



SHEBOYGAN AREA
— SCHOOL DISTRICT —

**BOARD OF EDUCATION
SHEBOYGAN AREA SCHOOL DISTRICT
Sheboygan, Wisconsin
ANNUAL PLANNING SESSION MEETING MINUTES
Tuesday, June 13, 2023**

The annual planning session of the Board of Education of the Sheboygan Area School District was held on Tuesday, the 13th day of June, at 5:30 p.m. at the Administrative Services Building, Board of Education room, as well as members attending via teleconference or other remote access technology, 3330 Stahl Road, Sheboygan, Wisconsin. This annual planning session was announced in compliance with the Open Meeting Law of the Wisconsin State Statutes.

President Donohue called the meeting to order at 5:32 p.m.

Present: Mr. Mark Mancl, Ms. Rebecca Versey, Mr. Ryan Burg, Ms. Kay Robbins, Ms. Mary Lynne Donohue, Mr. Santino Laster, Dr. Susan Hein (arrived at 5:34pm), Ms. Heidi Boehmer (arrived at 5:55pm)

Excused: Ms. Sarah Ruiz-Harrison

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

2022-2023 Strategic (Long-Range) Plan Quarterly Review

Mr. Harvatine reported this is the fourth installment or final report to the Board of the long-range plan for the 2022-2023 school year. The Executive Management Team will recap objectives and activities and how we will transition into the 2023-2024 goals and objectives. He thanked all staff who work behind the scenes to move the goals/objectives forward and progress as a district.

Pillar 1 – Goal 1: Mr. Konrath provided an overview of each of the objectives and noted that much of the time schools goals are the main focus. Objective 1 - All schools annual reports were completed and an improved plan for the high school presentation process will be discussed with the Board. Mr. Burg asked when the Board would see the elementary report cards and Mr. Konrath responded that in the past, practice was that if the Board wanted to see a particular school they would be invited to present. Objective 2 – This objective has been completed and will drop off the plan. Ms. Robbins would like the District to consider moving teachers up in compensation when they receive their masters. Mr. Konrath noted it is something we can consider; however, Mr. Harvatine added that the options the District offers are more content specific and in previous contracts it did not matter what your master's degree was in - as long as you had it, you received compensation. Mr. Harvatine clarified in the past teacher's had to seek out the schooling on their own, and now the District assists the teacher in getting additional education which is one of our attraction tools. We can have the teacher take those classes at no cost. Mr. Burg commented that it disincentivizes teachers because the master's program is only geared in a specific way. Mr. Laster asked how many teachers signed up for the Lakeland University cohort for their master's for the 2023-2024 school year and Mr. Konrath commented there are 16 teachers signed up. Objective 3 – This objective has been completed and will drop off the plan. Objective 4 – Multilingual Learner teachers have aligned curriculum and assessments in a variety of content areas. Objective 5 – This objective has been completed and will drop off the plan. Objective 6 – This objective has been completed and will drop off the plan. Objective 7 – This objective has been completed and will drop off the plan.

Pillar 1 – Goal 2: Objective 1 – This objective has been completed and will drop off the plan. Objective 2 – This objective has been completed and will drop off the plan.

Pillar 1 – Goal 3: Objective 1 – Mr. Konrath reported that this objective is currently not on track and that he would like to have further discussions with the Board about attendance issues. We just need to decide how much time and effort we want to commit with what we are already doing. There is room for growth but room for discussion as well. Mr. Mancl would like to know the percentage of our truant kids who are assigned a social worker, and added that it may be time for the school board to talk to the County board about their social services programs. Objective 2 – This objective has been completed and will drop off the plan. Objective 3 – This objective has been completed and will drop off the plan. Objective 4 – This objective has been completed and will drop off the plan.

Pillar 2 – Goal 1: Objective 1 – Ms. Hintz reported that based on survey results the District does a good job of seeking feedback from staff and involves them when decisions are being made that affect their job. Currently, the District resignation rate is 4.28% which is lower than the industry average. Objective 2 – Ms. Hintz reported that the District has one of the best benefit packages – including low deductibles and premiums. They will continue to work with recruits so they understand the great compensation plan we have. Objective 3 – Ms. Hintz reported that work they have done with recruitment and retention videos is another way for us to recognize staff who often do not want recognition. Objective 4 – The Employee Wellness Program was rolled out and they will continue to promote and monitor through the end of the program year.

Pillar 2 – Goal 2: Objective 1 – A New Teacher Orientation program has been established as well as a plan for new staff 90-day check in. Survey responses indicate 86% of our new staff feel they are supported. Ms. Robbins asked about the 47% who are overwhelmed with the onboarding process and Ms. Hintz responded they are working on streamlining some processes and also working on training programs as all employees have indicated they would like to receive more training. Mr. Burg asked about whether we were using a navigator and Ms. Hintz commented we would like to get there and are currently looking at Frontline to assist down the road. Objective 2 – Ms. Hintz commented they continue to work in preparation for the hiring season and how we can create a higher level of interest in our district. Ms. Robbins asked how many teacher positions we need to currently fill and Ms. Hintz responded that 38 are filled and 27 are currently open. Mr. Konrath added that he could not imagine what it would look like if we lost 20% of our staff each year which is what many districts are experiencing. We are offering a \$4k signing bonus for special education teachers and using a variety of advertising means to get that message out in and outside of Sheboygan. Wisconsin has a higher average of open positions – much to do with the State’s funding mechanism, which has dramatically dropped in the past several years.

Pillar 3 – Goal 1: Objective 1 – Mr. Harvatine reported that this objective is not on track but there is a plan to get back on track. Based on the Parent Satisfaction Survey there was a decrease in the number of middle and high school parents responding that they agree they are regularly receiving feedback from school staff on how well their child is learning. Parents want communications that are more streamlined. Objective 2 – This objective also is not on track and will have a plan in place to get back on track.

Pillar 4 – Goal 1: Objective 1 – Mr. Boehlke reported that all school sites had a walk-through to prioritize capital needs for the next 10 years and the 10-year plan will be presented to the Board at the June 27 Regular Board of Education meeting. Objective 2 – Mr. Boehlke reported that the Board should receive a report within the next few weeks for a potential 2024 referendum to build new Farnsworth and Urban Middle Schools. Objective 3 – This objective has been completed and will drop off the plan.

Pillar 4 – Goal 2: Objective 1 – This objective has been completed and will drop off the plan. Objective 2 – Mr. Boehlke reported that work continues to establish a secondary data center.

Pillar 4 – Goal 3: Objective 1 – Mr. Boehlke reported that the District continues to assist Prigge with driver recruitment through social media platforms along with the increase in pay for driver’s as indicated on the recent contract approval. Objective 2 – Mr. Boehlke reported that buses have been installed with “Stop Finder” which is a parent and GPS bus tracking application that will provide the ability to see in real time where every bus is as well as store historical data. The parent application will roll out this fall.

High School Accountability Data

Mr. Konrath reported that the template report being presented is a result of providing consistent, and the same data with regards to the report cards for the high schools. He wants to be sure there is a strong progress monitor in place to be sure that we are on track to what we said we were going to have as goals. Pulling data on the same day each year will allow us to compare apples to apples and they should be ready to report out in September with the report cards coming out in November. Dr. Hein asked where the data points indicate we are successful how do we show that on the report card. Mr. Konrath responded that you would not necessarily see it on the report card because it could be a 3-year average. Ms. Donohue talked about this growth factor which makes you ask questions about how you meet expectations or not and it is very difficult to explain. Mr. Konrath added that how the formulas work is interesting and we will continue to bring more cohort data to the Board. He added that he needs the Board to come together to determine what they want to focus on. Ms. Donohue noted this would be further discussed with the Board. Ms. Robbins wants the parent and community to understand it. Ms. Robbins is not in favor of pushing the ACT on kids as it does not serve them well, and Mr. Mancl commented that the focus needs to stay on the college and career report card as we are preparing kids for their next step in life. Mr. Konrath added that he does not want anyone to ever say that we just came up with this data, and what we know is that grade point average (GPA) and most difficult level of course passed are what they are looking at for 4-year college. For the other kids we do the same and focus on where they are going with their career path. Mr. Laster would like to know how we could message this to parents and the community and Mr. Konrath responded that senior signing day is showing our success. Mr. Konrath appreciates that the Board is focusing on the college

career report cards and added that if there are any changes/modifications the Board would like to make they should let him know prior to September.

Review Updated and/or Recommended Objectives/Goals for the Strategic (Long-Range) Plan for 2023-2024

Mr. Harvatine noted that the Executive Management Team will come back to the Board in July for approval of the 2023-2024 Long-Range Plan or they can approve the plan this evening if they so choose.

Pillar 1 – Goal 1-3 - Mr. Konrath provided an overview of each of the goals and the objectives and reported that work will continue to make parents and students more informed of the incredible opportunity students have with Objective 2. He added that an update would be provided to the Board once we receive the language from the State and what they have implemented differently for literacy. He will continue to look at where the barriers are with parent engagement, and in an effort to improve supervision and support of principals, he and his team will be attending an AWSA event, which is a framework for principals. He will be bringing the attendance response plan to the Board to discuss next steps. Mr. Burg commented that he would like the word “truancy” included somewhere in Goal 3, Objective 1 so that the community is clear that the school district is addressing it. Dr. Hein asked for clarification on the definition of truancy and Mr. Konrath responded that the State defines it as when a student has missed 10 days of school and they do not have to be consecutive. Mr. Ledermann continues to work with a number of groups in the community and they will continue to report to the Board.

Pillar 2 – Goal 1-2 – Ms. Hintz reported that she would continue to evaluate and evolve the onboarding process, and increase training opportunities to all staff – not just new staff. She will be revising the mentor program, which gives a sense of belonging to the new staff in the District. She will also be working to update employee handbooks – more modern. She added that employees are asking more about principals and wanting to know who the leadership is in the District. Feedback from the college fairs is that students sometimes do not even know where Sheboygan is located and Ms. Hintz added that we need people to know who we are. She will continue to focus on memorandums of agreement with colleges. In addition, Ms. Hintz talked about changes that have been made when it comes to posting of open district positions such as shortening the posting of jobs to “until filled” versus must be posted for 6 days which often causes the District to lose candidates. Job applications are being accepted in any manner, and on any platform, and the District will continue to use the WECAN platform because it is statewide.

Pillar 3- Goal 1-2 – Mr. Harvatine reported that the focus would continue to be on creating and distributing data – website dashboards, information fact sheets, etc. He added that we used to rely on local and social media, which is effective; however, we are going to work with experts who can help us to better communicate as well as provide processes when disinformation is out in the community.

Pillar 4 – Goal 1-3 – Mr. Boehlke reported that it is important to have a 10-year Long Term Capital Projects Plan included in the long-range plan and added that upgrades would be funded through designation fund balance. In addition, cyber security has become a big topic in the State and he will continue to be sure we are proactive to help staff be able to recognize when things are not correct. A document will be in place so that in the event something would happen we will be prepared. He will continue to work with Prigge’s and focus on the accuracy of school board policies so that they are accurately reflecting the statutes. Mr. Harvatine added that this has become a much bigger topic especially with the bus driver shortage.

Mr. Harvatine concluded that these are the goals and objectives the Executive Management Team is recommending for the 2023-2024 school year and asked if there were any areas that the Board was unclear on, or that they had concerns with that are not part of the plan – or they are feeling good with the direction the District is going.

Ms. Donohue commented that she is happy with some of the changes in particular communication, and added that we are placing ourselves not just in the world of school but also in the world. Mr. Mancl is satisfied with what has been presented, and noted that if there is an issue that arises that does not fall within the pillar or goals/objectives the expectation is that it would be brought before the Board and addressed. Mr. Burg asked that the word “truancy” be inserted into Pillar 1: Goal 3/Objective 1.

Moved by Dr. Hein, seconded by Mr. Laster to approve the Strategic (Long-Range) Plan for 2023-2024 as presented. All ayes. Motion carried unanimously.

Other Items for Discussion

1. **School Board Member Salaries** – Ms. Donohue stated that an organization does not normally review salaries and that between 2003 and 2018 the salary for school board members had doubled. It has been five years since there has been an increase. Dr. Hein stated that there are two items for discussion. The first one is that we just had an election and it is important to attract and retain. For people who are interested in running for school board these are hours away from family time, etc. and we need to take that into consideration and she would like salaries to be more in line with school

board members in Waukesha. She would like to see all school board positions – officers and members receive an increase. There are many challenges and she believes compensation should support the challenges of the positions. Mr. Mancl would be in favor of the president and vice president receiving more pay due to more involvement with setting agendas, etc.; however, he did not feel the secretary and clerk positions required an increase, as they do not have additional duties. He thinks the current salaries are good and perhaps stipends could be considered when there are special meetings at \$125 per meeting. Ms. Robbins commented that if the Board kept their percentage increase the same as the employees that would be fair. Ms. Donohue was thinking that as well and it would be done each year. She asked what the Board would like to do and Mr. Burg asked if salaries could be handled outside of the annual reorganization meeting and Mr. Harvatine responded that there is not statute stating that. He suggested president/vice president receive an increase to \$5k, secretary/clerk receive an increase to \$4k, and members receive an increase to \$3k. Ms. Donohue asked if the Board is open to a pay increase and there was consensus to that. Extra meetings could become a problem for purposes of bookkeeping and it was noted that a board member would need to attend in order to receive a per diem for a special meeting. Ms. Donohue and Mr. Laster will review and work with the Office of the Superintendent and Mr. Boehlke on what these scenarios would look like and then bring this discussion back to the Board.

Adjourn

Moved by Dr. Hein, seconded by Ms. Versey to adjourn at 7:59 p.m. All ayes. Motion carried unanimously.



Seth A. Harvatine
Superintendent & Secretary of the Board

SAH:jjh