



**BOARD OF EDUCATION  
SHEBOYGAN AREA SCHOOL DISTRICT  
Sheboygan, Wisconsin  
REGULAR MEETING MINUTES  
Tuesday, June 27, 2023**

The regular meeting of the Board of Education of the Sheboygan Area School District was held on Tuesday, the 27<sup>th</sup> day of June at 6:30 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 7:10 p.m.

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

Moved by Dr. Hein, seconded by Ms. Boehmer 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, Dr. Susan Hein, Ms. Heidi Boehmer, Ms. Sarah Ruiz-Harrison

**APPROVAL OF MINUTES**

Moved by Dr. Hein, seconded by Ms. Boehmer to approve the Special Session meeting minutes of June 13, 2023, Regular Board of Education meeting minutes of May 23, 2023, and Closed Session meeting minutes of May 23, 2023. Motion carried 8-0-1 (Burg-abstained)

**COMMUNITY INPUT**

There was no community input.

**SUPERINTENDENT'S REPORT**

Mr. Harvatine provided a report on many events that have taken place including the Sheboygan, WI Online Safety Roadshow Run of Show, a mural designed by the North High School National Art Honor Society, Senior Signing Day, the Baccalaureate Programs, Graduation, South High School student's collaboration with an Artist in Residence, sale of this year's House Construction Project, Books on Bikes, Technical Incentive grants received by students, summer school, free summer meals, and support staff hiring fair. He provided a state budget update ahead of the discussion of this item on the agenda. He noted with regards to the budget, the tax levy and mill rates, etc. will be discussed at the October Regular Board of Education meeting. Mr. Burg asked what steps we have taken to be sure our staff and students are well due to the air quality and Mr. Harvatine responded that students have individual health plans and our nurses are also monitoring some of the activities. Ms. Robbins asked what the plan is to share the financial shift and continual burden to our taxpayers and Mr. Harvatine responded that part of the long-range plan is communicating to our students and families and also to those who do not have children in the school system. He added that it is hard for us to communicate until we have those numbers and we will not know the tax impact until after October 15, 2023.

**MISCELLANEOUS**

**A. 10-Year Capital Plan**

Moved by Mr. Mancl, seconded by Ms. Versey to approve the 10-year Capital Plan. All ayes. Motion carried unanimously.

Mr. Boehlke provided an overview of the purpose of a 10-year capital plan and the history of our capital improvement fund. The District had made over ten million dollars in budget reductions since 2016 and one of the areas of budget reductions was in capital needs funding. As a result, some scheduled maintenance and infrastructure improvements were annually deferred to future years. It was our plan to gradually increase the capital improvements budget from \$1,050,000 to \$2,000,000 to avoid further deference of scheduled maintenance for facilities. Although state increases to revenue have been well below inflation, the District has been able to increase the Fund 41 Capital Expense budget to \$1,301,000; however, this is still well short of the \$2,000,000 needed for annual maintenance and capital improvements for district facilities. Walk through's have

been done at every facility in the District with building principals and head custodians as well as the activity director's at North and South High Schools. Based on the information gathered, a 10-year capital plan was created in order to prioritize and guide the capital maintenance and improvement projects over the next ten years. Mr. Boehlke noted that they have not planned any capital improvements at Farnsworth or Urban Middle School because of the plan to go to referendum on those two buildings. While there is a cost to build new buildings, there is also a cost to do nothing with those buildings. The expenses for those buildings would need to fit into this 10-year plan if we choose not to go to referendum. Time is also a problem because so many of our buildings are being used during the summer for programs, etc. The plan is a roadmap and they are aware that every year it is going to change so they will come back to the Board every year with the plan and its updates. Walk through's would be done every other year. He added that this is not set in stone – rather a roadmap and will need to be flexible as we move forward. Fund balance has been used often to bite off some expenses such as the fire panels at North and South High Schools that will not be included in the plan. There are COVID relief funds we are still using for HVAC and other things. Mr. Burg asked whether inflation is factored in each year the project is not completed and Mr. Vollmer responded that some items might be in there as a placeholder only because we do know some items consistently have problems such as leaking windows. Mr. Burg also asked about inflation when it comes to \$2 million now versus years later. He would like to see us increase every year each line item with inflation being considered. Mr. Boehlke noted that is why they want to come back every year with an updated plan to reflect on things that were completed or not.

## **B. Presentation of the 2023-2024 Preliminary Budget**

Moved by Mr. Burg, seconded by Mr. Laster to approve the preliminary budget for the 2023-2024 fiscal year. All ayes. Motion carried unanimously.

Ms. Donohue clarified why agenda item C. is necessary in the event the Board does not approve the preliminary budget it allows administration to continue to pay salaries/benefits as well as expenditures in other areas after July 1, 2023.

Mr. Boehlke reported that on June 8, 2023 a shared revenue package was agreed upon for local governments. It was not what we had projected considering it is a \$1.2 million reduction in revenue. He added that administration had hoped to give staff a higher salary increase; however, that will not be the case. While the revenue increases fall short, the administration proposes to bring the preliminary budget back into balance by an increase in interest revenue of \$978,491, reducing the budget payment to Lake Country Academy and Sheboygan Leadership Academy by \$16,075 because of the \$325 per pupil increase, and to reduce the annual employee HRA contribution by \$205,426. These three items will allow for the 4% salary increases and other budget provisions that were included in the preliminary presentation to the Board. Mr. Boehlke added that because this has been signed into law, the Board could proceed to move forward thus preventing retroactive pay for employees. Mr. Mancl asked what the tax implication would be, and Mr. Boehlke responded the \$325 per-pupil is the tax increase.

## **C. Spending Resolution for the 2023-2024 Fiscal Year**

There was no discussion on this agenda item.

# **REPORT OF COMMITTEES**

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

### **1. Achievement Gap Reduction (AGR) Goal Update**

From the committee meeting:

Mr. Konrath provided the background of the Achievement Gap Reduction (AGR) program, which amended the Student Achievement Guarantee in Education (SAGE) program in 2015. Principals presented the necessary information required for end of year reporting as outlined in their AGR contracts. Ms. Donohue asked if the data dive provided the principals with some answers and Mr. DePagter responded that plans have been developed for the 2023-2024 school year based on the literacy data. Mr. Laster asked how we keep students busy during the summer months, and Ms. Buffington responded that a lot of information is sent to the homes and there are a number of summer school activities as well. Mr. Konrath talked about the Student Growth Percentile (SGP) and that it can negatively affect the District when we take summer school numbers. He added that the State indicates that a 35 SGP or higher indicates a school is doing a good job. The District sets the bar at 50. Mr. Mancl asked how we show the positive when we do not reach our target and Mr. Konrath responded that it is subjective and he would like the State to just say, "met" or "not met". The District has rigorous goals higher than the State requirement. Ms. Robbins asked if other districts hold at 50 also and Mr. Konrath responded that it is not known, as we are unable to see the results from other school districts.

## 2. 2022-2023 ES3 Grant and Special Education Programs Update

From the committee meeting:

Mr. Konrath stated the purpose is to update the committee of the results of special education grants and programs from the past school year. Mr. Ledermann reviewed the programs that we offer and spoke about the ES3 grant, which is to help the District identify and support the beliefs, skills, and systems needed to improve academic outcomes for students with IEP's. Funds supported special education leadership staff training and allowed time for staff directly involved with students to collaborate and share information to all staff within the building. He provided an overview of year 2 which included coaching cycles, professional learning, and staff discussing how to support and grow the work of the 3-year grant. Mr. Ledermann talked about the Transition Readiness Program, designed to support students with disabilities to transition to competitive work and post-secondary education, and noted that they focused their work around transportation and competitive employment training programs. He added that 40 students received the driver's education scholarship, 26 students completed the online portion of the course, and 6 students completed the behind the wheel portion of the course. Employment for students range from car detailing to positions being held at the Aurora Medical Center. The ASPIRE program is for 18-21 adult learners and Mr. Ledermann reported that the goals of that program are 1) living skill development; 2) job development; and 3) growth of adult learners. He added that the skills of students have greatly improved and he does not believe that would have been possible if they would not have moved the program to the Central Office location. The program is designed so that these adult learners can be independent for the remainder of their lives. Ms. Robbins asked if Mr. Ledermann is keeping track of those things that are working and that they would like to continue after the grant expires. Mr. Ledermann commented that the District has an external coach from the Department of Public Instruction (DPI) that assists us with the grant. He added that the work could continue without the extra need for the grant dollars and each year the amount we receive is reduced so it is about finding unique ways to stay sustainable as we move into the future.

## 3. Adoption of Textbooks/Instruction Materials

Moved by Ms. Robbins, seconded by Mr. Laster to accept the Curriculum and Instruction Committee's recommendation to approve the adoptions of textbooks/instructional materials for the 2023-2024 school year. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Mr. Laster, seconded by Ms. Versey to approve the following adoptions of textbooks/instructional materials for the 2023-2024 school year. All ayes. Motion carried unanimously.

- Reveal Advanced Algebra – Grades 9-12 (North & South High Schools)
- Introduction to Personal Finance – Grades 9-12 (North High School)
- Psychology in Everyday Life 6<sup>th</sup> Edition – Grades 10-12 (North & South High Schools)
- Into Literature (Grades 6-8)

Mr. Spielman and Mr. Renzelmann provided overviews of their Executive Summaries for each of the adoptions as well as the background to how the adoptions have worked in the past. Mr. Mancl asked if there could potentially be an issue with any items within the text that would be concerning, or come back to the Board that would be controversial, and Mr. Renzelmann responded that there should not be any concerns.

## **B. HUMAN RESOURCES COMMITTEE**

Moved by Dr. Hein, seconded by Ms. Robbins to accept the Human Resources Committee's recommendation to approve agenda items #1, #2, and #4. All ayes. Motion carried unanimously.

### 1. Appointments

From the committee:

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

Mr. Mancl asked for clarification on how starting salaries are determined as the District no longer bases being paid more for having a Master's Degree, and there are differences in starting salaries. Ms. Hintz responded that the starting salary is based on the years of experience within the teaching field, and then she follows the salary scale. Mr. Harvatine clarified that \$43,000 is the starting salary for a brand-new graduate, whereas someone with a higher salary would have more years of teaching experience. Mr. Harvatine explained that the salary for a teacher from outside the District with 12 years of teaching experience, we would look at a current teacher with 12 years of experience and align. Mr. Mancl asked if the years of experience could be included in the teacher's description, and Mr. Harvatine said they could look into that.

## ADMINISTRATORS

Lindsay Charles Grafton, WI	Principal at CHANGE Academy & Coordinator of Special Education	UW-La Crosse	Master's Degree \$90,720.00
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Ms. Charles has been hired as the Principal at CHANGE Academy & Coordinator of Special Education for the 2023-2024 school year. She obtained her Master's Degree in Education from the University of Wisconsin – La Crosse and her Principal certification from Saint Mary's University of Minnesota. Currently, Ms. Charles is an Alternative Education Teacher at Grafton High School. Prior to this, she worked as a Cross Categorical Special Education Teacher at both Grafton High School and Green Tree Elementary in West Bend. Additionally, she served as an Emotional Behavioral Disabilities and Learning Disabilities Teacher at Longfellow Middle School in La Crosse. Ms. Charles was selected as one of three candidates interviewed.

Samantha Hebert Milwaukee, WI	School Psychologist Early Learning Center	UW-Milwaukee	Master's Degree \$62,320.00
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Ms. Hebert has been hired as a School Psychologist for the 2023-2024 school year. She obtained her Master's Degree in School Psychology from the University of Wisconsin - Milwaukee. Ms. Hebert completed her practicum at Longfellow Elementary and Central High School in West Allis-West Milwaukee. Ms. Hebert was selected as one of three candidates interviewed.

Grace Tesmer Plymouth, WI	Coordinator School Nutrition	UW-Green Bay	Master's Degree \$10,266.67 (prorated)
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Ms. Tesmer has been hired as the Coordinator of School Nutrition effective, May 15, 2023. Ms. Tesmer is a Registered Dietitian, School Nutrition Specialist, and is Serv Safe certified. She has been a Food Service Supervisor with the District since April 2022 and previously served as the District's Wellness Dietitian from January 2021 to April 2022. Ms. Tesmer currently serves as a Contracted Dietitian at Fresh Meals on Wheels of Sheboygan County and previously held the position of Food Service Director at Fresh Meals on Wheels. She was the only candidate interviewed.

## TEACHERS

Lindsey Anderson Sheboygan, WI	Science/Social Studies Farnsworth	UW-La Crosse	Bachelor's Degree \$43,454.00
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Ms. Anderson has been hired for the 2023-2024 school year. She is certified in Regular Education and Science. She was one of three applicants interviewed.

Tara Aston Grafton, WI	Speech & Language Pathologist Early Learning Center	University of South Alabama	Master's Degree \$59,454.00
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Ms. Aston has been hired for the 2023-2024 school year. She is certified in Speech and Language Pathology. She was the only candidate interviewed.

Courtney Athorp Howards Grove, WI	Data & Instructional Coach Pigeon River/Lincoln Erdman	Holy Family College	Master's Degree \$69,454.00
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Ms. Athorp has been hired for the 2023-2024 school year. She is certified in Regular Education, Social Studies, Director of Instruction, and Principal. She was one of three candidates interviewed.

Colton Bitter Sheboygan Falls, WI	Social Studies Horace Mann	UW-Green Bay	Bachelor's Degree \$43,454.00
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Mr. Bitter has been hired for the 2023-2024 school year. He will be certified in History and Regular Education. He was one of five candidates interviewed.

Krystin Breitag Farmington Hills, MI	Speech & Language Pathologist Early Learning Center	UW-Whitewater	Master's Degree \$63,954.00
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Ms. Breitag has been hired for the 2023-2024 school year. She is certified in Speech and Language Pathology. She was the only candidate interviewed.

Matthew Brown Wisconsin Rapids, WI	Mathematics Horace Mann	UW-Oshkosh	Bachelor's Degree \$45,454.00
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Mr. Brown has been hired for the 2023-2024 school year. He is certified in Mathematics. He was one of five candidates interviewed.

Wanda Bruxvoort Sheboygan, WI	Fifth Grade Jefferson	Northwestern College	Bachelor's Degree \$68,454.00
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Ms. Bruxvoort has been hired for the 2023-2024 school year. She has been an Educational Assistant with the District since September 2022. She is certified in Regular Education, English as a Second Language, and Reading. She was one of two candidates interviewed.

Sophie Burke Sun Prairie, WI	Third Grade Dual Language Sheridan	UW-Stevens Point	Bachelor's Degree \$56,454.00
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Ms. Burke has been hired for the 2023-2024 school year. She is certified in Early Childhood Special Education, Regular Education, and Bilingual-Bicultural Education. She was the only candidate interviewed.

Emily Butler Sheboygan, WI	Third Grade Wilson	UW-Green Bay	Bachelor's Degree \$43,454.00
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Ms. Butler has been hired for the 2023-2024 school year. She is certified in Regular Education. She was one of five candidates interviewed.

Garrett Cummings Medford, WI	Mathematics South High	Lakeland College	Bachelor's Degree \$53,454.00
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Mr. Cummings has been hired for the 2023-2024 school year. He is certified in Mathematics. He was the only candidate interviewed.

Andrew D'Alberto Grafton, WI	Chemistry South High	Concordia University	Bachelor's Degree \$54,954.00
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Mr. D'Alberto has been hired for the 2023-2024 school year. He is certified in Broad Field Science and Biology and is working towards obtaining certification in Chemistry. He was one of six candidates interviewed.

Nicole Dean Sheboygan, WI	Special Education (EBD) CHANGE Academy	UW-Oshkosh	Bachelor's Degree \$43,454.00
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Ms. Dean has been hired for the 2023-2024 school year. She will be certified in Cross-Categorical Special Education. She was one of two candidates interviewed.

Claudia Dumoulin Green Bay, WI	Art Cleveland & Cooper	St. Norbert College	Bachelor's Degree \$43,454.00
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Ms. Dumoulin has been hired for the 2023-2024 school year. She will be certified in Art Education. She was one of five candidates interviewed.

Jaclyn Gill Menomonee Falls, WI	Deaf and Hard of Hearing District-Wide	UW-Milwaukee	Bachelor's Degree \$49,454.00
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Ms. Gill has been hired for the 2023-2024 school year. She will be certified in Deaf and Hard of Hearing. She was the only candidate interviewed.

Mary Houser Kohler, WI	Assistive Technology Specialist (80%) District-Wide	Marquette University	Master's Degree \$52,363.20 (prorated)
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Ms. Houser has been hired for the 2023-2024 school year. She is certified in Speech and Language Pathology. She was one of five candidates interviewed.

Katherine Kaminski Sheboygan, WI	Art (67%) Pigeon River	Southern Illinois University	Master's Degree \$38,829.18 (prorated)
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Ms. Kaminski has been hired for the 2023-2024 school year. She will be certified in Art Education. She was one of three candidates interviewed.

Gregory Kiehl Sheboygan, WI	Music (50%) Lincoln-Erdman	UW-Milwaukee	Master's Degree \$40,470.50 (prorated)
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Mr. Kiehl has been hired for the 2023-2024 school year. He is certified in Instrumental Music. Prior to his retirement from SASD in June 2021, Mr. Kiehl had served as an instrumental music teacher for 34 years.

Akuma Lor Green Bay, WI	Physical Education Horace Mann	UW-Stevens Point	Bachelor's Degree \$43,454.00
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Mr. Lor has been hired for the 2023-2024 school year. He will be certified in Physical Education and Health. He was one of four candidates interviewed.

Gaelle Lorient-de Swarte Sheboygan, WI	French North High	University Jean Moulin Lynn III France	Bachelor's Degree \$43,454.00
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Ms. Lorient-de Swarte has been hired for the 2023-2024 school year. She will be certified in French. She was the only candidate interviewed.

Peri Luedke Sheboygan Falls, WI	First Grade Lincoln-Erdman	Lakeland College	Bachelor's Degree \$53,454.00
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Ms. Luedke has been hired for the 2023-2024 school year. She is certified in Regular Education and English as a Second Language. She was one of six candidates interviewed.

Caitlin Martens Elgin, IL	English Learner Farnsworth	National Louis University	Master's Degree \$59,454.00
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Ms. Martens has been hired for the 2023-2024 school year. She is certified in English as a Second Language, Regular Education, English/Language Arts, and Reading Teacher. She was the only candidate interviewed.

Jennifer Marx Appleton, WI	English Learner North High	UW-Oshkosh	Bachelor's Degree \$67,454.00
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Ms. Marx has been hired for the 2023-2024 school year. She is certified in English as a Second Language and Spanish. She was the only candidate interviewed.

Jamie Mathews Englewood, CO	Physical Education North High	UW-La Crosse	Bachelor's Degree \$47,454.00
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Mr. Mathews has been hired for the 2023-2024 school year. He is certified in Physical Education, Health, and Adaptive Physical Education. He was one of four candidates interviewed.

Brenna McDonough* Sheboygan, WI	English/Social Studies Farnsworth	Viterbo University	Bachelor's Degree \$43,454.00
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Ms. McDonough has been hired for the 2023-2024 school year. She will be certified in Regular Education. She was one of two candidates interviewed.

Kristi McMullen Plymouth, WI	First Grade Lincoln-Erdman	Ripon College	Bachelor's Degree \$54,954.00
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Ms. McMullen has been hired for the 2023-2024 school year. She is certified in Regular Education. She was one of fourteen candidates interviewed.

Jaden Rieck Sheboygan, WI	Science/Social Studies Farnsworth	Alverno College	Bachelor's Degree \$43,454.00
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Ms. Rieck has been hired for the 2023-2024 school year. She will be certified in Regular Education. She was one of two candidates interviewed.

Kellie Roethel Sheboygan, WI	Art Madison	UW-Milwaukee	Bachelor's Degree \$49,454.00
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Ms. Roethel has been hired for the 2023-2024 school year. She is certified in Art. She was the only candidate interviewed.

Tyson Schuchardt Sheboygan, WI	Social Studies North High	UW-Green Bay	Bachelor's Degree \$43,454.00
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Mr. Schuchardt has been hired for the 2023-2024 school year. He will be certified in History, Broad Field Social Studies, and Regular Education. He was one of seven candidates interviewed.

Zachary Skubal Green Bay, WI	Health Farnsworth	UW-Stevens Point	Bachelor's Degree \$43,454.00
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Mr. Skubal has been hired for the 2023-2024 school year. He will be certified in Health and Physical Education. He was one of five candidates interviewed.

Autumn Smith Sheboygan, WI	Second Grade Pigeon River	UW-Green Bay	Bachelor's Degree \$43,454.00
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Ms. Smith has been hired for the 2023-2024 school year. She will be certified in Regular Education. She was one of three candidates interviewed.

Abigail Steib Phoenix, AZ	Third Grade Lincoln-Erdman	UW-La Crosse	Bachelor's Degree \$45,454.00
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Ms. Steib has been hired for the 2023-2024 school year. She is certified in Regular Education. She was one of fourteen candidates interviewed.

Rachel Swengel Sheboygan, WI	French & World Language Horace Mann	Wellesley College	Bachelor's Degree \$43,454.00
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Ms. Swengel has been hired for the 2023-2024 school year. She will be certified in World Languages. She was one of two candidates interviewed.

Hallie Theune* Sheboygan, WI	Mathematics South High	Lakeland University	Bachelor's Degree \$43,454.00
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Ms. Theune has been hired for the 2023-2024 school year. She will be certified in Mathematics. She was one of two candidates interviewed.

Elise Vollmer* Kohler, WI	Fourth Grade Pigeon River	UW-Green Bay	Bachelor's Degree \$45,454.00
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Ms. Vollmer has been hired for the 2023-2024 school year. She is certified in Regular Education. She was one of four candidates interviewed.

**HERITAGE SCHOOL COUNCIL COORDINATOR**

Holly Hansen-Grotbeck	June 16, 2023	\$2,500.00 per year (Funded by Endowment)
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**NOON HOUR SUPERVISOR**

Andrea Canales Aceves Sheridan	May 11, 2023	\$10.00 per hour
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**RECREATION DEPARTMENT**

Blake Becker	Umpire/Tee Ball Instructor	June 6, 2023	\$13.00 per hour
Makayla Buchner	Summer Adventures Assistant	June 8, 2023	\$14.00 per hour
Cornelia Damkot	Summer Maintenance	June 6, 2023	\$12.00 per hour
Louisa Damkot	Summer Adventures Assistant	June 4, 2023	\$14.00 per hour
Grace Leonhardt	Summer Adventures Assistant	May 22, 2023	\$14.00 per hour
Amy Leynse	Summer Adventures Assistant	June 1, 2023	\$16.50 per hour
Reagan Makela	Summer Adventures Assistant	June 2, 2023	\$14.00 per hour
Kadence Paul	Gymnastics Coach	June 19, 2023	\$13.00 per hour

Emily Presti	Summer Adventures Assistant	June 1, 2023	\$14.00 per hour
Kamryn Rabon	Softball Supervisor	June 6, 2023	\$15.00 per hour
Kaitlyn Udovich	KidStop Childcare	May 17, 2023	\$14.00 per hour
Kamrynn Wiltzius	Baseball/Softball Umpire	June 5, 2023	\$15.00 per hour

SCHOOL NUTRITION

Mariah Warnecke	Supervisor	June 12, 2023	\$26.00 per hour
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SUBSTITUTE EDUCATIONAL ASSISTANTS

Kelly DeRuyter	District-Wide	May 15, 2023
Theresa Gehl	District-Wide	May 15, 2023
Peggy Grimins*	District-Wide	May 22, 2023
Molly Hocevar*	Jackson	May 22, 2023
Tatiana Ruiz	District-Wide	May 30, 2023
Donna Schultz	District-Wide	June 7, 2023
Jessica Sullivan	District-Wide	May 25, 2023

SUBSTITUTE SECRETARIES

Lori Anderson	Jefferson	May 22, 2023
Theresa Gehl	District-Wide	May 15, 2023

SUBSTITUTE TEACHERS

Chad Brandis	Degreed, Non-certified	May 3, 2023
Kellie Broghammer	Emotional Behavior Disabilities	June 9, 2023
Cale Schueffner	Regular Education	June 9, 2023
Jessica Sullivan	Degreed, Non-certified	May 25, 2023
Robert Szyman	Degreed, Non-certified	May 25, 2023
Jennifer Tolman	Degreed, Non-certified	May 2, 2023
Dawson Wilterdink*	Regular Education	May 12, 2023

\*Relative of SASD employee

2. Leave of Absence

From the committee meeting:

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

Robyn Salm	Teacher	North High	October 30, 2023 – June 10, 2024
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3. Separations

From the committee meeting:

The following separations have been granted:

Timothy Becker	Substitute Custodian	Facilities Services	June 13, 2023
Arianna Beltran	CLC Enrichment Assistant	Sheridan	May 24, 2023
Ruth Benedum	Substitute Teacher/Tutor	District-Wide	May 17, 2023
Emma Bretl-Eden	Substitute Teacher	District-Wide	June 8, 2023
Kellie Broghammer	Teacher	Lincoln Erdman	June 8, 2023
Donna Brunbauer	Noon Supervisor	Madison	June 7, 2023
Hayley Burkart	Educational Assistant	Central High	June 7, 2023
Christin Campbell	Teacher	Étude High	June 8, 2023
Morgan Cavnah	Dance Assistant	North High	May 19, 2023
Khao Chang	Educational Assistant	Jefferson	May 18, 2023
Aliza Chavez	Artist in Residence	Étude High	May 19, 2023
Alyssa Conway	Assistant Basketball Coach	North High	May 22, 2023
Kelly DeRuyter	Educational Assistant	Urban	May 12, 2023
Samuel Domine	Teacher	Central High	June 8, 2023
Dee Erdmann	Substitute Cook	District-Wide	May 22, 2023
Azlyn Faust	Educational Assistant	Jefferson	May 9, 2023
Ryan Fladvid	Teacher	South High	June 8, 2023



Bryce Gannigan	Teacher	Étude MS/North	June 8, 2023
Itzchel Garza-Martinez	Secretary	Early Learning Center	June 14, 2023
Ella Gerstner	Summer School Assistant	District-Wide	May 19, 2023
Sara Gigot	Teacher	Jackson	June 8, 2023
Jason Giordano	Teacher	Warriner High	August 15, 2023
Stacy Gottschalk	Noon Supervisor	Madison	June 7, 2023
Bethany Grimins	KidStop Childcare	Recreation Department	June 7, 2023
Lora Hagen	Substitute Teacher/Tutor	District-Wide	May 16, 2023
Lisa Herber	Substitute Teacher	District-Wide	June 8, 2023
Patricia Holmes	Council Coordinator	Heritage School	June 15, 2023
Samuel Hopp	Basketball Instructor	Recreation Department	May 19, 2023
David Kapp	Supvr of Maintenance/Custodian	Central Support	June 30, 2023
Lila Kue	Educational Assistant	Wilson	June 7, 2023
Pa Chia Lee	KidStop Childcare	Pigeon River	May 23, 2023
Pa Nhia Lee	Educational Assistant	Urban	June 7, 2023
Megan Little	Event Worker	North High	May 19, 2023
Madeline Makhouf	Teacher	South High	June 8, 2023
Rebecca Mann	Teacher	Warriner Middle	June 8, 2023
Deborah Noworatzky	Substitute Educational Assistant	District-Wide	June 8, 2023
Kyla Nguyen	Student Lifeguard	North High	May 2, 2023
Sierra Nichols	Educational Assistant	Horace Mann	June 7, 2023
Claire Pelto	Educational Assistant	Étude High	May 26, 2023
Christopher Peterson	Teacher	Urban	June 8, 2023
Samantha Pipp	Teacher	Jefferson	June 8, 2023
Logan Pond	Student Lifeguard	North High	May 2, 2023
Jason Qualls	Cook	Horace Mann	June 7, 2023
Jessica Radschlag	Educational Assistant	Jackson	June 8, 2023
Debra Sawyer	Substitute Teacher	District-Wide	June 8, 2023
Macy Schetter	Event Worker	North High	May 19, 2023
Lisa Schisel	KidStop Childcare	Recreation Department	May 11, 2023
Shelly Schnitzer	Teacher	Étude Elementary	June 8, 2023
David Shoemaker	Substitute Teacher	District-Wide	June 8, 2023
Terry Schwark	Custodian	Horace Mann	August 1, 2023
Ryan Simmelink	Student Lifeguard	South High	May 2, 2023
Joanna Sizer	Teacher	Urban	June 8, 2023
Josophine Sorenson	Lifeguard	North High	May 19, 2023
Lurian Sota Cartegena	Referee	Recreation Department	May 19, 2023
Candy Stasiak	KidStop Childcare	Pigeon River	May 23, 2023
Tabitha Steinbock	Substitute Teacher	District-Wide	June 8, 2023
Dakota Swenson	Substitute Cook	District-Wide	May 22, 2023
Mai Jee Thao	Teacher	Madison	July 11, 2023
Daniel Trossen	Custodian	Pigeon River	May 19, 2023
Christina Veldman	Substitute Educational Assistant	District-Wide	June 7, 2023
Jose Vera	CLE Enrichment Assistant	Sheridan	May 23, 2023
Zachary Webster	Teacher	North High	June 8, 2023
Kailee Whitney	Teacher	Sheridan	June 8, 2023
Shoua Xiong	Educational Assistant	South High	July 20, 2023
John Zemke	Substitute Teacher	District-Wide	June 8, 2023
Kaitlyn Zynda	KidStop Childcare	Pigeon River	May 23, 2023

#### 4. Retirements

From the committee meeting:

Moved by Mr. Mancl, seconded by Ms. Boehmer 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.

Debra Koehler	Secretary	Student Services	22.85 years of service
Sandra Schroeder	Secretary	Instructional Services	23.90 years of service

5. Internal Administrative Transfer

From the committee meeting:

The following internal transfer (an internal employee moving from one position to another position) for the 2023-2024 school year has been granted:

Jennifer Eisold

Recreation Department Supervisor

Special Education Cross-Categorical Teacher

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

Moved by Mr. Burg, seconded by Ms. Robbins to accept the Facilities/Recreation/Theatre Committee's recommendation to approve agenda items #1 and #2. All ayes. Motion carried unanimously.

1. Sheboygan Theatre Company Financial Report

From the committee meeting:

Moved by Mr. Laster, seconded by Ms. Ruiz-Harrison to accept the Sheboygan Theatre Company Financial Report through April 30, 2023. All ayes. Motion carried unanimously.

Mr. Koehler reported that the Sheboygan Theatre Company is on track for a positive season. Fundraisers that were held at Acuity and the Plymouth dirt track were very successful.

2. 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 April 30, 2023. All ayes. Motion carried unanimously.

Mr. Koehler commented that more than 600 kids are in KidStop this year, and 850 are signed up for the 2023-2024 school year.

3. Facility Permit Report

From the committee meeting:

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

**D. FINANCE & BUDGET COMMITTEE**

Moved by Ms. Ruiz-Harrison, seconded by Mr. Burg to accept the Finance and Budget Committee's recommendation to approve agenda items #1, #2, #3, #4, #5, and #6. All ayes. Motion carried unanimously.

1. Fund 41 Capital Projects

From the committee meeting:

Moved by Dr. Hein, seconded by Mr. Burg to approve the Fund 41 Capital Projects through April 30, 2023, as presented. All ayes. Motion carried unanimously.

Mr. Boehlke reported that \$786,000 was expended and that there is an overlap over the summer when most of the projects are done between June – August. He highlighted that the Administrative Services Building parking lot work is being paid with funds that were designated at the time of purchasing the building.

2. Statement of Cash Flow

From the committee meeting:

Moved by Dr. Hein, seconded by Mr. Burg to approve the Statement of Cash Flow through April 30, 2023, as presented. All ayes. Motion carried unanimously.

3. Revenues & Expenditures Reports

From the committee meeting:

Moved by Mr. Burg, seconded by Dr. Hein to approve the Revenue & Expenditures reports through April 30, 2023, as presented. All ayes. Motion carried unanimously.

Mr. Boehlke noted that the General Fund and Special Education Fund balances are as expected. He explained that the Nutritional Services Fund has a large deficit, which was a result of the District providing free lunch to all students. This was planned as the Department of Public Instruction only allows so much in that fund, and this was a way of spending down that fund.

#### 4. Budget Revisions and Transfers of Appropriations

From the committee:

Moved by Mr. Burg, seconded by Dr. Hein to approve the Budget Revisions and Transfers reports through April 30, 2023, as presented. All ayes. Motion carried unanimously.

<b>GENERAL FUND (FUND 10)</b>	<b>Revised Budget 3-31-23</b>	<b>Revised Budget 4-30-23</b>	<b>Budget Increase (Decrease)</b>
<b>REVENUES</b>			
100 Transfers-in	0.00	0.00	0.00
<b>Local Sources</b>			
210 Taxes	20,759,666.00	20,759,666.00	0.00
240 Payments for Services Provided Local Governments	0.00	36,660.00	36,660.00
260 Non-Capital Sales	281,206.70	289,880.12	8,673.42
270 School Activity Income	152,686.28	190,860.22	38,173.94
280 Interest on Investments	120,000.00	120,000.00	0.00
290 Other Revenue, Local Sources	346,062.91	356,473.28	10,410.37
<b>Subtotal Local Sources</b>	<b>21,659,621.89</b>	<b>21,753,539.62</b>	<b>93,917.73</b>
<b>Other School Districts Within Wisconsin</b>			
340 Payments for Services	1,801,056.00	1,801,056.00	0.00
<b>Revenue from Intermediate Sources</b>			
510 Transit of Aids	75,383.00	75,383.00	0.00
<b>State Sources</b>			
610 State Aid -- Categorical	797,328.00	797,328.00	0.00
620 State Aid -- General	86,781,290.00	86,781,290.00	0.00
630 DPI Special Project Grants	201,708.39	261,308.39	59,600.00
640 Payments for Services	140,000.00	140,000.00	0.00
650 Student Achievement Guarantee in Education	2,252,202.00	2,255,131.00	2,929.00
660 Other State Revenue Through Local Units	17,000.00	17,000.00	0.00
690 Other Revenue	7,658,161.00	7,658,161.00	0.00
<b>Subtotal State Sources</b>	<b>97,847,689.39</b>	<b>97,910,218.39</b>	<b>62,529.00</b>
<b>Federal Sources</b>			
710 Transit of Aids	97,009.00	97,009.00	0.00
730 DPI Special Project Grants	12,014,584.34	12,078,864.34	64,280.00
750 IASA Grants	1,967,695.00	1,967,695.00	0.00
780 Other Federal Revenue Through State	20,000.00	166,929.00	146,929.00
790 Other Revenue from Federal Sources	0.00	0.00	0.00
<b>Subtotal Federal Sources</b>	<b>14,099,288.34</b>	<b>14,310,497.34</b>	<b>211,209.00</b>
<b>Other Financing Sources</b>			
860 Compensation, Fixed Assets	107,847.00	107,847.00	0.00
<b>Other Revenues</b>			
960 Adjustments	0.00	0.00	0.00
970 Refund of Disbursement	276,229.00	276,229.00	0.00

990 Miscellaneous	305,650.78	307,344.40	1,693.62
<b>Subtotal Other Revenues</b>	<b>581,879.78</b>	<b>583,573.40</b>	1,693.62
<b>TOTAL REVENUES</b>	<b>136,172,765.40</b>	<b>136,542,114.75</b>	369,349.35
<b>EXPENDITURES</b>	<b>Revised Budget 3-31-23</b>	<b>Revised Budget 4-30-23</b>	<b>Budget Increase (Decrease)</b>
<b>Instruction</b>			
110 000 Undifferentiated Curriculum	23,662,017.30	23,740,942.10	78,924.80
120 000 Regular Curriculum	30,518,867.97	30,527,861.63	8,993.66
130 000 Vocational Curriculum	3,292,342.29	3,309,384.21	17,041.92
140 000 Physical Curriculum	2,961,147.00	2,960,976.00	(171.00)
160 000 Co-Curricular Activities	1,471,631.02	1,451,017.12	(20,613.90)
170 000 Other Special Needs	513,928.00	514,300.00	372.00
<b>Subtotal Instruction</b>	<b>62,419,933.58</b>	<b>62,504,481.06</b>	84,547.48
<b>Support Sources</b>			
210 000 Pupil Services	6,403,891.07	6,383,203.01	(20,688.06)
220 000 Instructional Staff Services	6,531,642.21	6,759,691.21	228,049.00
230 000 General Administration	2,184,687.54	2,207,603.76	22,916.22
240 000 School Building Administration	8,113,042.13	8,043,822.63	(69,219.50)
250 000 Business Administration	22,414,667.55	24,153,280.04	1,738,612.49
260 000 Central Services	1,035,299.10	1,045,002.10	9,703.00
270 000 Insurance & Judgments	1,046,949.00	1,046,949.00	0.00
280 000 Debt Services	0.00	0.00	0.00
290 000 Other Support Services	2,845,917.10	2,889,720.61	43,803.51
<b>Subtotal Support Sources</b>	<b>50,576,095.70</b>	<b>52,529,272.36</b>	1,953,176.66
<b>Non-Program Transactions</b>			
410 000 Inter-fund Transfers	14,363,678.39	14,363,678.39	0.00
430 000 Instructional Service Payments	15,454,369.76	15,506,298.60	51,928.84
490 000 Other Non-Program Transactions	10,000.00	10,000.00	0.00
<b>Subtotal Non-Program Transactions</b>	<b>29,828,048.15</b>	<b>29,879,976.99</b>	51,928.84
<b>TOTAL EXPENDITURES</b>	<b>142,824,077.43</b>	<b>144,913,730.41</b>	2,089,652.98

<b>SPECIAL EDUCATION (FUND 27)</b>	<b>Revised Budget 3-31-23</b>	<b>Revised Budget 4-30-23</b>	<b>Change in Budget</b>
<b>TOTAL REVENUES</b>	<b>23,057,042.39</b>	<b>23,058,327.39</b>	1,285.00
100 000 Instruction	19,106,505.00	19,107,234.00	729.00
200 000 Support Services	3,810,537.39	3,811,093.39	556.00
400 000 Non-Program Transactions	140,000.00	140,000.00	0.00
<b>TOTAL EXPENDITURES</b>	<b>23,057,042.39</b>	<b>23,058,327.39</b>	1,285.00

5. Confirmation of Sale of House Construction Project

From the committee meeting:

Moved by Ms. Boehmer, seconded by Mr. Burg to approve administration's request to sell the residential property at 5510 Chime Lane, Sheboygan, WI, for the amount of \$424,900, which is owned by the school district and is no longer needed for school purposes. All ayes. Motion carried unanimously.

Mr. Duff explained that the District received an offer of \$424,900 to purchase this year's house construction project. He noted that after the realtor fees and building costs, there should be a net of \$118,000 which will go towards the next house construction project. He highlighted that the District has one additional lot in Stonebrook Crossing that would be used for the 2023-2024 house construction project. This house was featured in the Sheboygan County Tour of Homes.

## 6. Fund Balance Designation

From the committee meeting:

Moved by Dr. Hein, seconded by Mr. Burg to approve the fund balance designations for the fiscal year ending June 30, 2023, as presented. All ayes. Motion carried unanimously.

Mr. Boehlke explained that it is a Governmental Accounting Standards Board (GASB) requirement that fund balance designations occur at the end of the fiscal year, which ends June 30, 2023. These are previous designations with the current balances. The administration will present recommendations to the Board in November to adjust the proposed fund balance designations based on the closing of the 2022-2023 fiscal year and after the completion of the audit.

## 7. Gifts

From the committee meeting:

Administration presents the following list of gifts to the District.

<u>Gift</u>	<u>Donor</u>	<u>Building/Program</u>	<u>Amount</u>
<u>For Information</u>			
Monetary	Sheb Cty Baseball Association	South/Baseball	150.00
Monetary	Barbara/Nicholas Meriggioli	Wilson	1,000.00
Snacks	Yvette Scherer	Longfellow (for carnival)	60.00
Fidget Spinners	Kevin Karas/Karas Kreate	Longfellow (for carnival)	258.00
Palo Popcorn (30 bags)	Palo Foods, Inc.	Lincoln-Erdman (PBIS raffle)	68.70
Gift Certificates	Tom & Jerry's Mini Golf	Lincoln-Erdman (PBIS raffle)	39.00
Tickets	Milwaukee Admirals	Lincoln-Erdman (PBIS raffle)	64.00
Gift Certificates	Biggby Coffee	Lincoln-Erdman (PBIS raffle)	96.00
Gift Certificates	Blast Soft Serve	Lincoln-Erdman (PBIS raffle)	60.00
Gift Certificates	Crumbl Cookies	Lincoln-Erdman (PBIS raffle)	24.00
Admission Passes	Discovery World Museum	Lincoln-Erdman (PBIS raffle)	80.00
Tickets	Green Bay Gamblers	Lincoln-Erdman (PBIS raffle)	144.00
Pokemon Prize Pack	The Gameboard	Lincoln-Erdman (PBIS raffle)	50.00
Gift Certificates	Harbor Pointe Mini Golf	Lincoln-Erdman (PBIS raffle)	16.00
Tickets	Wisconsin Herd	Lincoln-Erdman (PBIS raffle)	30.00
Putty & Colored Pencils	JMKAC	Lincoln-Erdman (PBIS raffle)	60.00
Admission Passes	Milwaukee Public Museum	Lincoln-Erdman (PBIS raffle)	96.00
Swag Bags	Green Bay Packers Give Back	Lincoln-Erdman (PBIS raffle)	40.00
Tickets	Sheboygan A's	Lincoln-Erdman (PBIS raffle)	10.00
Gift Certificates	South Pier Parlor	Lincoln-Erdman (PBIS raffle)	105.00
Passes	Strand Adventures	Lincoln-Erdman (PBIS raffle)	420.00
Gift Certificates	Sunset Hills Golf Course	Lincoln-Erdman (PBIS raffle)	24.00
Tickets	Milwaukee Wave	Lincoln-Erdman (PBIS raffle)	38.00
Tickets	Wisconsin Timber Rattlers	Lincoln-Erdman (PBIS raffle)	56.00
Gift Certificates	Tomsons of Appleton, Inc.	Lincoln-Erdman (PBIS raffle)	169.00
Monetary	Carla Sorenson	North (Track & Field)	2,000.00
Trombone	Richard/Kristine Riley	Horace Mann	150.00
Monetary	Joanne Howe	Urban (Yearbook donation)	162.00
Monetary	Northeastern WI Area Health Ed Ctr	Urban	1,000.00
Monetary	Debbie Bennin	Sheboygan Theatre Company	20.00
Monetary	Wayne/Kate Orsted	Sheboygan Theatre Company	100.00
Monetary	David/Linda Schulz	Sheboygan Theatre Company	50.00
Monetary	Tom/Eileen	Sheboygan Theatre Company	100.00
Monetary	Chris Hembel	Sheboygan Theatre Company	100.00
Monetary	Jean/Bill Worth	Sheboygan Theatre Company	500.00
Monetary	Matt/Denice Klett	Sheboygan Theatre Company	100.00
Monetary	Mike/Chris Short	Sheboygan Theatre Company	150.00
Monetary	Lynn/Jim Glavan	Sheboygan Theatre Company	150.00
Monetary	Mark/Margie Verhelst	Sheboygan Theatre Company	100.00
Monetary	Elizabeth Haag	Sheboygan Theatre Company	25.00
Monetary	Paul Weber	Sheboygan Theatre Company	48.72
Monetary	Robert Weber	Sheboygan Theatre Company	46.72
Monetary	Tammy/Paul Corson	Sheboygan Theatre Company	75.00
Monetary	Wayne/Mary Novak	Sheboygan Theatre Company	50.00

Monetary	Robert/Barbara Ramm	Sheboygan Theatre Company	25.00
Monetary	Alan Ambrosius	Sheboygan Theatre Company	25.00
Monetary	Dennis Halloran	Sheboygan Theatre Company	25.00
Monetary	Coleen Allee	Sheboygan Theatre Company	75.51
Monetary	James/Deborah Van Alstine	Sheboygan Theatre Company	58.10
Monetary	Lisa Lehmann	Sheboygan Theatre Company	35.10
Monetary	Richard/Janice Schukow	Sheboygan Theatre Company	25.00
Monetary	Kory Bajus	Sheboygan Theatre Company	50.00
Monetary	Tim/Sandy Lorenz	Sheboygan Theatre Company	200.00
Monetary	Thomas Schmelter	Sheboygan Theatre Company	25.00
Monetary	Stephen Werner	Sheboygan Theatre Company	25.00
Monetary	Tom/Doris Dann	Sheboygan Theatre Company	25.00

**E. SPECIAL BOARD COMMITTEES/ASSIGNMENTS**

1. Sheboygan Public Education Foundation – Ms. Boehmer shared the Foundation’s new logo and noted their new website will have a direct giving link for donations. The All in for Education event is set for November 3, 2023.
2. Hazardous Review Committee – Moved by Mr. Burg, seconded by Mr. Laster to approve the Hazardous Review Committee recommendation to recertify the current hazardous walking areas for the 2023-2024 school year. All ayes. Motion carried unanimously.

**COMMUNICATIONS**

Communications were received.

**FUTURE MEETING DATES**

July 11, 2023 – Committee meetings at 6:00 p.m.; July 25, 2023 - Regular Board of Education meeting at 6:00 p.m.

There will be one meeting in July. July 25, 2023 – Committee meetings at 6:00 p.m.; Regular Board of Education meeting at 6:30 p.m.

**ADJOURN**

Moved by Mr. Mancl, seconded by Dr. Hein to adjourn at 8:12 p.m. All ayes. Motion carried unanimously.




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Seth A. Harvatine  
Superintendent & Secretary of the Board