



**BOARD OF EDUCATION  
SHEBOYGAN AREA SCHOOL DISTRICT  
Sheboygan, Wisconsin  
REGULAR MEETING MINUTES  
Tuesday, October 24, 2023**

The regular meeting of the Board of Education of the Sheboygan Area School District was held on Tuesday, the 24<sup>th</sup> day of October at 6:00 p.m. in the Board of Education meeting room, 3330 Stahl Road, Sheboygan, Wisconsin, as well as members attending via teleconference or other remote access technology. This regular meeting was announced in compliance with the Open Meeting Law of the Wisconsin State Statutes.

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

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

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

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

Excused: Mr. Mark Mancl and Ms. Rebecca Versey

**APPROVAL OF MINUTES**

Moved by Mr. Laster, seconded by Ms. Robbins to approve the Regular Board of Education meeting minutes of September 26, 2023 and Closed Session meeting minutes of September 26, 2023. Motion carried 6-0-1 (Burg-abstain)

**STUDENT REPRESENTATIVES**

Ms. Megan Gruenlow, North High School student representative shared the background of her family and that she is unsure of her plans after high school. She provided an overview of a number of events that have occurred or are occurring at North High School and thanked the school board for funding the PreACT as well as the free CAPP credits offered through Lakeland University. She added that North High School is hosting five exchange students this year and that she sees North as a gateway of opportunity for futures to come.

Mr. Julius Spivery, South High School student representative shared the background of his family and that he intends to attend the University of Minnesota Twin Cities for business. He provided an overview of events taking place including an update on fall sports. He also talked about a variety of clubs and what they offer students. He thanked the school board for the free CAPP classes through Lakeland University as well as funding the PreACT for students.

**COMMUNITY INPUT**

There was no community input.

**SUPERINTENDENT'S REPORT**

Mr. Harvatine provided his report to the Board which included the upcoming Veterans Day program on Thursday, November 9 at South High School; the North/South musical production of "Mean Girls High School Version" performances in November; and Fiesta Hispana returned for a second year at South High School. The Red Raider Manufacturing program was featured in the fall 2023 issue of Teaching Today Wisconsin as more students are pursuing careers in well-paying jobs in the trades after high school. In addition, the sale with Froedtert Health, Inc. has been completed.

## MISCELLANEOUS

### A. Assessment Data

Administration presented the Wisconsin Forward Exam and ACT assessment results from the 2022-2023 school year. Ms. Blum reported that on October 10, the Department of Public Instruction (DPI) released statewide results from the spring of 2022- 2023 and the District is seeing positive results. She provided an overview of The Wisconsin Student Assessment System (WSAS) and noted that a study in 2021 by the U.S. Department of Education found performance level expectations in Wisconsin are among the highest in the Nation compared to proficiency standards of the National Assessment of Educational Progress (NAEP). When we compare the performance of our students with test scores of the same cohort, our students outperform comparable districts in terms of the percentage of students who maintained their score at advanced or proficient. Mr. Konrath added that with Act 20 there will be even more data with our 4K students. Ms. Robbins asked about the participation rates for the ACT test – specifically Étude High School and Ms. Blum responded that there is more parental knowledge of the “opt out” option. Mr. Harvatine added that he recently received a letter indicating there is no ACT test requirement to enter college and what colleges are looking at is what we are doing with our College and Career Readiness Report Cards. Ms. Donohue asked if we know those students who do not do well on multiple choice questions and Mr. Konrath responded that all districts have those students and that is why the College and Career Readiness Report Card is so important. State report card scores are embargoed until November and once released those scores should be compared to the District’ Forward Exam school results. Ms. Blum outlined the areas of strength and opportunities for growth in English Language Arts (ELA) and Math. Mr. Konrath added that overall he is comfortable where we are as a district.

### B. Third Friday Enrollment Report

Mr. Konrath presented the annual third Friday enrollment count for the 2023-2024 school year. He added that students are counted if they are attending the District on Friday, September 15, 2023, or students attending before and after September 15, 2023. This calculation is then used by the Department of Public Instruction (DPI) to calculate student aid distribution. Total enrollment in 9,438 students for the 2023-2024 school year and many districts are facing declining enrollment due to fewer students of school age living in the County. The District is up approximately 80 more students than we had anticipated and he clarified that the enrollment trends do not go in line with student achievement or growth. He added that a strength of the District is choice and our larger high schools have the ability to offer so much more than other districts due to our size. The number of families qualifying for free and reduced lunches continues to grow which presents challenges for our families and students and adds additional stress to our systems. The District does not take special education students from outside the District and are net 23 students as a result. He stated that the Board needs to understand that our schools will receive more special education students if they are unable to open enroll through the voucher program. Dr. Hein asked who is evaluating the students and Mr. Konrath responded that Mr. Ledermann and his team. It takes approximately 60 days for an evaluation and 30 days for an Individualized Education Plan (IEP). With only being reimbursed 33 percent versus what voucher schools are receiving, it is very unfortunate especially when the District staff do all the work and have all the expense. He added that our special education program is at the top in the State. The problem is when it starts to interfere with other students and there is no additional funding for special education it is a train wreck. Ms. Ruiz-Harrison asked if there are any metrics for those students in the voucher program and Mr. Harvatine responded there are none and the voucher schools are not subject to open record requests.

Mr. Harvatine suggested to move the discussion to agenda item D. so that presentations do not have to be interrupted in order to stop at 7:00 p.m. for the budget presentation. Ms. Donohue and the Board were in consensus to do so.

### C. 2024-2025 Calendar Proposal

Mr. Konrath provided the background and summary of why this item is being presented to the Board. He added that the majority of parents and teachers would prefer to eliminate the early release Wednesday based on a survey from 2019-2020. COVID pandemic modified schedules were put into place and as a result, administration did not move forward with the scheduling changes. With the ACT 20 reading ramifications that will require full day professional development and a bus driver shortage, the full-day professional development option is necessary for the 2024-2025 school year. Mr. Konrath spoke with the District’s Supervisor of Transportation and he said that getting rid of the Wednesday schedule would greatly solve many of the issues he is having. Nearly all students will be impacted by this decision and any scheduling/calendar decisions also impact parents and community in various ways. Mr. Konrath added that with regard to snow days there would be one free (no make-up day) but then the remainder would be virtual days. Mr. Burg asked what the overall response of the Sheboygan Education Association (SEA) is and Mr. Konrath responded that they are comfortable with the recommendation. He added that there is some give or take with any schedule but he believes we are in a good place. The need is greater than it was before. He would like to survey parents again but he is confident they will support the change. He added that the needs will control what the professional development time is used for.

#### **D. Tabulation of Bids – Vaping Detectors Purchase and Installation**

Moved by Mr. Laster, seconded by Dr. Hein to accept administration’s recommendation to enter into contract with Camera Corner Connecting Point, Green Bay, WI in the amount of \$123,266.39 for the purchase and installation of detectors at North, South, Central, Étude, and Warriner High Schools and Étude, Warriner, Farnsworth, Horace Mann, and Urban Middle Schools. All ayes. Motion carried unanimously.

Mr. Laster asked how many detectors were being purchased and Mr. Konrath responded one per bathroom and there will be video accessibility for administrators through their cell phones.

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

[Fund Balance – Student Safety]

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

Moved by Mr. Burg, seconded by Mr. Laster to approve agenda items E. through P. All ayes. Motion carried unanimously.

- E. Adoption (Second Reading) of Revised Board of Education Policy 0142.1 – Bylaws; Electoral Process**
- F. Adoption (Second Reading) of Revised Board of Education Policy 0143.1 – Bylaws; Public Expression of Board Members**
- G. Adoption (Second Reading) of New Board of Education Policy 0164 – Bylaws; Meetings**
- H. Adoption (Second Reading) to Delete Board of Education Policy 0164.1 – Bylaws; Regular Meetings**
- I. Adoption (Second Reading) to Delete Board of Education Policy 0164.2 – Bylaws; Special Meetings**
- J. Adoption (Second Reading) to Delete Board of Education Policy 0165.1 – Bylaws; Notice of Meetings**
- K. Adoption (Second Reading) to Delete Board of Education Policy 0165.2 – Bylaws; Change of Regular Meetings**
- L. Adoption (Second Reading) of Revised Board of Education Policy 1260 – Administration; Incapacity of the District Administrator**
- M. Adoption (Second Reading) of Revised Board of Education Policy 7250.01 – Property; Memorials for Staff and Students**
- N. Adoption (Second Reading) of Revised Board of Education Policy 8310 – Operations; Public Records**
- O. Adoption (Second Reading) of Revised Board of Education Policy 7440 – Property; Facility Security**
- P. Adoption (Second Reading) of Revised Board of Education Policy 8600.01 – Operations; Use of Video Monitoring Systems on School Buses**

Ms. Donohue recessed the meeting at 6:58 p.m.

Ms. Donohue reconvened the meeting at 7:00 p.m.

#### **Q. Public Hearing on the Proposed 2023-2024 Budget**

Ms. Donohue provided a brief explanation as to the procedures for presenting and then adopting the budget.

Mr. Boehlke reported that the budget cycle starts in November. In April, administration begins sharing recommendations to the Board to consider for the preliminary budget that is adopted in June as the fiscal year begins in July. He added that tonight’s presentation is an opportunity to educate the Board, community, and taxpayers on the budget as well as some of the challenges that the District has. Discussion will also center on the voucher program because there is a lot of education about the program that needs to take place including transparency and the funding. And finally, he will look at how fiscally responsible the Board has been over the years.

Mr. Boehlke presented the proposed budget for all funds in the amount of \$165,922,071.50 and noted that the State budget included a \$325 per-student revenue increase for the 2023-2024 and 2024-25 school years. He explained that state imposed revenue caps limit the revenue a school district can generate and the only way the District can exceed the revenue cap would be to go out for referendum which we have never done. He explained revenue cap limits and that they are calculated by multiplying a district’s 3-year resident enrollment average by the per-pupil revenue amount. Because the District’s property

value per student is below the State average, the District is more heavily funded through state aid than from local property tax levy; however, increases in state aid does not increase the revenue for the District. The tax levy is increasing by 2.5 percent and the mill rate is decreasing by 11.6 percent, and the State general aid increased by 1.9 percent. We anticipate a slow decline in enrollments to continue for some time which indicates that we will not be receiving general state aid – rather it will be going into the general pool. Mr. Boehlke added that when the taxpayer receives their tax bill it shows the entire increase under the SASD and does not break out the tax for the voucher program which is one of the issues we have when it comes to transparency. During the school career of a 2023 high school graduate (4K to 12<sup>th</sup> grade) the cumulative amount of per pupil funding from the State is behind inflation \$3,235. The District has had \$31 million in budget reductions just to keep up with inflation. Through attrition or lower enrollment, the 11 teacher positions funded with ESSER grant funds would need to go back into the budget for the 2024-2025 school year. There will be a 5 percent staff medical insurance premium increase for 2024; however, that is well below the 7.4 percent medical and 9.8 percent pharmacy inflation. The total teacher group salary increase received was 4 percent and a 4 percent increase for administrators and support staff along with an additional 4 percent stipend in lieu of salary increases falling short of the 8 percent Consumer Price Index (CPI) increase resulting in a total education fund budget increase of 2.3 percent.

When we talk about fiscal responsibility by the Board we refer to the Employee Wellness Program recognized as a model program around the State. Over the past 10 years, annual medical inflation has averaged 8 percent per year and during that same time SASD health insurance premium increases have averaged 2.8 percent per year. By changing from a defined health care benefit to a defined retiree health care contribution, a 2019 *Wisconsin Taxpayer* publication noted that among the States 15 largest school districts, only the SASD had fully funded its retiree health care benefit. The District has a Moody's Bond Rating of Aa2 which states that our credit position is very good and our rating is stronger than the median rating for US school districts. Moody's also references a healthy financial position and small debt burden, and in April of 2023, the District prepaid \$4 million of debt service principal resulting in the savings of \$1.96 million in future interest payments.

Some points to consider are that \$6,226,286 of the tax levy is used to fund the State private school voucher program and this amount will be deducted from the State aid received by the District. This is a \$1,605,660 (34.8%) increase from the previous year. Mr. Harvatine added that the average of the dollars that are going to the voucher schools is \$12,387 per pupil compared to the \$11,116 the District receives. In 2022-2023, local private schools that participated in the voucher program had a total enrollment of 1,370 students with 637 students (47%) receiving vouchers. In 2023-2024, total enrollment for those private schools is 1,405 with 699 students receiving vouchers (50%). Mr. Boehlke noted that the private school voucher program is a huge taxpayer cost and because we do not see a lot of movement with our enrollments we may be okay.

Ms. Donohue opened the meeting to receive community input into the 2023-2024 budget and there was none.

Ms. Donohue closed the public hearing for the 2023-2024 budget at 7:35 p.m. and then opened it for board discussion.

Ms. Donohue thanked Mr. Boehlke for explaining the budget so well and Ms. Boehmer also thanked Mr. Boehlke for sharing the information on social media. Mr. Boehlke commented that there is not a lot of transparency with the vouchers and administration feels it is necessary to educate the community better.

Ms. Donohue asked about qualifications to receive a voucher and Mr. Harvatine responded that families are required to meet an income threshold; however, that is only one time and it is not verified again. The special education voucher is also misleading because if the student costs more the private school can receive 100 percent reimbursement; however, the District would only receive 33 percent reimbursement.

Ms. Ruiz-Harrison commented that she would be upset if someone took that amount of income away from her and is appalled at the amount of money that is being spent on the private school voucher program. She asked if there is a way to break that information out on the tax bill and Mr. Harvatine responded that he has pushed our local legislators to have that added to the tax bill and they are not interested in doing so. Ms. Ruiz-Harrison commented that we are taking money out of public education and putting it into private schools beginning in 2016-2017 at a cost of \$445,409 and in the eight years that cost has grown to \$6,226,286.

#### **R. Adoption of the 2023-2024 Original Budget and Certification of Tax Levy**

Moved by Mr. Burg, seconded by Mr. Laster to approve administration's recommendation to adopt the 2023-2024 original budget in the amount of \$165,922,071.50 and certification of the property tax levy in the amount of \$34,327,087. All ayes. Motion carried unanimously.

## REPORT OF COMMITTEES

### A. CURRICULUM & INSTRUCTION COMMITTEE

#### 1. LEGO® Coding

From the committee meeting:

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

#### 2. Summer School Report

From the committee meeting:

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

#### 3. 2022-2023 District Bullying Report

From the committee meeting:

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

### B. HUMAN RESOURCES COMMITTEE

#### 1. Appointments

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

From the committee:

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

#### TEACHER

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

#### ASSISTANT COOK

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

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

### CUSTODIANS

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

### EDUCATIONAL ASSISTANTS

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

### SECRETARY

Maren Levan	Recreation Department	September 28, 2023	\$18.00 per hour
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## 2. Separations

From the committee meeting:  
The following separations have been granted:

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

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

### 1. Facility Permit Report

From the committee meeting:  
Mr. Harvatine provided the Facility Permit Report through September 30, 2023 for information.

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

### 1. Fund 41 Capital Projects

From the committee meeting:  
No Fund 41 Capital Projects report until completion of the audit.

### 2. Statement of Cash Flow

From the committee meeting:  
No statement of cash flow report until completion of the audit.

### 3. Revenues & Expenditures Reports

From the committee meeting:  
No revenue and expense reports until completion of the audit.

### 4. Budget Revisions and Transfers of Appropriations

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

### 5. Fund Balance Designation Discussion

From the committee meeting:  
Mr. Boehlke explained that generally, in October, administration brings forward proposed recommended fund balance designations with regards to the June 30, 2023 fund balance to get the committee's feedback and input regarding the recommended designations and make adjustments as needed. Mr. Boehlke reviewed the Executive Summary in detail, which

outlined and explained the required designations, balances carried over from prior designations, additions to the prior year’s designations, and new designations. He further noted that buildings/departments that want to use carryover funds need to complete a form stating what they will use the funds for. He highlighted that part of the designations is unassigned and are used for working capital and avoids the need for the District to borrow for cash flow purposes. Board policy requires an unassigned balance of 15-20% of the general fund balance. After the recommended designations, the unassigned balance is 17.4% of the 2023-2024 general budget - last year, we were at 18.6%. Mr. Boehlke added that the Board can change the designations anytime during the year. Final recommendations will be brought back to the Finance and Budget Committee in November for possible action.

6. Changes to Health Reimbursement Arrangement (HRA) Plan

Moved by Ms. Ruiz-Harrison, seconded by Ms. Boehmer to accept the Finance and Budget Committee’s recommendation to approve the resolution to amend and restate the MidAmerica Administrative and Retirement Solutions Health Reimbursement Arrangement (HRA) by adopting all of the terms of the amended and restated Plan documents effective on October 10, 2023. All ayes. Motion carried unanimously.

From the committee meeting:

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

Mr. Boehlke reviewed the recommended changes and explained that the administration had met with all three employee groups, and discussed raising the tier 3 contributions and changes to the vesting schedule. The groups had a concern of the gap between tier 2 and tier 3. He reviewed the current contributions and vesting schedule and recommended changes. Currently, the individual is vested or not after age 55 with “x” amount of years with the District, and they have to retire before the age of 65. Mr. Boehlke explained that when setting up the HRA plan, these parameters were put in place as a budget consideration and to give staff the opportunity for early retirement and be off the District’s insurance plan. He further explained that years ago, they could retire at the age of 60, and the District paid their insurance until they turned the age of 65. The proposed recommendation for the administrators and teacher tier 3 groups is to increase the contribution by \$500 without a maximum cap and increase the support staff tier 3 contribution by \$250 without a maximum cap. He reviewed the vesting schedule changes. Staff would not have to retire before Medicare eligibility. Many support staff only retire before age 65 because they do not want to give up their HRA funds. Currently, staff can self-direct funds after ten years, the proposal would allow staff to self-direct after five years. The initial HRA contribution would begin after their third year of service. The new contribution amounts would start with the 2023-24 year of service contribution made in July 2024.

7. Gifts

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

From the committee meeting:

Moved by Mr. Burg, seconded by Ms. Boehmer to accept all gifts to the District, approving those \$2,500 and greater. All ayes. Motion carried unanimously.

<u>Gift</u>	<u>Donor</u>	<u>Building/Program</u>	<u>Amount</u>
<u>For Information</u>			
Monetary	Sweet Escapes/Chad Coisman	Longfellow	78.00
Monetary	Crossroads Community Church	Longfellow	300.00
Monetary	Wallace Law Inc.	Cooper	1,000.00
Monetary	Ronald Mueller	Sheboygan Theatre Company	50.00
Monetary	Michael Rick	Sheboygan Theatre Company	1,410.00
Monetary	Rita Horstmeier	Sheboygan Theatre Company	210.00
Monetary	Mary Beth Martin	Sheboygan Theatre Company	100.00
Monetary	Amy Wilsnack	Sheboygan Theatre Company	20.00
Monetary	Jay Johnson	Sheboygan Theatre Company	25.00
Monetary	Kris/Travis Gross	Sheboygan Theatre Company	100.00
Monetary	Mary Berg	Sheboygan Theatre Company	60.00
Monetary	Heather Swart	Sheboygan Theatre Company	210.00
Monetary	Rae Green	Sheboygan Theatre Company	20.00
Monetary	Charlotte Liddicoat	Sheboygan Theatre Company	25.00
Monetary	Monica Mees	Sheboygan Theatre Company	35.00
Monetary	Lynn Klujeske	Sheboygan Theatre Company	35.00

Trumpet	Pat Schmidt	Pigeon River	450.00
<i>For Action</i>			
Monetary	Michael/Stephanie Larson	SASD Homeless Families Fund	6,000.00 (to support homeless families in ways grant funds cannot be used)
Monetary	Kohler Company	Sheboygan Theatre Company	3,000.00

**E. COMMITTEE OF THE WHOLE**

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

Administration reviewed South High School’s Flexible Scheduling Model (Flex Mod). Mr. Konrath spoke about the process administration went through regarding flexible scheduling with the previous Board. He spoke about the comparable cohort data for 2022-2023 which shows the growth of the students in 9<sup>th</sup> grade compared to 11<sup>th</sup> grade. This was the latest data as the State of Wisconsin data was embargoed until today. There was much discussion about advanced proficient percentages and state standards. Mr. Konrath noted when looking at the comparison scores in the County, we are doing well. Mr. Harvatine summarized that when comparing and looking if it is the scheduling or programming, there are a lot of factors going into that. Mr. Konrath noted that they have looked at the report card scores concerning the growth and dug into those numbers - nothing shows terrible growth. The State assessment data was just released today, and Mr. Konrath and Ms. Blum will present this information at a future board meeting. Mr. Formolo highlighted that with having a few new board members, he is glad to have the opportunity to provide information on what Flexible Scheduling (Flex Mod) is and the background of implementing Flex Mod at South High School. He spoke about teacher collaboration, academic learning time, student interventions and supports, and having a schedule to support Academic and Career Planning. He explained the history and timeline of Flex Mod and their commitment to presenting to the Board twice a year for the first five years, with the Board approving Flex Mod to continue at South High School. The Flex Mod schedule structure and examples of Flex Mod schedules, class sizes, attendance, and class overlapping (conflict resolution) were reviewed and explained. He further talked about the ability of Flex Mod scheduling for students who need interventions and supports to keep those students in the mainstream with their grade level and do so by co-planning, co-teaching, and wrap-around instruction. There was much discussion regarding class conflict resolution, of which scheduled classes overlap. Teachers and students work together to resolve the conflicts. For example, that could result in students staying in a class later for help if they need it and attending the other class later. Or the teacher can determine that the student must choose between the overlapping classes. Mr. Formolo highlighted that the feeder eighth-grade students and their families receive a brochure outlining flexible scheduling. Each year, the teachers are surveyed insofar as if they are pleased with the Flex-Mod schedule. The fall 2023 survey results were a rating of 3.6, with 5 being strongly agree, 64 responses were received. Mr. Formolo will work with the Superintendent’s office to provide dates for board members to tour South High School, to see how Flex Mod works, check out the Professional Learning Communities (PLC), etc. Ms. Boehmer noted that while researching Flex Mod, those schools that continued were based on teacher and student buy-in, and she questioned the survey score of 3.6 and what is lacking that there is not a higher approval. Mr. Formolo noted the concerns with some staff, such as the sharing of students during the first period, conflict of classes in which students either arrive late or leave early, and having 30 mods and 25 passing periods and supervising those non-instructional areas. He added that they try to work with those teachers to have a singleton class, 30 students, and only one teacher and have a small advisory class all four years. Regarding the class conflicts, it is constantly working as a team. The teachers have a lot of autonomy, and they will work on putting more barriers on those overlaps to get conflicts restricted. Ms. Robbins expressed that she would like to see data that Flex Mod has been a significant improvement over a 7-period day; she also spoke about her concerns with overlapping classes, leaving a class early or arriving late and issues with some students having too much free time. Mr. Formolo noted that students have access electronically for the classes they may have to leave early or arrive late by checking Google Classroom. Mr. Mancl highlighted that when Flex Mod was presented it was as a different way of scheduling, not improving by leaps and bounds, but as advantages for higher level students to take high-level courses and opportunities for interventions and support for those students needing them. Mr. Formolo thanked the Board for their constructive feedback.



He asked that if parents come forward to them with questions about Flex Mod to let him know so he can meet with them and have those conversations about how to help their kids succeed.

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

#### **F. SPECIAL BOARD COMMITTEES/ASSIGNMENTS**

1. Legislative Roundtable – Mr. Harvatine reported that there was discussion about having a school start date prior to September 1 and were told by our legislators that was dead in the water. They continue to talk about the transparency between the two systems of education (public/private school voucher).
2. Sheboygan Public Education Foundation (SPEF) – Ms. Boehmer noted the minutes and added that the Foundation has been meeting with students and parents to better explain their scholarship process as it is different than how the schools run the scholarships.

#### **COMMUNICATIONS**

Communications were received.

#### **FUTURE MEETING DATES**

November 14, 2023 – Committee meetings at 6:00 p.m.; November 28, 2023 - Regular Board of Education meeting at 6:00 p.m.

#### **ADJOURN**

Moved by Mr. Laster, seconded by Dr. Hein to adjourn at 8:06 p.m. All ayes. Motion carried unanimously.



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Seth A. Harvatine  
Superintendent & Secretary of the Board