7	10	6	12	4	8	2	12					82
Total	53	86	93	90	99	121	95	93	105	88	106	91	80	85	77	1,362



ENROLLMENT: NON-PUBLIC HISTORY

IX. Miscellaneous B.

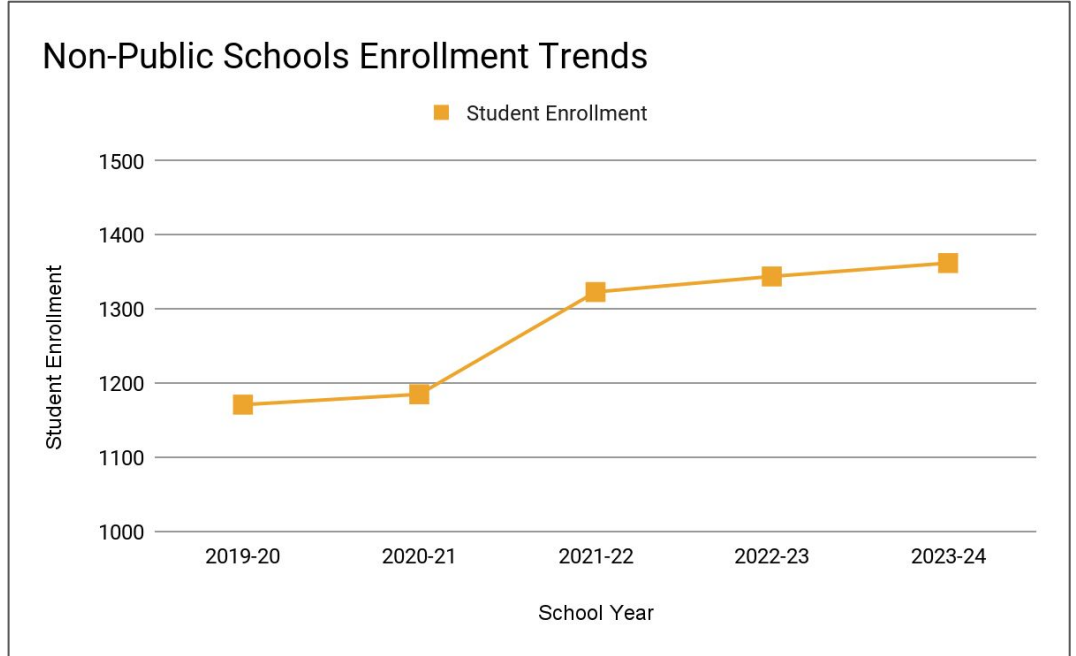
Public Schools	2019-20	2020-21	2021-22	2022-23	2023-24
Lutheran High	182	187	223	207	185
Sheboygan Christian	267	307	419	505	547
Bethlehem Lutheran	180	189	180	173	167
St Paul Lutheran	64	80	80	74	78
Trinity Lutheran	166	161	175	189	188
Christ Child Academy	144	136	131	123	115
Seton Catholic	146	125	113	73	82
Other	22	0	2	0	0
Total	1,171	1,185	1,323	1,344	1,362



NON-PUBLIC SCHOOLS ENROLLMENT

IX. Miscellaneous B.

School Year	Student Enrollment
2019-20	1,171
2020-21	1,185
2021-22	1,323
2022-23	1,344
2023-24	1,362





Questions

Contact Jacob Konrath

Assistant Superintendent - Student and Instructional Services

EXECUTIVE SUMMARY

FOR THE SHEBOYGAN AREA SCHOOL BOARD

Topic: WEDNESDAY EARLY RELEASE SCHEDULE/CALENDAR REVIEW

Date: October 24, 2023

Prepared by: Jake Konrath, Assistant Superintendent – S&I

Recommended action: Information only

X **Presentation/Discussion**

Discussion/Possible Action by Committee

Discussion/Possible Action by Board of Education

Presentation/Possible Action next meeting

Purpose: To ensure the Board of Education is aware of exploring the option of changing the school calendar to reflect 9 full-day professional development days in replacement of the current early release Wednesday schedule/calendar.

How does this relate to the Principles of Equity: The proposed changes could have an impact on many students and families in relation to child-care and time on the bus for students who need yellow school bus transportation.

Recommendation: In order to decrease the amount of time students are spending on the school buses, decrease the amount of additional supervision falling on staff, and increase the effectiveness of professional development, the administration would like to survey parents on their schedule/calendar preference.

Background:

- **Historical Timeline/Summary:**
 - Discussions of eliminating the Wednesday early release schedule were convened over a concern of adequate and productive time for professional development.
 - Parents and staff were surveyed with ~65% approval for a “full-day” professional development schedule in replacement of the Wednesday “early-release” schedule.
 - Information regarding the calendar and surveying was shared with the Board during the 2019-2020 school year for a targeted implementation year of 2021-2022.

- The COVID Pandemic resulted in modified schedules. As a result, administration did not move forward with the scheduling changes due to risk of confusion with parents and students.
 - A bus driver shortage, passage of reading legislation, etc. has led administration to believe that revisiting the full-day professional development option is prudent for the 2024-2025 school year.
- **Who is affected?**
 - Nearly all students in the SASD will be impacted by this decision. Any scheduling/calendar decisions also impact parents and the community in various ways.
 - **What is the cost and budget impact?**
 - The budget impact is projected to be relatively minimal in the long-term. There will be minimal savings in transportation, food service, etc. due to fewer days with students on-site. Initial savings related to the professional development required by Act 20 could save ~\$250,000; however, the requirements of Act 20 and a plan for implementation are not clear at this time.
 - **How will this be implemented and what is the timing?**
 - The proposed parent survey will be sent out in late October/early November. Survey results will be considered with our Meet-and-Confer group, along with any other concerns related to the best interest of students. If implemented, the 2024-2025 school year would be the targeted timeline.
 - **How will we assess if this is successful?**
 - Bussing seat time
 - Parent and staff satisfaction

Attachments:

Book	Policy Manual
Section	0000 Bylaws
Title	ELECTORAL PROCESS
Code	po0142.1*jjh
Status	Second Reading
Adopted	October 22, 2013
Last Revised	April 26, 2022

0142.1 - **ELECTORAL PROCESS**

Members of the Board elections are held shall be elected annually at during the spring election on the first Tuesday in April in a manner that is consistent with State law.

Declaration of Candidacy

Any qualified elector desiring election to the Board must file a Declaration of Candidacy with the Board Clerk, using forms provided by the District, no later than 5:00 P.M. on the first Tuesday in January. Qualified candidates shall then be placed on the ballot.

Incumbent Board members may file a Declaration of Non-Candidacy by 5:00 p.m. on the 2nd Friday preceding the deadline for filing ballot access documents, as specified in the preceding paragraph, to avoid an extension of time for filing such papers.

If an incumbent fails to file a Declaration of Candidacy and nomination papers by the 5:00 P.M. deadline on the first Tuesday in January, candidates may file a Declaration of Candidacy and nomination papers within seventy-two (72) hours following the original Tuesday deadline.

In addition, if an incumbent files written notification that the incumbent is not a candidate for reelection to their office or fails to file a declaration of candidacy within the time prescribed by this paragraph, the District Clerk shall promptly provide public notice of that fact on the District's website or, if the District does not maintain a website, by posting notices in at least three (3) different locations within the District.

The order of names on the ballot shall be determined by lot, in the event more than one (1) person seeks office from a representative area.

Declaration of Non-Candidacy

If an incumbent files a Declaration of Non-Candidacy no later than 5:00 P.M. on the 2nd Friday preceding the Tuesday deadline, there is no extension of the Tuesday deadline.

When the first Tuesday in January is a holiday, the deadline becomes 5:00 P.M. the next day.

In addition, if an incumbent files written notification that the incumbent is not a candidate for reelection to their office or fails to file a declaration of candidacy within the time prescribed by this bylaw, the District Clerk shall promptly provide public notice of that fact on the District's website or, if the District does not maintain a website, by posting notices in at least three (3) different locations within the District.

T.C. 8/19/20

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Legal	120.06 (1), 10.68 (5)(2b), Wis. Stats.
	120.06 (6)(b), Wis. Stats.
	120.06(6)(b)3m, Wis. Stats.

Book	Policy Manual
Section	0000 Bylaws
Title	PUBLIC EXPRESSION OF BOARD MEMBERS
Code	po0143.1*jjh
Status	Second Reading
Adopted	October 22, 2013

0143.1 - PUBLIC EXPRESSION OF BOARD MEMBERS

The Board President functions as the official spokesperson for the Board. (see Bylaw 0144.5 - Board Member Behavior and Code of Conduct)

From time-to-time, however, individual Board members make public statements, or statements to individuals, on school matters: ~~to local media or to local officials and/or State officials.~~

A. to local media;

B. on social media;

C. to members of the community;

D. to local officials and/or State officials.

Sometimes the statements, or statements to individuals by Board members imply, or the readers (listeners) infer, that the opinions expressed or statements made are the official positions of the Board. The misunderstandings that can result from these incidents can embarrass both may cause issues for the member, and the Board, as well as the District. Therefore, Board members should, when writing or speaking on school matters on social media, to the media, members of the community, legislators, and other officials, make it clear that their views do not necessarily reflect the views of the Board or of their colleagues on the Board.

This bylaw shall apply to all statements and/or writings by individual Board members not explicitly sanctioned by a majority of its members, except as follows:

- A. correspondence, such as legislative proposals, when the Board member has received official guidance from the Board on the matters discussed in the letter;
- B. routine, not for publication, correspondence of the District Administrator and other Board employees;
- C. routine "thank you" letters of the Board;
- D. statements by Board members on nonschool non-school matters (providing the statements do not identify the author as a member of the Board); and
- E. personal statements not intended for publication.

Copies of this bylaw shall be sent annually to local media by the Board President.

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Book	Policy Manual
Section	0000 Bylaws
Title	MEETINGS
Code	po0164*jjh
Status	Second Reading

0164 - MEETINGS

Regular Meetings

The Board shall hold a meeting at least once each month.

Change of Regular Meetings

If the Board adopts a resolution changing the date, time, or place of a regularly scheduled meeting, the meeting notice shall state the date, time, place, and subject matter of the rescheduled meeting, as well as the name and address of the District. Said notice shall be posted

() on the front door of the Administrative Office Building and

at such places as the Board may determine. Meeting notices of scheduled Board meetings shall be posted in accordance with State law. (See also Policy 0166 - Agenda)

Special Meetings

Special meetings of the Board may be called by the President or by the written request of a majority of the members of the Board provided there is compliance with the notice provision of these bylaws and State law.

The District Administrator and those administrators directed by the District Administrator shall attend all meetings, when feasible. Administrative participation shall be by professional counsel, guidance, and recommendation - as distinct from deliberation, debate, and voting of Board members.

Notice of Meetings

Public notice of all Board meetings, and other meetings subject to Policy 8309 - Open Meetings for Non-Board Committees, shall be given pursuant to statute. Such notice shall be given, without cost, to any news media which submits a written request for meeting notices and to a news medium likely to give notice in the District's geographic area. In addition, such notice shall be made public in at least one of the following ways:

- posting the notice in at least three (3) public places likely to give notice to persons affected;
- posting the notice in at least one (1) public place likely to give notice to persons affected and on the governmental body's website; or
- by paid publication in a news medium likely to give notice to persons affected.

The notice shall be given, without cost, to the District's official newspaper, the Sheboygan Press.

The notice shall list the date, time, place, and subject matter of each regularly scheduled meeting of the Board, including subjects intended for the consideration at any closed session, in the form which is reasonably likely to inform members of the public and the news media. To assure that notice of a meeting is specific enough to apprise the public of the purpose of the meeting, the following factors shall be considered: (1) the time and effort required to provide detailed notice; (2) the level of public interest in the particular subject; and (3) whether the meeting will involve routine or novel issues. The notice shall contain the name and address of the District and its telephone number. The notice shall be given at least twenty-four (24) hours prior to the meeting unless for good cause such notice is impossible or impractical, but in no case may the notice be less than two (2) hours in advance of the meeting.

Cancellation of Meetings

If a regularly scheduled and legally noticed meeting needs to be canceled (e.g., inclement weather, electrical outage, broken water pipe, lack of quorum, etc.), the Board President or designee shall have the authority to cancel or reschedule the meeting. To the extent practical, a notice of cancellation should be provided, similar to the notice of the meeting.

Virtual Participation

Unless otherwise determined by the Board President or due to an order by an authorized authority preventing in-person attendance at a meeting, Board members are expected to attend meetings in person at the location set by the Board for the meeting. A Board member may attend virtually in instances where a member is unable to attend in person due to a scheduled absence from the District or due to a physical restriction preventing attendance. The Board member is responsible for making advance arrangements with the District administration to facilitate participation in the meeting.

Any Board member attending a meeting remotely may vote in accordance with Bylaw 0167.1 - Voting.

Board members are not provided with technology to facilitate remote Board attendance unless the Board authorizes such expenditure.

Any Board member attending a meeting or who intended to attend a meeting remotely but is unable to attend or unable to maintain attendance due to technological complications, such as a poor connection or other equipment failures, will be considered absent for all or part of the meeting. The meeting may continue in the member's absence, provided that a quorum is still present.

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Legal 985.05(3), Wis. Stats.
 120.43, Wis. Stats.
 19.84, Wis. Stats.

Book	Policy Manual
Section	0000 Bylaws
Title	REGULAR MEETINGS
Code	po0164.1*jjh
Status	Second Reading
Adopted	October 22, 2013
Last Revised	January 23, 2018

~~0164.1~~ **REGULAR MEETINGS**

~~The Board shall hold a meeting at least once each month.~~

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Book	Policy Manual
Section	0000 Bylaws
Title	SPECIAL MEETINGS
Code	po0164.2*jjh
Status	Second Reading
Adopted	October 22, 2013
Last Revised	January 23, 2018

~~0164.2~~ **SPECIAL MEETINGS**

~~Special meetings of the Board may be called by the President or by the written request of a majority of the members of the Board provided there is compliance with the notice provision of these Bylaws.~~

~~The District Administrator and those administrators directed by the District Administrator shall attend all meetings, when feasible. Administrative participation shall be by professional counsel, guidance, and recommendation — as distinct from deliberation, debate, and voting of Board members.~~

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Book	Policy Manual
Section	0000 Bylaws
Title	NOTICE OF MEETINGS
Code	po0165.1*jjh
Status	Second Reading
Adopted	October 22, 2013
Last Revised	April 26, 2022

~~0165.1~~ **NOTICE OF MEETINGS**

~~Public notice of all Board meetings shall be given pursuant to statute. The Board shall cause to be posted at the Board office and in other locations considered appropriate by the Board, a notice listing the date, time, place, and subject matter of each regularly scheduled meeting of the Board, including subjects intended for the consideration at any closed session, in the form which is reasonably likely to inform members of the public and the news media. To assure that notice of a meeting is specific enough to apprise the public of the purpose of the meeting, the following factors shall be considered: (1) the time and effort required to provide detailed notice; (2) the level of public interest in the particular subject; and (3) whether the meeting will involve routine or novel issues. The notice shall contain the name and address of the District and its telephone number. The notice shall be given at least twenty-four (24) hours prior to the meeting unless for good cause such notice is impossible or impractical, but in no case may the notice be less than two (2) hours in advance of the meeting. Such notice shall be given, without cost, to any news media which submits a written request for meeting notices and to a news medium likely to give notice in the District's geographic area. In addition, such notice shall be made public in at least one of the following ways:~~

~~posting the notice in at least three (3) public places likely to give notice to persons affected;~~

~~posting the notice in at least one (1) public place likely to give notice to persons affected and on the governmental body's website; or~~

~~by paid publication in a news medium likely to give notice to persons affected.~~

~~The notice shall also contain the following statement:~~

~~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 Boehke, at the Department of Business and Operational Services, 3330 Stahl Road, Sheboygan, WI 53081, 920-459-3955.~~

~~Revised 9/25/18~~

~~Revised 8/27/19~~

~~© Neola 2021~~

Legal 19.84, Wis. Stats.

Book	Policy Manual
Section	0000 Bylaws
Title	CHANGE OF REGULAR MEETINGS
Code	po0165.2*jjh
Status	Second Reading
Adopted	October 22, 2013
Last Revised	August 3, 2021

~~0165.2~~ **CHANGE OF REGULAR MEETINGS**

~~If the Board adopts a resolution changing the date, time, or place of a regularly scheduled meeting, the meeting notice shall state the date, time, place, and subject matter of the rescheduled meeting, as well as the name and address of the District. Said notice shall be posted at such places as the Board may determine. Said notice shall be posted at least twenty-four (24) hours before the rescheduled meeting.~~

~~Meeting notices of scheduled Board meetings shall be posted in accordance with State law. (see also Policy 0166—Agenda).~~

~~T.C. 8/3/21~~

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Book	Policy Manual
Section	1000 Administration
Title	INCAPACITY OF THE DISTRICT ADMINISTRATOR
Code	po1260*jjh
Status	Second Reading
Adopted	October 22, 2013
Last Revised	March 23, 2021

1260 - INCAPACITY OF THE DISTRICT ADMINISTRATOR

It is the duty of the Board to appoint an interim District Administrator by a majority vote of the Board upon a determination that the District Administrator is incapacitated in such a manner that ~~s/he~~ the District Administrator is unable to perform the duties of ~~his/her~~ the office. **Until such appointment, the Board President shall have the authority to take or delegate necessary administrative actions on behalf of the District.**

The Board shall fix the compensation of the interim District Administrator who shall serve, pending further determination of the District Administrator's ability to perform assigned duties and functions, ~~and~~ or until the District Administrator's employment ends and a new District Administrator assumes office. ~~S/He~~ **The interim District Administrator** shall perform all of the duties and functions of the District Administrator, and may be removed at any time using the procedures set forth in Policy 3140 - Non-Renewal, Resignation, and Termination.

The Board will exercise its authority under law to determine the incapacity of the District Administrator and to place ~~him/her~~ **the District Administrator** on leave for a physical or mental condition that affects the District Administrator's ability to perform assigned duties in conformance with the law. The Board may require that the District Administrator submit to an appropriate examination by a healthcare provider of the District Administrator's choice, a healthcare provider designated and compensated by the District, or both.

The District Administrator will be required to execute a release that complies with the requirements of the Health Insurance Portability and Accountability Act (HIPAA) in order to allow the report of the medical examination to be released to the Board and to allow the Board to speak to the health care provider who conducted the medical examination if clarification is needed. Refusal to submit to an appropriate examination or to execute the HIPAA release will be grounds for disciplinary action, up to and including termination.

If the Board determines that the District Administrator is unable to perform the duties of ~~his/her~~ the office, ~~s/he~~ **the District Administrator** may:

- at ~~his/her~~ **the District Administrator's** request, be placed on sick leave, with pay, not to exceed the amount of ~~his/her~~ accumulated, but unused, sick leave and any advancement of such sick leave which may be authorized by Board policy; ~~or~~
- at the request of the Board be placed on sick leave with such pay to which ~~s/he~~ **the District Administrator** may be entitled or which may be authorized by Board policy;
- at ~~his/her~~ **the District Administrator's** request, be placed on a leave without pay.

As required by Federal law and regulation and Board Policy 1422.02 - Nondiscrimination Based on Genetic Information of the Employee, the Board shall direct the provider designated by the Board to conduct the examination not to collect genetic information or provide genetic information, including the individual's family medical history, in the report of the medical examination.

Pursuant to State law and in accordance with the Americans with Disabilities Act, as amended (ADA) and the Genetic Information Nondiscrimination Act (GINA), the results of any such examination shall be treated as a confidential medical record and will be exempt from release, except as provided by law. If the District inadvertently receives genetic information about an individual who is required to submit to an appropriate examination from the medical provider it shall be treated as a confidential medical record as required by the ADA.

If, as a result of ~~his/her~~ such examination, the District Administrator is found to be unable to perform assigned duties, the District Administrator may be placed on a leave of absence until such time as the District Administrator is able to return to the performance on the position or other action is taken.

Should the District Administrator refuse to submit to an examination such action constitutes insubordination.

The ~~District Administrator~~ **Board** may designate any period of leave under this policy as qualifying leave under State and/or Federal FMLA leave entitlement consistent with Policy 1630.01 as provided by law.

The foregoing leave shall not extend beyond the contract of the District Administrator.

The District Administrator shall, upon request to the President of the Board, be returned to active duty status, unless the Board denies the request within ten (10) days of receipt of the request. The Board may require the District Administrator to establish to its satisfaction that ~~s/he~~ **the District Administrator** is capable of resuming such duties on a full-time basis.

The Board may demand that the District Administrator return to active service, ~~and~~ upon medical documentation that the District Administrator is able to resume ~~his/her~~ **the position's** duties.

Revised 11/24/15

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Book	Policy Manual
Section	7000 Property
Title	MEMORIALS FOR STAFF AND STUDENTS
Code	po7250.01*jjh
Status	Second Reading

7250.01 - MEMORIALS FOR STAFF AND STUDENTS

The Board recognizes the far-reaching impact that a student's or staff member's death may have on other students, staff, families, and the community as well as the importance of remembering deaths of students or staff, and recommends that memorials take an active form.

Some examples of memorials include a blood drive, partnering with local nonprofit organizations and related activities, and/or establishing a scholarship. As a courtesy, the family of the deceased student or staff member should also provide consent before the activity is held. The Board believes that the remembrance of a student or staff member whose life ended should be consistent from case to case, considerate of the grief process of family and friends, and in accordance with this policy.

Generally, the Board does not support permanent memorials including, but not limited to, the use of memorial plaques or markers which are mounted or displayed on District buildings or grounds. Memorials are permissible only after a proposal is approved by the District Administrator. The District Administrator shall inform the Board of all such approved permanent memorials.

When there is a death by suicide, it is important that the response to the death not serve as an incentive for self-inflicted acts by others. The American Association of Suicidology concludes that memorials contribute negatively to the contagion effect. Projects that are life-affirming are encouraged. Examples include volunteering, tutoring, fundraising for a charity, or community service.

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Book	Policy Manual
Section	8000 Operations
Title	PUBLIC RECORDS
Code	po8310*jjh
Status	Second Reading
Adopted	October 22, 2013
Last Revised	April 26, 2022

8310 - PUBLIC RECORDS

The Board recognizes its responsibility to maintain the public records of this District and to make such records available for inspection and reproduction. The Board designates the District Administrator as the District Records Custodian (DRC), to be the legal custodian of records for the District. The DRC shall safely keep and preserve the public records of the District and shall have the authority to render decisions and carry out duties related to those public records. The DRC may deny access to records only in accordance with the law. The DRC is authorized and encouraged to consult with the District's legal counsel to determine whether to deny access to a records request in whole or in part.

Under the Wisconsin Public Records Law, a "record" is defined as any material on which written, drawn, printed, spoken, visual, or electromagnetic information or electronically generated or stored data is recorded or preserved, regardless of physical form or characteristics, that has been created or is being kept by the authority. It includes handwritten, typed, or printed pages, maps, charts, photographs, films, recordings, tapes, optical discs, and any other medium on which electronically generated or stored data is recorded or preserved. A "record" does not include drafts, notes, preliminary computations, and like materials prepared for the originator's personal use or prepared by the originator in the name of a person for whom the originator is working; materials that are purely the personal property of the custodian and have no relation to his/her office; materials to which access is limited by copyright, patent, or bequest; and published materials in the possession of an authority other than a public library that are available for sale, or that are available for inspection at a public library. The personal use exception applies to notes created by the originator solely for the purpose of refreshing his/her recollection and as a matter of convenience (not part of his/her job duties), but does not apply to notes that are distributed to others for the purpose of communicating information or notes that are created or retained for the purpose of memorializing agency activity.

In addition, records may be exempted from disclosure as a matter of statute or common law or, under the balancing test, the public interest in disclosure may be outweighed by the public interest in non-disclosure.

Any person may make an oral or written request for any public records of the District. The person may inspect or receive copies of the public record requested. The District will respond as soon as practicable and without delay. The District will either provide the requested documents, subject to any redactions, or inform the requester of the District's decision to deny the request.

The District will comply with the Safe at Home/Address Confidentiality Program administered by the Wisconsin Department of Justice. (See Policy 5111 - Eligibility of Resident/Nonresident Students, Policy 8320 - Personnel Records and Policy 8330 - Student Records.)

The District may impose a fee upon the requester of a copy of a record of \$0.15 per page, which represents the actual, necessary, and direct cost of reproduction of the record. In addition, the District may impose a fee upon a requester for the actual time spent by District employees in locating a record, if the cost is \$50.00 or more. In calculating location costs, the District will use the applicable employee's hourly rate for salary and benefits.

The District may also charge the requester for any equipment required to fill the request (such as videotapes, computer disks, etc.) The District may impose a fee upon a requester for the actual, necessary, and direct cost of mailing or shipping of any copies which are mailed or shipped to the requester.

The District may require prepayment of fees if the total amount exceeds \$5.00. If payment is required, the District will calculate the actual cost and charge the requester. If advance payment is required, the District will either invoice the requester for the difference between the estimate and actual cost or refund any overpayment.

No public record may be removed from the office in which it is maintained except by a Board officer or employee in the course of the performance of his/her duties.

Nothing in this policy shall be construed as preventing a Board member from inspecting in the performance of his/her official duties any record of this District, except student records and certain portions of personnel records.

The District Administrator is authorized to develop administrative guidelines to provide for proper compliance with the intent of this policy and the public records law.

Records Retention Schedule

~~The District has adopted the Wisconsin Department of Public Instruction's guidelines on School District record retention.~~

~~It may be accessed at the following web address:~~

~~<https://publicrecordsboard.wi.gov/Documents/DPI%20GS-APPROVED%20June%202015%20v8.1.pdf>~~

19.21(6). Wis. Stats. requires that school districts retain public records, other than student records, for seven (7) years, unless a shorter period is fixed by the Public Records Board (PRB) in a records retention schedule subsequently adopted by the Board.

The Board has approved the following records retention schedules developed by the Wisconsin Historical Society and PRB:

- A. Wisconsin Public School District and Related Records GRS (expiring March 20, 2033)
- B. Administrative and Related Records GRS (expiring March 21, 2032)
- C. Budget and Related Records GRS (expiring November 21, 2032)
- D. Facilities Management and Related Records GRS (expiring November 18, 2029)
- E. Fiscal and Accounting and Related Records GRS (expiring November 20, 2027)
- F. Human Resources and Related Records GRS (expiring March 25, 2029)
- G. Information Technology and Related Records GRS (expiring November 10, 2024)
- H. Payroll and Benefits and Related Records GRS (expiring August 30, 2031)
- I. Purchasing & Procurement and Related Records GRS (expiring August 25, 2024)
- J. Risk Management and Related Records GRS (expiring August 25, 2024)
- K. Wisconsin Municipal and Related Records GRS (expiring August 27, 2028)

The District will retain public records in accordance with the preceding general records schedule(s). In the event that the preceding general records schedules adopted do not define the retention period for a particular record, the District will retain the record for seven (7) years.

Revised 4/22/14
 Revised 7/24/18
 Revised 12/11/18
 Revised 3/24/20
 T.C. 8/25/20

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Legal 118.125, Wis. Stats.
 19.21, Wis. Stats.
 19.31-39, Wis. Stats.
 120.13(12), Wis. Stats.

Book	Policy Manual
Section	7000 Property
Title	FACILITY SECURITY
Code	po7440mb
Status	Second Reading
Adopted	October 22, 2013
Last Revised	December 11, 2018

7440 - FACILITY SECURITY

~~Buildings constitute the greatest financial investment of the District. It is in the best interest of the Board of Education to protect the District's investment adequately. The buildings and equipment owned by the Board shall be protected from theft and vandalism in order to maintain the optimum conditions for carrying out the educational programs.~~

Promoting the safety of students, staff, and others in the school buildings, as well as providing for the protection of the significant financial investment in the District's buildings is a critical function of the Board. Proper safety measures are to be implemented to protect those who use the buildings and to protect the buildings and equipment owned by the Board from theft and vandalism in order to maintain the optimum conditions for carrying out the educational program.

The District Administrator shall develop and supervise ~~a program for the security of the District's students, staff, visitors, school buildings, school grounds, and school equipment.~~ **School Safety Plan** in compliance with State and Federal laws, ~~as described in Policy 8420. Such a program may include the use of video surveillance and electronic monitoring equipment in appropriate areas in and around the schools and other District facilities, and on school buses.~~

Every effort shall be made to apprehend those who knowingly cause serious physical harm to students, staff, visitors, and Board property and to require prosecution of those who bring harm to persons and/or property. The Board will seek to ~~rectify~~ **repair or seek** the ~~damage or~~ payment of a fee to cover such repairs.

The Board authorizes the District Administrator to conduct searches of non-student visitors or vehicles on school property when there is a reasonable suspicion of violation of the law or school rules, and the search is reasonable in scope related to the objective of the search and not excessively intrusive.

Appropriate authorities may be contacted in the case of serious offenses.

The District Administrator is authorized to install metal detectors and video surveillance/electronic monitoring equipment on school property in order to protect the health, welfare and safety of students, staff, visitors and Board property, and other security devices that would assist in the detection of guns and dangerous weapons in school buildings and on District property.

Public Access to School Facilities

The Board expects that during regular school hours only students and school staff need to be present in the school building. The Board also acknowledges that there will be times during the instructional day that members of the public, including parents, invited guests, or other individuals will for appropriate and legitimate reasons require entry into a school facility. In such cases, the following guidelines shall be followed:

- A. The building administrator shall designate one (1) entry into the school for use by visitors. This entry shall be the entry closest to the main office. All other exterior doors on the building shall be locked during the instructional day.
- B. All persons other than students and building staff shall check in with the main office of the building and shall complete a visitor log. Each visitor shall be given a visitor tab that shall be worn at all times while in the building.
- C. All visitors are expected to sign out prior to departing the building.

Any visitor to the school may be refused entry or asked to leave the building at any time if the building administrator determines that the visitor's presence is disruptive or is likely to become disruptive to the educational environment, or for other safety or security reasons. If a visitor refuses to leave upon request by the building administrator, the administrator shall contact the school resource officer or local law enforcement as appropriate. No staff member should attempt to physically remove a visitor unless the visitor poses an imminent safety threat.

Failure to follow the requirements above when entering or remaining in school facilities may be subjected to a fine not exceeding \$1,000 in circumstances tending to provoke a disturbance of the peace, may be fined not more than \$10,000 or imprisoned not more than ninety (90) days.

Any school staff member that witnesses a visitor in the school building who is not wearing a visitor tag as required shall report the visitor's presence to the main office. In the event the main office does not have a record of such visitor properly checking in, the office staff shall immediately contact an administrator or, if any administrator is not available, the school resource officer, if applicable, or appropriate law enforcement.

Parents as Visitors

The Board encourages parental involvement in the education of students in the District. For this reason, it is important to facilitate the involvement of parents in school activities and the educational process while at the same time preserving the integrity of the educational environment for all students. As a balance, the Board adopts the following requirements for parents visiting the school during the instructional day:

- A. Parents should make arrangements with their child's teacher or with the building administrator in advance of visiting their child at school unless that is not possible.
- B. Parents, like any other visitor, must enter the building through only the approved visitor entrance and shall check in at the main office in the same fashion as a visitor.

Parents visiting District schools shall comply with Policy 9150 - School Visitors, and other relevant policies and administrative guidelines.

Parents that do not follow these guidelines or whose presence is disruptive to the educational environment may be asked to leave the building by the building administrator. Any decision to permanently expel a parent may only be made by the District Administrator due to repeated failure to follow rules causing a disruption to the educational environment or for overt threats of harm or actual physical contact with any staff or student.

Court Imposed Restrictions

In any case in which an individual is the subject of a court order restricting the individual's presence at a school building, including any restrictions on the individual's physical proximity to an individual that is a student or staff member at the school facility, the building administrator shall inform staff of the situation and if any staff member sees the individual on school premises that staff member shall immediately contact law enforcement and the main office.

Sex Offenders on School Property

Any person that is a registered sex offender under Wisconsin Law is required to notify the District Administrator of the specific date, time and place of the person's visit to any school facility and must notify the District Administrator of his/her/their status as a registered sex offender.

Parents of students enrolled in the District must notify the District Administrator of his/her/their status as a registered sex offender and that s/he has they have a child enrolled in the District. Notification must occur at the beginning of each school year or at the time the individual is required to register or whenever the child is first enrolled, whichever occurs first.

Notification requirements do not apply if the person will be on school grounds to vote in an election or to attend a non-school sponsored event occurring on the school grounds.

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Legal State v. Vang, 2018 AP 1730 (ct. App. 2021), pet. rev. denied.
 175.32(2), (3), Wis. Stat.
 120.13(35), Wis. Stats.
 301.475, Wis. Stat.

Book	Policy Manual
Section	8000 Operations
Title	Use of Video Monitoring Systems On School Buses
Code	po8600.01mb
Status	Second Reading
Adopted	October 22, 2013

8600.01 - ~~USE OF VIDEO MONITORING SYSTEMS~~ **AND AUDIO SURVEILLANCE ON SCHOOL BUSES**

It is the policy of the Sheboygan Area School District to use video ~~cameras~~ **and audio surveillance** on school buses for the purpose of enforcing school bus rules with a view to preventing student misconduct and vandalism on buses.

Parents/Guardians will be notified, in writing, at least once a year that video ~~cameras are~~ **and audio surveillance is** being used on school buses. The notice will advise parents/guardians that a video ~~and audio~~ recorder may or may not be present on a particular bus each day and that a recording may or may not be prepared as a result. Such notification will be provided each year during student registration and to new students as they register during the year. This policy will be discussed with students at least once each school year.

A sign will be placed at the front of each bus indicating that a video ~~camera~~ **and audio surveillance** may be present. This sign will be written in English and other languages spoken by students.

Video ~~cameras and audio surveillance~~ shall be rotated among buses on an as-needed basis. The presence or absence of the camera ~~and audio surveillance~~ will not be disclosed to passengers. School building administrators, the bus transportation contractor, or individual drivers may request that the video ~~camera and audio surveillance~~ be placed on a specific bus on designated dates. The Transportation ~~Manager, Supervisor,~~ in consultation with School District Administration and the transportation contractor, shall review and approve these requests.

Preliminary review of video ~~tapes and audio~~ may be conducted by the District's Transportation ~~Manager, Supervisor.~~ Further review may be conducted by the bus contractor manager, bus drivers, and administrators of the District as authorized by the Transportation ~~Manager, Supervisor,~~ in consultation with District administration, for the purpose of enforcing school bus rules as to specific students. Decisions regarding discipline actions shall be made by the building administrator, in consultation with the Transportation ~~Manager, Supervisor~~ and bus contractor. Disciplinary action may be taken against students based on video ~~and audio~~ documentation of misconduct in accordance with Board of Education Policy and State law. The isolated segment of the video ~~tape and audio~~ that documents student misconduct may be viewed by the identified student(s) and/or ~~his/her~~ **their** parent(s)/guardian(s), in the presence of a school administrator(s). The building administrator will prepare a record of the names of all persons viewing the video ~~tape and or audio~~ and the date. The record will be maintained by the building administrator as a student record.

Requests for disclosure of school bus video ~~tapes or and tape audio~~ segments will be presented to the Superintendent for decision. If there is a determination to release all or part of a ~~tape or video and tape audio~~ segment, a true and correct copy will be disclosed, not the original. It is the position of the School District that school bus video tape recordings of students are student records and exempt from public disclosure under the public records statute.

The District administration may authorize members of the faculty, a guidance counselor, school psychologist, social worker or other person with a legitimate educational interest to view segments of a specific video ~~tape and audio~~ for the purpose of providing educational and related services to specific students. A record will be prepared of the date and names of the persons viewing the video ~~tape and audio~~, and maintained by the building administrator as a student record.

Video ~~tape and audio~~ segments used for disciplinary purposes will be maintained by the Assistant Superintendent for Student and Instructional Services as student records. The ~~tape~~ segments are subject to destruction in conformance with Section 188.125(3), Stats. as behavioral records.

~~A video tape which does not record student misconduct or other serious incidents, including student injuries and motor vehicle accidents, and which will not be used for the purpose of enforcing school bus rules, may be erased and reused after 120 days.~~

Video ~~tape and audio~~ segments which are used to provide educational and related services will be maintained by the Assistant Superintendent for Student and Instructional Services as student behavioral records under Section 118.125, Stats.

Video ~~tape and audio~~ segments which record other serious incidents, including student injuries and motor vehicle accidents, will be maintained indefinitely and destroyed only in conformance with State law.



SHEBOYGAN AREA

— SCHOOL DISTRICT —

2023-24 Budget Report

Sheboygan Area School District

Revenue Cap Limits

- State imposed revenue caps limit the revenue a school district can generate between general state aid and local tax levies.
- District has never gone out to referendum to exceed revenue cap.
- Revenue caps are calculated by multiplying a district's 3-year resident enrollment average by the per-pupil revenue amount.
- Sheboygan Area School District enrollment average = 9,641
- Per-pupil revenue amount = \$11,116 (\$325 Increase for 2023-24)
- State allows for a declining enrollment exemption if the 3-year enrollment average is less than the previous year.



Resident Enrollment and Per-Pupil Revenue

	<u>2022-23</u>	<u>2023-24</u>	<u>+/-</u>	<u>% +/-</u>
3 rd Friday Sept. Student FTE	9,581	9,502	-79	-0.8%
Summer School Student FTE	66	65	-1	-1.5%
Total FTE	9,647	9,567	-80	-0.8%
3-Year Membership Average	9,701	9,641	-60*	-0.6%
Revenue Per Member	\$10,791	\$11,116	+\$325	+3.0%
Categorical Aid (outside revenue cap)	\$742	\$742	\$0	0%
Total Increase:			+\$325	+2.8%

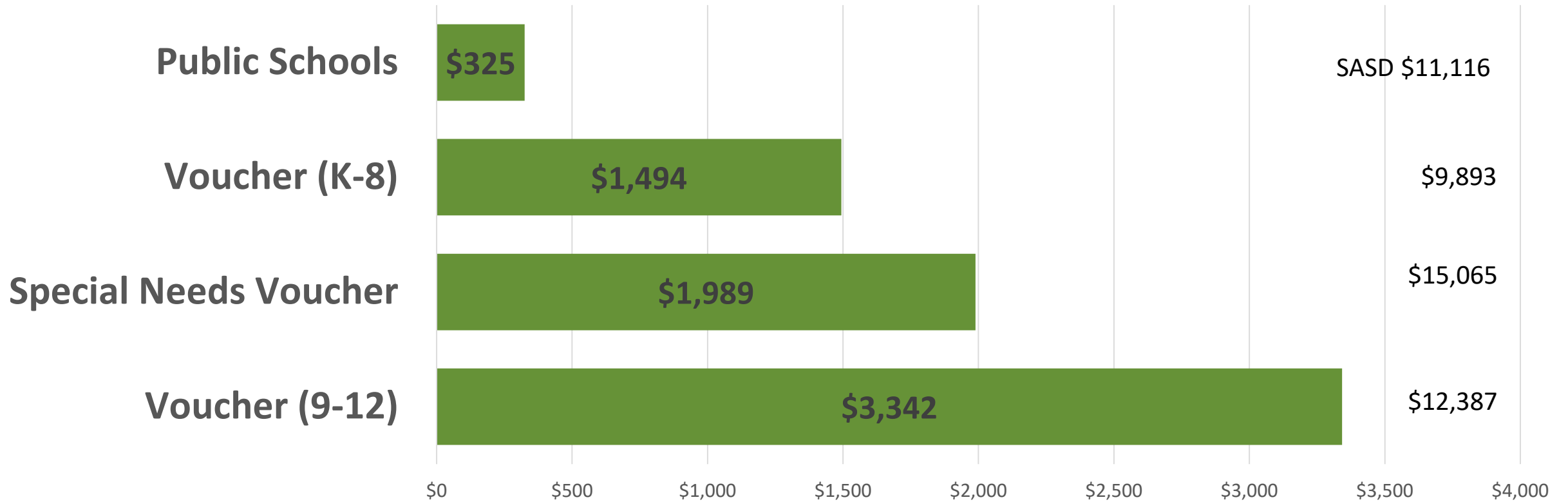
*District qualifies for declining enrollment exemption

Consumer Price Index Increase: 8.1%

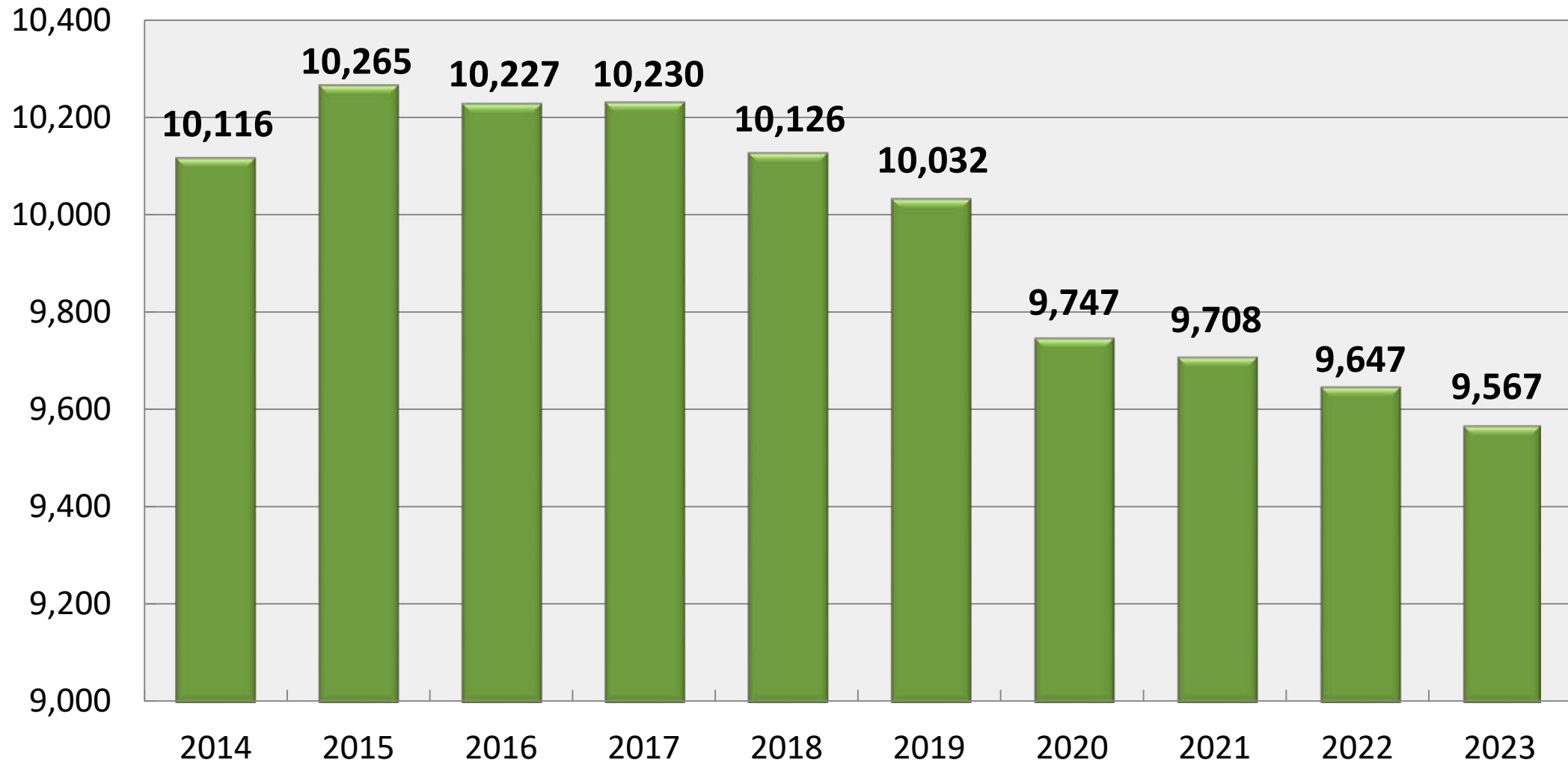


Change to Per Pupil Payment by School Type

2023-25 State Budget



Resident FTE Enrollment Trend



3-Year Resident Membership Average Used for the Revenue Cap Calculation

	<u>2021-22</u>	<u>2022-23</u>	<u>2023-24</u>
2019	10,032		
2020	9,747	9,747	
2021	9,708	9,708	9,708
2022		9,647	9,647
2023			9,567
3-Year Average	9,829	9,701	9,641



Property Values and General State Aid

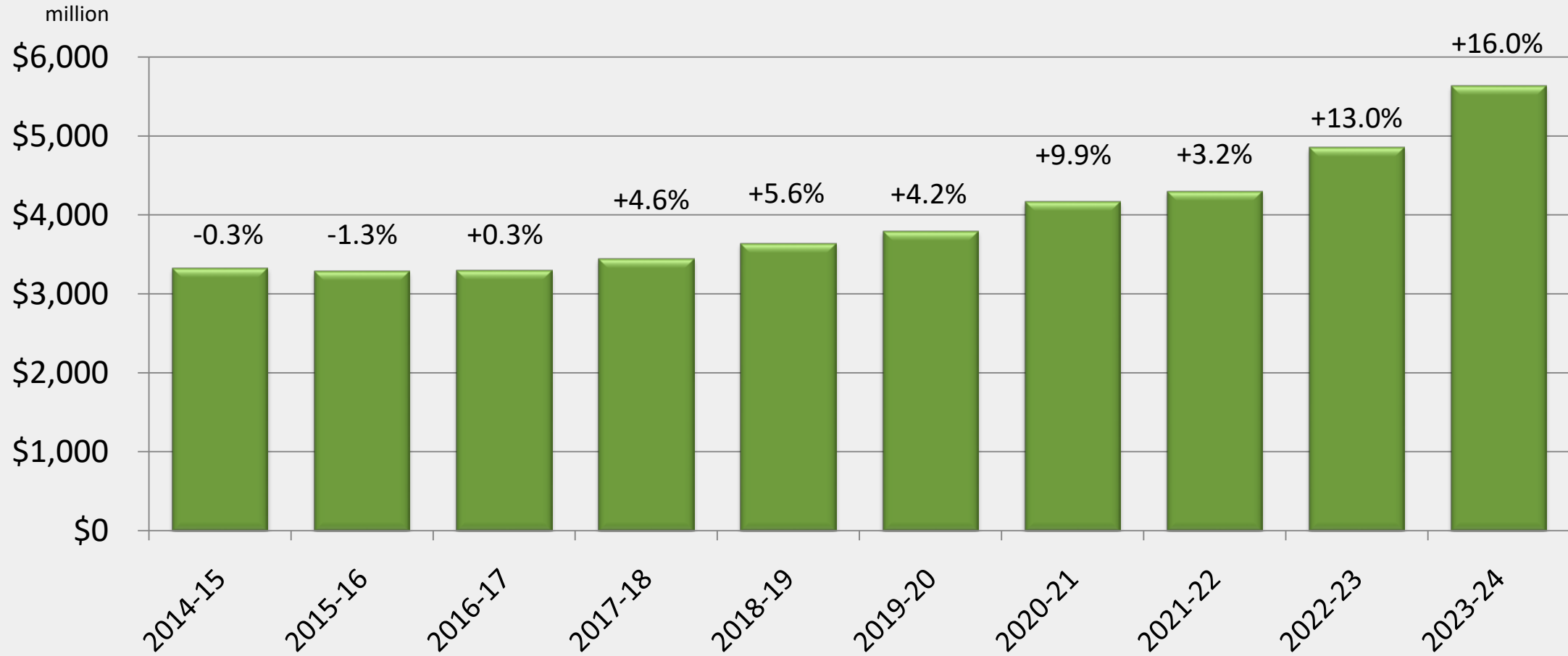
Property value per-student is a key factor in determining the amount of general state aid.

	<u>2022-23</u>	<u>2023-24</u>	<u>% Change</u>
Equalized Property Value	\$4,859,580,859	\$5,635,267,369	+16.0%
		State-wide Average:	+13.1%
General State Aid	\$86,239,155	\$87,854,987	+1.9%
State Aid to High Poverty Districts	\$542,135	\$0	

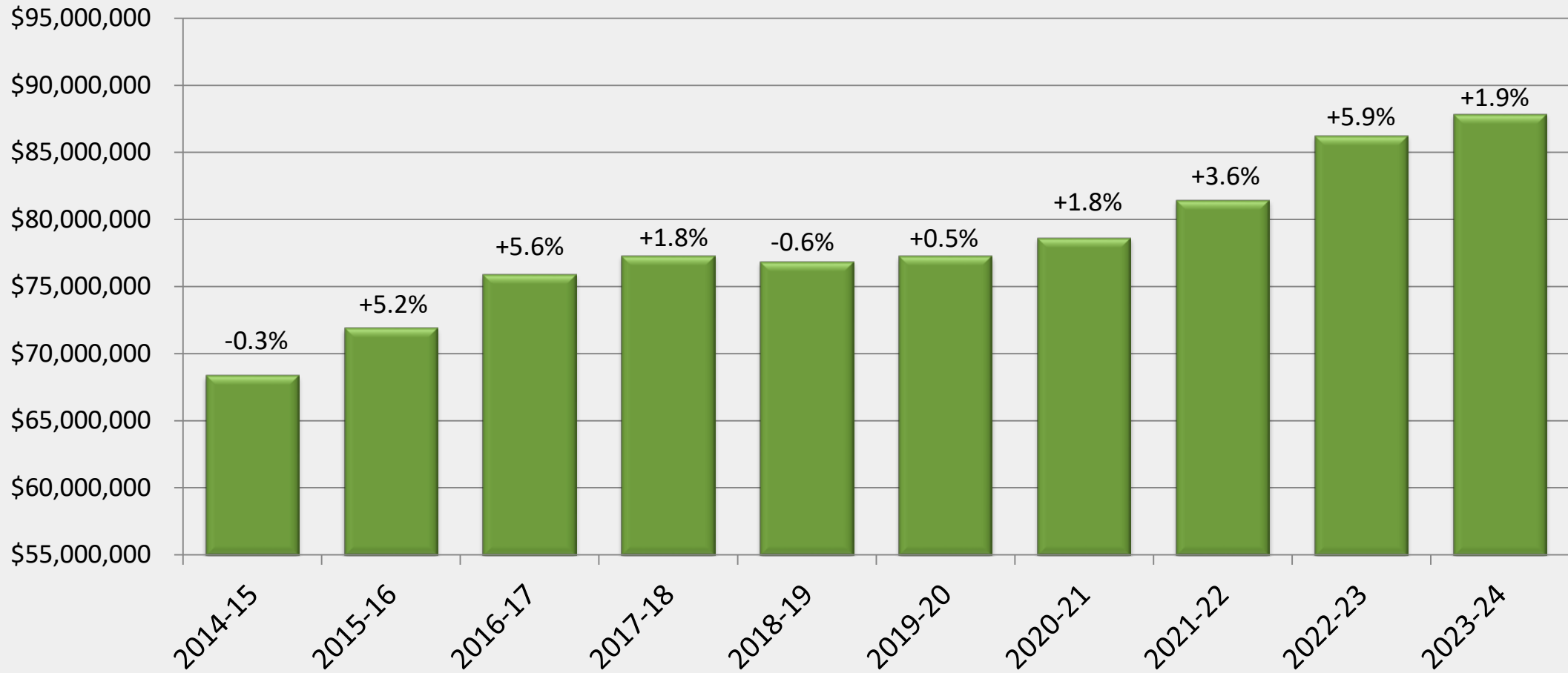
An additional \$1.35 million in School Levy Tax credit will be given to property owners within our district directly on their tax bill. Property owners within our district would have seen greater property tax relief had this money been added to general state aid.



Equalized Property Valuation Trend



General State Aid Trend



State Aid and Tax Levy

Because the Sheboygan Area School District's property value per-student is below the State average, the District is more heavily funded through State aid than from local property tax levy.

77% of the funding under the revenue cap is from State aid

23% of the funding under the revenue cap is from local tax levy



State Aid Offsets Tax Levy

Increases in State Aid do not increase the revenue for the district.

2023-24 Total Revenue Cap \$114,228,590

Local Property Tax

23%
\$25,890,738

General State Aid

77%
\$88,337,852*

*Includes \$482,865 in state aid for exempt computer and personal property.



Tax Levy and Mill Rate

	2022-23	2023-24	\$ Change	Percent Change
Tax Levy for SASD Budget	\$28,884,529	\$28,100,801	\$783,728 Decrease	-2.7%
Tax Levy for Private School Voucher Program	\$4,620,626	\$6,226,286	\$1,605,660 Increase	+34.8%
Total Tax Levy	\$33,505,155	\$34,327,087	\$821,932 Increase	+2.5%
Equalized Mill Rate – Per \$1,000	\$6.89	\$6.09	\$0.80 Decrease	-11.6%



Tax Levy History

	General Fund	Private School Vouchers	Debt Service	Capital Expansion	Community Service	Total Tax Levy	Percent Change
2023-24	\$18,289,452	\$6,226,286	\$7,079,821	\$1,375,000	\$1,356,528	\$34,327,087	+2.45%
2022-23	16,076,440	4,620,626	10,151,561	1,300,000	1,356,528	33,505,155	-5.73%
2021-22	22,313,380	4,302,937	6,270,777	1,300,000	1,356,528	35,543,622	-5.30%
2020-21	26,881,320	3,354,207	4,642,377	1,300,000	1,356,528	37,534,432	+1.50%
2019-20	26,973,163	2,555,244	4,843,981	1,250,000	1,356,528	36,978,916	+1.91%
2018-19	27,287,100	1,701,012	4,825,784	1,200,000	1,272,528	36,286,424	+1.09%
2017-18	27,102,300	797,218	5,524,145	1,200,000	1,272,528	35,896,191	-0.01%
2016-17	27,653,555	445,409	5,427,368	1,100,000	1,272,528	35,898,861	-8.08%
2015-16	31,779,003		4,952,073	1,050,000	1,272,528	39,053,604	-3.66%
2014-15	34,281,926		3,981,199	1,000,000	1,272,528	40,535,653	+3.70%

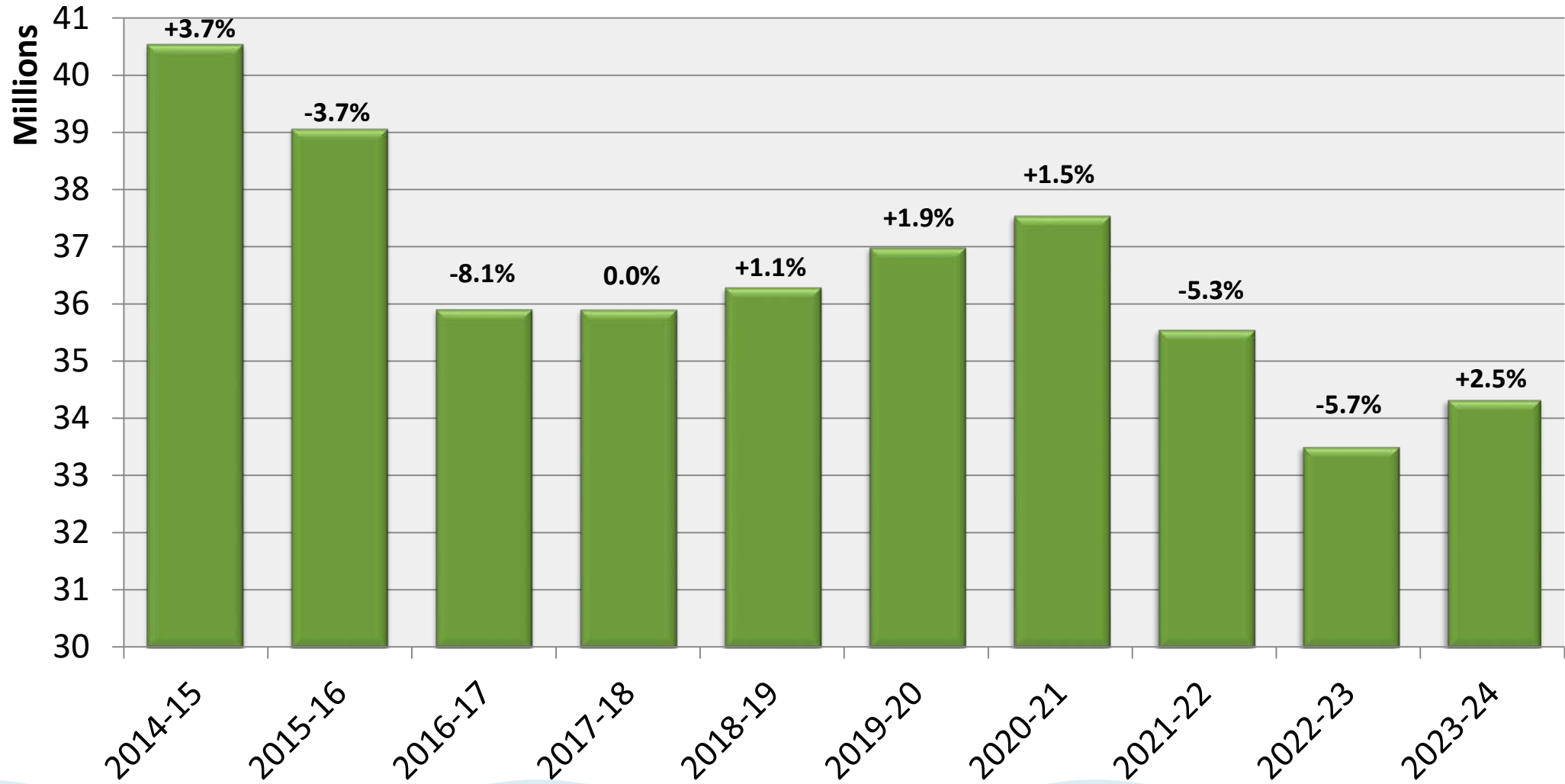


Tax Levy History for SASD and Private School Vouchers

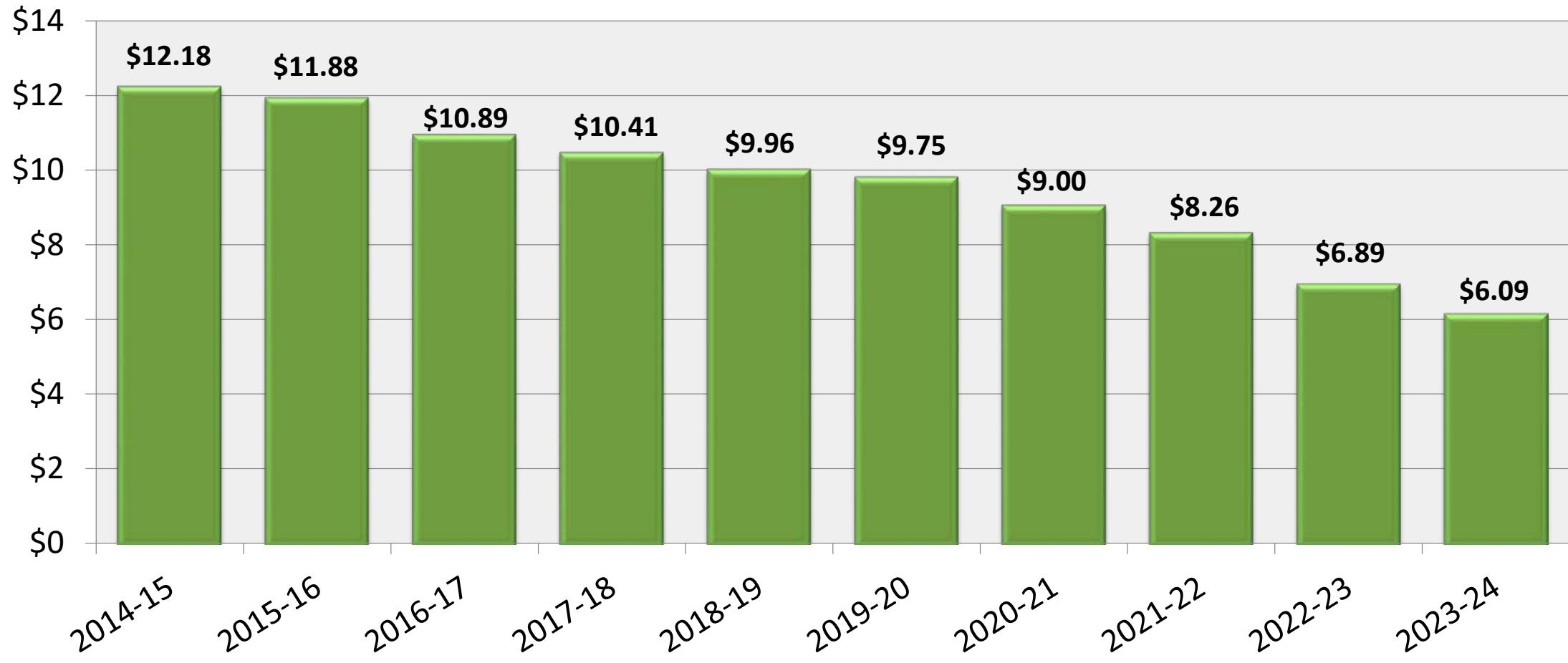
	SASD Levy	SASD Levy Percentage Decrease	Private School Voucher Levy	Private School Voucher Levy Percentage Increase
2023-24	\$28,100,801	-2.7%	\$6,226,286	+34.8%
2022-23	28,884,529	-7.5%	4,620,626	+7.4%
2021-22	31,240,685	-8.6%	4,302,937	+28.3%
2020-21	34,180,225	-0.7%	3,354,207	+31.3%
2019-20	34,423,672	-0.5%	2,555,244	+50.2%
2018-19	34,585,412	-1.5%	1,701,012	+113.4%
2017-18	35,098,973	-1.0%	797,218	+79.0%
2016-17	35,453,452		445,409	



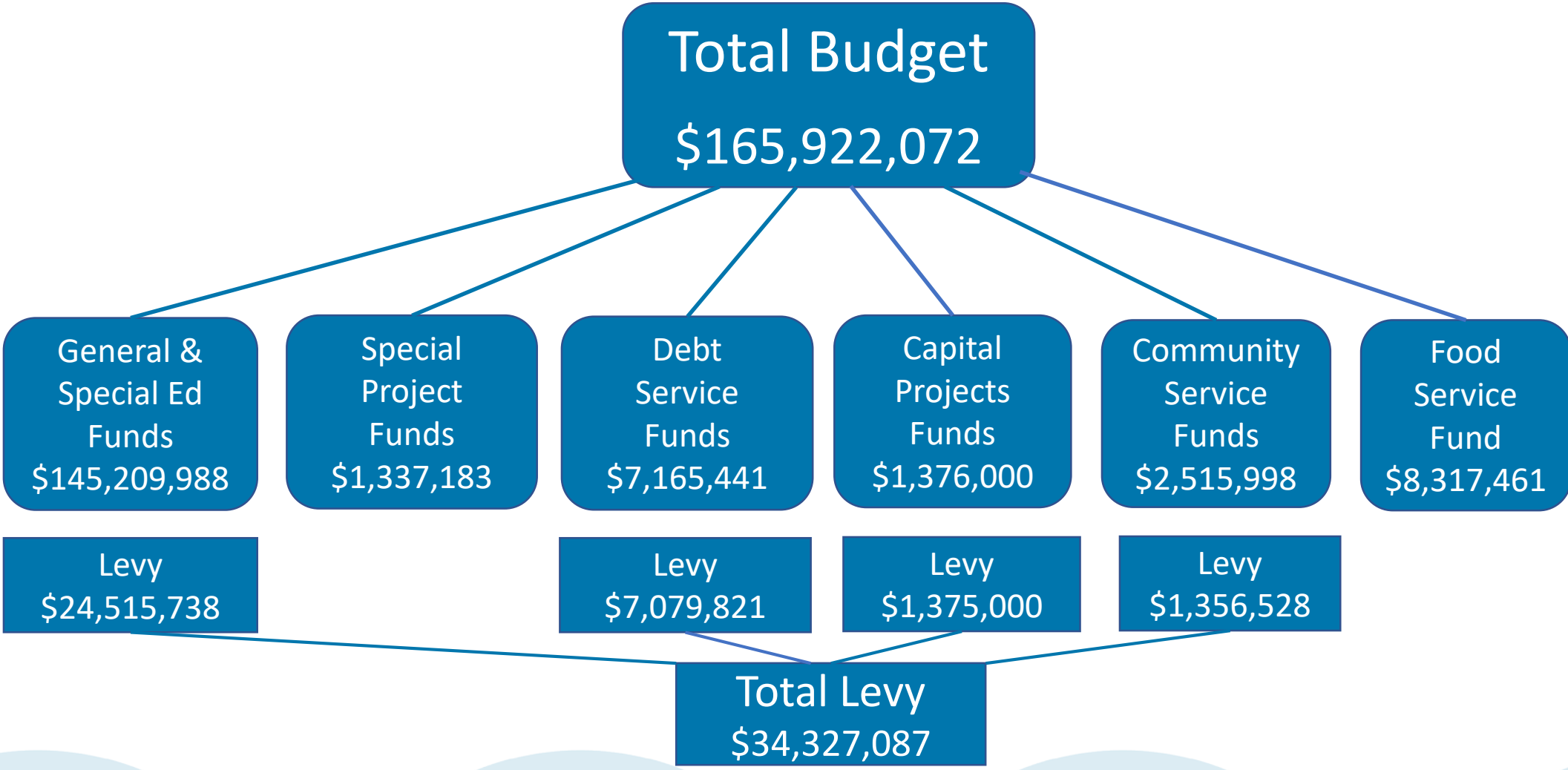
Tax Levy Trend



Equalized Mill Rate Trend



Summary of All Budgets – 2023-24



General Fund and Special Education Fund Budget

GENERAL FUND (FUND 10)	Audited 2021-2022	Unaudited 2022-2023	Budget 2023-2024	% Change	SPECIAL EDUCATION (FUND 27)	Audited 2021-2022	Unaudited 2022-2023	Budget 2023-2024	% Change
Beginning Fund Balance	55,484,329	55,995,106	57,128,981	2.0%	Beginning Fund Balance	0	0	0	
ENDING FUND BALANCE	55,995,106	57,128,981	57,128,981	0.0%	Ending Fund Balance	0	0	0	
REVENUES					TOTAL REVENUES	21,506,898	20,954,767	24,140,043	15.2%
Local Sources	27,703,456	24,036,833	27,184,383	13.1%	EXPENDITURES				
Interdistrict Payments Within Wisconsin	1,852,604	1,783,164	1,973,522	10.7%	Instruction	17,916,817	17,261,569	19,831,007	14.9%
Intermediate Sources	4,000	0	0	0.0%	Support Services	3,452,066	3,443,670	4,165,736	21.0%
State Sources	92,809,423	97,722,974	98,091,974	0.4%	Non-Program Transactions	138,016	249,528	143,300	-42.6%
Federal Sources	11,279,654	12,615,116	8,139,824	-35.5%	TOTAL EXPENDITURES	21,506,898	20,954,767	24,140,043	15.2%
Other Financing Sources	565,920	583,583	0	-100.0%					
Other Revenues	535,506	1,042,210	444,048	-57.4%					
TOTAL REVENUES	134,750,564	137,847,095	135,882,719	-1.4%					
EXPENDITURES									
Instruction	62,505,630	61,011,735	62,630,869	2.7%					
Support	43,444,099	45,924,501	40,828,477	-11.1%					
Non-Program Transactions	28,290,057	29,776,985	32,423,373	8.9%					
TOTAL EXPENDITURES	134,239,786	136,713,221	135,882,719	-0.6%					



Other Funds

SPECIAL PROJECT FUNDS (FUNDS 21,22,25)	Audited 2021-2022	Unaudited 2022-2023	Budget 2023-2024	% Change
900 000 Beginning Fund Balance	1,413,866	1,487,243	1,421,232	-4.4%
900 000 Ending Fund Balance	1,487,243	1,421,232	84,049	-94.1%
TOTAL REVENUES	1,126,563	1456,199	0	-100.0%
100 000 Instruction	815,642	1,170,694	837,297	28.5%
200 000 Support Services	153,940	351,515	494,637	40.7%
400 000 Non-Program Transactions	83,604	0	5,250	-
TOTAL EXPENDITURES	1,053,186	1,522,210	1,337,183	-12.2%

CAPITAL PROJECTS FUND (FUNDS 41, 46, 49)	Audited 2021-2022	Unaudited 2022-2023	Budget 2023-2024	% Change
900 000 Beginning Fund Balance	7,146,006	7,716,024	9,860,864	27.8%
900 000 Ending Fund Balance	7,716,024	9,860,864	9,885,864	0.3%
TOTAL REVENUES	1,369,737	3,445,280	1,401,000	-59.3%
200 000 Support Services	799,720	1,300,439	1,376,000	5.8%
TOTAL EXPENDITURES	799,720	1,300,439	1,376,000	5.8%

COMMUNITY SERVICE FUNDS (FUNDS 85, 87)	Audited 2021-2022	Unaudited 2022-2023	Budget 2023-2024	% Change
900 000 Beginning Fund Balance	1,003,641	1,123,755	1,124,402	9.0%
900 000 Ending Fund Balance	1,123,755	1,224,402	1,124,402	0.0%
TOTAL REVENUES	2,347,523	2,535,547	2,515,998	-0.8%
200 000 Support Services	361,658	381,486	4,076	9.6%
300 000 Community Services	1,865,751	2,053,414	2,095,385	2.0%
400 000 Non-Program Transactions	0	0	2,537	-
TOTAL EXPENDITURES	2,227,409	2,434,900	2,515,998	3.3%

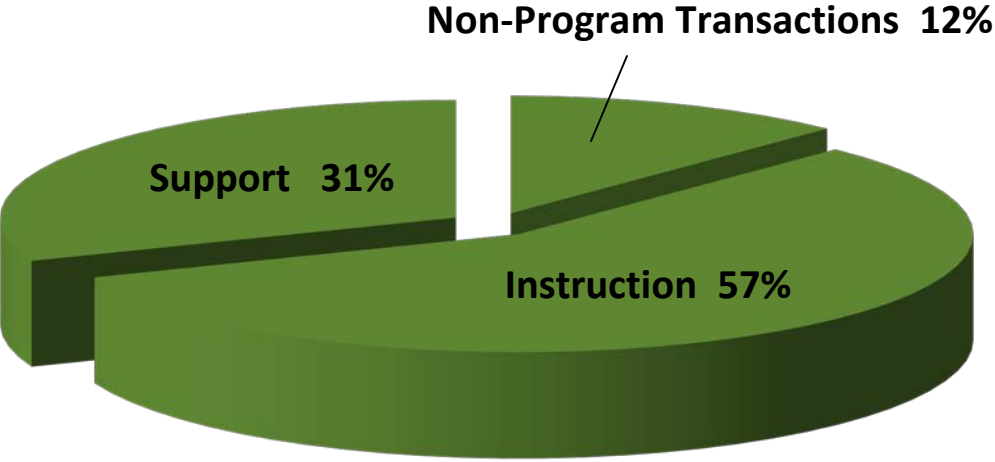
DEBT SERVICE FUNDS (FUNDS 38, 39)	Audited 2021-2022	Unaudited 2022-2023	Budget 2023-2024	% Change
900 000 Beginning Fund Balance	851,478	861,586	695,836	-19.2%
900 000 Ending Fund Balance	861,586	695,836	610,216	-12.3%
TOTAL REVENUES	6,317,634	10,364,781	7,079,821	-31.7%
281 000 Long-Term Capital Debt	3,250,462	8,248,052	7,165,441	-13.1%
285 000 Post Employment Benefit Debt	3,057,065	2,282,480	0	-100.0%
TOTAL EXPENDITURES	6,307,526	10,530,532	7,165,441	-32.0%

FOOD SERVICE FUND (FUND 50)	Audited 2021-2022	Unaudited 2022-2023	Budget 2023-2024	% Change
900 000 Beginning Fund Balance	1,989,973	4,072,679	3,377,076	-17.1%
900 000 Ending Fund Balance	4,072,679	3,377,076	2,003,265	-40.7%
TOTAL REVENUES	7,275,545	5,611,376	6,943,650	23.7%
200 000 Support Services	5,191,216	6,306,979	8,317,461	31.9%
400 000 Non-Program Transactions	1,622.94	0	0	-
TOTAL EXPENDITURES	5,192,839	6,306,979	8,317,461	31.9%

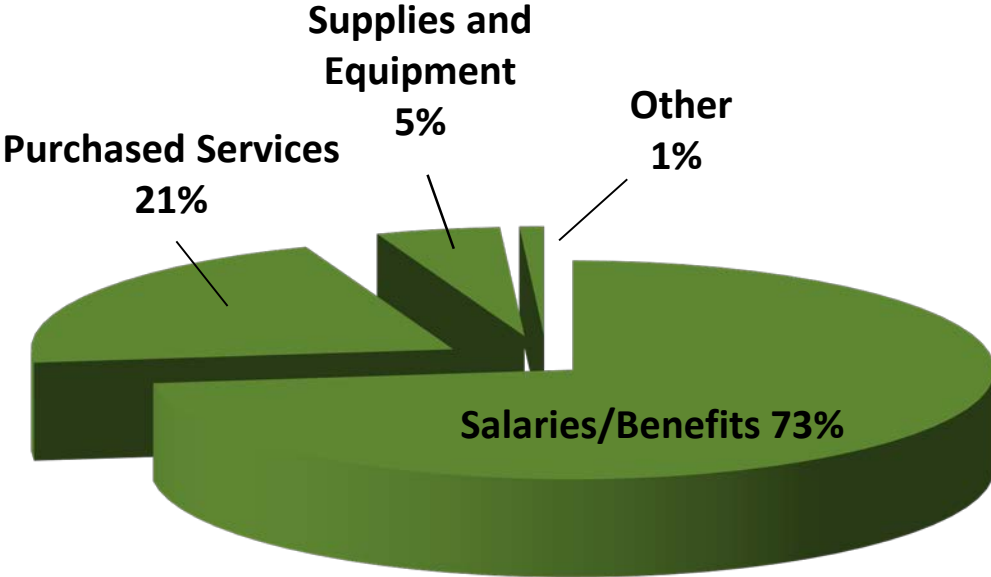


2023-24 General and Special Education

Expense Budget by Function



Expense Budget by Object



2023-24 Budget Highlights

- 11 teacher positions will continue to be funded out of ESSER grant funds for 2023-24. ESSER grant funds will not be available for these positions in 2024-25.
- Enrollment based reduction of 3 FTE teacher positions.
- 5% medical insurance premium increase for 2024. Premium Increase is well below 7.4% medical and 9.8% pharmacy inflation.



2023-24 Budget Highlights

- Total teacher group salary increase of 4%
- 4% increase for administrators and support staff
- Additional 4% stipend for all non-casual employee groups paid out of fund balance. Stipend is in lieu of salary increases falling short of 8% CPI increase.
- Total education fund (10&27) budget increase of 2.3%



Fiscal Responsibility Through Controlling Benefit Costs

- Employee Wellness Program recognized as a model program around the state.
- Over the last 10 years annual medical inflation has averaged 8% per year.
- During that same time SASD health insurance premium increases have averaged 2.8% per year.
- By changing from a defined retiree health care benefit to a defined retiree health care contribution, a 2019 *Wisconsin Taxpayer* publication noted that among the states 15 largest school districts, only the SASD had fully funded its retiree health care benefit.



District Debt Service

- As of 6-30-23 the District has four bonds with maturity schedules from 2023-2036
- As of 6-30-23 the District has \$27,508,000 in remaining long-term bonded debt
- Statute allows for debt up to 10% of the \$5,635,267,369 equalized value of the District



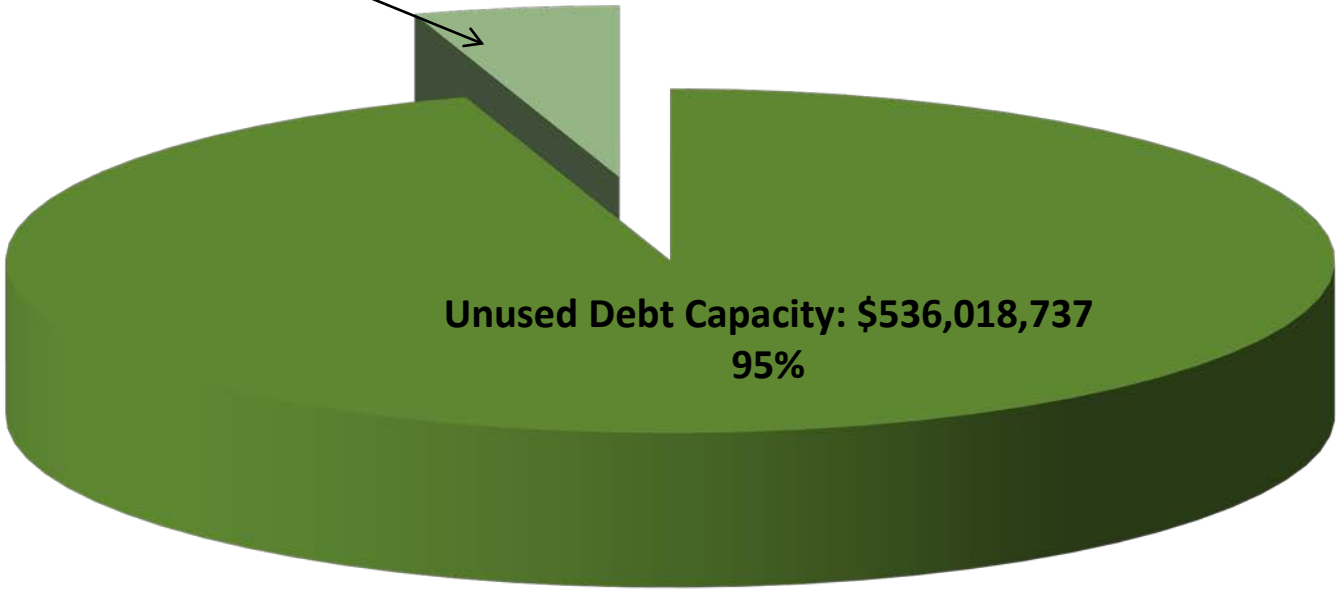
District's Legal Debt Capacity

\$563,526,737

(10% of \$5.6 Billion Equalized Property Valuation)

Total Debt Incurred: \$27,508,000

5%



Unused Debt Capacity: \$536,018,737

95%

District's Moody's Rating: Aa2



Fiscal Responsibility and Debt Management

- Moody's Bond Rating of Aa2
- Moody's report states that the SASD credit position is very good and that the Aa2 rating is stronger than the median rating of Aa3 for US school districts.
- Moody's also references a healthy financial position and small debt burden for SASD.
- In April of 2023, the district prepaid \$4m of debt service principal, resulting in the savings of \$1.96m in future interest payments.



Key Points

- State budget included a \$325 per-student revenue increase for 2023-24 and 2024-25
- State general aid increased by 1.9%.
- Increases in state aid go towards local tax levy relief and do not increase the amount of revenue to the District.
- During the school career of a 2023 High School Graduate (4K to 12th Grade) the cumulative amount of per pupil funding from the state is behind inflation \$3,235.
- $9,701 \text{ students} \times \$3,235 = \$31 \text{ million}$ in district budget reductions just to keep up with inflation.
- The tax levy is increasing by 2.5% and the mill rate is decreasing by 11.6%



Key Points

- \$6,226,286 of the tax levy is used to fund the State private school voucher program. This amount will be deducted from the state aid received by the District. This is a \$1,605,660 (34.8%) increase from the previous year.
- In 2022-23, local private schools that participate in the voucher program had a total enrollment of 1,370 students, with 637 students (47%) receiving vouchers.
- In 2023-24, total enrollment for those private schools is 1,405 (+35), with 699 (+62) students receiving vouchers (50%).
- 18% of the district levy goes towards the private voucher program.



Thank you!

The District is committed to being fiscally responsive to local taxpayers while maintaining quality educational programs for students.

Thank you for your time and interest in the District's budget and finances.



PROPOSED BUDGET ADOPTION 2023-2024 PRESENTED AT THE OCTOBER 24, 2023 BUDGET HEARING

GENERAL FUND (FUND 10)	Audited 2021-2022	Unaudited 2022-2023	Budget 2023-2024	Change From Prev. Year Actual
Beginning Fund Balance	55,484,328.81	55,995,106.44	57,128,980.74	2.0%
ENDING FUND BALANCE	55,995,106.44	57,128,980.74	57,128,980.74	0.0%
REVENUES				
Transfers In From Another Fund				
120 Special Education Indirect Cost Transfer	894.04	0.00	0.00	-
Local Sources				
210 Taxes	26,697,867.40	20,748,464.58	24,585,309.00	18.5%
240 Payments for Services	187,832.09	60,844.82	0.00	-100.0%
260 Non-Capital Sales	115,442.63	778,188.03	364,545.35	-53.2%
270 School Activity Income	231,464.96	221,241.39	291,110.64	31.6%
280 Earnings on Investments	101,277.24	1,856,258.16	1,707,233.00	-8.0%
290 Other Revenue From Local Sources	369,571.67	371,835.73	236,185.00	-36.5%
Subtotal Local Sources	27,703,455.99	24,036,832.71	27,184,382.99	13.1%
Interdistrict Payments Within Wisconsin				
340 Payments for Services	1,852,604.00	1,783,164.00	1,973,522.00	10.7%
Intermediate Sources				
510 Transit of Aids	0.00	63,215.99	48,968.00	-22.5%
590 Other Payments from Other Intermediate Units	4,000.00	0.00	0.00	-
Subtotal Intermediate Sources	4,000.00	63,215.99	48,968.00	-22.5%
State Sources				
610 State Aid -- Categorical	1,058,776.42	1,235,798.59	855,500.00	-30.8%
620 State Aid -- General	81,981,992.00	86,781,290.00	87,854,987.00	1.2%
630 State Special Project Grants	202,688.02	295,490.24	100,000.00	-66.2%
640 State Tuition Payments	42,873.00	66,190.00	133,000.00	100.9%
650 State SAGE Aid	1,718,388.05	1,674,419.66	1,495,000.00	-10.7%
660 Other State Revenue Through Local Governments	17,020.51	8,656.13	17,000.00	96.4%
690 Other State Revenue	7,787,685.29	7,661,129.29	7,636,487.00	-0.3%
Subtotal State Sources	92,809,423.29	97,722,973.91	98,091,974.00	0.4%
Federal Sources				
710 Federal Categorical Aid	86,857.22	95,085.58	92,791.00	-2.4%
730 Aid Transited Through DPI	6,507,754.38	8,901,551.96	5,712,536.00	-35.8%
750 ESEA Grants	1,933,889.52	1,847,230.61	2,310,497.00	25.1%
780 Other Federal Revenue Through State Agencies	2,258,803.37	1,771,248.09	24,000.00	-98.6%
790 Other Revenue From Federal Sources	492,350.00	0.00	0.00	-
Subtotal Federal Sources	11,279,654.49	12,615,116.24	8,139,824.00	-35.5%
Other Financing Sources				
860 Compensation, Fixed Assets	125,397.00	110,848.00	0.00	-100.0%
870 Long-Term Debt Proceeds	440,523.16	472,734.61	0.00	-100.0%
Subtotal Other Financing Sources	565,920.16	583,582.61	0.00	-100.0%
Other Revenues				
960 Adjustments	34,390.15	615,982.28	0.00	-100.0%
970 Refund of Disbursement	200,523.73	138,993.34	150,000.00	7.9%
990 Miscellaneous	299,697.78	287,234.22	294,048.16	2.4%
Subtotal Other Revenues	534,611.66	1,042,209.84	444,048.16	-57.4%
TOTAL REVENUES	134,750,563.63	137,847,095.30	135,882,719.15	-1.4%

EXPENDITURES	Audited 2021-2022	Unaudited 2022-2023	Budget 2023-2024	Change From Prev. Year Actual
Instruction				
110 000 Undifferentiated Curriculum	25,779,554.74	23,031,564.43	24,753,006.00	7.5%
120 000 Regular Curriculum	29,132,126.58	30,290,278.38	30,070,704.73	-0.7%
130 000 Vocational Curriculum	2,975,334.14	2,890,406.04	2,963,613.90	2.5%
140 000 Physical Curriculum	2,983,761.00	3,018,633.99	2,930,755.00	-2.9%
160 000 Co-Curricular Activities	1,290,050.56	1,326,159.38	1,372,863.44	3.5%
170 000 Other Special Needs	344,803.37	454,692.56	539,926.00	18.7%
Subtotal Instruction	62,505,630.39	61,011,734.78	62,630,869.07	2.7%
Support Sources				
210 000 Pupil Services	5,089,720.32	5,705,262.54	5,492,977.00	-3.7%
220 000 Instructional Staff Services	3,887,614.97	4,736,864.62	4,421,201.73	-6.7%
230 000 General Administration	1,782,379.37	1,890,501.01	1,750,356.16	-7.4%
240 000 School Building Administration	7,524,960.38	7,380,120.33	7,237,553.14	-1.9%
250 000 Business Administration	21,069,022.13	21,901,307.15	17,850,036.00	-18.5%
260 000 Central Services	759,740.60	631,435.44	634,336.00	0.5%
270 000 Insurance & Judgments	859,301.28	845,644.96	1,053,669.00	24.6%
280 000 Debt Services	172,934.83	198,953.78	1,610.00	-99.2%
290 000 Other Support Services	2,298,425.16	2,634,411.48	2,386,738.00	-9.4%
Subtotal Support Sources	43,444,099.04	45,924,501.31	40,828,477.03	-11.1%
Non-Program Transactions				
410 000 Transfers to Other Funds	13,219,406.82	14,170,798.41	14,812,774.00	4.5%
430 000 Purchased Instructional Services	14,787,503.20	15,554,877.65	17,610,599.05	13.2%
490 000 Other Non-Program Transactions	283,146.55	51,308.85	0.00	-100.0%
Subtotal Non-Program Transactions	28,290,056.57	29,776,984.91	32,423,373.05	8.9%
TOTAL EXPENDITURES	134,239,786.00	136,713,221.00	135,882,719.15	-0.6%

SPECIAL EDUCATION (FUND 27)	Audited 2021-2022	Unaudited 2022-2023	Budget 2023-2024	Change From Prev. Year Actual
900 000 Beginning Fund Balance	0.00	0.00	0.00	
900 000 Ending Fund Balance	0.00	0.00	0.00	
TOTAL REVENUES	21,506,897.94	20,954,766.86	24,140,043.00	15.2%
100 000 Instruction	17,916,816.63	17,261,568.85	19,831,007.00	14.9%
200 000 Support Services	3,452,065.80	3,443,670.19	4,165,736.00	21.0%
400 000 Non-Program Transactions	138,015.51	249,527.82	143,300.00	-42.6%
TOTAL EXPENDITURES	21,506,897.94	20,954,766.86	24,140,043.00	15.2%

SPECIAL PROJECT FUNDS (FUNDS 21,22,25)	Audited 2021-2022	Unaudited 2022-2023	Budget 2023-2024	Change From Prev. Year Actual
900 000 Beginning Fund Balance	1,413,865.50	1,487,242.64	1,421,232.47	-4.4%
900 000 Ending Fund Balance	1,487,242.64	1,421,232.47	84,049.12	-94.1%
TOTAL REVENUES	1,126,562.75	1,456,199.42	0.00	-100.0%
100 000 Instruction	815,641.99	1,170,694.44	837,296.65	-28.5%
200 000 Support Services	153,939.80	351,515.15	494,636.70	40.7%
400 000 Non-Program Transactions	83,603.82	0.00	5,250.00	-
TOTAL EXPENDITURES	1,053,185.61	1,522,209.59	1,337,183.35	-12.2%

DEBT SERVICE FUND (FUNDS 38, 39)	Audited 2021-2022	Unaudited 2022-2023	Budget 2023-2024	Change From Prev. Year Actual
900 000 Beginning Fund Balance	851,478.33	861,586.45	695,836.04	-19.2%
900 000 ENDING FUND BALANCES	861,586.45	695,836.04	610,216.04	-12.3%
TOTAL REVENUES	6,317,634.34	10,364,781.13	7,079,821.00	-31.7%
281 000 Long-Term Capital Debt	3,250,461.72	8,248,052.04	7,165,441.00	-13.1%
285 000 Post Employment Benefit Debt	3,057,064.50	2,282,479.50	0.00	-100.0%
TOTAL EXPENDITURES	6,307,526.22	10,530,531.54	7,165,441.00	-32.0%

CAPITAL PROJECTS FUND (FUNDS 41, 46, 49)	Audited 2021-2022	Unaudited 2022-2023	Budget 2023-2024	Change From Prev. Year Actual
900 000 Beginning Fund Balance	7,146,006.16	7,716,023.55	9,860,864.48	27.8%
900 000 Ending Fund Balance	7,716,023.55	9,860,864.48	9,885,864.48	0.3%
TOTAL REVENUES	1,369,737.31	3,445,279.80	1,401,000.00	-59.3%
200 000 Support Services	799,719.92	1,300,438.87	1,376,000.00	5.8%
TOTAL EXPENDITURES	799,719.92	1,300,438.87	1,376,000.00	5.8%

FOOD SERVICE FUND (FUND 50)	Audited 2021-2022	Unaudited 2022-2023	Budget 2023-2024	Change From Prev. Year Actual
900 000 Beginning Fund Balance	1,989,973.13	4,072,679.26	3,377,075.54	-17.1%
900 000 ENDING FUND BALANCE	4,072,679.26	3,377,075.54	2,003,264.54	-40.7%
TOTAL REVENUES	7,275,544.69	5,611,375.62	6,943,650.00	23.7%
200 000 Support Services	5,191,215.62	6,306,979.34	8,317,461.00	31.9%
400 000 Non-Program Transactions	1,622.94	0.00	0.00	-
TOTAL EXPENDITURES	5,192,838.56	6,306,979.34	8,317,461.00	31.9%

COMMUNITY SERVICE FUND (FUNDS 85, 87)	Audited 2021-2022	Unaudited 2022-2023	Budget 2023-2024	Change From Prev. Year Actual
900 000 Beginning Fund Balance	1,003,641.26	1,123,755.23	1,224,402.38	9.0%
900 000 ENDING FUND BALANCE	1,123,755.23	1,224,402.38	1,224,402.38	0.0%
TOTAL REVENUES	2,347,522.75	2,535,547.36	2,515,998.00	-0.8%
200 000 Support Services	361,658.18	381,486.16	418,076.00	9.6%
300 000 Community Services	1,865,750.60	2,053,414.05	2,095,385.00	2.0%
400 000 Non-Program Transactions	0.00	0.00	2,537.00	-
TOTAL EXPENDITURES	2,227,408.78	2,434,900.21	2,515,998.00	3.3%

TOTAL EXPENDITURES - ALL FUNDS	158,109,579.15	167,609,423.78	165,922,071.50	-1.0%
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PROPOSED PROPERTY TAX LEVY

	2021-2022	2022-2023	Proposed 2023-2024	Change From Prev. Year
General Fund	26,616,317.00	20,697,066.00	24,515,738.00	18.45%
Referendum Debt Service Fund	3,223,827.00	7,229,219.00	7,079,821.00	-2.07%
Non-Referendum Debt Service Fund	3,046,950.00	2,922,342.00	0.00	-100.00%
Capital Projects Fund	1,300,000.00	1,300,000.00	1,375,000.00	5.77%
Community Service Fund	1,356,528.00	1,356,528.00	1,356,528.00	0.00%
TOTAL LEVY ALL FUNDS	35,543,622.00	33,505,155.00	34,327,087.00	2.45%

Sheboygan Public Education Foundation

Board of Directors - MINUTES

SPEF Monthly Meeting September 27, 2023

In attendance:

Jerry Jones, Kurt Kober, Kris Fritz, Chris Conway, Anne Holzem, Jennifer Scapellato, Heidi Boehmer, Terry Shircel, Roxanne Pauls.

Absent: Wayne Kolzow, Dave Freitag, Laurie Van Veghel, Craig Mazza, Tina Brunmeier, Seth Harvatine.

President Gerry Jones called the September 27, 2023 SPEF Monthly Board Meeting to order at 4:32 p.m. .

Approval of Minutes –

Gerry asked for approval of the Minutes of the August 9, 2023 Board of Directors Monthly Meeting. **Motion by Chris Conway and second by Kurt Kober to accept August 9, 2023 SPEF Monthly Board Meeting Minutes as written. Motion carried unanimously.**

School Board Report – Heidi Boehmer

Heidi stated she wanted to answer a question that was brought up at last month's SPEF Monthly Meeting regarding the shortfall in the SASD's budget after per pupil increases by the governor's budget. Heidi stated that because of the SASD's Fund Balance revenues from the high yields and what Mark Boehlke (SASD Business Manager/Assistant Superintendent) and district auditors, that using some of the interest earned from the Fund Balance, that is was not a problem and the future for the district looks good if the interest returns stay positive. Heidi also stated that the SASD's website dialogue about the School Board's recent employment agreements with teachers (salaries and stipends) was a good explanation of their actions. Heidi stated that the was a base wage increase of 4% aggregate and that the entry levels were higher than the higher (more years served) levels. The Cost-of-Living increase was 8%, which the School Board could not meet. So, to offset the difference of 4%, the School Board used some the interest in the Fund Balance and the state per-pupil funding increase, to grant a 4% across the board stipend. The stipend would be higher for the higher-level teachers and the payment would be pro-rated and be a one-time expenditure. Heidi said only teachers and administrators would receive the one-time stipend. Terry S. asked Heidi if any of the \$325 per pupil state increase funding would then be going to students and teachers in the classroom instead of only salaries? Heidi said the increased funds would be distributed across the board. Chris C. asked if the stipend would be paid monthly? Heidi said the increase would be spread out over the employee's pay periods, not at one time as was done in past years. Heidi stated that the School Board's actions with the stipend and Fund Balance still kept the school district's bond rating and cash flow in good terms and there was no taxpayers' tax impact. She said other school districts have gone to bond referendums and "kicked the can" down the road concerning salaries, but SASD School Board thought it was not wise to go to referendum for salary issues. Chris C. thanked Heidi for explaining the process and outcome and it was helpful for her understanding.

Heidi reported that the school district has expanded its Career Pathway Program with the addition of Business, Finance, Marketing. She said the program is free for any student in the free and/or reduced lunch program in regards to earning college credit/Associate's Degree via a SASD agreement with Lakeland University. Those students who do not qualify for free and/or reduce lunch program pay \$150.00. Roxanne P. asked who teaches these new courses. Heidi explained that the present SASD teachers will be teaching these new Pathway courses. Terry explained some of the parents' who call SPEF after their student graduates about concerns of the quality of education they received in either AP or these related college-earned courses while in high school. Roxanne and Terry stated that several students who receive SPEF scholarships do not be them renewed because they think they can handle the advanced coursework at the university level because of their high school grades in these courses, but then when they enroll and take the next level courses at the university, they are not prepared and their GPA suffer and some never get their GPAs back up to the scholarship requirement, etc. . Kurt K. said he was talking to the UW-Green Bay Chancellor recently about that issue and UW-GB is working on the high school quality and university readiness issue.

Superintendent's Report – Seth Harvatine. (Absent – No Report)

Report of the President – (Jerry Jones - President)

SPEF All In For Education

Jerry reminded SPEF Board members to register for All In, bring in their Silent Auction items, sponsorships, buy/sell raffle tickets. Terry said the Volunteer List will be emailed to SPEF Board members before the next monthly meeting and that there is a need for "workers" that night too.

SPEF Scholarship Update

Kurt presented to SPEF Board that he, Jerry, Roxanne, Terry met recently to discuss the SPEF Scholarship Program and the possibility of holding our own Scholarship Night. Jerry stated that the discussion centered around the celebration of SPEF's Scholarship program starting with

one 21 years ago to administering 54 this year. Jerry said it is not a competition between SPEF and the school district, but a complimentary program highlighting SPEF and the organization and meeting the needs of the SPEF donors (holding it in mid-May). Kurt added that with the ending of SPEF's Spring event of "Take The Lake" last year, SPEF has been looking for a Spring event to replace it and that a SPEF Scholarship Celebration Night would be a good event to "celebrate" SPEF and SASD seniors and create awareness to the community on the positive things SPEF does for the school district and community. **After some discussion, Jerry asked for a motion to recommend that SPEF hold its own Scholarship Night Celebration in mid-May of 2024. Motion by Chris Conway and second by Kurt Kober to direct Roxanne and Terry to start organizing a SPEF Scholarship Night Celebration in mid-May, 2024. Motion carried unanimously**

Report of the Finance Committee/Treasurer's Report – Wayne Kolzow (absent) Roxanne Pauls presented.

Treasurer's/Variance May/June Reports & Operational v. Actual Budget Report --

Roxanne reviewed the Treasurer's Report and Variance Report each Board member received for July, 2023. Roxanne mentioned that the SPEF Office Supplies were a bit lower than budgeted, and the 2023-204 Budget handout was revised to add Co-Managing Directors salary increase that SPEF Board passed at last month's meeting. **Jerry asked for a motion to approve the July, 2023 Treasurer's Report and Variance Reports and 2023-2024 Proposed Budget Report as presented. Motion by Chris Conway and second by Kris Fritz to accept the July, 2023 Treasurer's/Variance Reports and 2023-2024 Proposed Budget Report as presented. Motion carried unanimously.**

Roxanne also reported that the CLA Auditors came into SPEF Offices last week for the yearly audit. They scheduled two days, but got their work done in one day.

Staff Report – Roxanne Pauls & Terry Shircel

Monthly Financials –

Roxanne covered all material in Treasurer's Report with no additional updates.

Back to School Bash Update –

Roxanne and Terry reported the ten teachers/schools who won the \$100 school supplies raffle were contacted and they are ordering their materials.

New Teacher/Staff Orientation Update –

SPEF presented on August 24, 2023 at ABS at @11:45 a.m. and that it received two "Thank You" notes from two teachers who appreciated the work that SPEF does for employees.

SASD Retiree Ad Update –

Terry reported that the SPEF SASD Retiree ad ran two times in the local newspaper recognizing all retired SASD employees.

Staff Solicitation Update –

SPEF delivered all envelopes to be distributed to its SPEF Building Reps...Nov. 10, 2023 is the deadline for reps to return envelopes.

SPEF Fall Grant Proposals –

Fall SPEF Grant Proposal is Nov. 1, 2023. Terry reported that SPEF has already received some proposals using the new website. Roxanne and Terry are still looking for volunteers to serve on the SPEF Grant Proposal Selection Committee.

Other Business – None

New Business – None

Adjourn –

Jerry stated the September 27, 2023 agenda has been exhausted at 5:17 p.m..

Next Meeting:

Wednesday, October 18, 2023 ---- 4:30 p.m.

Remember "All In" is Nov. 3, 2023!!!



SHEBOYGAN AREA
— SCHOOL DISTRICT —

Committee Meeting Minutes, October 10, 2023

CURRICULUM & INSTRUCTION COMMITTEE – Ms. Kay Robbins, Chair

Ms. Kay Robbins, Chair, convened the meeting at 6:01 p.m.

Ms. Kay Robbins, Mr. Santino Laster, Mr. Mark Mancl, and Ms. Rebecca Versey were present.

1. LEGO® CODING – Mr. Jacob Konrath/Mr. Mike Jaber/Ms. Amy Dekker/Ms. Brenda Louko/Ms. Jenny Zalewski
(Information/Discussion)

Mr. Jaber reported that the Instructional Technology Team implemented the Lego Education STEAM curriculum into classroom instruction for the 2023-2024 school year. He explained that in June 2022 his team attended a conference on Lego education and what they experienced was so engaging, challenging, and fun that they decided to pilot the curriculum for grades 3-5 at all schools which was a huge success. Students' 4K-12 grades will have the opportunity to participate in the curricular activities throughout the school year. Students will experience collaboration, creativity, communication, and critical thinking through their interactions with the Lego lessons which are essential to success in future education and careers. Committee members participated in a sampling of one of the Lego lessons.

2. SUMMER SCHOOL REPORT – Mr. Jacob Konrath/Ms. Kristin DeTroye (Information/Discussion)

Ms. DeTroye reported that 2,705 resident students and 64 non-resident students participated in the summer school program. Offering Community Recreation Department classes a week at a time allowed for more students to sign up and attend the classes. Attendance was an issue so they will continue to work on ways to improve attendance for next year – potentially some incentives at the elementary level and involving the high school counselors more in order to get the kids to attend and not just register. Ms. DeTroye added that attendance was a problem with the credit recovery courses which run approximately 5-6 weeks and there was some discussion and explanation on how students can so quickly receive credit recovery. Mr. Konrath added that the scenario often is different or structured based on what the student has missed in their coursework.

3. 2022-2023 DISTRICT BULLYING REPORT – Mr. Jacob Konrath (Information/Discussion)

Mr. Konrath and Ms. Blum provided an overview of the Report on Student Bullying Data and noted that the challenge is who defines bullying and how it is reported. We continue to see more accurate reporting of incidents and category of bullying. Ms. Robbins asked about harassment and Ms. Blum responded that the definition is specific to classes (race, ethnicity, etc.). Mr. Konrath added that our district policy is very clear on the definition and our staff are properly trained. Harassment data is reported to the State and specific interventions and/or corrective actions are put into place depending on the incident as each is handled differently. He clarified that there is little the school district can do if a situation occurs outside of the school day or off school property; however, there is a nexus if the problem started in the school building. If there is no link, there is very little that can be done other than make sure our students are safe and we do what we have the ability to do. A future discussion will be how we handle students in detention centers.

Meeting adjourned at 6:39 p.m.



Committee Meeting Minutes of October 10, 2023

HUMAN RESOURCES COMMITTEE – Dr. Susan Hein, Chair

Mr. Mark Mancl, Vice Chair, called the meeting to order at 6:46 p.m.

Present: Mr. Mark Mancl, Ms. Heidi Boehmer, Ms. Rebecca Versey

Excused: Dr. Susan Hein

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

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

TEACHER

Ellen Wright Sheboygan, WI	Hospital Bound Central High	Marian University	Master’s Degree \$36,359.59 (prorated)
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Ms. Wright has been hired for the 2023-2024 school year. She is a 2020 retiree from the Sheboygan Area School District. She is certified in Alternative Education, Mathematics, and as a Principal. She was the only candidate interviewed.

ASSISTANT COOK

Trista Stroessner	Lincoln-Erdman	September 12, 2023	\$14.00 per hour
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COOKS

Malina Boelter	Urban	September 12, 2023	\$21.00 per hour
Sheila Malwitz	School Nutrition	September 18, 2023	\$15.00 per hour
Rachael Raflik	School Nutrition	September 21, 2023	\$20.50 per hour

CUSTODIANS

Brandon Davis	Longfellow	September 11, 2023	\$17.00 per hour
Nathan Lamb	North High	September 26, 2023	\$15.85 per hour
Sharon McAlister	Grant	September 11, 2023	\$20.75 per hour

EDUCATIONAL ASSISTANTS

Aryanna Bartlein	Longfellow	September 11, 2023	\$15.60 per hour
Nicole Cannon	Longfellow	September 12, 2023	\$15.60 per hour
Guadalupe Rosas	Sheridan	September 5, 2023	\$15.75 per hour

SECRETARY

Maren Levan	Recreation Department	September 28, 2023	\$18.00 per hour
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2. SEPARATIONS – Ms. Jami Hintz (Information)

The following separations have been granted:

Sheri Corgiat	Cook	Warriner MS/HS	October 4, 2023
Evangelina Dimas	Secretary	North High	September 26, 2023
Elizabeth Glenzer	Secretary	Student Services	September 22, 2023
Austin Krueger	Assistant Cook	Longfellow	September 25, 2023

The meeting adjourned at 6:47 p.m.



SHEBOYGAN AREA
— SCHOOL DISTRICT —

Committee Meeting Minutes, October 10, 2023

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

Mr. Ryan Burg, Chair, convened the meeting at 6:45 p.m.

Mr. Ryan Burg, Mr. Santino Laster, Ms. Kay Robbins and Ms. Sarah Ruiz-Harrison were present.

1. FACILITY PERMIT REPORT – Mr. Seth Harvatine (Information)

Mr. Harvatine provided the Facility Permit Report through September 30, 2023 for information.

Meeting adjourned at 6:46 p.m.



Committee Meeting Minutes of October 10, 2023

FINANCE & BUDGET COMMITTEE – Ms. Sarah Ruiz-Harrison, Chair

Ms. Sarah Ruiz-Harrison, Chair, called the meeting to order at 6:03 p.m.
Present: Ms. Sarah Ruiz-Harrison, Ms. Heidi Boehmer, Mr. Ryan Burg
Excused: Dr. Susan Hein

1. FUND 41 CAPITAL PROJECTS – Mr. Mark Boehlke (Information)

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

2. STATEMENT OF CASH FLOW – Mr. Mark Boehlke (Information)

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

3. REVENUES & EXPENDITURES REPORTS – Mr. Mark Boehlke (Information)

No revenue and expense reports until completion of the audit.

4. BUDGET REVISIONS & TRANSFERS OF APPROPRIATIONS – Mr. Mark Boehlke (Information)

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

5. FUND BALANCE DESIGNATION DISCUSSION – Mr. Mark Boehlke (Information)

Mr. Boehlke explained that generally, in October, administration brings forward proposed recommended fund balance designations in regard to the June 30, 2023 fund balance to get the committee's feedback and input regarding the recommended designations and make adjustments as needed. Mr. Boehlke reviewed the executive summary in detail, which outlined and explained the required designations, balances carried over from prior designations, additions to the prior year's designations, and new designations. He further noted that buildings/departments that want to use carryover funds need to complete a form stating what they will use the funds for. He highlighted that part of the designations is unassigned and is used for working capital and avoids the need for the District to borrow for cash flow purposes. Board policy requires an unassigned balance of 15-20% of the general fund balance. After the recommended designations, the unassigned balance is 17.4% of the 2023-2024 general budget. Last year, we were at 18.6%. Mr. Boehlke added that the Board can change the designations anytime during the year. Final recommendations will be brought back to the Finance and Budget Committee in November for possible action.

6. CHANGES TO HEALTH REIMBURSEMENT ARRANGEMENT (HRA) PLAN – Mr. Mark Boehlke (Information/Possible Action)

Moved by Mr. Burg, seconded by Ms. Boehmer to approve administration's recommended resolution to amend and restate the MidAmerica Administrative and Retirement Solutions Health Reimbursement Arrangement (HRA) by adopting all of the terms of the amended and restated Plan documents effective on October 10, 2023. All ayes. Motion carried unanimously.

Mr. Boehlke reviewed the recommended changes and explained that the administration had met with all three employee groups, and discussed raising the tier 3 contributions and changes to the vesting schedule. The groups had a concern of the gap between tier 2 and tier 3. He reviewed the current contributions and vesting schedule and recommended changes. Currently, the individual is vested or not after age 55 with "x" amount of years with the District, and they have to retire before the age of 65. Mr. Boehlke explained that when setting up the HRA plan, these parameters were put in place as a

budget consideration and to give staff the opportunity for early retirement and be off the District’s insurance plan. He further explained that years ago, they could retire at the age of 60, and the District paid their insurance until they turned the age of 65. The proposed recommendation for the administrators and teacher tier 3 groups is to increase the contribution by \$500 without a maximum cap and increase the support staff tier 3 contribution by \$250 without a maximum cap. He reviewed the vesting schedule changes. Staff would not have to retire before Medicare eligibility. Many support staff only retire before age 65 because they do not want to give up their HRA funds. Currently, staff can self-direct funds after ten years, the proposal would allow staff to self-direct after five years. The initial HRA contribution would begin after their third year of service. The new contribution amounts would start with the 2023-24 year of service contribution made in July 2024.

7. GIFTS – Mr. Mark Boehlke (Action)

Moved by Mr. Burg, seconded by Ms. Boehmer to accept all gifts to the District, approving those \$2,500 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	Sweet Escapes/Chad Coisman	Longfellow	78.00
Monetary	Crossroads Community Church	Longfellow	300.00
Monetary	Wallace Law Inc.	Cooper	1,000.00
Monetary	Ronald Mueller	Sheboygan Theatre Company	50.00
Monetary	Michael Rick	Sheboygan Theatre Company	1,410.00
Monetary	Rita Horstmeier	Sheboygan Theatre Company	210.00
Monetary	Mary Beth Martin	Sheboygan Theatre Company	100.00
Monetary	Amy Wilsnack	Sheboygan Theatre Company	20.00
Monetary	Jay Johnson	Sheboygan Theatre Company	25.00
Monetary	Kris/Travis Gross	Sheboygan Theatre Company	100.00
Monetary	Mary Berg	Sheboygan Theatre Company	60.00
Monetary	Heather Swart	Sheboygan Theatre Company	210.00
Monetary	Rae Green	Sheboygan Theatre Company	20.00
Monetary	Charlotte Liddicoat	Sheboygan Theatre Company	25.00
Monetary	Monica Mees	Sheboygan Theatre Company	35.00
Monetary	Lynn Klujeske	Sheboygan Theatre Company	35.00
Trumpet	Pat Schmidt	Pigeon River	450.00
<u>For Action</u>			
Monetary	Michael/Stephanie Larson	SASD Homeless Families Fund (to support homeless families in ways grant funds cannot be used)	6,000.00
Monetary	Kohler Company	Sheboygan Theatre Company	3,000.00

The meeting adjourned at 6:43 p.m.



Committee Meeting Minutes of October 10, 2023

COMMITTEE OF THE WHOLE – Mr. Santino Laster, Chair

1. Vice President Laster called the meeting to order at 6:51 p.m.
2. Vice President Laster requested that everyone stand and join him in the Pledge of Allegiance.
3. Moved by Mr. Burg, seconded by Mr. Mancl to approve the agenda. All ayes. Motion carried unanimously.
4. Present: Mr. Mark Mancl, Ms. Rebecca Versey, Mr. Ryan Burg, Ms. Kay Robbins, Mr. Santino Laster, Ms. Heidi Boehmer, Ms. Sarah Ruiz-Harrison.

Excused: Ms. Mary Lynne Donohue, Dr. Susan Hein

5. **SOUTH HIGH SCHOOL FLEXIBLE SCHEDULING REVIEW – Mr. Jacob Konrath/Mr. Kevin Formolo (Discussion)**

Administration reviewed South High School's Flexible Scheduling (Flex Mod). Mr. Konrath spoke about the process administration went through regarding flexible scheduling with the previous Board. He spoke about the comparable cohort data for 2022-2023 which shows the growth of the students in 9th grade compared to 11th grade. This was the latest data as the State of Wisconsin data was embargoed until today. There was much discussion about advanced proficient percentages and state standards. Mr. Konrath noted when looking at the comparison scores in the County, we are doing well. Mr. Harvatine summarized that when comparing and looking if it is the scheduling or programming, there are a lot of factors going into that. Mr. Konrath noted that they have looked at the report card scores concerning the growth and dug into those numbers; nothing shows terrible growth. The State assessment data was just released today, and Mr. Konrath and Ms. Blum will present this information at a future board meeting. Mr. Formolo highlighted that with having a few new board members, he is glad to have the opportunity to provide information on what Flexible Scheduling (Flex Mod) is and the background of implementing Flex Mod at South High School. He spoke about teacher collaboration, academic learning time, student interventions and supports, and having a schedule to support Academic and Career Planning. He explained the history and timeline of Flex Mod and their commitment to presenting to the Board twice a year for the first five years, with the Board approving Flex Mod to continue at South High School. The Flex Mod schedule structure and examples of Flex Mod schedules, class sizes, attendance, and class overlapping (conflict resolution) were reviewed and explained. He further talked about the ability of Flex Mod scheduling for students who need interventions and supports to keep those students in the mainstream with their grade level and do so by co-planning, co-teaching, and wrap-around instruction. There was much discussion regarding class conflict resolution, of which scheduled classes overlap. Teachers and students work together to resolve the conflicts. For example, that could result in students staying in a class later for help if they need it and attending the other class later. Or the teacher can determine that the student must choose between the overlapping classes. Mr. Formolo highlighted that the feeder eighth-grade students and their families receive a brochure outlining flexible scheduling. Each year, the teachers are surveyed insofar as if they are pleased with the Flex-Mod schedule. The fall 2023 survey results were a rating of 3.6, with 5 being strongly agree, 64 responses were received. Mr. Formolo will work with the Superintendent's office to provide dates for Board members to tour South High School, to see how flex mod works, check out the Professional Learning Communities (PLC), etc. Ms. Boehmer noted that while researching Flex Mod, those schools that continued with Flex Mod were based on teacher and student buy-in, and she questioned the survey score of 3.6 and what is lacking that there is not a higher approval. Mr. Formolo noted the concerns with some staff, such as the sharing of students during the first period, conflict of classes in which students

either arrive late or leave early, and having 30 mods and 25 passing periods and supervising those non-instructional areas. He added that they try to work with those teachers to have a singleton class, 30 students, and only one teacher and have a small advisory class all four years. Regarding the class conflicts, it is constantly working as a team. The teachers have a lot of autonomy, and they will work on putting more barriers on those overlaps to get conflicts restricted. Ms. Robbins expressed that she would like to see data that Flex Mod has been a significant improvement over a 7-period day; she also spoke about her concerns with overlapping classes, leaving a class early or arriving late and issues with some students having too much free time. Mr. Formolo noted that students have access electronically for the classes they may have to leave early or arrive late by checking Google Classroom. Mr. Mancl highlighted that when Flex Mod was presented it was as a different way of scheduling, not improving by leaps and bounds, but as advantages for higher level students to take high-level courses and opportunities for interventions and support for those students needing them. Mr. Formolo thanked the Board for their constructive feedback. He asked that if parents come forward to them with questions about Flex Mod to let him know so he can meet with them and have those conversations about how to help their kids succeed.

6. Moved by Mr. Mancl, seconded by Ms. Boehmer to adjourn at 8:07 p.m. All ayes. Motion carried unanimously.