



BOARD OF EDUCATION
SHEBOYGAN AREA SCHOOL DISTRICT
Sheboygan, Wisconsin

REGULAR MEETING AGENDA
Tuesday, March 12, 2024
6:30 p.m.

The regular meeting of the Board of Education of the Sheboygan Area School District will be held in the Board of Education meeting room, 3330 Stahl Road, Sheboygan, Wisconsin, on **Tuesday, March 12, 2024, at 6:30 p.m.** The following items will be presented for consideration at that time:

Please note that some Board members may be participating in this Board meeting via teleconference or other remote access technology. Members of the public who attend the meeting will be able to hear any open session dialogue between such members and the Board members present in the Boardroom. In addition, the District is offering audio and video access to the meeting via phone connection by calling 1-312-626-6799 with Meeting ID: 869 2383 2248 and Passcode: 097199 or <https://us06web.zoom.us/j/86923832248?pwd=yufRbAz8O5Iat0EW8a3XGrGEV3Emut.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)

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

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

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

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

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

Action on the Regular Board of Education meeting minutes of February 27, 2024 and Closed Session meeting minutes of February 27, 2024.

6:35 **VI. DIPLOMAS – Ms. Kay Robbins/Mr. Jacob Konrath** (Information/Action)

- A. The Curriculum and Instruction Committee recommends that a high school diploma (early graduation) be awarded to Dontay Yang, North High School class of 2024.
- B. The Curriculum and Instruction Committee recommends that a high school diploma be awarded to Sabrina Cheney, North High School class of 2022.

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

Reports will be provided by:

Central High School: Kylee Maxey

Étude High School: Liliana Heinen

6:40**VIII. COMMUNITY INPUT – President** (Information)

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

6:41 **IX. SUPERINTENDENT’S REPORT – Mr. Seth Harvatine** (Information)

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

6:45 **X. MISCELLANEOUS**

10 min. **A. STRATEGIC (LONG-RANGE) PLAN QUARTERLY REVIEW – Mr. Seth Harvatine/Mr. Jacob Konrath/Mr. Mark Boehlke/Ms. Jami Hintz** (Information/Discussion)

Administration will provide an update to the Board of Education on the quarterly review of the Strategic (Long-Range) Plan.

2 min. **B. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 2340 – DISTRICT-SPONSORED TRIPS – Mr. Jacob Konrath** (Discussion/Possible Action)

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

- Policy 2340 – Program; District-Sponsored Trips

2 min. **C. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 2451 – PROGRAM OR CURRICULUM MODIFICATIONS – Mr. Jacob Konrath** (Discussion/Possible Action)

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

- Policy 2451 – Program; Program or Curriculum Modifications

2 min. **D. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 2521 – SELECTION OF INSTRUCTIONAL MATERIALS AND EQUIPMENT – Mr. Jacob Konrath** (Discussion/Possible Action)

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

- Policy 2521 – Program; Selection of Instructional Materials and Equipment

2 min. **E. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 5215 – MISSING AND ABSENT CHILDREN – Mr. Jacob Konrath** (Discussion/Possible Action)

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

- Policy 5215 – Students; Missing and Absent Children

2 min. **F. ADOPTION (SECOND READING) OF NEW BOARD OF EDUCATION POLICY 5505 – ACADEMIC HONESTY – Mr. Jacob Konrath** (Discussion/Possible Action)

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

- Policy 5505 – Students; Academic Honesty

2 min. **G. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 5530 – DRUG PREVENTION – Mr. Jacob Konrath** (Discussion/Possible Action)

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

- Policy 5530 – Students; Drug Prevention

2 min. **H. ADOPTION (SECOND READING) OF NEW BOARD OF EDUCATION POLICY 7540.08 – ARTIFICIAL INTELLIGENCE (AI) – Mr. Jacob Konrath** (Discussion/Possible Action)

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

- Policy 7540.08 – Property; Artificial Intelligence (AI)

2 min. **I. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 8420 – EMERGENCY PREPAREDNESS – Mr. Jacob Konrath** (Discussion/Possible Action)

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

- Policy 8420 – Operations; Emergency Preparedness

7:11 **XI. REPORT OF COMMITTEES**

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

1. Diploma (Early Graduation) (See above)
2. Diploma (See above)
3. 2024 Summer School Recommendation (Information/Possible Action)
4. ACT 20 Update (Information/Discussion)

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

1. Appointments (Confirming Action)
2. Leave of Absence (Action)
3. Separations (Information)
4. Retirements (Action)
5. Introduction (First Reading) of Revised Board of Education Policy 8700 – Nursing (Discussion/Possible Action)

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

1. Community Recreation Department Participation Report (Information)
2. Sheboygan Theatre Company Financial Report (Action)
3. Community Recreation Department Financial Report (Action)
4. Facility Permit Report (Information)

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

1. Fund 41 Capital Projects (Action)
2. Statement of Cash Flow (Action)
3. Revenues & Expenditures Reports (Action)
4. Budget Revisions and Transfers of Appropriations (Action)
5. Resolution Authorizing the Appointment of Successor Trustee and Custodian for the Wisconsin Other Post-Employment (OPEB) Trust (Action)
6. Gifts (Action)

E. SPECIAL BOARD COMMITTEES/ASSIGNMENTS

1. Human Growth and Development Citizens’ Advisory Committee – Ms. Kay Robbins/Mr. Jeff Leismer (Information/Possible Action)
 - Ms. Robbins and Mr. Leismer will provide an update of the Human Growth and Development Citizens’ Advisory Committee meeting minutes of February 26, 2024.
 - The committee recommends the appointment of Ms. Megan Smillie for the open community member position. Voting results and letters of application for candidates can be found in the February 26, 2024 meeting minutes.

7:21 **XII. COMMUNICATIONS** (Information)

Mr. Steve Kellner – Proposed building site Urban Middle School; Ms. Tiffany Schanno – Suggestions for Policy

7:22 **XIII. FUTURE MEETING DATES** (Information/Possible Action)

April 9, 2024 – Committee meetings at 6:00 p.m.

April 23, 2024 – Annual Reorganization Meeting at 6:00 p.m.; Regular Board of Education meeting at 6:30 p.m.

XIV. 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, February 27, 2024**

The regular meeting of the Board of Education of the Sheboygan Area School District was held on Tuesday, the 27th day of February at 6:00 p.m. in the Board of Education meeting room, 3330 Stahl Road, Sheboygan, Wisconsin, as well as members attending via teleconference or other remote access technology. This regular meeting was announced in compliance with the Open Meeting Law of the Wisconsin State Statutes.

President Donohue called the meeting to order at 6:00 p.m.

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

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

Present: Mr. Mark Mancl, Ms. Rebecca Versey, Mr. Ryan Burg, Ms. Kay Robbins, Ms. Mary Lynne Donohue, Mr. Santino Laster, Ms. Heidi Boehmer

Excused: Dr. Susan Hein, Ms. Sarah Ruiz-Harrison

APPROVAL OF MINUTES

Moved by Ms. Robbins, seconded by Ms. Boehmer to approve the Regular Board of Education meeting minutes of January 23, 2024, Closed Session meeting minutes of January 23, 2024, and Closed Session meeting minutes of February 13, 2024. All ayes. Motion carried unanimously.

DIPLOMAS

Moved by Ms. Robbins, seconded by Mr. Laster to accept the Curriculum and Instruction Committee recommendation that high school diplomas (Early Graduation GED Option 2 Program) be awarded to Naomi Matos, Vie Xiong, and Jackie Xiong, South High School class of 2024. All ayes. Motion carried unanimously.

STUDENT REPRESENTATIVES

Ms. Megan Gruenloh, North High School student representative reported on finishing first semester final exams and thanked the school board for approving the International Model United Nations Conference fieldtrip to Chicago, Illinois. She added that there have been no scheduling issues for the start of the second semester and a pep rally was held with great student attendance. An open house was recently held for eighth graders and their parents, which was well attended and the North High School spring play will begin in March. Ms. Gruenloh provided a review of sports noting there were students who qualified for state events.

Ms. Yesinia Vera, South High School student representative reported on the many clubs she actively serves and that she will be attending the University of Wisconsin-Madison on a full tuition scholarship. Winter sports are wrapping up with some students qualifying for state. South High School hosted 29 teams for forensics with South finishing in second place. She provided an overview of other events that are taking place and noted that advisories have been focusing on local scholarships providing assistance with writing them. She added that end-of-year celebrations are being planned.

COMMUNITY INPUT

Mr. Robert Theis, 1628 S. 13th St., Sheboygan, WI – Mr. Theis was a substitute teacher in the District and had concerns about his mistreatment as a previous employee and commented that we have failed as a district and as a community and there are much bigger problems to solve. Leadership is about mentoring and guiding those who will once replace us. The leadership in the District lacks empathy and promotes friends and family above and over others.

SUPERINTENDENT'S REPORT

Mr. Harvatine reported on the community referendum meetings recently held to share the preliminary plans and gather feedback on the potential Farnsworth and Urban Middle School projects and the upcoming open community meetings and school tours that will take place for residents to learn more about the potential referendum projects. He congratulated Ms. Amy Dekker who was recently selected as a LEGO Education Ambassador - only 78 educators were accepted into the program this year. Grant Elementary School kindergarten teacher Chris Conway started Conway's Closet to provide warm winter gear to students who need them and the open enrollment application period for the 2024-2025 school year began on February 5, and ends on April 30. The South High School art department promoted several interactive art activities that included more than 1,300 fourth and fifth grade students who used Sphero bolts and iPads to paints sheets of foam in red, white, and blue. South High School art students took the backdrops and used them to create a large-scale flag. The piece was donated to the VFW Memorial Post 9156 to honor all who have served, and are currently serving in the military. Mr. Harvatine also talked about the 30,000 community newsletters that were sent out and that the District was awarded the Bipartisan Safer Communities Act – Stronger Connections Grant for the amount of \$400,000.

MISCELLANEOUS

Ms. Donohue noted she would like one motion for agenda items A. through J. and asked if the Board had any questions on any of the policies and there were none.

Moved by Mr. Laster, seconded by Ms. Versey to approve agenda items A. through J. All ayes. Motion carried unanimously.

- A. Adoption (Second Reading) of Revised Board of Education Policy 0100 – Bylaws; Definitions**
- B. Adoption (Second Reading) of Revised Board of Education Policy 0122 – Bylaws; Board Powers**
- C. Adoption (Second Reading) of Revised Board of Education Policy 0144.3 – Bylaws; Conflict of Interest**
- D. Adoption (Second Reading) of Revised Board of Education Policy 8120 – Operations; Volunteers**
- E. Adoption (Second Reading) of Revised Board of Education Policy 8310 – Operations; Public Records**
- F. Adoption (Second Reading) of Revised Board of Education Policy 9140 – Relations; Citizens' Advisory Committees**
- G. Adoption (Second Reading) to Delete Board of Education Policy 9210 – Relations; Parent Organizations**
- H. Adoption (Second Reading) of Revised Board of Education Policy 9211 – Relations; District Support Organizations**
- I. Adoption (Second Reading) of Revised Board of Education Policy 6151 – Finances; Returned Checks**
- J. Adoption (Second Reading) of Revised Board of Education Policy 6610 – Finances; Student Activity Fund**

REPORT OF COMMITTEES

A. CURRICULUM & INSTRUCTION COMMITTEE

Moved by Ms. Robbins, seconded by Mr. Laster to accept the Curriculum and Instruction Committee's recommendation to approve agenda items #5 through #12. All ayes. Motion carried unanimously.

1. Diplomas (Early Graduation GED Option 2 Program)

From the committee meeting:

Moved by Mr. Laster, seconded by Ms. Versey to accept administration's recommendation that high school diplomas be awarded to Naomi Matos, Vie Xiong, and Jackie Xiong, who are members of the class of 2024 and have completed all requirements to receive their diplomas through the GED Option 2 Program from the Department of Public Instruction (DPI). All ayes. Motion carried unanimously.

2. Distributive Education Clubs of America (DECA) State Conference Field Trip

Moved by Ms. Robbins, seconded by Mr. Mancl to accept the Curriculum and Instruction Committee's recommendation for North High School students to travel to Lake Geneva, WI from February 24-28, 2024 to compete in the Distributive Education Clubs of America (DECA) State Conference. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Ms. Versey, seconded by Mr. Laster to accept administration's recommendation for North High School students to travel to Lake Geneva, WI from February 24-28, 2024 to compete in the Distributive Education Clubs of America (DECA) State Conference. All ayes. Motion carried unanimously.

3. Achievement Gap Reduction (AGR) Goal Update

From the committee meeting:

Mr. Konrath thanked the attending principals for their work and noted that the purpose of the report is to provide an update on the end of semester Achievement Gap Reduction (AGR) program that is currently in place at Grant, Jefferson, Longfellow, and Sheridan Elementary Schools. In 2015, Wisconsin Acts 53 and 71 amended the SAGE program to create the AGR program. Outlined in the Executive Summary are requirements of the program. Each principal provided an update on the AGR strategies they have been using to achieve compliance in the program and success in their schools. With ACT 20, it will require some adjustments to their instructional practices; however, preparations are in place with staff. Mr. Renzelmann added that the Early Literacy Curriculum Council is working on a list of resources that was supposed to be ready by December, but is not, and probably will not be available until February. A district team is in place that has been preparing for adopting the resources, but we are still waiting on the list. Ms. Robbins asked what AVMR was and Mr. Neils responded that it is an intervention for math focusing on the foundational skills in addition to Bridges. Mr. Mancl asked the principals about the change in the professional development days for teachers that will be implemented next year and the principals' response was positive because teachers will have the opportunity to be the most engaged versus trying to have professional development after the school day.

4. Second Friday Report

From the committee meeting:

Mr. Konrath reported that the second Thursday/Friday enrollment count is defined as all students attending the Sheboygan Area School District on Thursday, January 11, 2024, or students attending before and after January 11, 2024. Those numbers are used by the Department of Public Instruction (DPI) to calculate student aid distribution. Mr. Konrath reported that the District is down 24 students, and added that declining enrollment is happening all across the State. The District is down 16 students for the three-year average, which is nothing alarming. Mr. Konrath is optimistic for the future due to the growth occurring in Sheboygan which should result in an increase in enrollment numbers.

5. Introduction (First Reading) of Revised Board of Education Policy 2340 – District-Sponsored Trips

From the committee meeting:

Moved by Mr. Laster, seconded by Ms. Versey to approve the introduction (first reading) of revised Board of Education Policy 2340 – Program; District-Sponsored Trips. All ayes. Motion carried unanimously.

6. Introduction (First Reading) of Revised Board of Education Policy 2451 – Program or Curriculum Modifications

From the committee meeting:

Moved by Ms. Versey, seconded by Mr. Laster to approve the introduction (first reading) of revised Board of Education Policy 2451 – Program; Program or Curriculum Modifications. All ayes. Motion carried unanimously.

7. Introduction (First Reading) of Revised Board of Education Policy 2521 – Selection of Instructional Materials and Equipment

From the committee meeting:

Moved by Ms. Versey, seconded by Mr. Laster to approve the introduction (first reading) of revised Board of Education Policy 2521 – Program; Selection of Instructional Materials and Equipment. All ayes. Motion carried unanimously.

8. Introduction (First Reading) of Revised Board of Education Policy 5215 – Missing and Absent Children

From the committee meeting:

Moved by Mr. Laster, seconded by Ms. Versey to approve the introduction (first reading) of revised Board of Education Policy 5215 – Students; Missing and Absent Children. All ayes. Motion carried unanimously.

9. Introduction (First Reading) of New Board of Education Policy 5505 – Academic Honesty

From the committee meeting:

Moved by Mr. Laster, seconded by Ms. Versey to approve the introduction (first reading) of new Board of Education Policy 5505 – Students; Academic Honesty. All ayes. Motion carried unanimously.

10. Introduction (First Reading) of Revised Board of Education Policy 5530 – Drug Prevention

From the committee meeting:

Moved by Ms. Versey, seconded by Mr. Laster to approve the introduction (first reading) of revised Board of Education Policy 5530 – Students; Drug Prevention. All ayes. Motion carried unanimously.

11. Introduction (First Reading) of New Board of Education Policy 7540.08 – Artificial Intelligence (AI)

From the committee meeting:

Moved by Mr. Laster, seconded by Ms. Versey to approve the introduction (first reading) of new Board of Education Policy 7540.08 – Property; Artificial Intelligence (AI). All ayes. Motion carried unanimously.

Ms. Robbins raised concern that artificial intelligence could create an entirely different level of cheating and asked Mr. Konrath how we would deal with the negative impact. Mr. Konrath responded that likely there would be professional development of AI so staff have a better understanding of it. We will not be able to run from it; however, it can also be a positive for kids and can be especially effective where resources can be limited. This policy is just a starting point. Mr. Mancl also suggested offering classes to students so they have a better understanding of AI as well.

12. Introduction (First Reading) of Revised Board of Education Policy 8420 – Emergency Preparedness

From the committee meeting:

Moved by Mr. Mancl, seconded by Ms. Versey to approve the introduction (first reading) of revised Board of Education Policy 8420 – Operations; Emergency Preparedness. All ayes. Motion carried unanimously.

B. HUMAN RESOURCES COMMITTEE

1. Appointments

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

Mr. Konrath introduced Ms. Rachel Ledezma and provided an overview of her background. Ms. Ledezma thanked the school board for entrusting her in her newly appointed role and she is excited to be back in the District. She is looking forward to building on the success and the abundance of opportunities that are available to students.

From the committee:

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

ADMINISTRATOR

Rachel Ledezma	Assistant Superintendent	Cardinal Stritch University	Master’s Degree
Brown Deer, WI	Student and Instructional Services		\$152,722.00

Ms. Ledezma has been appointed as the Assistant Superintendent of Student and Instructional Services. She will begin her new role on July 1, 2024. Ms. Ledezma has a Master of Arts in Education from Mount Mary College, a Master of Science in Education Leadership from Cardinal Stritch University, an Education Specialist Degree, and a District Administrator License from Concordia University. She is currently serving as the Director of Special Education and Pupil Services for the Greendale School District. She has held this role since August 2021. Previously, Ms. Ledezma served in our district as the Coordinator of Special Education and Student Services and C.H.A.N.G.E. Academy Principal from August 2018 to August 2021. Additionally, she has also served as the MCAP Case Manager at Vel R Phillips School of Wauwatosa School District, Education Coordinator at The Richardson School, and Special Education Teacher at Carver Academy of the Milwaukee Public School District. Ms. Ledezma was one of five candidates interviewed for the position.

TEACHERS

Savannah Brusse	First Grade	UW-Oshkosh	Bachelor’s Degree
Sheboygan, WI	Cooper		\$23,187.67 (prorated)

Ms. Brusse has been hired for the 2023-2024 school year. She will be certified in Regular Education. She was the only candidate interviewed.

Sheila Franklin Racine, WI	Chemistry South High	UW-Superior	Bachelor's Degree \$26,155.76 (prorated)
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Ms. Franklin has been hired for the 2023-2024 school year. She is certified in Chemistry and Physics. She was the only candidate interviewed.

Jacob Holmer Sheboygan Falls, WI	English South High	Lakeland University	Bachelor's Degree \$23,187.67 (prorated)
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Mr. Holmer has been hired for the 2023-2024 school year. He will be certified in English. He was the only candidate interviewed.

Ariana Soto Sheboygan, WI	First Grade Dual Language Sheridan	Lakeland University	Bachelor's Degree \$23,187.67 (prorated)
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Ms. Soto has been hired for the 2023-2024 school year. She will be certified in Regular Education and Spanish. She was the only candidate interviewed.

ASSISTANT COOK

Sonya Miller	Longfellow	January 29, 2024	\$15.00 per hour
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COOKS

Kristy Martin	Horace Mann	January 8, 2024	\$15.00 per hour
Brenda Powers	Farnsworth	January 22, 2024	\$16.25 per hour

CUSTODIANS

Joshua Devine	Facilities Services	January 30, 2024	\$20.36 per hour
Patrick Panka	Grant	January 8, 2024	\$17.65 per hour

EDUCATIONAL ASSISTANT

Megan Goetsch	North High	February 12, 2024	\$16.85 per hour
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SECURITY OFFICER

Timothy Mc Mullen	North High	February 6, 2024	\$16.95 per hour
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*Relative of SASD employee

2. Leave of Absence

Moved by Mr. Mancl, seconded by Ms. Boehmer to accept the Human Resources Committee recommendation to approve personal leave of absence without compensation requests. All ayes. Motion carried unanimously.

From the committee meeting:

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

Tsion Purtell	Educational Assistant	Jackson	January 8, 2024 – May 8, 2024
Stephanie Weber	Teacher	North High	January 29, 2024 – June 10, 2024

3. Separations

From the committee meeting:

The following separations have been granted:

Jean De Dianous	Educational Assistant	Jefferson	February 2, 2024
Tanner Good	Educational Assistant	North High	January 30, 2024
Jessica Hansell	Educational Assistant	Wilson	January 10, 2024
Charlie Hardy	Educational Assistant	Jackson	February 9, 2024
Terese Jaeger	Speech & Language Pathologist	South High	June 10, 2024
Victoria Kreutz	Educational Assistant	Early Learning Center	January 31, 2024
Nathan Lamb	Custodian	North High	February 17, 2024
Paul Lukas	Delivery Driver	School Nutrition	February 2, 2024

Collen Machut	Teacher	Étude Middle	January 26, 2024
Shawn Nytes	Custodian	South High	January 8, 2024
Scott Reineke	School Security Officer	North High	February 9, 2024
Katelyn Roellchen	Teacher	Étude Middle	January 29, 2024
Cale Schueffner	Teacher	Lincoln-Erdman	June 10, 2024
Christine Vollmer	Library Media Specialist	Sheridan	June 10, 2024
Barbara Weber	Educational Assistant	Jackson	January 31, 2024
Mark Wittig	Associate Principal	North High	June 30, 2024
Tanya Wood	Educational Assistant	Urban	January 5, 2024

4. Retirements

Moved by Mr. Mancl, seconded by Mr. Laster to accept the Human Resources Committee recommendation to grant employee requests to retire. All ayes. Motion carried unanimously.

From the committee meeting:

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

Sally Anderson Dick	Teacher	Cleveland	31.91 years of service
Tracy Bolz	Teacher	Pigeon River	37.00 years of service
Gail Dederling	Teacher	Sheridan	20.00 years of service
Nancy Ebertz	Teacher	Grant	34.00 years of service
Tammy Elsesser	Secretary	Business Services	34.10 years of service
Scott Gedemer	Teacher	Central High	30.00 years of service
Levi Goins	Teacher	Warriner High	19.00 years of service
Heidi Gruetzmacher	Teacher	Cooper	30.00 years of service
Richard Gullixon	Teacher	Sheridan	22.00 years of service
Susan Heniadis	Teacher	Wilson	28.00 years of service
Beth Johnson	Teacher	Urban	33.00 years of service
Jill Krause	Teacher	North	34.00 years of service
Shelli LeRoy	Teacher	Lincoln-Erdman	32.00 years of service
Mary Mehn	Teacher	Early Learning Center	21.00 years of service
Sandra Menting	Teacher	Jefferson	25.00 years of service
Edward Moberg	Teacher	Grant	35.58 years of service
Amy Mojica	Teacher	North	29.00 years of service
Angela Parks	Teacher	Grant	24.00 years of service
Lori Petrie	Teacher	Jefferson	33.00 years of service
Wendy Plautz	Teacher	Sheridan	34.00 years of service
Angela Shinnars	Teacher	Grant	16.00 years of service
Lynn Sixel	Teacher	Horace Mann	31.48 years of service
Elizabeth Sprinkman	Teacher	Urban	21.00 years of service
Susan Sundquist	Teacher	Pigeon River	20.00 years of service
Marci Tanz	Teacher	Longfellow	26.00 years of service
Carla Vorpahl	Social Worker	South High	25.00 years of service

5. Internal Staff Transfer

From the committee meeting:

The following internal transfer (an internal employee moving from one position to another position) for the 2024-2025 school year has been granted:

Joseph O'Brien	Dean of Students at North High	Associate Principal at North High School
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C. FACILITIES/RECREATION/THEATRE COMMITTEE

Moved by Mr. Burg, seconded by Mr. Laster to accept the Facilities/Recreation/Theatre Committee recommendation to approve agenda items #2, #3, and #4. All ayes. Motion carried unanimously.

Moved by Mr. Burg, seconded by Ms. Boehmer to accept the Facilities Recreation/Theatre Committee recommendation to approve agenda items #6 and #7. All ayes. Motion carried unanimously.

1. Urban Forestry Grant

From the committee meeting:

Mr. Mullen provided information on the Wisconsin DNR Urban Forestry grant that was received for \$25,000. The grant will be used to replace trees on some district properties. Mr. Vollmer added that the emerald ash borer has decimated more than 300 ash trees on district property. Mr. Mullen added that the grant funds would also be used for materials that will be incorporated into the biology curriculum. Mr. Mullen also talked about their organization Lakeshore Natural Resource Partnership (LNRP) and noted the grant has three components: 1) tree inventory (replacing the trees), 2) tree planting (funding will help support the planting maintenance of the trees), and 3) tree planting itself. Grant funds will flow through LNRP’s accounting services. Mr. Burg asked about the timeframe, and Mr. Mullen responded that it will be most likely in the spring and fall and if they are unable to meet that timeframe the DNR will work with them to extend it. The student participation is the critical piece as there are many science connections. Ms. Robbins asked what types of trees will be planted and Mr. Mullen responded that they have not gotten to that point yet. Much thought is put into it and they work closely with the local forestry and DNR. Mr. Fessler added that Restoration of Our Trees – Sheboygan (ROOTS) and the rotary clubs have been working with the LNRP and raise private capital when they can. There was a match involved with this grant and he asked for the Board’s commitment that we are a stakeholder in this project. Mr. Harvatine added that this is a win-win partnership and they have the District and school board’s support.

2. Tabulation of Bids - Roofing

From the committee meeting:

Moved by Ms. Robbins, seconded by Mr. Laster to authorize administration to enter into contract with Langer Roofing and Sheet Metal, Inc. of Milwaukee, WI in the amount of \$433,435 for roof replacements at North High School. All ayes. Motion carried unanimously.

<u>BIDDER</u>	North High Sec #5A	North High Sec #5B	North High Sec #11
Langer Roofing & Sheet Metal, Inc.	\$173,550	\$210,550	\$49,335
Performance Roofing Systems, Inc.	\$177,278	\$213,787	\$50,938
FJA Christiansen Roofing Co., Inc.	\$186,554	\$221,310	\$59,734

[Capital Funds - Roofing]

3. Tabulation of Bids – South High School Restroom Plumbing Renovation

From the committee meeting:

Moved by Ms. Robbins, seconded by Mr. Laster to authorize administration to enter into contract with Quasius Construction Company of Sheboygan, WI in the amount of \$159,646 for the placement of the plumbing and fixtures in five (5) restrooms at South High School. All ayes. Motion carried unanimously.

<u>BIDDER</u>	<u>BID</u>
Quasius Construction Company	\$159,646
A. Chappa Construction, LLC	\$226,010
Jos. Schmitt Construction	\$238,380

[Capital Funds – Plumbing]

4. Tabulation of Bids – Building Automation Upgrade

From the committee meeting:

Moved by Ms. Robbins, seconded by Mr. Laster to authorize administration to enter into contract with Automated Logic Corporation of Green Bay, WI in the amount of \$88,921 to upgrade the HVAC building automation controls for the Administrative Services Building. All ayes. Motion carried unanimously.

<u>BIDDER</u>	<u>BID</u>
Automated Logic Corporation	\$88,921
Automated Energy Solutions, Inc.	\$90,000

[Designated Fund Balance – Administrative Services Building]

5. Sheboygan Theatre Company 90th (2023-2024) and 91st (2024-2025) Season Update

From the committee meeting:

Mr. Koehler provided an updated of the remaining shows for the 2023-2024 season and upcoming shows for the 2024-2025 season. He added that musicals are more costly than straight plays. The Sheboygan Theatre Company will be purchasing new software, Ovation, which will provide season/flex ticket holder sales, reservations and support.

6. Sheboygan Theatre Company Financial Report

From the committee meeting:

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

7. Community Recreation Department Financial Report

From the committee meeting:

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

8. Facility Permit Report

From the committee meeting:

Mr. Koehler presented the Facility Permit Report through January 31, 2024 for information.

D. FINANCE & BUDGET COMMITTEE

Moved by Mr. Burg, seconded by Ms. Boehmer to accept the Finance and Budget Committee recommendation to approve agenda items #1, #2, #3, and #4. All ayes. Motion carried unanimously.

1. Fund 41 Capital Projects

From the committee meeting:

Moved by Mr. Burg, seconded by Ms. Boehmer to approve the Fund 41 Capital Projects through December 31, 2023. All ayes. Motion carried unanimously.

Mr. Boehlke noted there was a typo under the 2023-24 fiscal year-to-date tax levy column which should be \$1,375,000, not \$1,376,000.

2. Statement of Cash Flow

From the committee meeting:

Moved by Ms. Boehmer, seconded by Mr. Burg to approve the Statement of Cash Flow through December 31, 2023. All ayes. Motion carried unanimously.

3. Revenues & Expenditures Reports

From the committee meeting:

Moved by Mr. Burg, seconded by Ms. Boehmer to approve the Revenue & Expenditures reports through December 31, 2023. All ayes. Motion carried unanimously.

4. Budget Revisions and Transfers of Appropriations

From the committee:

Moved by Mr. Burg, seconded by Ms. Boehmer to approve the Budget Revisions and Transfers reports through December 31, 2023. All ayes. Motion carried unanimously.

Ms. Boehmer noted there is a typo on page 5, where the first column shows 74 and the second column shows 7,433. Both columns should be 74.33.

GENERAL FUND (FUND 10)	Revised Budget 11-30-23	Revised Budget 12-31-23	Budget Increase (Decrease)
REVENUES			
100 Transfers-in	0.00	0.00	0.00
Local Sources			
210 Taxes	24,585,309.00	24,585,309.00	0.00
240 Payments for Services Provided Local Governments	0.00	0.00	0.00
260 Non-Capital Sales	376,532.15	383,676.59	7,144.44
270 School Activity Income	153,358.55	158,177.55	4,819.00
280 Interest on Investments	1,707,233.00	1,707,233.00	0.00
290 Other Revenue, Local Sources	319,458.53	319,852.03	393.50
Subtotal Local Sources	27,141,891.23	27,154,248.17	12,356.94
Other School Districts Within Wisconsin			
340 Payments for Services	1,973,522.00	1,973,522.00	0.00
Revenue from Intermediate Sources			
510 Transit of Aids	48,968.00	48,968.00	0.00
State Sources			
610 State Aid -- Categorical	855,500.00	855,500.00	0.00
620 State Aid -- General	87,854,987.00	87,854,987.00	0.00
630 DPI Special Project Grants	100,000.00	100,000.00	0.00
640 Payments for Services	133,000.00	133,000.00	0.00
650 Student Achievement Guarantee in Education	2,196,274.59	2,196,274.59	0.00
660 Other State Revenue Through Local Units	17,000.00	17,000.00	0.00
690 Other Revenue	7,636,487.00	7,636,487.00	0.00
Subtotal State Sources	98,793,248.59	98,793,248.59	0.00
Federal Sources			
710 Transit of Aids	110,410.00	110,410.00	0.00
730 DPI Special Project Grants	5,710,151.00	5,710,151.00	0.00
750 IASA Grants	2,310,497.00	2,310,497.00	0.00
780 Other Federal Revenue Through State	24,000.00	24,000.00	0.00
790 Other Revenue from Federal Sources	0.00	0.00	0.00
Subtotal Federal Sources	8,155,058.00	8,155,058.00	0.00
Other Financing Sources			
860 Compensation, Fixed Assets	0.00	0.00	0.00
Other Revenues			
960 Adjustments	0.00	0.00	0.00
970 Refund of Disbursement	150,000.00	150,000.00	0.00
990 Miscellaneous	299,219.68	299,219.68	0.00
Subtotal Other Revenues	449,219.68	449,219.68	0.00
TOTAL REVENUES	136,561,907.50	136,574,264.44	12,356.94
EXPENDITURES			
Instruction			
110 000 Undifferentiated Curriculum	25,457,172.16	25,465,239.16	8,067.00
120 000 Regular Curriculum	30,376,323.44	30,415,604.44	39,281.00
130 000 Vocational Curriculum	3,208,343.30	3,216,138.74	7,795.44

140 000 Physical Curriculum	2,939,666.00	2,939,666.00	0.00
160 000 Co-Curricular Activities	1,483,838.59	1,485,684.59	1,846.00
170 000 Other Special Needs	539,278.00	539,278.00	0.00
Subtotal Instruction	64,004,621.49	64,061,610.93	56,989.44
Support Sources			
210 000 Pupil Services	6,138,709.24	6,023,310.24	(115,399.00)
220 000 Instructional Staff Services	6,017,343.86	6,115,446.86	98,103.00
230 000 General Administration	2,118,823.77	2,130,129.77	11,306.00
240 000 School Building Administration	7,994,877.24	7,944,234.24	(50,643.00)
250 000 Business Administration	18,617,272.87	18,663,768.37	46,495.50
260 000 Central Services	896,192.00	896,770.00	578.00
270 000 Insurance & Judgments	1,053,669.00	1,053,669.00	0.00
280 000 Debt Services	1,610.00	1,610.00	0.00
290 000 Other Support Services	2,956,832.30	2,978,044.30	21,212.00
Subtotal Support Sources	45,795,330.28	45,806,982.78	11,652.50
Non-Program Transactions			
410 000 Inter-fund Transfers	14,892,247.94	14,892,247.94	0.00
430 000 Instructional Service Payments	17,749,668.95	17,750,665.95	997.00
490 000 Other Non-Program Transactions	0.00	0.00	0.00
Subtotal Non-Program Transactions	32,641,916.89	32,642,913.89	997.00
TOTAL EXPENDITURES	142,441,868.66	142,511,507.60	69,638.94

SPECIAL EDUCATION (FUND 27)	Revised Budget 11-30-23	Revised Budget 12-31-23	Change in Budget
TOTAL REVENUES	24,208,828.94	24,208,828.94	-
100 000 Instruction	19,852,857.00	19,856,457.00	3,600.00
200 000 Support Services	4,044,471.94	4,040,371.94	(4,100.00)
400 000 Non-Program Transactions	311,500.00	312,000.00	500.00
TOTAL EXPENDITURES	24,208,828.94	24,208,828.94	-

5. Gifts

Moved by Mr. Burg, seconded by Mr. Mancl to accept the Finance and Budget Committee recommendation to accept all gifts to the District. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Mr. Burg, 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>			
Monetary	Mike Matichich	Sheboygan Theatre Company	100.00
Monetary	Randall/Judith Hake	Sheboygan Theatre Company	100.00
Monetary	Hoyt/Marilyn Heinemann	Sheboygan Theatre Company	25.00
Monetary	Robert/Mary Kulhanek	Sheboygan Theatre Company	100.00
Monetary	Tim/Sandy Lorenz	Sheboygan Theatre Company	135.00
Monetary	Laurie Turner	Sheboygan Theatre Company	35.00
Monetary	Corrine Hunter	Sheboygan Theatre Company	35.00
Monetary	Nancy Gomez	Sheboygan Theatre Company	35.00
Monetary	Barb Ball	Sheboygan Theatre Company	35.00
Monetary	Linda/Joe Diedrich	Sheboygan Theatre Company	35.00
Monetary	Patti Chapman	Sheboygan Theatre Company	35.00
Monetary	Patty Wunder	Sheboygan Theatre Company	35.00
Monetary	Lisa Jackson	Sheboygan Theatre Company	35.00

Monetary	Cindy Kruis	Sheboygan Theatre Company	35.00
Monetary	Diane Gliszinski	Sheboygan Theatre Company	35.00
Monetary	Vicki Romero	Sheboygan Theatre Company	35.00
Monetary	Janice Remling	Sheboygan Theatre Company	20.00
Monetary	Angie Vergowe	Sheboygan Theatre Company	35.00
Monetary	Ralph/Alice Maffongelli	Sheboygan Theatre Company	25.00
Monetary	Nicki Farrington	Sheboygan Theatre Company	60.00
Monetary	Denise Kelly	Sheboygan Theatre Company	60.00
Monetary	Liz Cardimona	Sheboygan Theatre Company	60.00
Monetary	Melanie Perkins	Sheboygan Theatre Company	35.00
Monetary	Sandra Kasten/Eric Johnson	Sheboygan Theatre Company	35.00
Monetary	Randy/Deb Stache	Sheboygan Theatre Company	35.00
Monetary	Pamela Greger	Sheboygan Theatre Company	35.00
Monetary	Casey Gertnig	Sheboygan Theatre Company	35.00
Monetary	Brittani Meidl Moua	Sheboygan Theatre Company	35.00
Monetary	Krystine Kroepfen	Sheboygan Theatre Company	35.00
Monetary	Sandra Moore	Sheboygan Theatre Company	35.00
Monetary	Jan Lang	Sheboygan Theatre Company	35.00
Monetary	Kevin Sampson	Sheboygan Theatre Company	160.00
Monetary	Monica Mees	Sheboygan Theatre Company	35.00

For Action

Monetary	Garton Family Foundation	Sheboygan Theatre Company	3,000.00
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E. COMMITTEE OF THE WHOLE

1. Vice President Laster called the meeting to order at 7:14 p.m.
2. Vice President Laster requested that everyone stand and join him in the Pledge of Allegiance.
3. Moved by Ms. Donohue, seconded by Ms. Boehmer to approve the agenda. All ayes. Motion carried unanimously.
4. Present: Mr. Mark Mancl, Ms. Rebecca Versey (excused at 9:10 p.m.), Mr. Ryan Burg, Ms. Kay Robbins, Ms. Mary Lynne Donohue, Mr. Santino Laster, Ms. Heidi Boehmer, Ms. Sarah Ruiz-Harrison
5. Potential Wisconsin Interscholastic Athletic Association (WIAA) Conference Realignment for 2025-2026

Mr. Hein, South High School Associate Principal/Athletic Director spoke about where the potential Wisconsin Interscholastic Athletic Association (WIAA) conference realignment proposal stands at this point and provided background information as to reasons for the potential conference realignment and what sports the conference change will impact. Mr. Hein explained that a number of years ago the WIAA created a conference realignment task force. The first proposal affecting Sheboygan South High came out on January 12, which proposed moving Sheboygan South and Plymouth High Schools to the North Shore conference. Mr. Hein highlighted they had not anticipated that and when the proposal came out the schools that were impacted had a month to appeal. At that time, South High School advocated for creating a new conference, rather than joining the North Shore conference. They advocated placing South, Grafton, Port Washington, Kewaskum, West Bend East and West, and Plymouth in the new conference; and as of February 9, the task force committee did move that recommendation forward. The recommendation now goes to the Board of Control for WIAA on March 5. At that time, impacted schools can still appeal. If the Board of Control approves this recommendation, it will go into effect for the 2025-2026 school year. Next year South will still be in the Fox River Classic Conference (FRCC). Mr. Hein highlighted that the new conference would significantly reduce traveling for Sheboygan South. He added West De Pere will join FRCC after next school year as that was already approved, and that is over a 120-mile round trip for South students. With the potential new conference, West Bend will be the longest round trip. He added that competitive equity and giving our students a chance is appealing for South to be placed in the potential new conference rather than competing against much larger schools along with the demographic and social-economic differences. Mr. Hein noted that football is separate from this. WIAA created a separate task force for football. South will still be in the same football conference with North High School. All other sports will be different. Mr. Mancl questioned if all the other schools in the new conference offer the same competitive sports that South offers and Mr. Hein replied it would be a mix, even if South joined the North Shore conference, they do not offer hockey, and some of the larger schools do not either. He added that hockey will stay in the FRCC. Mr. Hein highlighted that South will co-op girls swimming with North next year, and North will host swimming so it will stay with FRCC. Boys swimming will either have a five-school conference or join North Shore and that is something they will have to dig deeper into if this is approved. Mr. Hein noted that the conference for the co-op sports will reflect which school is hosting the sport. South hosts gymnastics, and hockey and FRCC does not offer those. North hosts girls

golf and girls swim so those would stay with FRCC. There will still be a North/South basketball game but it will be a non-conference game. Mr. Hein clarified that the seven schools in the potential new conference would be Sheboygan South, Kewaskum, West Bend East and West, Port Washington, Grafton, and Plymouth. Mr. Harvatine expressed his appreciation to Mr. Hein for his leadership and work on this and for advocating for the students. Mr. Hein thanked Mr. Stengel, North High Athletic Director, and all the athletic directors for their support. They did not necessarily want Sheboygan South to leave FRCC but did support them and submitted a letter to the committee showing their support.

6. The State of School Finance in Wisconsin Presentation

Mr. Boehlke presented and outlined a recent Wisconsin Association of School Business Officials (WASBO) presentation on the current state of school finance in Wisconsin. Mr. Boehlke explained that the District begins working on the budget in November and the administration comes before the Board in April with a draft and keeps updating it until June when the administration seeks the Board's approval of the preliminary budget. He highlighted that in January 2024, WASBO had a Zoom meeting with a presentation of the State of School Financing and encouraged schools to share it with their boards and tweak the presentation data with their district data. He spoke about enrollment by school type for 2022-2023, which showed that 83% are educated by district-run public schools. He highlighted that there is much talk about school choice, and we as a district have supported it; however, there needs to be more discussion and transparency about how schools are funded. Since 2012-2013 our lag behind inflation is \$3,380 per student. When looking at funding, our district receives \$11,000 per student, which should have been funded by \$14,000 per student and this has been a struggle for Wisconsin schools for around 10 years. He further spoke about inflation and noted that the District revenue limit only increased by 2.8% in 2023-24 and is projected to increase by 2.2% for 2024-25. Education has fallen as a state budget priority. This presentation outlined teacher turnover since Act 10, the use of ESSER funds, which expire in September 2024, and school property tax levy. He explained that Wisconsin's state and local tax burden is among the lowest in the region. There is a large state surplus of \$6.7 billion and yet with this surplus, school districts are not given a revenue increase equal to inflation. He highlighted that the State is in a good position to fund schools, but is not doing so. He further spoke about the Marquette University Law School survey which reflected that public satisfaction with local public schools was high. Mr. Boehlke noted that the special education reimbursement is lower than several years ago. The District has \$14.8 million in unreimbursed special education costs budgeted in the General Fund to support special education funds. He spoke about the funding impacts on many districts which include closing schools, delaying capital improvements, larger class sizes, etc. He also spoke about the impacts on students and what districts are looking at for strategies. Mr. Boehlke explained we need to continue to advocate for better funding.

FUTURE MEETING DATES

March 12, 2024 – Committee meetings at 6:00 p.m; Regular Board of Education meeting at 6:30 p.m.

F. SPECIAL BOARD COMMITTEES/ASSIGNMENTS

1. Human Growth and Development Citizens' Advisory Committee- Ms. Robbins provided an overview of the minutes and noted the committee has finalized their plan for 3-year rotation of membership.
2. Sheboygan Public Education Foundation-Ms. Boehmer provided an update on the minutes and noted that the deadline for scholarships has closed. Approximately 220 seniors and 1,000 applications submitted. There was also discussion of the use of artificial intelligence (AI) generated responses.

ADJOURN

Moved by Mr. Mancl, seconded by Mr. Laster to adjourn at 6:42 p.m. to Closed Session per Wisconsin State Statutes Section 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 motion carried unanimously (Mancl, Versey, Burg, Robbins, Donohue, Laster, Boehmer).

Moved by Ms. Donohue, seconded by Ms. Boehmer to reconvene at 7:10 p.m. to Open Session. All ayes. Motion carried unanimously.

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

Seth A. Harvatine
Superintendent & Secretary of the Board

Report to Board of Education on District Goals

Date: March 12, 2024
Pillar 1: Student Success – Upon graduation, all students will be prepared to successfully take the next step in their self-defined career pathway as defined by our College and Career Readiness Accountability Report Card
Goal 1: All students will be engaged in a rigorous and relevant curriculum

Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

2023-2024

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	All schools will successfully engage in a continuous improvement process based upon their School Accountability Report Card	<ul style="list-style-type: none"> All schools will utilize the Huron continuous improvement cycle to identify and improve on areas of growth driven from their school report card data High schools will implement a standardized template with consistent timing of data pulls 	<ul style="list-style-type: none"> High school presentations completed as of 9/26/23 School goals present in Frontline goal management software Presentation to BoE on assessment results and school report cards 	June 2024	
2	SASD High Schools will implement the Associates of the Arts course articulation agreement with Lakeland University to offer an Associates of the Arts degree on-site	<ul style="list-style-type: none"> Credentialed teachers in all content areas Internal and external communication plan to staff, students, parents and community 	<ul style="list-style-type: none"> 1,321 students earned dual-credit totaling 660 high school credits, 1,981 college credits, at a value of ~1,090,000 in the first semester 	December 2023	
3	Utilize the Professional Learning Communities (PLC) structure to identify district strengths and weaknesses in relation to specific math standards and advance instructional strategies specific to areas of weakness	<ul style="list-style-type: none"> Common assessments will be created for all modules in Algebra Data will be collected from previously created common assessments Common Assessments, state standardized tests, and adopted screeners will be cross-referenced to identify specific standards for target Professional Learning Communities (PLC) will design and reflect on instructional strategies that support growth in the targeted standards 	<ul style="list-style-type: none"> Advanced Algebra Common Assessments currently created through Quarter 3 Bridges - Forward Alignment and Bridges Screeners have been shared via principal meetings, instructional coaches meetings, building PLCs, and elementary staff meetings High school Pre-ACT data implemented into classroom instruction 	June 2024	
4	Increase multilingual learner students' academic language proficiency utilizing explicit language instruction through content	<ul style="list-style-type: none"> Train multilingual learner (ML) staff to develop English Language Development Standards (ELDs) that are in alignment with district curriculum and assessments 	<ul style="list-style-type: none"> Working with CESA 7 to implement English Language development standards framework with lead team 	June 2024	

		<ul style="list-style-type: none"> Collaborate with classroom teachers to plan more effectively around the individualized needs of multilingual learners (ML) in general education classrooms Expand working collection of electronic logging devices (ELD) to all content areas 			
5	Leverage district and building processes to support professional growth in literacy	<ul style="list-style-type: none"> Engage in learning about phonological awareness and phonics and how it fits into the elementary literacy block Support staff in the refinement of the literacy Instructional framework Address disciplinary literacy and reading in the content area standards for 6-12 Social Studies teachers Full implementation of Middle School English Language Arts (ELA) instructional resources 	<ul style="list-style-type: none"> Impactful Literacy Academy professional development is entering the fourth training on January 9th - Building leadership teams delivered district PD back to their buildings in September and December A team of Principals and Instructional Coaches engaged in an Instructional Rounds process in Spring Middle School English Language Arts (ELA) is implementing curriculum through district team collaboration and with coaching support from outside experts Notice and Note strategies for informational text being utilized in English Language Arts (ELA) and Social Studies 	June 2024	
6	Analyze a variety of assessment data to provide targeted instruction and support all students' growth in literacy	<ul style="list-style-type: none"> Analyze Lexia Core 5 and PowerUp data to support student learning, intervention and enrichment Analyze common assessment data to monitor student progress in literacy and Social Studies Refine the assessment process for elementary literacy to support instruction and intervention 	<ul style="list-style-type: none"> Lexia representatives presented strategies for using student data in Core 5 and Powerup to inform instruction to K-8 building Lexia teams New Forward test design reviewed and embedded into instruction in grades K-8 Social Studies and English Language Arts (ELA) High Schools utilizing pre-ACT results to design common assessments Intervention team reviewed Act 20 requirements and planned for revision/development of District Personalized Reading Plans. 	June 2024	
7	The Instructional Technology Team will implement the Lego Education STEAM curriculum opportunities into appropriate classroom instruction for the 2023-2024 school year	<ul style="list-style-type: none"> Professional Development (PD) opportunities will be provided for staff which will explain the LEGO Education platform and what it offers to teachers and students (TECHknow, staff meetings, virtual opportunities) Students(4K-12) will have the opportunity to participate in LEGO Education curricular 	<ul style="list-style-type: none"> Classroom LEGO Education sets utilized by coaches in individual classrooms at the elementary level on literacy-based activities Build and modification kits being utilized at the secondary level 	June 2024	





		<p>activities throughout the school year which will be open to all disciplines</p> <ul style="list-style-type: none">● Students will actively experiment and explore to gain, deepen, and apply new knowledge and skills essential to success in future education and careers● Students will experience the 4Cs (Collaboration, Creativity, Communication, and Critical Thinking) through their interactions with the LEGO lessons● The Instructional Technology Coaches will teach an average of one lesson per week from the LEGO curriculum, at one of their schools, beginning in October			
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Report to Board of Education on District Goals



Date: March 12, 2024

Pillar 1: Student Success – Upon graduation, all students will be prepared to successfully take the next step in their self-defined career pathway as defined by our College and Career Readiness Accountability Report Card

Goal 2: Student and Instructional Services will support schools to ensure school and district initiatives are aligned to support and promote student success

Status Key	
	On Target We are on track to deliver project
	Watch We are not on track to deliver project but we have a plan to get back on track
	Deadline We are not on track and have no plan to get plan back to green
	Finished Project is complete!

2023-2024

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	The SASD Student and Instructional Team will work with administration to support parent engagement through enhanced communication strategies	<ul style="list-style-type: none"> Communication plan completed Key information shared in engaging manner 	<ul style="list-style-type: none"> Data Dashboard completed, Presentation from Wisconsin Policy Forum to the BoE in April Met with Wisconsin Policy Form regarding data dashboard possibilities Data Dashboard nearing completion with a focus on student demographics, teacher demographics, teacher turnover, district finances, student participation, assessment data, and college/career readiness data 	June 2024	
2	Improve supervision and support of principals	<ul style="list-style-type: none"> Utilize the AWSA/WASDA Supporting Principal Excellence framework to better support SASD principals 	<ul style="list-style-type: none"> Utilization of Dr. Todd Whitaker's on principal effectiveness and <i>What Great Principals Do Differently</i> Eric, Jim, Kelly attended initial Supporting Principal Excellence Framework training 	June 2024	

Report to Board of Education on District Goals

Date: March 12, 2024

Pillar 1: Student Success – Upon graduation, all students will be prepared to successfully take the next step in their self-defined career pathway as defined by our College and Career Readiness Accountability Report Card

Goal 3: School Culture/Climate – All students will thrive in schools that promote respect, safety, and a positive learning environment

Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

2023-2024

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	The SASD will have a standardized attendance/truancy response plan, by level, for Board of Education approval	<ul style="list-style-type: none"> Current response plans will be reviewed and enhanced to ensure utilization of best practices Attendance response plan will be communicated to the Board of Education for approval 	<ul style="list-style-type: none"> Attendance data and process presented to the Student and Instructional Services (S&I) committee Partnership with SCHHS to implement System of Care - Sheboygan County Social Worker hired and assigned to work with Farnsworth middle school staff and families 	June 2024	
2	Complete Restorative Practices training	<ul style="list-style-type: none"> Complete the initial training and implementation for group 3 schools Finalize training plan for new staff Finalize refresher training process for current staff 	<ul style="list-style-type: none"> Training of all 3 cohorts completed Planning to ensure restorative practices remains sustainable through predictable staff turnover in process 	June 2024	
3	Implement new Threat Assessment procedures	<ul style="list-style-type: none"> Train key building teams on current best practices Participate in Wisconsin Department of Justice (DOJ) threat assessment pilot program Crisis and postvention strategies framework implemented 	<ul style="list-style-type: none"> All administration trained in latest procedures. Meeting with Sheboygan Police Department (SPD) on 9/13/23 Training with Wisconsin Department of Justice (DOJ) on 9/28/23 	June 2024	
4	The SASD will expand its processes to identify 4K-12th students' mental health strengths and challenges and expand targeted supports to include community resources	<ul style="list-style-type: none"> Behavioral Emotional Social Traits (b.e.s.t.) Universal Screener implemented at the 6th grade level Implementation of Coaching for Success Cohort 1 in partnership with Rogers Behavioral Health Finalize partnership with The Production Farm to provide support for individual 	<ul style="list-style-type: none"> On-site day treatment plan discussed with Rogers Behavioral Health Center Behavioral Emotional Social Traits (b.e.s.t.) screener expanding to 6th grade <ul style="list-style-type: none"> 4850 K4-6th students were screened this fall on the b.e.s.t Universal Screener 	June 2024	

		students experiencing behavioral and mental health needs	<ul style="list-style-type: none">● Partnership with Rogers for coaching for success<ul style="list-style-type: none">● 6 Pupil Service staff are in coaching training with Roger's staff on how to support other staff on student behavior● Partnership with Production Farm for skill building around behavioral issues<ul style="list-style-type: none">● 2 Student groups have completed the Regulation Skill Group		
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.Report to Board of Education on District Goals

Date: March 12, 2024
Pillar 2: Exceptional Staff – Provide extraordinary service to meet the needs of our students and community by recruiting and retaining exceptional staff
Goal 1: Improve our retention practices to hold onto our valued staff

Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!




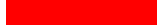
2023-2024

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Promote employee/employer relations for a climate in which optimum staff performance and satisfaction are produced	<ul style="list-style-type: none"> Enhanced comprehension of district initiatives and how they positively impact all staff Increased positive employee feedback across all categories during Stay Interviews, Human Resources site visits, and correspondence 	<ul style="list-style-type: none"> Continue to interact with employees from every group to better understand their concerns and aspirations Concluded a paperless open enrollment for benefits, featuring an easily to navigate electronic flipbook guide 	June 2024	
2	Promote and support effective personnel practices which contribute to elevated staff capabilities in order to best support student learning and positive district culture	<ul style="list-style-type: none"> All employment policy books are updated by the end of the school year 	<ul style="list-style-type: none"> Embarking upon the review and recording of policy updates tailored to each employee category Finalized an updated and user-friendly Substitute Handbook as well as an Administrative Handbook Currently, in the process of revising the Support Staff Handbook and working on the implementation of a Summer School booklet 	June 2024	
3	Ensure that our compensation and benefits packages are comparable or better than other schools in our region	<ul style="list-style-type: none"> Based on comparable data, we can confirm that our compensation and benefits packages are comparable or better than other identified districts An elevated level of recognition and appreciation shown throughout the District, school site, and department level 	<ul style="list-style-type: none"> Conducted benchmark surveys to collect data on compensation and benefits packages offered by other school districts Completed negotiations with the Sheboygan Education Association (SEA) Brought forward stipend plans to the Board of Education for approval Identified the districts we will compare ourselves to Engaged in gathering elevated data on certified staff (i.e. experience, education, etc.) to enable a more advanced analysis of our compensation approach 	June 2024	




			<ul style="list-style-type: none"> • Start the process of organizing and analyzing the survey data from Certified Staff • Initiated the process of gathering comparable pay rates for Support Staff 		
4	Deepen our employee recognition program	<ul style="list-style-type: none"> • Elevated level of recognition and appreciation shown throughout the District, school site, and department level 	<ul style="list-style-type: none"> • Teacher recognition and leadership highlights are now active on social media and the SASD website • Increased effort to express gratitude by writing thank you cards to staff from Administrators 	June 2024	

Report to Board of Education on District Goals

Date: March 12, 2024
Pillar 2: Exceptional Staff – Provide extraordinary service to meet the needs of our students and community by recruiting and retaining exceptional staff
Goal 2: Refine our recruitment process to ensure the District attracts quality staff and fills all vacancies

Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

2023-2024

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Enhance the District’s onboarding/orientation process to create a positive first impression of the district, school sites, and create a sense of belonging	<ul style="list-style-type: none"> New staff surveyed respond positively regarding the efficiency of the onboarding process such as the time it takes to complete paperwork, access to resources, and ease of navigating onboarding materials 90% of new staff surveyed indicate they have a positive first impression of the District, onboarding, and orientation Successful implementation of the Frontline paperless onboarding module 	<ul style="list-style-type: none"> 30-day check-in conversations and surveys have been established with new hires (Inquire as to the perception of the interview process, onboarding, and induction) Surveyed staff and collected feedback on the revised and refreshed mentorship program Began data and system analysis of Frontline and Skyward Successfully established and implemented a new-hire paperless onboarding software system, including the training of HR and Payroll staff before activating the new system 	June 2024	
2	Promote our district as one of choice, opportunity, and diversity to our community and state to recruit qualified candidates for all open positions	<ul style="list-style-type: none"> Create SASD brand recognition in our community and beyond (our logo, etc.) A higher level of recognition and awareness of the SASD on a state-wide level 	<ul style="list-style-type: none"> Participating in college career fairs to showcase our district Continue to collaborate with our communications team to promote and emphasize what makes our district unique (we are opportunity, we are choice, etc.) 	June 2024	
3	Revise the interview process to create a higher-level, streamlined experience for candidates	<ul style="list-style-type: none"> Applicants and candidates encounter a smooth and enjoyable interview process 	<ul style="list-style-type: none"> Preparing for an open hire/interview event scheduled for January 	June 2024	

Report to Board of Education on District Goals

Date: March 12, 2024

Pillar 3: Families and Community – Foster family and community relationships in order to collaboratively work together to provide support and resources to meet identified needs

Goal 1: Provide clear communication between parents and schools regarding educational progress

Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

2023-2024




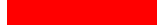
Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Refine practices to ensure clear and consistent communication between parents and schools	<ul style="list-style-type: none"> Survey data yields increased parental satisfaction with communication between home and school 	<ul style="list-style-type: none"> <i>Great Start Conferences</i> were piloted at three elementary schools in September All elementary schools have plans to implement <i>Great Start Conferences</i> for the 2024/25 school year. Principals continue to meet, discuss, and share communication strategies A <i>Communications Playbook</i> is being developed by the District’s communications team to support and provide school staff with common tasks and strategies for communicating with parents 	June 2024	
2	Expand methods and opportunities for two-way communication between stakeholders	<ul style="list-style-type: none"> Research and select communication tools to enhance 2-way communication 	<ul style="list-style-type: none"> Research of potential tools has begun A representative staff committee has been established to explore and recommend various tool options Communication with outside groups (school districts, educational organizations, and vendors) is ongoing Discussions and demonstrations with select website developers are beginning 	June 2024	

Report to Board of Education on District Goals



Date: March 12, 2024

Pillar 3: Families and Community – Foster family and community relationships in order to collaboratively work together to provide support and resources to meet identified needs

Goal 2: Enhance communication efforts between the school district and community members regarding the District’s educational opportunities, outcome measures, personnel data, and financial information

Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

2023-2024

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Create and distribute educational, personnel, and financial website dashboards and informational fact sheets	<ul style="list-style-type: none"> Website dashboards and information factsheets created and timelines for updates determined District website contains educational, personnel, and financial dashboards Fact sheets are made available to and/or distributed to community members 	<ul style="list-style-type: none"> Meetings were held with three entities that specialize in data dashboards and communication strategies Data sets for educational, personnel, and financial dashboards identified A dashboard is being developed A review of and refinement to the dashboard is ongoing 	June 2024	
2	Develop and implement a communication strategy plan to enhance the messaging of key information and data with stakeholder groups (i.e. internal, parents, business/community leaders, and district residents without school-aged children)	<ul style="list-style-type: none"> Communication strategy plan reviewed and revised 	<ul style="list-style-type: none"> Plans regarding news releases for media outlets reviewed and revised Multiple releases sent to local media outlets Planning has begun for the distribution of district data and informational stories to all postal addresses with district boundaries Work continues on the creation of a community information/newsletter with an estimated distribution date in early 2024 Community newsletter was distributed to all postal addresses within the district (~30,000) Two referendum informational meetings were held with business and community leaders to elicit feedback Two community referendum information meetings were held - Local media outlets were provided an opportunity to meet with district staff ahead of these meetings 	June 2024	




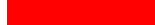
			<ul style="list-style-type: none">• Working with <i>School Perceptions</i>, a consulting firm, a community referendum survey is in development. The scheduled distribution date is May 10th.		
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Report to Board of Education on District Goals



Date: March 12, 2024

Pillar 4: Finance and Resource Systems – District finance and resources systems are aligned to maximize student learning and staff productivity

Goal 1: Identify and prioritize capital needs of the District

Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!




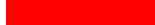
2023-2024

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Develop, publish and disseminate an updated 10-year Long Term Capital Projects Plan	<ul style="list-style-type: none"> Prioritize capital needs and update the 10-year Long Term Capital Projects Plan Present to the Board of Education the updated 10-year plan Communicate out the plan to staff, parents and the community 	<ul style="list-style-type: none"> 10-year plan posted on district website 	June 2024	
2	Formulate, communicate, and implement the action plan to prepare for a potential 2024 referendum to build new Farnsworth and Urban Middle Schools	<ul style="list-style-type: none"> Build site due diligence Define scope of project Develop financial analysis Parent and staff listening sessions Community engagement sessions Community survey 	<ul style="list-style-type: none"> Phase I environmental study completed on potential new Urban Middle School site Soil testing and analysis completed on potential new Urban Middle School site Wetland delineation report completed on potential new Urban Middle School site Initial financial analysis completed Phase I Environmental study completed on new potential site for Urban Middle School Soil Testing and analysis completed on new potential Urban Middle School site 1-3-24 Presentation to Urban Staff 2-6-2024 Presentation to Farnsworth staff 2-7-2024 Presentation to maintenance department 2-9-2024 Presentation to ASB staff 2-12-2024 and 2-15-2024 Presentations to select community members 2-13-2024 Presentation to all administration 2-26-2024 First survey draft completed 	June 2024	



			<ul style="list-style-type: none"> • 2-29-2024 Public community presentation at Urban • 3-4-2024 Public community presentation at Farnsworth 		
3	Complete Athletic and Physical Education facility upgrades	<ul style="list-style-type: none"> • Complete scorers/announcers booth at Hummitzsch Field baseball diamond • Install PA system at Hummitzsch Field baseball diamond • Complete scorers/announcers booth at Horace Mann Middle School soccer field • Complete repairs of South High School pool wall 	<ul style="list-style-type: none"> • South High School pool wall repair completed 7/28/23 • Hummitzsch Field and Horace Mann soccer complex scorer/announcer booths completed with the exception of window installation • Hummitzsch Field PA system ordered, delivered, and ready for early Spring installation 	June 2024	

Report to Board of Education on District Goals

Date: March 12, 2024
Pillar 4: Finance and Resource Systems – District finance and resources systems are aligned to maximize student learning and staff productivity
Goal 2: Enhance security and infrastructure for data storage and the fiber optic network

Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

2023-2024

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Establish a secondary data center	<ul style="list-style-type: none"> Completion of secondary fiber connection from Administrative Services Building (ASB) to the main fiber ring Needed hardware for data center located at Administrative Services Building (ASB) purchased and installed Setup and manage off site data server and storage systems to provide redundant access to critical IT services 	<ul style="list-style-type: none"> Secondary fiber connection completed 8/18/23 	June 2024	
2	Update the District's Cyber Security Plan and implement the Plan's proactive strategies	<ul style="list-style-type: none"> Form Cyber Security Team Create cyber-attack response plan Research and implement multi factor access (MFA) systems Implement employee security awareness and training on identifying phishing emails and other cyber based risks 	<ul style="list-style-type: none"> Cyber Security Team in place and is meeting bi-weekly Initial response plan completed and being updated as needed Multi factor Skyward access (MFA) system for Instructional Technology (IT) staff implemented as of 8/25/23 Initial security awareness assessment completed 8/11/23 Google two-factor authentication (2FA) for Instructional Technology (IT) staff implemented 9/29/23 Multi factor Skyward access (MFA) system for Business Services and Human Resources (HR) staff implemented 10/20/23 Google two-factor (2FA) for administrative and secretary staff implemented 11/20/23 	June 2024	





			<ul style="list-style-type: none">• Multi factor Skyward access (MFA) system for all administrators and secretaries implemented 1/31/24• Google two-factor authentication (2FA) for all administrators and secretaries implemented 1/31/2024• Invite for all other employees to add Google two-factor authentication (2FA) sent 1/31/24• "Know Before" phishing education program implemented 1/31/24		
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Report to Board of Education on District Goals




Date: March 12, 2024

Pillar 4: Finance and Resource Systems – District finance and resources systems are aligned to maximize student learning and staff productivity

Goal 3: Build supports for schools, students and parents around transportation challenges

Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

2023-2024

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Develop actions to help attract and retain bus drivers	<ul style="list-style-type: none"> Assist in Prigge driver recruitment through the District’s social media platforms Develop program to encourage and train SASD coaches to obtain commercial driver’s license (CDL) 	<ul style="list-style-type: none"> Advertised for the 1/12/24 open interviews conducted at the ELC 2/12/24 “Now Hiring” Facebook post 	June 2024	
2	Support schools in minimizing the impact of transportation disruptions	<ul style="list-style-type: none"> Implement parent app that includes GPS tracking of buses 	<ul style="list-style-type: none"> GPS units installed on buses Stop Finder bus tracking app active for all parents Starting process to add Wayfinder student bus attendance tracker 	June 2024	
3	Update policies and procedure guidelines for employees transporting students with district owned vehicles	<ul style="list-style-type: none"> Review all state statutes for compliance Update policies to align with state statutes and best practices Update procedure guidelines to align with state statutes and best practices 	<ul style="list-style-type: none"> District transportation agreement created and sent out to all employees that drive district owned vehicles 	June 2024	

Book	Policy Manual
Section	2000 Program
Title	DISTRICT-SPONSORED TRIPS
Code	po2340*pdw
Status	Second Reading
Adopted	October 22, 2013
Last Revised	August 2, 2022

2340 - **DISTRICT-SPONSORED TRIPS**

The Board recognizes the value of organized trips or other excursions away from the classroom as a valuable part of the District's educational programming and a valuable opportunity to obtain additional educational experiences not offered directly in the curriculum offerings. These opportunities occur in four (4) primary forms addressed in this policy: (a) field trips; (b) extra-curricular/co-curricular program-related trips; (c) overnight trips; and (d) other District-sponsored trips.

Field Trips

The Board recognizes that field trips, when used for teaching and learning integral to the curriculum, are an educationally sound and important ingredient in the instructional program of the schools. For purposes of this policy, a field trip shall be defined as any planned journey by one (1) or more students away from District premises, which is under the supervision of a professional staff member, approved by Administration and furthers or supplements an integral part of a course of study as planned for and incorporated into that course of study by the teacher. Properly planned and executed field trips should:

- A. supplement and enrich classroom procedures by providing learning experiences in an environment outside the schools;
- B. arouse new interests among students;
- C. help students relate school experiences to the reality of the world outside of school;
- D. bring the resources of the community - natural, artistic, industrial, commercial, governmental, educational - within the student's learning experience;
- E. afford students the opportunity to study real things and real processes in their actual environment.

Field trips that involve Regional/National Competition or International Travel must be approved by the Board of Education before the field trips take place.

Extended Travel Field Trips must be included in Board Connections before the field trip takes place. Field trips that meet any of the following criteria are considered Extended Travel:

- A. Is over 300 miles round trip
- B. Includes overnight travel and/or lodging
- C. Is more than twenty-four (24) hours in length

The Extended Travel, Regional/National Competition, and/or International Field Trip Pre-Approval Form 2340G F1 must be used when submitting field trips to the Board of Education.

All other field trips must be submitted to the building principal at least ten (10) days before the field trip takes place.

Extra-Curricular/Co-Curricular Trips

The Board recognizes that student trips will occur for reasons that are not directly incorporated into the curriculum as part of a class, but rather are part of the extra-curricular/co-curricular activities offered by the District. For example, a District athletic team may travel to away games, or take a trip to an out-of-town tournament. Any such trips must be identified at the beginning of the activity for the school year, or for the particular season. Extra-curricular or co-curricular trips shall be approved by the athletic director in accordance with the same procedures used for approving field trips. In cases where such advance notice is not possible (such as travel to State tournament competition), the staff member responsible for such activity shall notify the athletic director of the activity and pertinent information.

Overnight Travel

Overnight travel is defined as a field trip that involves one or more overnight stays. Overnight travel includes foreign travel. The District views overnight travel outside of the District related to the curriculum/program as an adjunct to that curriculum/program. As such it is an important feature of the overall educational program. The District recognizes the importance of overnight travel outside of the District to amplify and enhance studies that occur in the schools' classrooms through unique enrichment opportunities that are not available locally. Overnight travel shall first be approved by the Principal in accordance with the District's overnight travel guidelines, () and then must be submitted to the Board for final approval.

Other District-Sponsored Trips

Other District-sponsored trips shall be defined as any planned, student-travel activity which is approved as part of the District's total educational program, but not a part of a particular course and not expressly connected to an established extra-curricular/co-curricular activity. These trips may include such trips as summer trip programs, youth service trips, and other types of day trips that are organized by or through school staff or facilitated in some fashion through the District.

Trip Approval Process

No staff member may offer or lead any trip as a District-sponsored trip no matter the type unless the trip has been approved in the manner prescribed in this policy.

Any staff member may propose a trip by presenting details of the proposed trip to the principal.

Proposals shall include the details of the trip, the cost of the trip, identify any third party entities that will be involved in the trip, identify the curriculum-based purpose of the trip, identify what students will be eligible to participate, and any other pertinent information. If overnight, the proposal must describe how accommodations will be provided and how such arrangements will be properly supervised.

General Trip Provisions

Students may be charged fees for District-sponsored trips.

Students on all District-sponsored trips remain under the supervision of this Board and are subject to the District's administrative guidelines.

The Board does not endorse, support, or assume liability in any way for any staff member, volunteer, or parent of the District who takes students on trips not approved by the Board or District Administrator. No staff member may solicit students of this District for such trips within the facilities or on the school grounds of the District without permission from the District Administrator. Permission to solicit neither grants nor implies approval of the trip. Such approval must be obtained in accordance with the District's Administrative Guidelines for Extended Trips.

The District Administrator shall prepare administrative guidelines for the operation of both field and other District-sponsored trips, including athletic trips, which shall ensure:

- A. the safety and well-being of students;
- B. parental permission is sought and obtained before any student leaves the District on a trip;
- C. each trip is properly planned, and if a field trip, is integrated with the curriculum, evaluated, and followed up by appropriate activities which enhance its usefulness;

D. the effectiveness of field trip activities is judged in terms of demonstrated learning outcomes;

E. each trip is properly monitored;

F. student behavior while on all field trips complies with the Student Code of Conduct and on all other trips complies with an approved code of conduct for the trip.

A professional staff member shall not change a planned itinerary while the trip is in progress, except where the health, safety, or welfare of the students in the staff member's charge is imperiled or where changes or substitutions beyond their control have frustrated the purpose of the trip.

In any instance in which the itinerary of a trip is altered, the professional staff member in charge shall notify the administrative superior immediately.

Trips Not Sponsored by the District

No staff member, volunteer, coach, or other individual acting in some capacity for the District may solicit students of this District to participate in any trip not sponsored by the District unless that staff individual has received approval of the principal to promote such trips within the facilities or on the school grounds. This includes summer trips abroad or other trips offered through a third-party organizer in which a staff member, volunteer, coach, or other individual acting in some capacity for the District is participating, as well as athletic activities outside the District's athletic program.

If approval is granted to solicit students to participate, that individual must clearly communicate to parents that the trip is not District-sponsored and that that individual is not participating within the staff individual's role representing the District. Coordination and/or participation in such a program shall be consistent with Policy 3210 - Staff Ethics/Policy 4210 - Support Staff Ethics.

Revised 8/27/13
Revised 10/29/19
Revised 12/10/19
T.C. 8/2/22

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Legal 121.54(7), Wis. Stats.

Book	Policy Manual
Section	2000 Program
Title	PROGRAM OR CURRICULUM MODIFICATIONS
Code	po2451*pdw
Status	Second Reading
Adopted	October 22, 2013
Last Revised	December 10, 2019

2451 - PROGRAM OR CURRICULUM MODIFICATIONS

The Board recognizes that the regular school program may not be appropriate for all students. Some students may need program or curriculum modifications to successfully meet the District's academic goals and/or graduation requirements. (See Policy 5461 - Children At-Risk of Not Graduating from High School)

Any student's parent, or the student if the parent is notified, may submit a written request to the Board, to provide the student with program or curriculum modifications, including, but not limited to:

- A. modifications within the student's current academic program;
- B. a school work training or work-study program;
- C. enrollment in an alternative public school or program located in the School District in which the student resides;
- D. enrollment in any nonsectarian private school or program, or tribal school, located in the School District in which the student resides, which complies with the requirements of State and Federal law;
- E. homebound study, including nonsectarian correspondence courses or other courses of study approved by the Board or nonsectarian tutoring provided by the school in which the child is enrolled;
- F. enrollment in any public educational program located outside the School District in which the student resides, pursuant to a contractual agreement between school districts.

The **written request shall be provided to the building principal who will provide it to the** Board or an administrator who is designated to ~~do so, must~~ **handle such requests. The Board or appropriate staff member shall** render ~~its~~ decision, in writing, within (90) ninety days of a request, except that if the request relates to a student who has been evaluated by an Individualized Education Program team and has not been recommended for special education, the decision must be made within (30) thirty days of the request. If the request is denied, the reasons for the denial must be included. A parent may request reconsideration of any decision made by the Board or the designated administrator in response to a request for program or curriculum modifications and such request must be reviewed by the Board. The Board is required to render its determination upon review in writing.

Annually, the District shall notify students and parents of the provisions of this policy. Inclusion of such notification in the student handbook shall satisfy this requirement.

Revised 11/22/16

Revised 10/29/19

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Legal 118.15, Wis. Stats.

Book	Policy Manual
Section	2000 Program
Title	SELECTION OF INSTRUCTIONAL MATERIALS AND EQUIPMENT
Code	po2521*pdw
Status	Second Reading
Adopted	October 22, 2013

2521 - **SELECTION OF INSTRUCTIONAL MATERIALS AND EQUIPMENT**

The Board of Education shall provide instructional materials and equipment, within budgetary constraints, to implement the District's educational goals and objectives and to meet students' needs. The primary objective of such instructional materials and equipment shall be to enrich, support, and implement the educational program of the school.

For purposes of this policy, the term "instructional materials" is defined as supplemental books, readings, activities, online resources, and media distributed by a classroom teacher to students for the purpose of teaching the course content in accordance with the Board-approved course of study (see Policy 2220 - Adoption of Courses of Study). Textbooks, as defined in Policy 2510 - Adoption of Textbooks, are not included in this definition or policy. Learning assessment materials designed or selected by the teacher, such as quizzes, tests, exams, worksheets, lesson plans, homework assignments, and the like, are not selected by the Board and therefore not considered instructional materials for purposes of this policy.

The term "instructional equipment" is defined as tools and apparatus used by a classroom teacher for the purpose of conveying the course content or by a student for the purpose of learning the course content. Examples of instructional equipment include, but are not limited to, computing devices, projectors, screens, smartboards, chalkboards/whiteboards, televisions, DVD/video players, overhead projectors, calculators, maps, microscopes, scientific laboratory items, balls, physical activity equipment, musical equipment, career and technical education tools and appliances, art apparatus such as kilns and easels, and the like. Expendable supplies with an expected lifespan of a school year or less, and purchased with a corresponding WUFAR accounting code in accordance with DPI regulations, are not considered instructional equipment.

Any concerns by the public regarding instructional materials and equipment shall be reviewed in accordance with Policy 9130 - Public Requests, Suggestions, or Complaints.

The District does not discriminate on the basis of any characteristic protected under State or Federal law including, but not limited to, age, sex, (including gender status, change of sex or gender identity), race, color, religion, national origin, ancestry, creed, pregnancy, marital status, parental status, sexual orientation, or physical, mental, emotional, or learning disability in its selection of instructional materials and equipment.

The District Administrator shall develop administrative guidelines for the selection and maintenance of all ~~educational and~~ instructional materials and equipment.

The District Administrator ~~In addition s/he~~ shall periodically, provide for a systematic review, by the Board, of the District's ~~instructional educational materials and equipment resources~~ in order to ensure that they are appropriate for the current educational program. Any revisions that occur should be a result of the school-improvement process.

Students shall be held responsible for the cost of replacing any materials or properties which are lost or damaged through their negligence.

The ~~cost~~ Cost of materials may be charged for materials used in those activities beyond the basic curriculum in which a student elects to participate, particularly in shop ~~and art~~ activities where the product becomes the property of the student.

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Legal 20 U.S.C. Section 1701 et seq., Equal Educational Opportunities Act of 1974

29 U.S.C. Section 794, Rehabilitation Act of 1973

42 U.S.C. Section 12101 et seq., The Americans with Disabilities Act of 1990

Vocational Education Program Guidelines for Eliminating Discrimination and Denial of Services, Department of Education, Office of Civil Rights, 1979

118.13, 120.13(5), 121.02(1)(h) Wis. Stats.

P.I. 9, 41, Wis. Adm. Code

Fourteenth Amendment, U.S. Constitution

20 U.S.C. Section 1681, Title IX of Education Amendments Act

42 U.S.C. Section 2000 et seq., Civil Rights Act of 1964

Book	Policy Manual
Section	5000 Students
Title	MISSING AND ABSENT CHILDREN
Code	po5215*pdw
Status	Second Reading
Adopted	October 22, 2013
Last Revised	December 13, 2022

5215 - MISSING AND ABSENT CHILDREN

It is the intent of this Board of Education to cooperate with local, State, and National efforts to decrease the number of missing children. For the purposes of this policy, the following definitions apply:

"Absent child" means a child that left the child's parents or approved placement through social services and whose whereabouts are known, but who refuses to return. This involves children who are runaways, but not known to be missing.

"Missing child" means a child whose whereabouts are unknown, which may include abducted children who have been abducted by a non-custodial parent, a victim of human trafficking, or another unknown circumstance.

The District Administrator and/or Principals shall permit during the school day the entrance into the school of a student lacking records or identification as a student and shall allow assure that the child to remain remain in the building office area until law enforcement or social services is notified and takes custody of the child. Such a procedure reduces the risk of removal of a missing or absent child from the area before intervention by law enforcement or social services.

Procedures in this policy are to be implemented in coordination with Policy 5111.01 - Homeless Students.

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Book	Policy Manual
Section	5000 Students
Title	ACADEMIC HONESTY
Code	po5505*pdw
Status	Second Reading

5505 – ACADEMIC HONESTY

The Board values honesty and expects integrity in the District's students. Violating academic honesty erodes the trust between teachers and students as well as compromises the academic standing of other students. So that each student is judged solely on their own merits, the Board prohibits any student from presenting someone else's work as their own, using artificial intelligence platforms in place of one's own work, providing unauthorized assistance to another student, and cheating in all its forms.

All school work submitted for the purpose of meeting course requirements must be the individual student's original work. It is prohibited for any student to unfairly advance their own academic performance or that of any other student. Likewise, no student may intentionally limit or impede the academic performance or intellectual pursuits of other students.

Academic dishonesty includes, but is not limited to:

- A. plagiarism (of ideas, work, research, speech, art, music, etc.);
- B. forgery of another's work;
- C. presenting the results from an artificial intelligence platform as one's own () (See Policy 7540.08 - Artificial Intelligence (AI));
- D. downloading or copying information from other sources and presenting it as one's own;
- E. using language translation work of someone else when the expectation is doing one's own translation;
- F. copying another person's work;
- G. allowing another person to copy one's own work;
- H. stealing another person's work;
- I. doing another person's work for them;
- J. distributing copies of one's work for use by others;
- K. distributing copies of someone else's work for use by others;
- L. intentionally accessing another's work for the purpose of presenting it as one's own;
- M. distributing or receiving answers to assignments, quizzes, tests, assessments, etc.
- N. distributing or receiving questions from quizzes, tests, assessments, etc.

Faculty and Administration have the responsibility for monitoring students' work for compliance with this policy.

All teachers, beginning in the elementary grades, will educate students as to what constitutes academic dishonesty and what is acceptable and unacceptable behavior in District schools regarding academic integrity.

Students who violate this policy are subject to disciplinary consequences.

Teachers are authorized, in consultation with their Principal, to apply appropriate consequences for violations of this policy. Disciplinary consequences for significant violations may include removal from the class with a failing grade, removal from student leadership positions, elimination of honors recognition, loss of membership in honor organizations, as well as other disciplinary consequences appropriate to the nature of the violation.

Parents shall be contacted as soon as practicable to report any alleged acts of academic dishonesty by their child.

Repeated violations of this policy at the high school level will result in additional disciplinary consequences, up to and including suspension and expulsion.

Student and/or parent appeals of disciplinary consequences resulting from violation of this policy may be made within five (5) business days to the Principal whose decision shall be final. If the Principal was the staff member responsible for the disciplinary consequence being appealed, then student and/or parent appeals should be directed within five (5) business days to the District Administrator whose decision shall be final.

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118.01, 118.164, 120.12, Wis. Stats.

Book	Policy Manual
Section	5000 Students
Title	STUDENT USE OR POSSESSION OF INTOXICANTS, DRUGS, OR PARAPHERNALIA
Code	po5530*pdw
Status	Second Reading
Adopted	October 22, 2013
Last Revised	December 11, 2018

5530 - ~~DRUG PREVENTION~~ STUDENT USE OR POSSESSION OF INTOXICANTS, DRUGS, OR PARAPHERNALIA

The Board recognizes that the misuse of drugs is a serious problem with legal, physical, and social implications for the entire school community.

As the educational institution of this community, the schools should strive to prevent drug abuse and help drug abusers by educational, rather than punitive, means.

For purposes of this policy, "drugs" shall mean:

- A. all dangerous controlled substances as so designated and prohibited by Wisconsin statute;
- B. **all derivatives of hemp, except CBD products permitted by the school (see Policy 5330 - Administration of Medication/Emergency Care);**

This includes Delta-8-THC, Delta-9-THC, Delta-10-THC, Delta-11-THC, THC-0, and all other forms that cause psychosis; in all forms of delivery (i.e., inhalation, ingestion, injection, etc.).
- C. all chemicals which release toxic vapors;
- D. all alcoholic beverages;
- E. any prescription or patent drug, except those for which permission to use in school has been granted pursuant to Board policy;
- F. "look-alikes";
- G. anabolic steroids;
- H. any other illegal substance so designated and prohibited by law.

The Board prohibits the use, possession, concealment, or distribution of any drug and any drug-paraphernalia at any time on District property or at any District-related event.

The District Administrator shall prepare guidelines for the identification, amelioration, and regulation of drug use in the schools, including education, prevention, and standards of conduct. Education shall be intended to develop awareness of: drug abuse, including prescription drug abuse, and prevention; the relationship between highway safety and the use of alcohol and controlled substances, including prescription drugs; and the relationship between youth suicide and the use of alcohol and controlled substances, including prescription drugs.

Revised 10/24/17

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Legal

118.01(2)(d), Wis. Stats.

118.24(2)(f), Wis. Stats.

118.257, Wis. Stats.

125.09(2), Wis. Stats.

Drug-Free Schools and Communities Act of 1986 as amended

20 U.S.C. 3171 et seq., 3224A

Book	Policy Manual
Section	7000 Property
Title	ARTIFICIAL INTELLIGENCE (AI)
Code	po7540.08*pdw
Status	Second Reading

7540.08 - ARTIFICIAL INTELLIGENCE (AI)

The Board recognizes the positive impact that artificial intelligence (AI) technology may have in the District’s educational program and operations. The District Administrator is authorized to support the use of artificial intelligence technology when its use is consistent with the District’s mission, goals, and operational integrity.

Any use of artificial intelligence technology in the District’s educational program or operations must be in accordance with State and Federal law as well as Board policies.

Violation of this policy may result in disciplinary consequences. Students may be disciplined for violations, up to and including suspension or expulsion. Staff may be disciplined for violations, up to and including suspension or termination of employment. The Administration will refer any illegal acts to law enforcement.

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Book	Policy Manual
Section	8000 Operations
Title	SCHOOL SAFETY
Code	po8420*pdw
Status	Second Reading
Adopted	October 22, 2013
Last Revised	November 12, 2021

8420 - **SCHOOL SAFETY EMERGENCY PREPAREDNESS**

The Board of Education recognizes that its responsibility for the safety of students extends to its reaction to possible natural and man-made disasters and that such emergencies are best met by preparedness, and planning, and training as determined by the District Administrator consistent with the Board approved school safety plan.

~~The Board authorizes a system of emergency preparedness which shall require that:~~

- ~~A. fire drills are conducted at least once each month; tornado drills are conducted at least twice annually and school safety incident action plan drills are conducted at least twice annually;~~
- ~~B. the health and safety of students and staff are safeguarded;~~
- ~~C. the time necessary for instructional purposes is not unduly diverted;~~
- ~~D. minimum disruption to the educational program occurs;~~
- ~~E. students are helped to learn self reliance and trained to respond sensibly to emergency situations.~~

~~All threats to the safety of District facilities shall be identified by appropriate personnel and responded to promptly in accordance with the plan for emergency preparedness.~~

~~Each school's emergency preparedness plan shall be reviewed by the Board at least once every three (3) years following initial adoption.~~

~~The District Administrator shall develop guidelines for the handling of all emergency evacuations.~~

Each school shall develop a school safety plan in accordance with State requirements, and each school's safety plan shall be reviewed and approved every three (3) years by the Board. The plan contains guidelines and procedures to address school violence and attacks, threats of school violence and attacks, bomb threats, fire, weather-related emergencies, intruders, parent-student reunification, and threats to non-classroom events, including recess, concerts and other performances, athletic events, and any other extra-curricular activity or event. The plan shall contemplate the use of tools to mitigate threats of school violence, including video surveillance, school resource officers, metal detectors, and other such preventative safety measures in addition to responsive measures.

The school safety plan shall include the manner of scheduling, conducting, and reviewing required drills, including fire drills, tornado or other hazard drills, school safety incident drills, and school violence drills. Each school safety plan shall specify for each type of required drill how many and how frequently they will be conducted for each building in compliance with State law requirements for the performance of such drills. The plan shall designate the responsible administrator for each building for assuring that required drills are completed, reviewed, and reported as required by law. Records of drills and related reports shall be maintained for a period of not less than seven (7) years, consistent with Board Policy 8310 - Public Records.

The Board must submit the following to the Wisconsin Office for School Safety prior to January 1st of each year:

- A. A copy of its school safety plan.
- B. The date(s) of the required annual school violence event drill or drills conducted in accordance with each building's school safety plan during the previous year.
- C. Certification that the Board reviewed a required written evaluation of the drill or drills.
- D. The date of the most recent school training on school safety and the number of attendees.
- E. The most recent date the Board reviewed and approved the school safety plan.
- F. The most recent date the Board consulted with a local law enforcement agency to conduct on-site safety assessments.

School administrators and staff are mandatory reporters of suspected child abuse and neglect pursuant to 48.981 (2)(a), Wis. Stats. The Board also requires all employees to receive training regarding mandatory reporting of school violence threats pursuant to 175.32(2) and (3), Wis. Stats. If the threat constitutes a serious and imminent threat to the health or safety of a student or school employees or the public, it shall be reported to law enforcement. A good faith standard exists for reporting threats made by an individual seen in the course of professional duties. These obligations and procedures are covered by Board Policy 8462 - Child Abuse and Neglect, as well as Policy 8462.01 - Threats of Violence. All threats to the safety of District facilities shall be identified by appropriate personnel and responded to promptly in accordance with the school safety plan.

The District Administrator shall develop guidelines for the handling of all emergency evacuations. A crisis procedure checklist includes at least the following:

- A. Assess life/safety issues immediately.
- B. Provide immediate emergency medical care.
- C. Call 911 and notify police/rescue first. Call the District Administrator second.
- D. Convene the crisis team to assess the situation and implement the crisis response procedures.
- E. Evaluate available and needed resources.
- F. Alert school staff to the situation.
- G. Activate the crisis communication procedure and system of verification.
- H. Secure all areas.
- I. Implement evaluation and other procedures to protect students and staff from harm. Avoid dismissing students to unknown care.
- J. Adjust the bell schedule to ensure safety during the crisis.
- K. Alert persons in charge of various information systems to prevent confusion and misinformation. Notify parents.
- L. Contact appropriate community agencies and the District's public information office, if appropriate.
- M. Implement post-crisis procedures.

In response to public records requests for school safety documents, after consultation with the District legal counsel and local law enforcement authorities, the District Administrator shall redact such information that may be sensitive safety or security information that is in the public's interest to remain confidential.

Revised 5/27/14

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Legal 118.07, 121.02(1)(i), 175.32(2), (3), 48.981(2)(a), Wis. Stats.

Human Growth & Development Citizens' Advisory Committee

Sheboygan Area School District

Monday, February 26, 2024; 4:00pm

The meeting of the Human Growth and Development Citizens' Advisory Committee of the Sheboygan Area School District will be held on Monday, February 26, 2024, at 4:00pm. The items below will be presented for consideration at that time. This meeting will be held in room 224 at Sheboygan North High School, 2926 N. 10th St. For those who are unfamiliar with North's layout, please plan to meet in the Main Office at 4:00 to be escorted to room 224. The office is located through door 2, off the large parking lot on N 10th St. In addition, the committee is offering video access to the meeting via the following:

Meeting ID
meet.google.com/zbx-dfkx-chx

Phone Numbers
(US) +1 443-461-5061
PIN: 269 285 931#

Voting Members:

Tracy Allee - SASD Parent
Jeff Leismer - SASD Parent
Beth Lipman - SASD Parent
Lauren Wingender - SASD Parent
Jen Cruz - SASD Parent
Jake Leismer - HS Student
Anna Seeboth - HS Student
Molly Lancelot - Health Care
Cindy Vander Weele - Health Care
Rev. Julie A. Mavity Maddalena - Clergy
Rev. Stephen Welch - Clergy
Christina Singh - Community Member
Open Position - Community Member

Ex-Officio Members

Jacob Kvigne - MS Teacher
Amy Teunissen - HS Teacher
Kay Robbins - SASD Board Member
Eric Spielman - SASD Coordinator

I. Call to Order - Jeff

- 4:00pm

II. Approval of the Agenda (Action) - Jeff

- Motion (Jen) / Second (Jake); 10 (Yes); 0 (No)

III. Roll Call (Informal) - Jeff

- Present (Tracy, Jeff, Beth, Lauren, Jen, Jake, Anna, Molly, Julie, Christina, Amy, Kay, Eric)
- Not Present (Cindy, Stephen)

IV. Approval of Minutes (Discussion / Action) - Jeff

- [Minutes from January 22, 2024](#)
- Motion (Jake) / Second (Jen); 10 (Yes); 0 (No)

V. Consideration of New Committee Member (Discussion / Possible Action) - Jeff

- The committee will consider new candidates to fill the open community member position.
 - [Dawn Jastrow](#)
 - [Megan Smillie](#)
 - [Lyric Glynn](#)
- The committee reviewed letters individually and voted on new members.
 - Megan Smillie = 6 votes (Jen, Julie, Lauren, Molly, Anna, Jake)
 - Lyric Glynn = 3 votes (Christina, Tracy, Jeff)
 - Dawn Jastrow= 1 vote (Beth)

VI. Follow Up from Previous Meets (Discussion) - Amy

- [Draft of High School Slides](#)
- Feedback on slides 75-79 prior to the next meeting and come back with recommendations.
 - The committee discussed pros and cons of animation vs real life video.
 - The committee indicated positive reviews of the video on slide 76 and suggested the elimination of slide 78.
- Feedback regarding statistics on the risks and benefits of various forms of contraception.
 - Cindy shared [this document](#) with the team for review.
- Feedback regarding the laws to to include (Slides 83-85)
 - This agenda item needs to be re-visited.

VII. Share Out Proposed HS Slides for Feedback (Discussion) - Amy

- Continue reviewing the [Draft of High School Slides](#)
 - Amy shared samples of contraceptives to potentially be used as visuals with students.
 - Amy shared slides 136-149 regarding STI's and the committee shared feedback.
 - The committee discussed side effects and the need for statistics to support.
 - The committee discussed how a student would get tested for STIs and whether there are resources available.
 - Amy shared the standards around Gender Identity and asked the team if they wanted to include this standard in the curriculum.
 - The committee indicated a desire to look at this further.

VIII. Next Steps - (Discussion) - Jeff

- The committee will continue to look for videos that support the stages of labor and testing resources for STIs.

IX. Future Meeting Dates & Location (Discussion / Action) - Jeff

- April 8, 4:00 (North High School)
- April 22, 4:00 (North High School)

X. Adjournment (Action) - Jeff

- Motion (Jen) / Second (Tracy); 10 (Yes); 0 (No)