



**BOARD OF EDUCATION**  
**SHEBOYGAN AREA SCHOOL DISTRICT**  
Sheboygan, Wisconsin

**REGULAR MEETING AGENDA**  
Tuesday, February 28, 2023  
**6:00 p.m.**

The regular meeting of the Board of Education of the Sheboygan Area School District will be held in the Board of Education meeting room, 3330 Stahl Road, Sheboygan, Wisconsin, on **Tuesday, February 28, 2023, at 6:00 p.m.** The following items will be presented for consideration at that time:

Please note that some Board members may be participating in this Board meeting via teleconference or other remote access technology. Members of the public who attend the meeting will be able to hear any open session dialogue between such members and the Board members present in the Boardroom. In addition, the District is offering audio and video access to the meeting via phone connection by calling 1-312-626-6799 with Meeting ID: 863 4553 9695 and Passcode: 169467 or <https://us06web.zoom.us/j/86345539695?pwd=SzM5aVBVNmt3bGJhQ0E2b0hibVJkUT09> or via livestream <https://www.youtube.com/user/SheboyganSchools> at the scheduled meeting time. For those community members who would like to provide community input, you must access the meeting via the zoom link noted above.

(\*times may vary)

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

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

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

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

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

Action on the Regular Board of Education meeting minutes of January 24, 2023, Special Meeting minutes of January 31, 2023, and Closed Session meeting minutes of February 14, 2023.

6:05 **VI. DIPLOMAS – Ms. Kay Robbins/Mr. Jacob Konrath** (Information/Action)

- A. The Curriculum and Instruction Committee recommends that high school diplomas (early graduation) be awarded to Ayane Kubiak and Mikaylah Waldrop who are members of the North High School class of 2023.
- B. The Curriculum and Instruction Committee recommends that high school diplomas (early graduation GED Option 2 Program) be awarded to Diego Gonzalez, Karter Knapp, and Luis Martinez, North and South High School's class of 2023.

6:07 **VII. STUDENT REPRESENTATIVES** (Information)

Reports will be provided by:

North High School: Paige Buboltz

South High School: Sumeja Ibraimi

6:13 **VIII. COMMUNITY INPUT – President** (Information)

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

6:14 **IX. SUPERINTENDENT'S REPORT – Mr. Seth Harvatine** (Information)

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

6:19 X. MISCELLANEOUS

- 15 min. A. **MIDDLE SCHOOL CONTINUOUS IMPROVEMENT UPDATE – Mr. Jacob Konrath/Mr. Jim Renzelmann/Mr. Eric Spielman/Ms. Kelly Blum/Mr. Todd DeBruin/Mr. Nicholas Collins/Mr. Ted DiStefano** (Information/Discussion)

The administration will present the Middle School District Report Card data.

- 2 min. B. **ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 3120.04 – EMPLOYMENT OF SUBSTITUTES – Ms. Jami Hintz** (Discussion/Possible Action)

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

- Policy 3120.04 – Professional Staff; Employment of Substitutes

- 2 min. C. **ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 4120.04 – EMPLOYMENT OF SUBSTITUTES – Ms. Jami Hintz** (Discussion/Possible Action)

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

- Policy 4120.04 – Support Staff; Employment of Substitutes

- 2 min. D. **ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 1421 – CRIMINAL HISTORY RECORD CHECK AND EMPLOYEE SELF-REPORTING REQUIREMENTS – Ms. Jami Hintz** (Discussion/Possible Action)

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

- Policy 1421 – Administration; Criminal History Record Check and Employee Self-Reporting Requirements

- 2 min. E. **ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 3121 – CRIMINAL HISTORY RECORD CHECK AND EMPLOYEE SELF-REPORTING REQUIREMENTS – Ms. Jami Hintz** (Discussion/Possible Action)

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

- Policy 3121 – Professional Staff; Criminal History Record Check and Employee Self-Reporting Requirements

- 2 min. F. **ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 4121 – CRIMINAL HISTORY RECORD CHECK – Ms. Jami Hintz** (Discussion/Possible Action)

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

- Policy 4121 – Support Staff; Criminal History Record Check

- 2 min. G. **ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 1213 – STUDENT SUPERVISION AND WELFARE – Ms. Jami Hintz** (Discussion/Possible Action)

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

- Policy 1213 – Administration; Student Supervision and Welfare

- 2 min. H. **ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 3213 – STUDENT SUPERVISION AND WELFARE – Ms. Jami Hintz** (Discussion/Possible Action)

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

- Policy 3213 – Professional Staff; Student Supervision and Welfare

- 2 min. I. **ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 4213 – STUDENT SUPERVISION AND WELFARE – Ms. Jami Hintz** (Discussion/Possible Action)

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

- Policy 4213 – Support Staff; Student Supervision and Welfare

2 min.

**J. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 6610 – STUDENT ACTIVITY FUND – Mr. Mark Boehlke** (Discussion/Possible Action)

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

- Policy 6610 – Finances; Student Activity Fund

6:52 **XI. REPORT OF COMMITTEES**

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

1. Diplomas (Early Graduation) (See above)
2. Diplomas (Early Graduation GED Option 2 Program) (See above)
3. Distributive Education Clubs of America (DECA) State Conference Field Trip (Information/Action)
4. Peru Service Learning Field Trip (Information/Action)
5. Achievement Gap Reduction (AGR) Goal Update (Information/Discussion)
6. Second Friday (Information/Discussion)

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

1. Appointments (Confirming Action)
2. Leave of Absence (Action)
3. Separations (Information)
4. Retirements (Action)

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

1. Tabulation of Bids – Roofing (Action)
2. Approval of Bid – Multi Building Security Camera Additions (Action)
3. Community Recreation Department Software Transition (Information)
4. Sheboygan Theatre Company Financial Report (Action)
5. Community Recreation Department Financial Report (Action)
6. Facility Permit Report (Information)

**D. FINANCE & BUDGET COMMITTEE – Mr. David Gallianetti, Chair**

1. Fund 41 Capital Projects (Action)
2. Statement of Cash Flow (Action)
3. Revenues & Expenditures Reports (Action)
4. Budget Revisions and Transfers of Appropriations (Action)
5. Introduction (First Reading) of Revised Board of Education Policy 7450 – Property Inventory (Discussion/Possible Action)
6. Gifts (Action)

**E. COMMITTEE OF THE WHOLE – Mr. Santino Laster, Chair**

1. Call to Order
2. Pledge of Allegiance
3. Approval of the Agenda
4. Roll Call
5. Adjourn to Closed Session
6. Reconvene to Open Session
7. Adjourn

**F. SPECIAL BOARD COMMITTEES/ASSIGNMENTS**

1. Sheboygan Public Education Foundation – Mr. David Gallianetti/Mr. Seth Harvatine (Information)  
Information from the February 8, 2023 meeting will be shared.

7:04 **XII. COMMUNICATIONS** (Information)

Jessica Radschlag-Questions in regards to books and funds; Dennis Ketterman-Superintendent Search; Kelly Irish-Days without compensation policy issues; Vicki Wiese-Dear School Boards Members13023.docx; Ethan Palethorpe-Book Request WI licensed agent; Alan Jante-How Not to Run a Meeting; Laura Kittelson-Books found in Sheb South Library; Julio Banderas-Cartoon PORN is still PORN... degenerates; Clark.R.88-For the Groomers; flo8908-Malicious intent Child EXPOSURE; [magaiani@tutanota.com](mailto:magaiani@tutanota.com)-Homo propaganda; Mario Gagne-Discrimination; Cindy Nonhof-Porn books in South High library; Daniel Brown-Student safety.; Mike Farrell-inappropriate books; Jennifer Forest-school materials; Sonja Leicht-Pornography; Guy Pask-School board members; George Wade-You People are sick! Having this crap where children are.; Dennis Lionarons-You Bastards; Sonya Hollingsworth-Access; Virginia Culber-Unacceptable books found in the school library at South high; Noah Nguyen-South High School Book Banning; Sonya Hollingsworth-Books; Cindy Shircel-Jan 24 meeting; Heather Hanlon-Banned Books

Conversation; Ashley Vandewege-Inappropriate books; Daniel Luenzmann-South High School Library Book; Robert Dumville-Removal of LGBTQ+ Literature;Carolynn Lee-Concern over Politicization of LGBTQ Lives; A Eri-Urgent!; Dave Schmitz-garbage; Germaine Souik-Books found in South High School's Library; Cindy Shircel-Library books at South; Margaret Reinbold-Books; Jenny Koenig-Inappropriate books found in school libraries-need to be removed ASAP!; Riki Kirschner-Books; Jody Ivio-Alarming Facebook post; Jessica Burke-Banning Books.; Lori Albsmeier-No Book Ban; Liz Hildebrandt-Please reply; Maryjo Evenson-Library books; Carolyn Marie-What Are You Thinking!?!; Margo Hesketh-South High reading material; Mike Jozwiak-Please do not put the perversion into the schools; Eve Butler-Questionalbe books in schools; Andy Wellman-Library books; [peaceone5@aol.com](mailto:peaceone5@aol.com) – Library Books; Michelle Kos-no subject; Amelia Heldt-Library; M Vanstelle-DISTURBING CONTENT from book/s at South High INCLUDED!; Shawn Clark-Pornographic materials; Suzanne Speltz-Request for Removal; Wayne Griesbach-School library; Jessica Schouten-books in the South High library; Mike and Diane Warner-Pornography in School Libraries; Jane Stark-Filth in our school library books; Janice Behnke-Remove pornographic materials from the schools; Jane Duchow-Library books; Connie Cortright-Unacceptable books in school library; Debby Halbach-Pornography in our school; Debby Halbach-PORNOGRAPHY; Ruth Luedtke-Stop Poisoning the Minds of Children; Mr. Perez-South High School library concerns; Judi Pool-Regarding pornographic material in school district libraries; Tracy Allee-NO Pornographic books in the schools; Dr. Ted Keneklis-Reading materials at South High School; Janet D.-Books at South High School; Paul Hankins-Books; Angela Ramos-Library books; Angela Ramos-Library books; Kenneth Cornell-FW: Call to action for all Sheboygan County Residents-ESPECIALLY SASD parents with children at South High; Cassandra-Fwd: Refuse to allow me to educate on periods but this is for a library?; Melissa Prentice-proposed book challenge at South HS; Mr. Sean Murray-Big problems. Let's do something this time around

7:05**XIII. FUTURE MEETING DATES** (Information/Possible Action)

March 7, 2023 – Special Session meeting at 6:15 p.m.

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


March 20, 2023 – Special Session Meeting at 6:00 p.m.

March 28, 2023 - Regular Board of Education meeting at 6:00 p.m.

**XIV. ADJOURN TO CLOSED SESSION PER WISCONSIN STATE STATUTES SEC. 19.85(1)(c)** (*Action with roll call vote*) To discuss the annual performance evaluation of the Superintendent in accordance with Policy 1240.

**XV. RECONVENE TO OPEN SESSION** (Action)

**XVI. ADJOURN** (Action)



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Seth A. Harvatine  
Superintendent & Secretary of the Board

SAH:jjh

Please note that the special needs of individuals with disabilities, who wish to attend the meeting will be accommodated through appropriate aids and services. For additional information, or to request assistance, please contact Assistant Superintendent Mark Boehlke, at the Department of Business and Operational Services, 3330 Stahl Road, Sheboygan, WI 53081, 920-459-3955.

**Community Input Guidelines**  
**At**  
**Board of Education Meetings**

Welcome to this meeting of the Sheboygan Area School District Board of Education. We are pleased that you are interested in educational issues. We are interested in your comments and concerns about the school district. There will be a part of this meeting for community input. (please refer to the agenda.) Individuals who live or work within the Sheboygan Area School District may address the Board. Others may address the Board at the discretion of the Board president.

In order for the meeting to flow smoothly, we would appreciate that the following guidelines be followed by anyone wishing to address the Board of Education this evening.

1. Please limit comments or suggestions to three minutes or less because we do have a full agenda to follow.
2. Comments and suggestions on the school district are welcome. Personal criticism of members of the Board of Education or employees of the school district is out of order.
3. If you are a resident within the Sheboygan Area School District or work within the Sheboygan community and would like to be recognized, **please raise your hand**. After being recognized, **please stand and clearly state and spell your name and address for the record. Also, for the record, please sign your name and address on the clipboard after you have spoken.**

The Board normally receives citizen input and does not respond or debate. If there is a need for an answer or a response to a concern or issue, the Superintendent or one of the administrative staff members will get back to you within the next week.

Thank you for your assistance.



**BOARD OF EDUCATION  
SHEBOYGAN AREA SCHOOL DISTRICT  
Sheboygan, Wisconsin  
REGULAR MEETING MINUTES  
Tuesday, January 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 January 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. Burg, seconded by Dr. Hein 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, Mr. David Gallianetti, Ms. Sarah Ruiz-Harrison (arrived at 6:32 p.m.)

**APPROVAL OF MINUTES**

Moved by Mr. Laster, seconded by Mr. Gallianetti to approve the Regular Board of Education meeting minutes of December 13, 2022, and Closed session meeting minutes of January 10, 2023. All ayes. Motion carried unanimously.

**DIPLOMAS**

Moved by Ms. Robbins, seconded by Mr. Burg to award high school diplomas (early graduation GED Option 2 Program) to Khoel Corbaxhi, Riley Diedrich, Thomas Glasgow III, Isabelle Hoffman, Aleyda Jaimes, Cadence Pockat, Ian Prisinger, Alexander Rabon, Brandi Russell, Valerie Sanders, Gavin Stanisch, Felicity Tews, William Theune, Isabella Wegner, and PaChee Yang, North and South High Schools, class of 2023. All ayes. Motion carried unanimously.

Moved by Ms. Robbins, seconded by Mr. Burg to award high school diplomas (GED Option 2 Program from the Wisconsin Department of Public Instruction (DPI) to Luis Cortes Gomez, Leonardo Enriquez, Alejandro Vallejo, and Owen Denson, North and South High Schools, class of 2022. All ayes. Motion carried unanimously.

Moved by Ms. Robbins, seconded by Mr. Burg to award high school diplomas (early graduation) to students from Central, North, South, and George D. Warriner High Schools who are members of the class of 2023. All ayes. Motion carried unanimously.

**STUDENT REPRESENTATIVES**

Ms. Azrielle Berge, Warriner High School student representative reported on finals week, which went well. She talked about the Rising Phoenix program and that she is working towards the necessary steps to get into the program. She also talked about the various project students have been involved in through the arts and applied science programs.

Ms. Liliana Heinen, Étude High School student representative reported on the research projects students are working on and the processes that are involved with those projects. She also talked about the robot challenge, which falls under the STEM field. Their goal is to teach younger students about STEM and encourage them to join these types of teams especially if they have an interest in engineering.

Ms. Brionna Jones, Central High School student representative was not present.

**COMMUNITY INPUT**

Ms. Donohue read the Community Input Guidelines and stated that concerns have been raised regarding controversial books in the South High School library. Following the process outlined within district policy, it was determined to remove three books from

the library's collection, which include Fun Home, Gender Queer, and Are You My Mother. She asked community members that were present not to disrupt each speaker's time.

Mr. Jon Paul, 5332 Wild Meadow Dr., Sheboygan, WI – He was one of the people that went to South High School and noted that any notion that this was done because it is against the LGBTQ community is wrong. He did it because it is inappropriate sexual material in school regardless of gender. In the future, he asks that the Board change the policy to make it more transparent and open for books to be reviewed. Pornography distributed to minors even if protected by statute is anything but wrong.

Ms. Suzanne Speltz, 3917 Mendocino #308, Sheboygan, WI – As a former employee of the District and citizen, she is deeply disturbed that any of this would be acceptable. The fact that multiple people had to raise this issue is concerning and was common sense. In her experience working in the District, she would have to mandate report this type of thing. She feels this is the process of grooming children and is just wrong. There is a plan to harm our children and this is harming our children. Do we really want to allow our children to be exposed to this type of material. We should be educating and not indoctrinating.

Mr. Charles Cortright, 4712 Whispering Oak Ct. #10, Sheboygan, WI – He relocated back to the States and he would like to know how these books were allowed in the District. Some of the books have garnered national notoriety and the very title should have called for scrutiny. Public officials serve under public trust and that trust has been broken so how can the public trust administration. Are these books at other schools? How are we to know and how are we to have confidence in our administration. These matters need to be forthright and transparent and the Board needs to correct the present issue and the loss of confidence. Is public education becoming more ideology masquerading as curriculum.

Mr. Ken Anderson, 1825 Kaat Ln., Sheboygan, WI – This should shock us all as parents, administrators and staff. These are minor children. He referenced the pornography law in the State and reviewed portions. His request is to remove all books containing harmful, pornographic, or anything that is harmful to children. Whom does he hold accountable for this because he would like to vote them off the school board. It is his responsibility as a parent, coach, etc. to take care of the children and he expects the Board to correct this immediately.

Ms. Kelly Holstine, 2101 N. 10<sup>th</sup> St., Sheboygan, WI – Giving into these challenges and pulling these books is nothing short of discrimination. There are some people in our community that lack empathy and compassion for the students in our community. LGBTQ students have a higher statistic rate of suicide. She reference a state statute that is about how the law would never be used in specific manners. The books are not patently offensive and we are not to use the law for censorship. She encouraged people to read these books and have some empathy for students.

Ms. Linda Shimon, 1326 N. 27<sup>th</sup> St., Sheboygan, WI – She is the president of the Sheboygan County Writers' Club and stated that reading opens windows to people through reflecting life experiences, stories, and mysteries in and beyond the Sheboygan community. Once a book is banned, students cannot obtain critical information that will help them understand both themselves and the world, and teachers and parents will no longer have the ability to teach their kids. If you believe books are tools for understanding complex issues, then our young folks deserve to see themselves reflected in books the schools make available to them.

Ms. Haley Stuckmann, 4116 S. 12<sup>th</sup> St., Sheboygan, WI – Education must be the focus in education. The books found do not reflect a focus on academics in the District. We have significant education issues and we are here arguing over books. Eliminating books is not an attack or homophobic – they just do not belong in the library. We need to provide a solid academic effort and the time is now.

Ms. Lorraine Greene, 2308 N. 35<sup>th</sup> St., Sheboygan, WI – Her understanding of the situation is that three books have been removed from the shelves. Have the books been removed from all of the schools. Will the books be returned to the shelves. How many pornographic holdings does the school hold. She would like an answer to these questions and would appreciate a response. It is wonderful news that someone took the time to see that these books are not suitable and eye opening that our district approved these books and likely many more. We have a major problem if administration, staff, etc. were all involved in this. The American Library Association has a comprehensive list, which is a good starting point.

Mr. Levi Valentine, 620 S. 8<sup>th</sup> St., Sheboygan, WI – He is transgender and feels very scared to be in the room because of so many taking a stance against his community. He works with kids who are dealing with the same issues he has and he knows what it is like to be a victim. The books are safe and he believes this is only an attack on the transgender community.

Ms. Ari Prath, 4161 S. 13<sup>th</sup> St., Sheboygan, WI – Since when are pictures of this nature self-identifying and pornography? The age range for these books is 18 or older. What will replace these books? We cannot mention god but we can have pornography? Shame on whoever allowed this to happen.

Mr. Patrick Burke, 628 Huron Ave., Sheboygan, WI – What is the District doing to keep the LGBTQ kids safe? A group of people are attacking this group and equity should recognize all. How do we ensure that all students have equity?

Rev. Stephen Welch, Reformation Presbyterian Church, Sheboygan, WI – As a pastor he has had experience dealing with men and some women who have been affected by pornography. It is affecting every aspect of society – particularly our young people. It just is not something that should be accepted. Pornography affects children’s brains, their relationships, how they view life, they become addicted to it, and we have seen the number of sexual abuse cases increasing. We are a culture that is becoming tolerant of too much sexual expression. When we allow our young children to see this, it does have a great effect on them. He thanked the Board for the books that were removed.

Mr. Barry Grossman, 1608 County Y, Sheboygan, WI – He supports our libraries and not banning books. Students who are part of that minority group have a right to those books as they may face shame, etc. Libraries allow access without judgment. This book ban only further hurts vulnerable people especially when in the heart of a political reason. Some may not see that value, but it does not give a group of people the right to ban it. Our libraries can and should serve all populations equitably.

Rev. Julia Mavity-Maddalena, 728 Oak Tree Rd., Sheboygan, WI – Concerned about the removal of some books and other books people want censored. She wants kids to learn about themselves and others, which fosters healthy self-esteem. She wants them exposed to ideals she does not agree with so they can learn to stand up to the choices they believe in. Youth are naturally curious whether we like it or not. The internet does not care about obscenity or actual representation. She understands we all want youth to be safe and feel loved and worthwhile. The removed books were about LGBTQ realities and we know that they face exclusion, judgment, and ignorance about the things that are very real to them. Removing these books is removing a lifeline to these kids.

Mr. Dennis Runge, 1926 S. 15<sup>th</sup> St., Sheboygan, WI – Times are different but he was exposed to this stuff since fifth grade and it led to fifty years of misogyny. Some of what he hears that is going on in the schools is concerning.

Mr. Mark Kooistra, 729 S. 27<sup>th</sup> St., Sheboygan, WI – We all need to take a deep breath. He hates no person but he has a right to believe what he believes in as well. He is not homophobic and has no problem with people who identify as different genders but he is a man of faith. He believes the bible is the only correct book without error in this country. He thanked the Board and administration for all the work they are doing.

Ms. Victoria Wiese, 6279 S. 18<sup>th</sup> St., Sheboygan, WI – She is a retired teacher from the District and is concerned about the slippery slope we are heading towards. There may be a vocal group who want things their way, but we are a public institution and need to listen to all voices. She thanked the Board and said we need to be concerned about the slippery slope of banning books.

Ms. Trisha Erpelding, 423 Beech Dr., Sheboygan, WI – To the LGBTQ group – you are seen, you are heard, and you are loved.

Ms. Ellen Vojta, 2934 Ashby Ct., Sheboygan, WI – Kudos to the South High School principal for removing the books. She read the books and she did not see them as gay/lesbian. The pictures and wording are inappropriate for everyone. She does not want to ban the book – she just does not want it in the schools. The book is written with such filth – how is it supposed to help us understand each other. The books are pornographic and she hopes we can come to a consensus as to what is reasonable.

Ms. Tracy Brunette, 1229 N. 4<sup>th</sup> St., Sheboygan, WI – The targeting of this group is intentional and under the guise of something else. These kids are being used as a punching bag. The school has a responsibility to be equitable. She asked the Board to be vigilant and clear-eyed to the most vulnerable students in the District.

Ms. Carol Christensen, 2733 Highland Terrace, Sheboygan, WI – She is a mother of an LGBTQ child. Her child felt alone as they went through the process and she feels an LGBTQ book could have helped. No one wants a pornographic book. She asked that these books be measured in the same way all other books are. Come together for the kids. She hopes the school district offers the breadth and diversity for all of our kids.

Ms. Tracy Allee, 4627 W. Reineking Dr., Sheboygan, WI – Thanked the Board for having the books removed. She wants pornographic material out of our schools. She does not want her kids exposed to pornography. They are not about banning books, rather policy change. She wants what is best for all children and not how to do things to each other.

Mr. Randy Blindauer, 3606 N. 48<sup>th</sup> St., Sheboygan, WI – The people who do not want these books exposed to children feel this removes all choice. By putting that information in the library his child loses the opportunity to access the library. He read the mission of the school district and then talked about where the District ranked in the State. Why are we not talking about that? This is a social experiment that we just keep pushing further and further.

Ms. Rebecca Letter, 1213 North Ave., Sheboygan, WI – She is a teacher in the District, and as a teacher she is sad about the slippery slope of this. She heard some false information and noted there are committee’s that review these books and there is a process. It might help the community to be better informed about the process on how books are approved and when a concern is brought to their attention. She fears there are some political agendas in the room and banning books based on content you do not like is dangerous. The Board should stand by all their students and families.



Mr. Anthony Arcoleo, N204 County Rd. LL, Cedar Grove, WI – He has found acceptance in Sheboygan, in his workplace, and the community. He is a member of the LGBTQ community and wishes that he had access to some of these resources as a kid. If these books are deemed unacceptable, he would like to find an alternative that will help those students who do not understand who they are.

Mr. Robert Heck, 1720 Elm Ave., Sheboygan, WI – Why do books that portray sex acts have to be in libraries for gays – so they can feel comfortable with gay sex acts? He has a son who is gay and he understands the struggle. He just does not understand how a book in school showing oral sex helps the community. We do not need drawings of it in our school libraries.

Ms. Maeve Quinn, 310 St. Clair Ave., Sheboygan, WI – The school is about celebrating the academic successes of students. There is much to be proud about in our school district. Community input is a wonderful opportunity to share the positives and the challenges. Our district is incredibly diverse, over 40 languages, and many different religions and cultures. Thankfully, we have a policy in place for the reconsideration of materials. This policy is being followed and three books have been removed. It is her hope that the Board continues to use district policies to guide us forward.

Mr. Jonathen Hesketh, N3475 XXX Rd., Sheboygan Falls, WI – Concerned father of four children who he home schools. He is concerned that his children are going to be exposed to this pornographic material. It is unacceptable and evil and is something that needs to be dealt with.

Ms. Ruth Villareal, 1607 N. 20<sup>th</sup> St., Sheboygan, WI – She is very thankful for the school board and what they all bring to the table. One thing that was not brought up and needs to be brought up is those who have fought for this country. She feels horrible for the youth in this room. Her child deserves to be innocent as long as she can and she feels bad that those kids in the room had their innocence lost on them. She feels like she has lived a lifetime the past three years and is asking us all to come together to do what is right for all of our children. We already decided that kids can only access certain things at a certain age – we need to think about that. The books are not guidance. We need true and proper guidance for our children.

President Donohue recessed the meeting at 7:38 p.m.

President Donohue reconvened the meeting at 7:46 p.m.

## **SUPERINTENDENT’S REPORT**

Mr. Harvatine spoke about district events including his attendance, as well as Mr. Burg’s at the Wisconsin Association of School Boards State Education Convention. Another open interview event was held with 39 new applicants for open positions in the District. The parent/caregiver survey was made available recently, and the District services survey will be made available to staff in the near future. He congratulated Wade Heinen, South High School band director on his article that was published in the Wisconsin School Musician magazine, entitled *Tips for a Thriving Band Student*. Mr. Harvatine met with Representative Binsfeld and noted that the Legislative Roundtable is not considering bringing school board members back to participate in the meetings.

## **MISCELLANEOUS**

### **A. Superintendent Succession Plan**

Mr. Gallianetti acknowledged many of Mr. Harvatine’s efforts and how it has helped him grow as well under his leadership. He appreciates his professionalism, and that he has stayed the course and pivoted when he needed to, and has relied on a great team around him.

Ms. Donohue reported that the Board has decided to begin and the process with an internal candidate. There will be a meeting on January 31, 2023 to talk in open session about the qualities the Board is looking for, how they will approach the process, and she added that the timeline is brisk so they hope to move forward with their plans. A Wisconsin Association of School Boards (WASB) consultant will help the Board with interview questions, etc. and they hope to have a candidate to recommend to the community in the near future.

### **B. Charter School Re-Authorization**

Moved by Mr. Gallianetti, seconded by Mr. Burg to accept administration’s recommendation to approve the re-authorization of the Lake Country Academy charter school contract for five (5) years commencing July 1, 2023 through June 30, 2028. Motion carried 8-1 (Mancl – no).

Mr. Konrath thanked Ms. Beine and Mr. Delray for their work as well as our work with them and how we value choice in the District. Mr. Spielman added that they will recommend a five-year contract as the District has been partnering with Lake Country Academy since 2007. The vast majority of the contract is language that has already been in place. There is a change

with the financial when it comes to the per pupil allocation. Mr. Boehlke provided an explanation of the additional funding and noted that the gap has grown over the years of what the District was receiving. He reviewed what other districts have been doing and this is comparable to how other district's handle charter school per pupil allocations. Ms. Beine provided an overview of her background as well as their governing board president and parent, Mr. Delray. Ms. Beine reported they are very happy with the support that has been provided to them and she provided an overview of Lake Country Academy's mission and key traits as well as their enrollment. She added that eighty-five percent of their parents are involved and Lake Country Academy consistently outperforms the State and the District. They also have a high retention rate with staff, and have increased their number of students who are economically disadvantaged as well as multi-language learners. Mr. Burg asked about their deficits and whether that was going to be the case for future years and Mr. Delray responded that they plan to overcome deficits through benefactors in the community as well as fundraising. Ms. Ruiz-Harrison asked if their diversity goal is the same as the District because our minority is the majority and Ms. Beine responded that they are limited with bussing; however, they continue to market all across the City and word of mouth has been very successful for them. Mr. Mancl commented that Lake Country Academy is valuable to the District; however, he is not comfortable with the financial arrangement. He has concerns with the amount of per pupil allocation they are receiving and that the District does not know where it will be fiscally with the next bi-ennial budget. He cannot vote in favor of the contract due to the financials. Mr. Harvatine clarified that the per pupil increase is not a built-in percent increase each year and that if the District receives a zero increase so will Lake Country Academy. Mr. Mancl added that it is the Board's responsibility to look out for the entirety of the school district and not just one school. He asked if other charter schools would also apply the same and Mr. Harvatine responded that they would be treated the same with regards to the per pupil increase and those contracts with addendums would be brought to the Board in the future. He reminded the Board that Lake Country Academy also has the ability to not renew their contract with the District and go elsewhere.

**C. Adoption (Second Reading) to Delete Board of Education Policy 2416.01 – Parental/Police Access to Library Media Center Information**

Moved by Ms. Robbins, seconded by Ms. Versey to accept administration's recommendation to approve the adoption (second reading) to delete Board of Education Policy 2416.01 – Program; Parental/Police Access to Library Media Center Information. All ayes. Motion carried unanimously.

Mr. Konrath reported that the language in this policy is verbatim in Policy 2522.

**D. South High School Band Field Trip**

Moved by Mr. Gallianetti, seconded by Dr. Hein to accept administration's recommendation to approve South High School students to travel to Orlando, Florida from February 28-March 3, 2023. All ayes. Motion carried unanimously.

**REPORT OF COMMITTEES**

**A. CURRICULUM & INSTRUCTION COMMITTEE**

1. Diplomas (Early Graduation)

From the committee meeting:

Moved by Mr. Mancl, seconded by Mr. Burg to accept administration's recommendation that high school diplomas be awarded to students from Central, North, South, and George D. Warriner High Schools who are members of the class of 2023 and have completed district requirements for early graduation. All ayes. Motion carried unanimously.

	<u>Total</u>
Central High School	6
North High School	11
South High School	8
George D. Warriner High School	<u>2</u>
<b>Total</b>	<b>27</b>

2. Diplomas (Early Graduation GED Option 2 Program)

From the committee meeting:

Moved by Mr. Laster, seconded by Mr. Mancl to accept administration's recommendation that high school diplomas be awarded to Xhoel Corbaxhi, Riley Diedrich, Thomas Glasgow III, Isabelle Hoffman, Aleyda Jaimes, Cadence Pockat, Ian Prisinger, Alexander Rabon, Brandi Russell, Valerie Sanders, Gavin Stanisch, Felicity Tews, William Theune, Isabella Wegner, and PaChee Yang, who are members of the class of 2023 and have completed all requirements to receive their

diplomas through the GED Option 2 Program from the Department of Public Instruction (DPI). All ayes. Motion carried unanimously.

### 3. Diplomas

From the committee meeting:

Moved by Mr. Burg, seconded by Mr. Laster to accept administration's recommendation that high school diplomas be awarded to Luis Cortes Gomez, Leonardo Enriquez, Alejandro Vallejo, and Owen Denson, who are members of the class of 2022 and have completed all requirements to receive their diplomas, and Sean Gall, class of 2022, who has met all requirements to receive a diploma through the GED Option 2 Program from the Wisconsin Department of Public Instruction (DPI). All ayes. Motion carried unanimously.

### 4. Regular and Special Education Enrollment Caps

Moved by Ms. Robbins, seconded by Mr. Burg to accept the Curriculum and Instruction Committee's recommendation to accept all regular education students for the 2023-2024 school year. All ayes. Motion carried unanimously.

Moved by Ms. Robbins, seconded by Mr. Burg to accept the Curriculum and Instruction Committee's recommendation to close all special education seats for the 2023-2024 school year in all programs at every grade level based on caseload formula. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Mr. Laster, seconded by Mr. Burg to accept administration's request to close all special education seats for the 2023-2024 school year in all programs at every grade level based on caseload formula. All ayes. Motion carried unanimously.

Wisconsin ACT 55 requires that school districts set space availability enrollment numbers for open enrollment for both regular and special education students. Mr. Konrath reported that the District would accept all regular education students; however, they may not be granted their specifically requested program or school. That will be determined on space availability in the District. Mr. Ledermann reported that the District monitors the available space for students within special education, which includes reviewing the current number of students in special education, the students IPE, and how it relates to staffing. The IEP needs of a student are considered when developing the capacity of the program. Based on his projections, the District does not have any availability in any program at any level for special education. Based on that information, the recommendation from administration is that special education students outside the District for the 2023-2024 school year would not be accepted.

### 5. Research Project Per Board of Education Policy 2416

From the committee meeting:

Mr. Renzelmann reported that this research project will affect eighth grade students at Farnsworth, Horace Mann, and Urban Middle Schools during the 2023-2024 school year and will focus on student outcomes as they participate in history units. The study will also include ELA teachers so it does include a professional development component and data of how disciplinary literacy affects students. The goal is to replicate this at local levels. Mr. Burg noted that future research project requests should include the study documents folder as he found it to be very useful and informative.

### 6. 2023 UCA National High School Cheerleading Championship Field Trip

Moved by Ms. Robbins, seconded by Mr. Burg to accept the Curriculum and Instruction Committee's recommendation to approve South High School students to travel to Orlando, Florida from February 7-13, 2023 to compete in the Universal Cheerleaders Association 2023 National Cheer Competition. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Mr. Burg, seconded by Mr. Laster to approve South High School students to travel to Orlando, Florida from February 7-13, 2023, to compete in the Universal Cheerleaders Association 2023 National Cheer Competition. All ayes. Motion carried unanimously.

### 7. International Model United Nations Conference Field Trip

Moved by Ms. Robbins, seconded by Mr. Laster to accept the Curriculum and Instruction Committee's recommendation to approve North High School students to travel to Chicago, Illinois from February 2-5, 2023 to compete in the International Model United Nations Conference. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Mr. Burg, seconded by Mr. Mancl to approve North High School students to travel to Chicago, Illinois from February 2-5, 2023 to compete in the International Model United Nations Conference. All ayes. Motion carried unanimously.

## **B. HUMAN RESOURCES COMMITTEE**

Moved by Dr. Hein, seconded by Mr. Laster to accept the Human Resource Committee's recommendation to approve agenda items #3 through #10. All ayes. Motion carried unanimously.

### **1. Appointments**

Moved by Dr. Hein, seconded by Mr. Gallianetti to accept the Human Resources Committee's recommendation to approve all appointments. All ayes. Motion carried unanimously.

From the committee:

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

#### TEACHER

Daniel McGoldrick	English	UW-Stevens Point	Bachelor's Degree
Sheboygan, WI	South High		\$37,314.98 (prorated)

Mr. McGoldrick has been hired for the 2022-2023 school year. Mr. McGoldrick previously worked as an English Teacher at North High in the District from September 2014 through June 2022. He is certified in English. He was the only candidate interviewed.

#### COMMUNITY LEARNING CENTER (CLC at Sheridan)

Emanuel Cobos	CLC Enrichment Assistant	January 9, 2023	\$14.00 per hour
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#### CUSTODIANS

Arnoldo Broussard	Grant	December 9, 2022	\$15.20 per hour
Shawn Nytes	South High	December 19, 2022	\$16.47 per hour

#### NOON HOUR SUPERVISOR

Ashley Hagerman	Cooper	January 2, 2023	\$10.00 per hour
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#### RECREATION DEPARTMENT

Treston Dekker*	Basketball Referee	December 12, 2022	\$15.00 per hour
Gabrielle Hagemeier	KidStop Childcare	December 19, 2022	\$14.00 per hour
Suleiman Haji	KidStop Childcare	December 7, 2022	\$14.00 per hour
Suleiman Haji	Basketball Referee	December 7, 2022	\$15.00 per hour
Rebecca Lyon	KidStop Childcare	December 7, 2022	\$14.00 per hour
Lurian Soto Cartagena	Basketball Referee	December 6, 2022	\$15.00 per hour
Candy Stasiak	KidStop Childcare	December 12, 2022	\$14.00 per hour
Hayden Streblov	Basketball Referee	December 14, 2022	\$15.00 per hour
Quinn Wingender	KidStop Childcare	December 12, 2022	\$14.00 per hour
Raine Xiong	KidStop Childcare	December 16, 2022	\$14.00 per hour
Kaitlyn Zynda	KidStop Childcare	December 5, 2022	\$14.00 per hour

#### SECRETARIES

Erica Kennedy	Jefferson	January 9, 2023	\$16.00 per hour
Lynn Videkovich Coenen*	Business Services	December 12, 2022	\$18.37 per hour
Lisa Visser	Jefferson	January 16, 2023	\$15.20 per hour

#### SUBSTITUTE COOK

MaiChao Lee	District-Wide	December 12, 2022	
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#### SUBSTITUTE EDUCATIONAL ASSISTANTS

Amber Bush	District-Wide	December 16, 2022	
Carrina Gornall	District-Wide	December 14, 2022	
Deepika Mukkala	District-Wide	December 15, 2022	

SUBSTITUTE SECRETARY

Carrina Gornall District-Wide December 14, 2022

SUBSTITUTE TEACHERS

Denise Cesar	Degreed, Non-certified	December 12, 2022
Jarroed Fenner	Degreed, Non-certified	December 20, 2022
Emily Heinemann	Degreed, Non-certified	December 20, 2022
Monica Salata-LaBudde	Broad Field Social Studies, Geography, History, and Spanish	December 13, 2022
Jennifer Ziegler	Degreed, Non-certified	December 21, 2022

EXTRA PAY FOR EXTRA SERVICE (COACHES/ADVISORS)

Farnsworth

Luis Flores-Cantu	Internal Candidate	Girls' Basketball Coach	\$1,250.00
Michael Prust	Internal Candidate	Girls' Basketball Coach	\$1,250.00

\*Relative of SASD employee

2. Separations

From the committee:

The following separations have been granted:

Timothy Anhalt	Soccer Coach	South High	December 6, 2022
Joseph Broghammer	Swim Events	North High	December 20, 2022
Kenie Bustos	Soccer Supervisor	Recreation Department	December 13, 2022
Samantha Davis	Playground Attendant	Recreation Department	December 20, 2022
Sophia Gielow	Aquatic Aide	Recreation Department	December 13, 2022
Dustin Giffin	Wrestling Coach	Horace Mann	December 6, 2022
Brenda Gosden	Substitute Teacher	Summer School	December 7, 2022
Madison Griessmeyer	Black Spring Foundation	Jackson	December 13, 2022
Jim Gustafson	Youth Baseball	Recreation Department	December 7, 2022
Jason Harder	Varsity Football Coach	South High	December 6, 2022
Noah Herzog	Summer School	Recreation Department	December 20, 2022
Kevon Holbrook	Basketball Coach	Recreation Department	December 13, 2022
Kimberly Johnson	Teacher	Étude High	December 22, 2022
Kay Kapellen	Fitness Instructor	Recreation Department	December 20, 2022
Scott Kautzer	Teacher	Farnsworth	December 22, 2022
Chad Kuck	Girls' Volleyball	North High	December 6, 2022
Jayden Lackershire	Swim Events	North High	December 20, 2022
Karen Lorge	Event Worker	South/North High	December 5, 2022
Peri Luedke	Substitute Teacher	Summer School	December 6, 2022
Gregory Mulloy	Educational Assistant	Jackson	December 7, 2022
Ronni Nigro	Youth Gymnastics	Recreation Department	December 6, 2022
Shelly Nigro	Youth Gymnastics	Recreation Department	December 6, 2022
Alexander Oehldrich	Event Worker	Horace Mann	December 20, 2022
Alyson Piper	Aquatic Aide	Recreation Department	December 13, 2022
Bryan Prado Arechiga	CLC Enrichment Assistant	Sheridan	December 13, 2022
Geovanna Quinteros	CLC Enrichment Assistant	Sheridan	December 13, 2022
Julia Richardson	Soccer Coach	Recreation Department	December 13, 2022
Jan Ross	Boys' Basketball	South High	December 6, 2022
Joseph Rowley	Event Worker	Farnsworth	December 13, 2022
Erik Rutledge	Youth Baseball	Recreation Department	December 6, 2022
Tanner Schmitz	Youth Basketball	Recreation Department	December 5, 2022
Kristy Theune	Educational Assistant	Urban	December 15, 2022
Andrew Tollberg	Event Worker	North High	November 9, 2022
James Van Akkeren	Girls'/Boys' Swimming	North/South High	December 6, 2022
Kellyn Wieland	Substitute Teacher	Summer School	December 7, 2022
Savanah Williams	Educational Assistant	Horace Mann	December 22, 2022
Peter Worth	Boys' Basketball	North High	December 6, 2022

3. Introduction (First Reading) of Revised Board of Education Policy 3120.04 – Employment of Substitutes

From the committee meeting:

Moved by Mr. Gallianetti, seconded by Ms. Versey to approve the introduction (first reading) of revised Policy 3120.04 – Professional Staff; Employment of Substitutes. All ayes. Motion carried unanimously.

4. Introduction (First Reading) of Revised Board of Education Policy 4120.04 – Employment of Substitutes

From the committee meeting:

Moved by Mr. Gallianetti, seconded by Ms. Robbins to approve the introduction (first reading) of revised Policy 4120.04 – Support Staff; Employment of Substitutes. All ayes. Motion carried unanimously.

5. Introduction (First Reading) of Revised Board of Education Policy 1421 – Criminal History Record Check and Employee Self-Reporting Requirements

From the committee meeting:

Moved by Ms. Versey, seconded by Ms. Robbins to approve the introduction (first reading) of revised Policy 1421 – Administration; Criminal History Record Check And Employee Self-Reporting Requirements. All ayes. Motion carried unanimously.

6. Introduction (First Reading) of Revised Board of Education Policy 3121 – Criminal History Record Check and Employee Self-Reporting Requirements

From the committee meeting:

Moved by Mr. Gallianetti, seconded by Ms. Versey to approve the introduction (first reading) of revised Policy 3121 – Professional Staff; Criminal History Record Check And Employee Self-Reporting Requirements. All ayes. Motion carried unanimously.

7. Introduction (First Reading) of Revised Board of Education Policy 4121 – Criminal History Record Check and Employee Self-Reporting Requirements

From the committee meeting:

Moved by Mr. Gallianetti, seconded by Ms. Versey to approve the introduction (first reading) of revised Policy 4121 – Support Staff; Criminal History Record Check And Employee Self-Reporting Requirements. All ayes. Motion carried unanimously.

8. Introduction (First Reading) of Revised Board of Education Policy 4213 – Student Supervision and Welfare

From the committee meeting:

Moved by Ms. Robbins, seconded by Mr. Gallianetti to approve the introduction (first reading) of revised Policy 4213 – Support Staff; Student Supervision and Welfare. All ayes. Motion carried unanimously.

9. Introduction (First Reading) of Revised Board of Education Policy 3213 – Student Supervision and Welfare

From the committee meeting:

Moved by Ms. Robbins, seconded by Mr. Gallianetti to approve the introduction (first reading) of revised Policy 3213 – Professional Staff; Student Supervision and Welfare. All ayes. Motion carried unanimously.

10. Introduction (First Reading) of Revised Board of Education Policy 1213 – Student Supervision and Welfare

From the committee meeting:

Moved by Ms. Robbins, seconded by Mr. Gallianetti to approve the introduction (first reading) of revised Policy 1213 – Administration; Student Supervision and Welfare. All ayes. Motion carried unanimously.

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

Moved by Mr. Burg, seconded by Mr. Laster 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 Mr. Mancl to accept the Sheboygan Theatre Company Financial Report through November 30, 2022. All ayes. Motion carried unanimously.

2. Community Recreation Department Financial Report

From the committee meeting:

Moved by Mr. Laster, seconded by Mr. Mancl to accept the Community Recreation Department Financial Report through November 30, 2022. All ayes. Motion carried unanimously.

3. Facility Permit Report

From the committee meeting:

Mr. Koehler provided the Facility Permit Report through December 31, 2022 for information.

**D. FINANCE & BUDGET COMMITTEE**

Moved by Mr. Gallianetti, seconded by Dr. Hein to accept the Finance and Budget Committee’s recommendation to approve agenda items #1, #2, #3, and #4. All ayes. Motion carried unanimously.

1. Fund 41 Capital Projects

From the committee meeting:

Moved by Dr. Hein, seconded by Ms. Donohue to approve Fund 41 Capital Projects through November 30, 2022, as presented. All ayes. Motion carried unanimously.

2. Statement of Cash Flow

From the committee meeting:

Moved by Dr. Hein, seconded by Ms. Donohue to approve the Statement of Cash Flow through November 30, 2022, as presented. All ayes. Motion carried unanimously.

3. Revenues & Expenditures Reports

From the committee meeting:

Moved by Dr. Hein, seconded by Ms. Donohue to approve the Revenue & Expenditures reports through November 30, 2022, as presented. All ayes. Motion carried unanimously.

Mr. Boehlke noted that looking at the percentage of the budget spent compared to last year at this time, on the revenue side, it is 2% below than last year, and that is due to receiving less state aid because of the tax levy. We are getting less in tax levy, which means less in revenue. He further noted that under expenses, support staff salaries, the percentage is higher, which is due to the educational assistants’ salary increase that was approved mid-year last year.

4. Budget Revisions and Transfers of Appropriations

From the committee:

Moved by Dr. Hein, seconded by Ms. Donohue to approve the Budget Revisions and Transfers reports through November 30, 2022, as presented. All ayes. Motion carried unanimously.

<b>GENERAL FUND (FUND 10)</b>	<b>Revised Budget 10-31-22</b>	<b>Revised Budget 11-30-22</b>	<b>Budget Increase (Decrease)</b>
<b>REVENUES</b>			
100 Transfers-in	<b>0.00</b>	<b>0.00</b>	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	0.00	0.00

260 Non-Capital Sales	266,676.88	268,287.42	1,610.54
270 School Activity Income	274,376.19	279,636.19	5,260.00
280 Interest on Investments	120,000.00	120,000.00	0.00
290 Other Revenue, Local Sources	333,693.99	334,712.49	1,018.50
<b>Subtotal Local Sources</b>	<b>21,754,413.06</b>	<b>21,762,302.10</b>	7,889.04
<b>Other School Districts Within Wisconsin</b>			
340 Payments for Services	<b>1,801,056.00</b>	<b>1,801,056.00</b>	0.00
<b>Revenue from Intermediate Sources</b>			
510 Transit of Aids		<b>25,803.00</b>	25,803.00
<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	144,728.29	144,728.29	0.00
640 Payments for Services	140,000.00	140,000.00	0.00
650 Student Achievement Guarantee in Education	1,678,879.00	2,244,491.00	565,612.00
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>97,217,386.29</b>	<b>97,782,998.29</b>	565,612.00
<b>Federal Sources</b>			
710 Transit of Aids	84,937.00	84,937.00	0.00
730 DPI Special Project Grants	11,185,437.56	11,428,594.56	243,157.00
750 IASA Grants	1,938,679.00	1,938,679.00	0.00
780 Other Federal Revenue Through State	0.00	0.00	0.00
790 Other Revenue from Federal Sources	0.00	0.00	0.00
<b>Subtotal Federal Sources</b>	<b>13,209,053.56</b>	<b>13,452,210.56</b>	243,157.00
<b>Other Financing Sources</b>			
860 Compensation, Fixed Assets	<b>0.00</b>	<b>0.00</b>	0.00
<b>Other Revenues</b>			
960 Adjustments	0.00	0.00	0.00
970 Refund of Disbursement	259,964.00	259,964.00	0.00
990 Miscellaneous	294,086.30	294,086.30	0.00
<b>Subtotal Other Revenues</b>	<b>554,050.30</b>	<b>554,050.30</b>	0.00
<b>TOTAL REVENUES</b>	<b>134,535,959.21</b>	<b>135,378,420.25</b>	842,461.04
<b>EXPENDITURES</b>	<b>Revised Budget 10-31-22</b>	<b>Revised Budget 11-30-22</b>	<b>Budget Increase (Decrease)</b>
<b>Instruction</b>			
110 000 Undifferentiated Curriculum	22,890,198.50	23,483,338.71	593,140.21
120 000 Regular Curriculum	29,743,213.23	30,502,642.99	759,429.76
130 000 Vocational Curriculum	3,131,044.78	3,260,876.01	129,831.23
140 000 Physical Curriculum	2,949,999.00	2,959,593.00	9,594.00
160 000 Co-Curricular Activities	1,385,082.24	1,473,937.24	88,855.00
170 000 Other Special Needs	553,923.00	553,523.00	(400.00)
<b>Subtotal Instruction</b>	<b>60,653,460.75</b>	<b>62,233,910.95</b>	1,580,450.20
<b>Support Sources</b>			
210 000 Pupil Services	5,991,911.00	6,414,297.53	422,386.53
220 000 Instructional Staff Services	4,633,136.85	5,774,200.34	1,141,063.49
230 000 General Administration	1,782,949.30	2,130,080.30	347,131.00



240 000 School Building Administration	7,297,979.53	8,223,753.73	925,774.20
250 000 Business Administration	20,242,473.69	20,487,508.91	245,035.22
260 000 Central Services	766,473.00	985,546.00	219,073.00
270 000 Insurance & Judgments	1,031,461.00	1,031,461.00	0.00
280 000 Debt Services	0.00	0.00	0.00
290 000 Other Support Services	2,425,600.33	2,590,054.33	164,454.00
<b>Subtotal Support Sources</b>	<b>44,171,984.70</b>	<b>47,636,902.14</b>	3,464,917.44
<b>Non-Program Transactions</b>			
410 000 Inter-fund Transfers	14,290,562.00	14,363,678.39	73,116.39
430 000 Instructional Service Payments	15,409,951.76	15,412,142.76	2,191.00
490 000 Other Non-Program Transactions	10,000.00	10,000.00	0.00
<b>Subtotal Non-Program Transactions</b>	<b>29,710,513.76</b>	<b>29,785,821.15</b>	75,307.39
<b>TOTAL EXPENDITURES</b>	<b>134,535,959.21</b>	<b>139,656,634.24</b>	5,120,675.03

<b>SPECIAL EDUCATION (FUND 27)</b>	<b>Revised Budget 10-31-22</b>	<b>Revised Budget 11-30-22</b>	<b>Change in Budget</b>
<b>TOTAL REVENUES</b>	<b>22,891,408.00</b>	<b>23,010,332.39</b>	118,924.39
100 000 Instruction	19,015,939.00	19,062,247.00	46,308.00
200 000 Support Services	3,735,469.00	3,808,085.39	72,616.39
400 000 Non-Program Transactions	140,000.00	140,000.00	-
<b>TOTAL EXPENDITURES</b>	<b>22,891,408.00</b>	<b>23,010,332.39</b>	118,924.39

5. Introduction (First Reading) of Revised Board of Education Policy 6610 – Student Activity Fund

Moved by Mr. Gallianetti, seconded by Dr. Hein to accept the Finance and Budget Committee’s recommendation to approve the introduction (first reading) of revised Board of Education Policy 6610 – Finances; Student Activity Fund. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Dr. Hein, seconded by Ms. Versey to approve the introduction (first reading) of revised Policy 6610 – Finances; Student Activity Fund. All ayes. Motion carried unanimously.

6. Gifts

Moved by Mr. Gallianetti, seconded by Dr. Hein to accept the Finance and Budget Committee’s recommendation to approve all gifts to the District. All ayes. Motion carried unanimously.

From the committee meeting:

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

<u>Gift</u>	<u>Donor</u>	<u>Building/Program</u>	<u>Amount</u>
<u>For Information</u>			
Monetary	Donna DeZwarte	South (Redwing Pantry)	250.00
Monetary	Bill/Lori Busner	South (Food/gifts for families)	500.00
Monetary	Juan/Amelica Lara	South (Dance Team)	60.00
Monetary	Kathleen Pearce	Sheboygan Theatre Company	40.00
Monetary	Anne Hamm	Sheboygan Theatre Company	10.00
Monetary	Larry/Cindy Huhn	Sheboygan Theatre Company	200.00
Monetary	Janice Hovey	Sheboygan Theatre Company	25.00
Monetary	Louis Cecil	Sheboygan Theatre Company	50.00
Monetary	Kevin Krutzik	Sheboygan Theatre Company	100.00
Monetary	Anonymous	Sheboygan Theatre Company	15.00
Monetary	Jeanne Bitkers	Sheboygan Theatre Company	100.00
Monetary	Charles/Ruth Ann Kolb	Sheboygan Theatre Company	100.00
Monetary	Joe Sheehan	Sheboygan Theatre Company	100.00

Monetary	Larry Samet/Mary Kay Vincent-Samet	Sheboygan Theatre Company	100.00
Monetary	Andrew Schuessler	Sheboygan Theatre Company	50.00
Monetary	Judy Hangartner	Sheboygan Theatre Company	50.00
Monetary	Elba Acevedo	Sheboygan Theatre Company	10.00
Monetary	Judith Gutschow	Sheboygan Theatre Company	50.00
Monetary	Beverly Dulmes	Sheboygan Theatre Company	500.00
Monetary	Michael Huibregtse	Sheboygan Theatre Company	200.00
Monetary	Sonja/Ray Byerly	Sheboygan Theatre Company	25.00
Monetary	Wally/Tracy Waldhart	Sheboygan Theatre Company	500.00
Monetary	William/Patricia Wetzel	Sheboygan Theatre Company	60.00
Monetary	Ed/Ruth Kletzien	Sheboygan Theatre Company	10.00
Monetary	Shirley Hoye Larsen	Sheboygan Theatre Company	50.00
Monetary	Roland/Cheryl Schoenenberger	Sheboygan Theatre Company	50.00
Monetary	Luther/Kay Bajus	Sheboygan Theatre Company	500.00
Monetary	Dianne Brandl	Sheboygan Theatre Company	50.00
Monetary	Robert/Barbara Ramm	Sheboygan Theatre Company	25.00
Monetary	Ruth Hering	Sheboygan Theatre Company	20.00

For Action

Monetary	Black Spring Foundation, Inc.	SASD (Literacy Needs)	74,410.00
Monetary	Anonymous	North High (Football Field)	106,000.00
Monetary	Acuity Insurance	Community Recreation Dept.	10,000.00
Monetary	Johnsonville Holdings Inc.	North High (Football Scoreboard)	70,000.00

**E. COMMITTEE OF THE WHOLE**

1. Vice President Laster called the meeting to order at 6:40 p.m.
2. Vice President Laster requested that everyone stand and join him in the Pledge of Allegiance.
3. Moved by Mr. Gallianetti, seconded by Dr. Hein to approve the agenda. All ayes. Motion carried unanimously.
4. Present: Mr. Mark Mancl, Ms. Rebecca Versey, Mr. Ryan Burg, Ms. Kay Robbins, Ms. Mary Lynne Donohue, Mr. Santino Laster, Dr. Susan Hein, Mr. David Gallianetti  
Excused: Ms. Sarah Ruiz-Harrison
5. 2021-2022 Audit Report

Mr. Boehlke thanked Mr. Bryan Grunewald and his team for their work during the audit process, as well as Ms. Baackes and her team for all their work and preparation for the audit. Mr. Bryan Grunewald of CliftonLarsonAllen, provided a brief PowerPoint presentation and reviewed the summary audit results of the 2021-2022 audit. He spoke about 1) Auditors' Report on the Basic Financial Statements, noting there were no difficulties or disagreements with management and it is where it should be; 2) Auditors' Report on Internal Control, where there was Finding 2022-001 regarding the preparation of the Annual Financial Report, which is a repeated finding and common among school districts in that essentially we outsource this as CliftonLarsonAllen prepares and does the audit 3) Auditors' Report on Compliance which focused on federal and state aide in which there was Finding 2022-002 Wage Rate Requirements. This is in reference to ESSER money wage requirements, which was driven by one transaction, which had approval, but part of the requirement is retaining documentation that we did not have from the contractor. The signed contract contained all the necessary language; however, the District did not have the contractor's payroll wage documentation. This is disclosed as a finding in the audit report that the Department of Public Instruction (DPI) receives and will see CliftonLarsonAllen's recommendation to evaluate this process going forward. Mr. Boehlke added that the District is in compliance with the wage requirement; however, just not the documentation. Mr. Burg questioned the capital assets risk assessment as noted on page 8 of the Executive Audit Summary, and Mr. Grunewald responded that from an audit standpoint, they go through an audit-planning phase to plan what audit tests to do. Initially, they were not testing capital projects; however, when they noticed all the capital projects the District had done, they felt they needed to spend more time during the audit to do testing of the capital projects. Mr. Grunewald reviewed the five-year trend of the General Fund balance, which has consistently increased slightly. He reported that the District is in a strong financial position. As of June 30, 2022, the general fund balance was approximately \$55.9 million, with the unassigned fund balance at 21.5% of actual expenditures. Mr. Boehlke explained that, per Board policy, the District maintains the unassigned balance at 15-20%. In November, the administration came before the Board with recommended designations to get within those percentages, which the Board approved. Mr. Grunewald noted a new accounting standard effective for 2023 regarding subscription based information technology agreements.

## 6. Urban Middle School Water Damage Update

Administration provided a presentation outlining the background and timeline of the water damage; clean-up and reconstruction process; impact on students and staff; costs related to the clean up and reconstruction at Urban Middle School. Six classrooms, two on each floor, suffered major damage, which included flooring, instructional materials, books, paper supplies, technology, and teachers' personal items. Mr. Vollmer and his team did the initial clean up. Service Master, a dehumidification contractor, assisted with the clean up. Northstar Environmental was there within a half-hour to start assessing and testing areas. Dirty Ducks Cleaning performed the abatement work because of the asbestos issues. Dr. DiStefano spoke about the student learning process with virtual learning from January 2-6, 2023, in which the students were on their normal schedules including homeroom and the Nutritional Services department made the grab-and-go meals available for students to receive at North High School. He explained that when students and staff were able to enter the building, due to the declining enrollment, they were able to shuffle classes around and found homes for those six classrooms that had been damaged. He felt the overall response went very well. He highlighted that parents were appreciative of the virtual learning and caution about returning to school due to the asbestos issues. Mr. Boehlke explained as far as the costs and the budget impact, the District is covered. The cost of clean up is estimated at \$90,000. At this time, he does not have estimated reconstruction costs. He further explained that the student and instructional services team worked hard and diligently to identify things needed right away such as textbooks, etc., to reorder. Mr. Burg questioned why there was a three-day gap before communication was sent to parents and Mr. Harvatine responded that they initially did not know the extent of the damage and how quickly they could get everything cleaned up. Students were on winter recess break, so they wanted to take those days to get a plan in place. Dr. DiStefano needed to work with his staff, and the administration wanted to send one communication to parents with all the information.

## 7. Urban Middle School Site Recommendation

Moved by Ms. Donohue, seconded by Mr. Burg to approve that the current Urban Middle School building be razed to create both parking and green space for the North High School Campus. All ayes. Motion carried unanimously.

Mr. Harvatine noted this has been on the agenda previously with the plan to bring it back to the Board in January with a recommendation in terms of what to do with the Urban Middle School site. The Board had approved to pursue a possible November 2024 referendum pertaining to Farnsworth Middle School and Urban Middle School and to build a new Urban Middle School on district-owned property off of North 15<sup>th</sup> Street. There was discussion, as a Board, of getting a group of people together to explore possible options for the Urban Middle School building and site should the referendum pass. There were discussions about saving the auditorium, gym, etc. Mr. Boehlke explained that the group was made up of staff from North High School and a North High School parent, as the site is adjacent to the North High School campus. They met several times to discuss useful options for this site, and one important issue was to decrease traffic. The group felt repurposing the building would not assist with decreasing traffic and razing the building to use the site for additional parking, and green space would be of big value to the North High School campus as they are landlocked as far as green space for physical education and athletics. Mr. Boehlke explained there was discussion about keeping the theatre and/or gym portion. Bray Architects helped with costing to keep those as stand-alones, which would not be easy because of demolition, a façade would need to be built, and the infrastructure such as heating, etc., would have to be rebuilt. The estimated cost of keeping the auditorium is \$4.8 million, and the estimated cost of keeping the gym is \$3.4 million, with additional costs for ongoing operation and maintenance. Mr. Boehlke explained that the theatre is not used by the community anymore and there is no demand for this space. Regarding the gym space, it makes more sense to right size the gym at the new Urban School facility if needed. Mr. Boehlke explained each of the reasons for the group's recommendation to raze Urban Middle School and create both parking and green space for the North High School campus as outlined in the Executive Summary. Mr. Harvatine explained that if the Board approves this recommendation, the next part would be the planning phase and seeking community input, and determining what the non-negotiables are. Mr. Gallianetti noted that it is a big concern to reduce the traffic congestion and parking issues in the neighborhood and that adding parking close to the North High School field and gym for events would be appreciated by the neighbors. Mr. Harvatine added that the administration would come back to the Board when they have another update.

## 8. WASB Proposed Resolutions

Moved by Ms. Donohue, seconded by Ms. Robbins to direct Mr. Burg to vote in favor of the amendment to Resolution 23-02. All ayes. Motion carried 7-0-1. (Mr. Burg abstained).

Mr. Harvatine congratulated Mr. Burg on his article published in Wisconsin School News about his experience being a

delegate and working on the delegate assembly. Mr. Harvatine explained that this is the time of year when the Board gives Mr. Burg direction regarding resolutions and what to, or not to vote for, or vote as he sees fit at the WASB Delegate Assembly on January 17, 2023. Ms. Donohue noted that Resolution 23-02 on voter education amending “well-rounded education” to include “voter education” is an incredibly important addition. Mr. Burg noted there might be a few resolutions that may get some pushback such as Resolution 23-15 Universal Free School Meals and Resolution 23-13 Weapon Possession.

9. District Administrator Performance Evaluation System (DAPES)

Mr. Gallianetti asked that the Board members refer to attachment 9 in their board packet regarding the Superintendent’s mid-year review. He asked that they reflect on the four goals that were adopted in September and to think about actions and activities that have occurred in relation to those goals and make notes in preparation for feedback during the Closed Session meeting during the January 24, 2023 Regular Board of Education meeting.

10. Moved by Mr. Mancl, seconded by Mr. Burg to adjourn at 8:07 p.m. to Closed Session pursuant to Wisconsin State Statute 19.85(1)(c) – To consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility for the purpose of discussing an individual administrator succession plan. A roll call vote was taken and motion carried unanimously. (Mancl, Versey, Burg, Robbins, Donohue, Laster, Hein, Gallianetti)

11. Moved by Mr. Gallianetti, seconded by Dr. Hein to reconvene to Open Session at 9:15 p.m. All ayes. Motion carried unanimously.

12. Moved by Mr. Gallianetti, seconded by Mr. Mancl to adjourn at 9:18 p.m. All ayes. Motion carried unanimously.

**F. SPECIAL BOARD COMMITTEES/ASSIGNMENTS**

1. Human Growth and Development Committee – Ms. Robbins and Mr. Spielman provided an overview of the minutes and noted they still need another parent and student to serve on the committee. Mr. Spielman added that the committee would be reviewing the State standards and updating materials in some controversial subject areas. They will be reaching out to other districts and school boards to see what they are doing.

Moved by Ms. Robbins, seconded by Mr. Laster to accept the Human Growth and Development Citizens’ Advisory Committee recommendation to appoint Ms. Kelsi Engelhardt for the open community member position. All ayes. Motion carried unanimously.

2. Sheboygan Public Education Foundation – Mr. Harvatine had no information in addition to the minutes from the January 11, 2023 meeting.

**FUTURE MEETING DATES**

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

February 28, 2023 - Regular Board of Education meeting at 6:00 p.m.

Ms. Donohue noted there would be a Special Session meeting on Tuesday, January 31, 2023.

**ADJOURN**

Moved by Mr. Burg, seconded by Mr. Laster to adjourn at 8:54 p.m. All ayes. Motion carried unanimously.

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Seth A. Harvatine  
Superintendent & Secretary of the Board



**BOARD OF EDUCATION  
SHEBOYGAN AREA SCHOOL DISTRICT  
Sheboygan, Wisconsin  
SPECIAL SESSION MINUTES  
Tuesday, January 31, 2023**

A Special Session of the Board of Education was held on Tuesday, January 31, 2023 at 6:00 p.m. in the Board of Education meeting room, 3330 Stahl Road, Sheboygan, WI 53081 as well as members attending via teleconference or other remote access technology. This Special Session meeting was announced in compliance with the Open Meeting Law of the Wisconsin State Statutes.

- I. President Donohue called the meeting to order at 6:03 p.m.
- II. Board Members Present: Mr. David Gallianetti, Dr. Susan Hein, Mr. Ryan Burg, Ms. Mary Lynne Donohue, Mr. Santino Laster, Ms. Kay Robbins, Ms. Rebecca Versey

Excused: Mr. Mark Mancl

- III. Moved by Mr. Burg, seconded by Mr. Gallianetti to approve the agenda. All ayes. Motion carried unanimously.
- IV. Superintendent Succession Plan

Ms. Donohue reviewed the process, and shared the purpose and desired outcomes of the meeting. She asked school board members to complete the survey and provide it to the Office of the Superintendent so that key characteristics could be developed based on their responses. Mr. Harvatine added that the responses will narrow and zoom in on the specific issues and will help the Wisconsin Association of School Board (WASB) consultant to draft interview questions.

Ms. Donohue added that the timeline is aggressive but because the Board is choosing an internal candidate, it will work. When reviewing the previous superintendent candidate profile there was a much longer timeline due to an external search.

The Board was in consensus that it was important to have the candidate interviewed by other stakeholders. Ms. Donohue reviewed the makeup of the previous interview team as well as the draft Mr. Harvatine prepared of what potentially the new interview team would look like, which included an increased number of parent representatives and a more defined community relations partner.

The Board was in consensus to have three different interview groups consisting of parents/community members, students, and district staff. The Board will interview the candidate on March 7, 2023 and the other stakeholder groups will hold interviews between March 8 and March 17, 2023.

The Parent/Community Member group will consist of 8 members as follows: 1-elementary school parent, 1-middle school parent, 1-North High School parent, 1-South High School parent, 1-charter school parent; 3 community members (1-representative from Red Raider Manufacturing, 1-Lakeshore Community Healthcare, 1-Boys and Girls Club of Sheboygan County).

The Student group will consist of 8 members as follows: 1-Central High School student, 1-Ètude High School student, 1-North High School student, 1-South High School student, 1-Warriner High School student; 1-Ètude Middle School student, 1-Farnsworth Middle School student; 1-Urban Middle School student .

The District Staff group will consist of 10 members as follows: 1-elementary school teacher, 1-middle school teacher, 1-high school teacher, 1-specialist teacher (ML/Special Ed./Allied Arts/Specialist), 2-support staff representatives, 1-superintendent office representative, 1-principal representative, 3-central office administrative representatives.

Mr. Harvatine noted that one of the things the Board needs to consider is who will be facilitating/organizing the stakeholder groups and the interview process, which includes preparation of documents, etc. The Board was in consensus that Ms. Hintz, Assistant Superintendent of Human Resources/Administrative Services will facilitate the interview process.

Mr. Harvatine asked what required application materials the Board would like so the candidate is prepared. The Board was in consensus that the required application materials would include a resume and 500-word response to question: Why do you want to be the Superintendent of the Sheboygan Area School District?

The Board is in consensus that the final decision regarding hiring of the internal candidate will occur on Monday, March 20, 2023 at a Special Session meeting.

- V. Moved by Mr. Burg, seconded by Mr. Laster to adjourn at 7:38 p.m. All ayes. Motion carried unanimously.

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Seth A. Harvatine  
Superintendent & Secretary of the Board

jjh



# SHEBOYGAN AREA

— SCHOOL DISTRICT —

## Middle School Board Presentation

*February 28, 2023*

# “Leaders Go First”

Our collective effort will help others lead well



- As we model resilient behaviors, we build trust.
- As we communicate regularly, we cultivate commitment and confidence.
- As we demonstrate our own agility, execute well and monitor actions to effectively adjust our actions, we build capacity to achieve what we value most, for our team and those we serve.



# The Why, What, and How...

## THE EXECUTION TRIANGLE HARDWIRING PROCESSES ACROSS THE SYSTEM



# Student Population



SHEBOYGAN AREA  
— SCHOOL DISTRICT —

		Farnsworth	Horace Mann	Urban
<b>Student Population</b>		518	593	557
<b>Student Grade Level</b>	6	169	207	193
	7	157	195	169
	8	192	191	195
<b>Student Gender</b>	female	49%	46%	48%
	male	51%	54%	52%
<b>Student Race</b>	American Indian	0%	0.002%	0.002%
	Asian	21%	19%	22%
	Black	9%	4%	4%
	Hispanic	25%	26%	21%
	Pacific Isle	0%	0.002%	0%
	White	37%	46%	44%
	Two or More	8%	5%	9%
<b>Student LEP Status</b>	No	81%	77%	81%
	Yes	19%	23%	19%
<b>Student Special Ed Status</b>	No	79%	83%	81%
	Yes	21%	17%	19%
<b>Economically Disadvantaged</b>	No	32%	44%	41%
	Yes	68%	56%	59%

# Forward Exam Proficiency



**SHEBOYGAN AREA**  
— SCHOOL DISTRICT —

Forward Exam: Percent Proficient/Advanced												
	All Students			ML Students			Economically Disadvantaged Students			Spec Ed Students		
	SASD	State	+/-	SASD	State	+/-	SASD	State	+/-	SASD	State	+/-
<b>6th Math</b>	33.3	38.5	-5.2	11.7	7.3	4.4	23.7	20.5	3.2	8	10.4	-2.4
<b>8th Math</b>	24	29.4	-5.4	5.1	3	2.1	16.6	14.1	2.5	3.8	5.7	-1.9
<b>6th Reading</b>	27.1	37.2	-10.1	6.1	5.4	0.7	18.8	21.2	-2.4	4.4	8.8	-4.4
<b>8th Reading</b>	29.4	32	-2.6	3.6	5.9	-2.3	19.6	17.8	1.8	2.8	6.5	-3.7

# Attendance Data 90% +



SHEBOYGAN AREA  
— SCHOOL DISTRICT —

	Farnsworth		Horace Mann		Urban	
	2021-22	2022-23	2021-22	2022-23	2021-22	2022-23
6th Grade	60.3%	72.8%	74.9%	87.4%	69.4%	77.3%
7th Grade	65.4%	67.7%	74.1%	79.4%	75.5%	77.8%
8th Grade	59.6%	69.5%	66.2%	75.5%	70.0%	77.4%

# Athletics Data



**SHEBOYGAN AREA**  
 — SCHOOL DISTRICT —

	Farnsworth		Horace Mann		Urban	
	21/22	22/23	21/22	22/23	21/22	22/23
Cross Country (6-8)	9	13	22	14	19	28
Volleyball (7)	17	25	10	14	13	4
Volleyball (8)	17	23	21	12	27	13
Boys Basketball (7)	21	19	14	25	20	16
Boys Basketball (8)	18	20	12	11	17	16
Girls Basketball (7)	26	16	18	13	9	5
Girls Basketball (8)	17	16	9	8	9	11
Wrestling (6-8)	30	34	5	5	13	13
Track	40	TBD	55	TBD	37	TBD
Tennis	32	TBD	27	TBD	38	TBD

Middle School 2022-23

# GPA > 2.8



**SHEBOYGAN AREA**  
— SCHOOL DISTRICT —

	Farnsworth		Horace Mann		Urban	
	2021-22	2022-23	2021-22	2022-23	2021-22	2022-23
6th Grade	73.5%	71.4%	65.6%	68.0%	65.4%	71.0%
7th Grade	61.5%	62.4%	54.0%	60.5%	77.7%	57.9%
8th Grade	50.9%	51.3%	57.6%	56.0%	51.3%	66.6%

# Pass Rate Data - All Classes



SHEBOYGAN AREA  
— SCHOOL DISTRICT —

	Farnsworth		Horace Mann		Urban	
	2021-22	2022-23	2021-22	2022-23	2021-22	2022-23
6th Grade	76.9%	88.6%	81.5%	92.6%	78.1%	87.4%
7th Grade	67.5%	77.1%	74.2%	81.8%	82.6%	82.5%
8th Grade	64.9%	68.4%	78.8%	76.8%	63.3%	79.7%

# Behavior Data (0-1 Referrals)



SHEBOYGAN AREA  
— SCHOOL DISTRICT —

	Farnsworth		Horace Mann		Urban	
	2021-22	2022-23	2021-22	2022-23	2021-22	2022-23
6th Grade	85.8%	84.8%	93.1%	91.7%	94.0%	79.6%
7th Grade	86.3%	80.6%	84.8%	82.3%	91.3%	72.2%
8th Grade	87.7%	78.5%	87.6%	82.8%	84.9%	82.7%



# STAR Math Growth > 50%



SHEBOYGAN AREA  
— SCHOOL DISTRICT —

	Farnsworth		Horace Mann		Urban	
	2021-22	2022-23	2021-22	2022-23	2021-22	2022-23
6th Grade	39.6%	43.0%	49.6%	59.0%	55.0%	42.0%
7th Grade	66.4%	59.0%	58.9%	50.0%	50.8%	57.0%
8th Grade	45.5%	42.0%	63.3%	43.0%	50.7%	54.0%

# STAR Reading Growth > 50%



SHEBOYGAN AREA  
— SCHOOL DISTRICT —

	Farnsworth		Horace Mann		Urban	
	2021-22	2022-23	2021-22	2022-23	2021-22	2022-23
6th Grade	43.3%	37.0%	57.7%	49.0%	46.7%	34.0%
7th Grade	58.6%	61.0%	63.2%	50.2%	47.4%	47.0%
8th Grade	38.2%	42.0%	52.9%	49.1%	48.7%	39.0%

# DPI Report Card



SHEBOYGAN AREA  
— SCHOOL DISTRICT —

**Farnsworth**

Overall Score

**63.8**

**Horace Mann**

Overall Score

**63.0**

**Urban**

Overall Score

**58.4**

**Meets Expectations**



# Statewide Reading Cohort Comparisons



SHEBOYGAN AREA  
— SCHOOL DISTRICT —

Statewide Large District Comparisons			
	Reading 3 2016-17	Reading 8 2021-2022	5 Year Cohort Change
State	42.4	32	-10.4
Sheboygan	33.9	29.4	-4.5
Madison	35.9	32.3	-3.6
Wausau	39	30.1	-8.9
Mequon	70.1	60.9	-9.2
Racine	24.1	13.5	-10.6
Elmbrook	62	50.4	-11.6
Oshkosh	38.1	26.2	-11.9
Appleton	38.4	26.2	-12.2
Waukesha	41.9	28.6	-13.3
Green Bay	31	17.5	-13.5
Kenosha	41.4	26.6	-14.8
La Crosse	40.1	24.4	-15.7
Eau Claire	48.1	31.6	-16.5
Janesville	49.9	31.5	-18.4

# County Districts Reading Cohort Comparisons



SHEBOYGAN AREA  
— SCHOOL DISTRICT —


County Cohort Reading Comparisons			
	Reading 3 2016-17	Reading 8 2021-2022	5 Year Cohort Change
State	42.4	32	-10.4
Sheboygan	33.9	29.4	-4.5
Howards Grove	44.4	48.7	4.3
Oostburg	65.2	66.7	1.5
Sheboygan Falls	45.6	39.7	-5.9
Cedar Grove - Belgium	54.5	46	-8.5
Random Lake	41.2	31.3	-9.9
Plymouth	46.1	27.5	-18.6
Kohler	72.1	48.4	-23.7
Elkhart Lake	50	25.6	-24.4


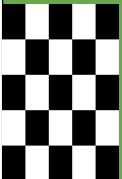

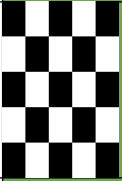

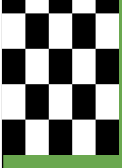



# School Goals

 On Pace or Complete

 Slightly Behind Pace

 Significantly Behind Pace or At Risk


Activity #	Activity	Outcome Measures	Status
1	Implementation of the new Bell Schedule and realigned course offerings	<ul style="list-style-type: none"><li>• Quarterly meetings to discuss new bell schedule.</li><li>• Develop a list of recommendations from a mid-year staff survey.</li><li>• Proposed changes will be presented to Central Office/BoE prior to scheduling for 2021-2022.</li><li>• Survey of students and parents at the end of the school year regarding the schedule.</li></ul>	  
2	Continued Middle School Collaboration & Alignment	<ul style="list-style-type: none"><li>• Training of effective teaching and equity practices via CESA 7 - Co-plan to Co-serve focus.</li><li>• Support with coaching and feedback from internal/external sources.</li></ul>	 
3	Full implementation of WIN structure	<ul style="list-style-type: none"><li>• Teachers will be trained on ALEKS with support from S&amp;I.</li><li>• Teachers will engage in training on Lexia with support from LEXIA and S&amp;I.</li><li>• Teachers will review student performance data specific to LEXIA and ALEKS 4 times during the school year.</li></ul>	 






# School Goals

 On Pace or Complete

 Slightly Behind Pace

 Significantly Behind Pace or At Risk


Activity #	Activity	Outcome Measures	Status
1	Continued Middle School Collaboration & Alignment	<ul style="list-style-type: none"><li>We continue our work with CESA 7 during the 2022-2023 school year focused on onboarding new staff and building the capacity of teachers as is relates to CoPlan to CoServe.</li><li>Support will includes classroom observations and small group professional development as well as support with coaching and feedback from internal/external sources.</li></ul>	
2	Working on Tier I and Tier II interventions during the WIN time.	<ul style="list-style-type: none"><li>Teachers are continuing to build Tier I interventions and build Tier II interventions within existing structures and programs.</li><li>Teachers will continue to review student performance data specific to LEXIA and ALEKS 4 times during the school year with a special focus on Tier 1 and Tier II students.</li></ul>	
3	Developing programs and projects for students that are part of the Enrichment WIN time.	<ul style="list-style-type: none"><li>Teachers will be given support to successfully implement these enrichment activities during WIN time.</li><li>Teachers will monitor students that are in the Enrichment WIN to help ensure they are finding these activities to be high interest.</li></ul>	



# School Goals

 On Pace or Complete

 Slightly Behind Pace

 Significantly Behind Pace or At Risk

Activity #	Activity	Outcome Measures	Status
1	Continued Middle School Collaboration & Alignment	<ul style="list-style-type: none"><li>We will continue our work with CESA 7 into the 2023-2024 school year focused on further developing Tier I instructional practices in Reading and Math.</li><li>Support will include large and small group professional development, collaboration across the three grade levels. The S&amp;I team will continue to support Reading and Math.</li></ul>	
2	Content area teams will meet monthly to focus on curriculum, collaboration, and instructional practices in Tier I	<ul style="list-style-type: none"><li>Teachers will identify areas for improvement that connect to Tier I Reading and Math, in each of their content areas.</li><li>Teachers will monitor progress with a focus on student achievement as a content area and align SLO work.</li><li>Guaranteed and viable curriculum will be a focus for consistent student growth.</li></ul>	
3	Working on Tier II and Tier III interventions during WIN	<ul style="list-style-type: none"><li>Teachers will continue to develop additional supports for students in Tier II and Tier III in areas of Reading and Math.</li><li>Teachers will continue to review student performance data specific to LEXIA and ALEKS times during the school year with a special focus on Tier II and Tier III students.</li></ul>	
4	Developing programs and projects for students that are part of the Enrichment WIN	<ul style="list-style-type: none"><li>Teachers will be given support to successfully implement these enrichment activities during WIN time.</li><li>Teachers will monitor students that are in the Enrichment WIN to help ensure they are finding these activities to be high interest.</li></ul>	



# Successes - ALEKS (Avg Course Progress by Grade) 2021-2022



SHEBOYGAN AREA  
— SCHOOL DISTRICT —

## Farnsworth Middle School

6th Grade - 66.6%

7th Grade - 48.7%

8th Grade - 47.6%

## Horace Mann Middle School

6th Grade - 50.7%

7th Grade - 47.8%

8th Grade - 46.2%

## Urban Middle School

6th Grade - 52.4%

7th Grade - 53.6%

8th Grade - 48.9%

# Successes - ALEKS

## (Avg Course Progress by Grade)

### 2022-2023



SHEBOYGAN AREA  
— SCHOOL DISTRICT —

#### Farnsworth Middle School

6th Grade - 61.1%

7th Grade - 52.8%

8th Grade - 61.9%

#### Horace Mann Middle School

6th Grade - 59.5%

7th Grade - 56.7%

8th Grade - 58.3%

#### Urban Middle School

6th Grade - 60.2%

7th Grade - 51.4%

8th Grade - 67.9%

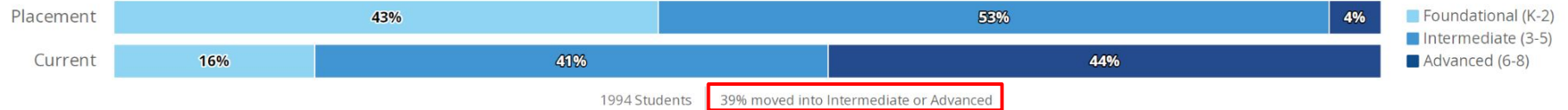
# Successes - Lexia: 2021-2022



SHEBOYGAN AREA  
— SCHOOL DISTRICT —

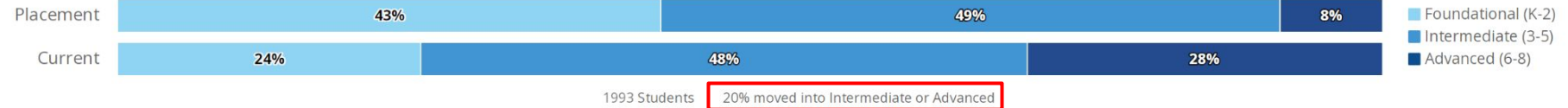
## Student Skill Status in Word Study

As of Jan 24, 2022



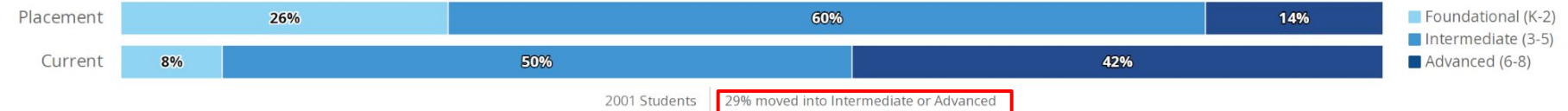
## Student Skill Status in Grammar

As of Jan 24, 2022



## Student Skill Status in Comprehension

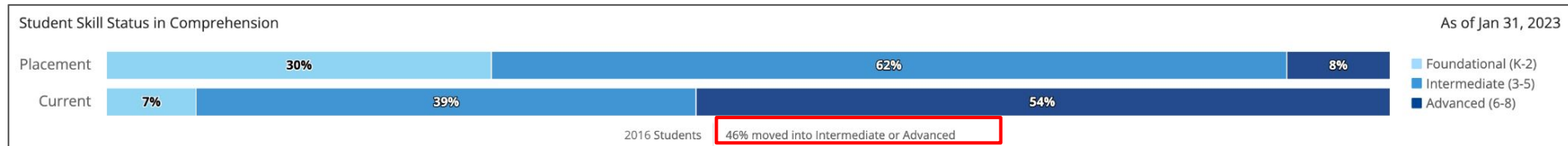
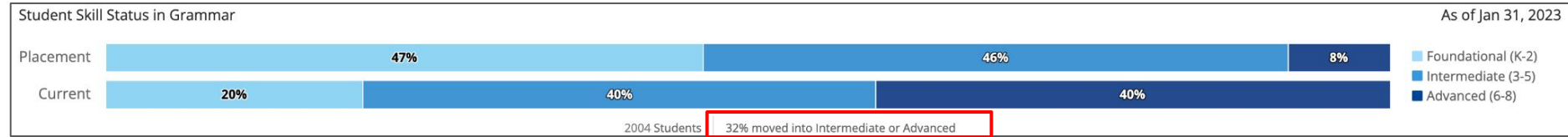
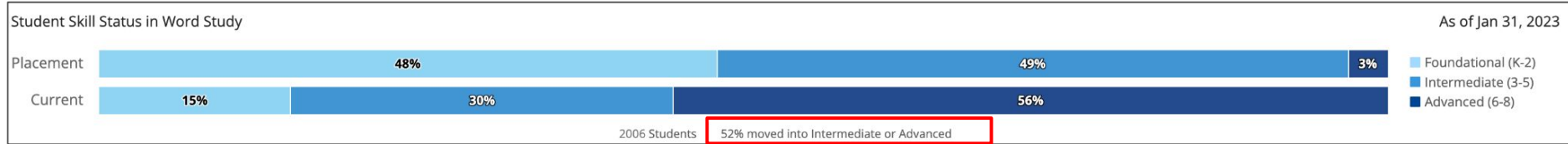
As of Jan 24, 2022



# Successes - Lexia: 2022-2023



SHEBOYGAN AREA  
— SCHOOL DISTRICT —



# Points of Pride



SHEBOYGAN AREA  
— SCHOOL DISTRICT —

## Farnsworth Middle School

- Lakeland University Partnership
- Athletic Participation
- Restorative Practices
- PBIS Focus
- Co-plan/Co-serve Work
- Communications
- Panther Preview Night

## Horace Mann Middle School

- Talent Show & Musical
- Middle School Mixer
- IDS Inclusive Practices
- Student Council and Student Activities Thriving
- Charging Ahead - Staff
- Restorative Practices
- Parent Updates & Communication

## Urban Middle School

- Activity Nights
- Middle School Mixer
- Urban Knightly News
- Student of the Month
- 'Staff Shout Outs'
- Best Buddies - WI Top Middle School Chapter
- Restorative Practices - Effective Classroom Circles



**SHEBOYGAN AREA**  
— SCHOOL DISTRICT —

# Questions

Book	Policy Manual
Section	3000 Professional Staff
Title	EMPLOYMENT OF SUBSTITUTES
Code	po3120.04*pp
Status	Second Reading
Adopted	October 22, 2013
Last Revised	August 24, 2021

### 3120.04 - **EMPLOYMENT OF SUBSTITUTES**

The Board recognizes the need to procure the services of substitutes in order to continue the operation of the schools as a result of the absence of regular personnel. **This policy does not apply to regular contracted teachers hired to serve as permanent substitute teachers and whose employment is governed by Policy 3120 - Employment of Professional Staff.**

The District Administrator shall make appropriate arrangements to assure the availability of substitutes for assignment as services are required to replace temporarily-absent regular staff members and to temporarily fill new positions. Such assignment of substitutes may be terminated, including permanent removal from the substitute teaching roster, when their services are no longer required or for other reasons as determined by the District Administrator that are not arbitrary, capricious, or discriminatory.

Substitutes must possess appropriate certification to teach as a substitute. The District Administrator may determine what licensure is required and make allowances for the use of alternative forms of certification, emergency certification, and other such options as permitted by law. There must also be verification that a satisfactory background check has been conducted by the Department of Public Instruction or appropriate State agency.

In order to retain well-qualified substitutes for service in this District, the Board will offer compensation at a rate set annually by the Board.

**Prior to the end of the school year, District employed** ~~Employed~~ **substitutes, who the District intends to employ for the ensuing school year will** ~~may~~ **receive in June a letter of reasonable assurance of continued** ~~eligibility for assignment during the ensuing school year.~~ **employment.**

Revised 11/27/18

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Legal 118.19, Wis. Stats.  
P.I. 3.03(8), Wis. Adm. Code

Book	Policy Manual
Section	4000 Support Staff
Title	EMPLOYMENT OF SUBSTITUTES
Code	po4120.04**pp
Status	Second Reading
Adopted	October 22, 2013

#### 4120.04 - **EMPLOYMENT OF SUBSTITUTES**

The Board of Education recognizes its responsibility to procure the services of substitute support staff in order to prevent the interruption of the operation of the schools.

The names of potential substitute personnel and the positions in which they may substitute shall be maintained by the Assistant Superintendent of Human Resources and Administrative Services.

Relatives of Board members may be employed by the Board, provided a member of the Board does not participate in any way in the discussion or vote on the employment when conflict of interest is involved.

Relatives of staff members may be employed by the Board, provided the staff member being employed is not placed in a position in which **they are** ~~she is~~ supervised directly by the ~~relative~~ staff member **who is related**.

~~Substitutes will receive in June a letter of reasonable assurance of continued employment.~~ **Prior to the end of the school year, District-employed substitutes, who the District intends to employ for the ensuing school year, will receive a letter of reasonable assurance of continued employment.**

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Legal	118.19, Wis. Stats P.I. 3.03(8), Wis. Adm. Code
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Book	Policy Manual
Section	1000 Administration
Title	CRIMINAL HISTORY RECORD CHECK AND EMPLOYEE SELF-REPORTING REQUIREMENTS
Code	po1421**pp
Status	Second Reading
Adopted	June 28, 2022

## 1421 - **CRIMINAL HISTORY RECORD CHECK AND EMPLOYEE SELF-REPORTING REQUIREMENTS**

### **Criminal History Record Check**

To more adequately safeguard students and staff members, the Board requires an inquiry into the background of each applicant the District Administrator recommends for employment on the District's administrative staff. Any contracts with outsourced services, employment agencies, or temporary services must require such providers to conduct and retain a criminal history record check of individuals providing service to the District.

Such an inquiry shall also be made for substitutes who may be employed by the District and for volunteers assisting District staff.

The District Administrator shall establish the necessary procedures for obtaining any criminal history on the applicant.

Should it be necessary to employ a person in order to maintain continuity of the program prior to receipt of the report, the District Administrator may employ the person on a provisional basis until the report is received.

All information and records obtained from such inquiries are to be considered confidential and shall not be released or disseminated to those not directly involved in evaluating the applicant's qualifications.

### **Employee Self-Reporting Requirement**

All District employees shall notify the District Administrator as soon as possible, but no more than three (3) calendar days, after any arrest, indictment, conviction, no contest or guilty plea, or other adjudication of the employee for any criminal or municipal offense.

The District Administrator, as soon as possible, but no more than three (3) calendar days, after any arrest, indictment, conviction, no contest or guilty plea, or other adjudication shall notify the Board President for any criminal or municipal offense.

The requirement to report a conviction or deferred adjudication shall not apply to minor traffic offenses (e.g. non-moving violations, failure to yield, failure to obey a traffic signal, unattended vehicle, illegal parking). However, an offense of operating under the influence, revocation or suspension of license, and driving after revocation or suspension or any moving violation must be reported if the employee drives or operates a District vehicle or piece of mobile equipment or transports students or staff in any vehicle. Failure to report under this section may result in disciplinary action, up to and including termination. All employment decisions by the District based on such information must comply with Wisconsin's arrest and conviction discrimination law.

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Legal 111.335, Wis. Stats.

Book	Policy Manual
Section	3000 Professional Staff
Title	CRIMINAL HISTORY RECORD CHECK AND EMPLOYEE SELF-REPORTING REQUIREMENTS
Code	po3121**pp
Status	Second Reading
Adopted	October 22, 2013
Last Revised	June 28, 2022

### 3121 - **CRIMINAL HISTORY RECORD CHECK AND EMPLOYEE SELF-REPORTING REQUIREMENTS**

#### **Criminal History Record Check**

To more adequately safeguard students and staff members, the Board requires an inquiry into the background of each applicant the District Administrator recommends for employment on the District's professional staff. Any contracts with outsourced services, employment agencies or temporary services must require such providers to conduct and retain a criminal history record check of individuals providing service to the District.

Such an inquiry shall also be made for substitutes who may be employed by the District and for volunteers assisting District staff.

The District Administrator shall establish the necessary procedures for obtaining any criminal history on the applicant.

Should it be necessary to employ a person in order to maintain continuity of the program prior to receipt of the report, the Assistant Superintendent of Human Resources and Administrative Services may employ the person on a provisional basis until the report is received.

All information and records obtained from such inquiries are to be considered confidential and shall not be released or disseminated to those not directly involved in evaluating the applicant's qualifications.

#### **Employee Self-Reporting Requirement**

All District employees shall notify the District Administrator as soon as possible, but no more than three (3) calendar days, after any arrest, indictment, conviction, no contest or guilty plea, or other adjudication of the employee for any criminal or municipal offense.

The requirement to report a conviction or deferred adjudication shall not apply to minor traffic offenses (e.g. non-moving violations, failure to yield, failure to obey a traffic signal, unattended vehicle, and illegal parking). However, an offense of operating under the influence, revocation or suspension of license, and driving after revocation or suspension or any moving violation must be reported if the employee drives or operates a District vehicle or piece of mobile equipment or transports students or staff in any vehicle. Failure to report under this section may result in disciplinary action, up to and including termination. All employment decisions by the District based on such information must comply with Wisconsin's arrest and conviction discrimination law.

T.C. 8/19/20

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Legal 111.335, Wis. Stats.

Book	Policy Manual
Section	4000 Support Staff
Title	CRIMINAL HISTORY RECORD CHECK
Code	po4121*pp
Status	Second Reading
Adopted	October 22, 2013
Last Revised	June 28, 2022

#### 4121 - **CRIMINAL HISTORY RECORD CHECK AND EMPLOYEE SELF-REPORTING REQUIREMENT**

##### **Criminal History Record Check**

To more adequately safeguard students and staff members, the Board of Education requires an inquiry into the background of each applicant the District Administrator recommends for employment on the District's support staff. Any contracts with outsourced services, employment agencies, or temporary services must require such providers to conduct and retain a criminal history record check of individuals providing service to the District.

Such an inquiry shall also be made for substitutes who may be employed by the District and for volunteers assisting District staff.

The District Administrator shall establish the necessary procedures for obtaining any criminal history on the applicant.

Should it be necessary to employ a person in order to maintain continuity of the program prior to receipt of the report, the District Administrator ~~Asst. Superintendent of Human Resources and Administrative Services~~ may employ the person on a provisional basis until the report is received.

All information and records obtained from such inquiries are to be considered confidential and shall not be released or disseminated to those not directly involved in evaluating the applicant's qualifications.

##### **Employee Self-Reporting Requirement**

All District employees shall notify the District Administrator as soon as possible, but no more than three (3) calendar days, after any arrest, indictment, conviction, no contest or guilty plea, or other adjudication of the employee for any criminal or municipal offense.

The requirement to report a conviction or deferred adjudication shall not apply to minor traffic offenses (e.g. non-moving violations, failure to yield, failure to obey a traffic signal, unattended vehicle, or illegal parking). However, an offense of operating under the influence, revocation or suspension of license, and driving after revocation or suspension or any moving violation must be reported if the employee drives or operates a District vehicle or piece of mobile equipment or transports students or staff in any vehicle. Failure to report under this section may result in disciplinary action, up to and including termination. All employment decisions by the District based on such information must comply with Wisconsin's arrest and conviction discrimination law

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Legal 111.335, Wis. Stats.

Book	Policy Manual
Section	1000 Administration
Title	STUDENT SUPERVISION AND WELFARE
Code	po1213*pp
Status	Second Reading
Adopted	October 22, 2013
Last Revised	February 22, 2022

### 1213 - STUDENT SUPERVISION AND WELFARE

Administrators are frequently confronted with situations which, if handled incorrectly, could result in liability to the District and personal liability to the administrator. It is the intent of the Board to direct the preparation of guidelines that would minimize that possibility.

An administrator who is found to have had sexual contact with a student shall be referred to the proper authorities and be subject to discipline up to and including discharge.

This section should not be construed as affecting any obligations on the part of staff to report suspected child abuse under ~~Wis. Stats.~~ 48.981, **Wis. Stats.** and Policy 8462.

Each administrator shall maintain a standard of care for supervision, control, and protection of students commensurate with **their** assigned duties and responsibilities which include, but are not limited to the following:

- A. An administrator shall report immediately any accident or safety hazard about which **they are** ~~s/he is~~ informed or detects to **their** ~~his/her~~ supervisor as well as to other authorities or District staff members as may be required by established policies and procedures.
- B. An administrator shall report unsafe, potentially harmful, dangerous, violent, or criminal activities, or threat of these activities by students to the District Administrator and local public safety agencies and/or school officials in accordance with Policy 8420 - School Safety.
- C. An administrator should not volunteer to assume responsibility for duties **that they** ~~s/he~~ cannot reasonably perform. Such assumption carries the same responsibilities as assigned duties.
- D. An administrator shall not send students on any personal errands.
- E. An administrator shall not associate with students at any time in a manner which gives the appearance of impropriety, including, but not limited to, the creation or participation in any situation or activity which could be considered abusive or sexually suggestive or involve illegal substances such as tobacco, alcohol, or drugs. Any sexual or other inappropriate conduct with a student by any **administrator** ~~staff member~~ will subject the offender to potential criminal liability and District discipline up to and including termination of employment.  
  
This provision should not be construed as precluding an **administrator** ~~administrative staff member~~ from associating with students in private for legitimate or proper reasons or to interfere with familial relationships that may exist between staff and students.
- F. An administrator shall not disclose personally identifiable information about a student to third parties unless specifically authorized by law or the student's parent(s) to do so.
- G. An administrator, other than the District Administrator, shall not transport students for school-related activities in a private vehicle without the approval of **their** ~~his/her~~ immediate supervisor and consistent with the provisions of Policy 8660. This does not apply to any student who is the administrator's family member.
- H. A student shall not be required to perform work or services that may be detrimental to **their** ~~his/her~~ health.

- I. Administrators shall not engage students in social media and online networking media (see also Policy 7544), except for appropriate academic, extracurricular, and/or professional uses only.
- J. Administrators are expressly prohibited from posting any picture, video, meme, or other visual depiction, or comment pertaining to any student on personal or unauthorized social networking media or similar forums. This provision of the policy does not apply to pictures and/or videos taken of public events that may involve or incidentally include depictions of students participating in or observing such events where the purpose of the photo or video is to depict the event, not a particular student. **This section does not apply to depictions of an administrator's own child or other relative.**

Since most information concerning a child in school, other than directory information described in Policy 8330 - Student Records, is a confidential student record under Federal and State laws, any administrator who shares confidential information with another person not authorized to receive the information may be subject to discipline and/or civil liability. This includes, but is not limited to, information concerning assessments, grades, behavior, family background, and alleged child abuse (see Policy 8330).

Pursuant to the laws of the State and Board Policy 8462, each administrative staff member shall report to the proper legal authorities immediately, any sign of suspected child abuse, abandonment, or neglect.

Revised 1/27/16

Revised 4/23/19

Revised 7/28/20

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Legal

48.981, 948, 948.095 Wis. Stats.

Book	Policy Manual
Section	3000 Professional Staff
Title	STUDENT SUPERVISION AND WELFARE
Code	po3213**pp
Status	Second Reading
Adopted	October 22, 2013
Last Revised	July 28, 2020

### 3213 - STUDENT SUPERVISION AND WELFARE

Professional staff members are frequently confronted with situations which, if handled incorrectly, could result in liability to the District, personal liability to the professional staff member, and/or harm to the welfare of the student(s). It is the intent of the Board to direct the preparation of guidelines that would minimize that possibility.

A professional staff member, or a person who works or volunteers with children, who is found to have had sexual contact with **any a** student, shall be referred to the proper authorities and be subject to discipline up to and including discharge.

This policy should not be construed as affecting any obligations on the part of staff to report suspected child abuse under **Wis. Stats.** 48.981 **Wis. Stats.** and Policy 8462.

Each District employee shall maintain a standard of care for supervision, control, and protection of students commensurate with **their** assigned duties and responsibilities which include, but are not limited to the following:

- A. A professional staff member shall report immediately any accident or safety hazard about which **they are s/he is** informed or detects to **their his/her** supervisor as well as to other authorities or District staff members as may be required by established policies and procedures.
  - B. A professional staff member shall report unsafe, potentially harmful, dangerous, violent or criminal activities, or threat of these activities by students to the District Administrator and local public safety agencies and/or school officials in accordance with Policy 8420 - School Safety.
  - C. A professional staff member should not volunteer to assume responsibility for duties **that they s/he** cannot reasonably perform. Such assumption carries the same responsibilities as assigned duties.
  - D. A professional staff member shall provide proper instruction in the safety matters presented in assigned course guides.
  - E. A professional staff member shall not send students on any personal errands
  - F. A professional staff member shall not associate with students at any time in a manner which gives the appearance of impropriety, including, but not limited to, the creation or participation in any situation or activity which could be considered abusive or sexually suggestive, or involve illegal substances such as tobacco, alcohol, or drugs. Any sexual or other inappropriate conduct with a student by any staff member will subject the offender to potential criminal liability and District discipline up to and including termination of employment.
- This provision should not be construed as precluding a professional staff member from associating with students in private for legitimate or proper reasons or to interfere with familial relationships that may exist between staff and students.
- G. A professional staff member shall not disclose identifiable information about a student to third parties unless specifically authorized by law or the student's parent(s) to do so.
  - H. A professional staff member shall not transport students for school-related activities in a private vehicle without the approval of **their his/her** immediate supervisor and consistent with the provisions of Policy 8660. This does not apply to any student who is **a the** professional staff member's family member.
  - I. A student shall not be required to perform work or services that may be detrimental to **their his/her** health.

- J. Staff members shall not engage students in social media and online networking media (see also Policy 7544), ~~such as Facebook, Twitter, MySpace, etc., for non-school related purposes~~ except for appropriate academics, extracurricular, and/or professional use only.
- K. Staff members are expressly prohibited from posting any picture, video, meme, or other visual depiction, or comment pertaining to any student on social networking or similar forums.

Since most information concerning a child in school, other than directory information described in Policy 8330 - Student Records, is a confidential student record under Federal and State laws, any staff member who shares confidential information with another person not authorized to receive the information may be subject to discipline or civil liability. This includes, but is not limited to, information concerning assessments, grades, behavior, family background, and alleged child abuse.

Pursuant to the laws of the State and Board Policy 8462, each professional staff member shall report to the proper legal authorities immediately, any sign of suspected child abuse, abandonment, or neglect.

Revised 5/27/14

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Legal 48.981, 948, 948.095 Wis. Stats

Book	Policy Manual
Section	4000 Support Staff
Title	STUDENT SUPERVISION AND WELFARE
Code	po4213**pp
Status	Second Reading
Adopted	October 22, 2013
Last Revised	July 26, 2022

#### 4213 - **STUDENT SUPERVISION AND WELFARE**

Support staff members may be confronted with situations which, if handled incorrectly, could result in liability to the District, personal liability to the staff member, and/or harm to the welfare of the student(s). It is the intent of the Board of to direct the preparation of guidelines that would minimize that possibility.

A support staff member, or a person who works or volunteers with children, who is found to have had sexual contact with **any a** student shall be referred to the proper authorities and be subject to discipline up to and including discharge.

This policy should not be construed as affecting any obligation on the part of staff to report suspected child abuse under ~~Wis. Stats.~~ 48.981, **Wis. Stats.** and Policy 8462.

Each District support staff member shall maintain a standard of care for the supervision, control, and protection of students commensurate with **their his/her** assigned duties and responsibilities which include, but are not limited to the following standards:

- A. A support staff member shall report immediately any accident or safety hazard about which **they are s/he is** informed or detects to **their his/her** supervisor as well as to other authorities or District staff members as may be required by established policies and procedures. ~~Further, each support staff member shall also promptly report to the Principal any accident or safety hazard s/he detects.~~
- B. A support staff member shall report unsafe, potentially harmful, dangerous, violent, or criminal activities, or threats of these activities by students to the District Administrator and local public safety agencies and/or school officials in accordance with Policy 8420 - School Safety. Additionally, each support staff member shall also promptly report to the Principal any knowledge of threats of violence by students.
- C. A support staff member shall not send students on any personal errands.
- D. A support staff member shall not associate with students at any time in a manner which gives the appearance of impropriety, including, but not limited to, the creation or participation in any situation or activity which could be considered abusive or sexually suggestive, or involve illegal substances such as tobacco, alcohol, or drugs. Any sexual or other inappropriate conduct with a student by any staff member will subject the offender to potential criminal liability and District discipline up to and including termination of employment.  
  
This provision should not be construed as precluding a support staff member from associating with students in private for legitimate or proper reasons or to interfere with familial relationships that may exist between staff and students.
- E. A support staff member shall not disclose personally identifiable information about a student to third parties unless specifically authorized by law or the student's parent(s) to do so.
- F. A support staff member shall not transport students for school-related activities in a private vehicle without the approval of **their his/her** immediate supervisor and consistent with the provisions of Policy 8660. This does not apply to any student who is the support staff member's family member.
- G. A student shall not be required to perform work or services that may be detrimental to **their his/her** health.
- H. Staff members shall not engage students in social media and online networking media, (see also Policy 7544), except for appropriate academics, extracurricular and/or professional uses only.



I. Staff members are expressly prohibited from posting any picture, video, meme, or other visual depiction or comment pertaining to any student on personal or unauthorized social networking media or similar forums. This provision of the policy does not apply to pictures and/or videos taken of public events that may involve, or incidentally include, depictions of students participating in or observing such events where the purpose of the photo or video is to depict the event, not a particular student. **This section does not apply to depictions of a support staff member's own child or other relative.**

Since most information concerning a child in school, other than directory information described in Policy 8330 - Student Records, is a confidential student record under Federal and State laws, any staff member who shares confidential information with another person not authorized to receive the information may be subject to discipline or civil liability. This includes, but is not limited to, information concerning assessments, grades, behavior, family background, and alleged child abuse (~~see Policy 8330~~).

Pursuant to the laws of the State and Board Policy 8462, each support staff member shall report to the proper legal authorities immediately, any sign of suspected child abuse, abandonment, or neglect.

Revised 5/27/14

Revised 7/28/20

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Legal

48.981, 948, 948.095 Wis. Stats.

Book	Policy Manual
Section	6000 Finances
Title	STUDENT ACTIVITY FUND
Code	po6610mb
Status	Second Reading
Adopted	October 22, 2013

## 6610 - **STUDENT ACTIVITY FUND**

It is the purpose of this policy to establish financial controls for the administration of the normal, legitimate, co-curricular and extra- curricular activities of student organizations. **The Board authorizes the maintenance of approved student activity funds as allowed by DPI regulations and the auditor's recommendations.**

**All activities described in this policy are sponsored by the District and are authorized to use the District name, logo, mascot, or any other name which would associate an activity with the District provided such use is consistent with other applicable District policy.**

Each activity covered by this policy must be recognized by the **Board of Education District Administrator** before monies can be collected or disbursed in the name of said activity. The District Administrator is directed to obtain annually a list and brief description of the objectives, activities, and limitations of each fund prior to the start of the new fiscal year.

~~The Board authorizes the maintenance of approved student activity funds.~~ All activities shall be on a self-sustaining basis.

The Assistant Superintendent of Business and Operational Services shall be the Treasurer of the student activities fund. S/He may delegate responsibility to the Principals.

Fund-raising for all student activities will be in accordance with Board Policy 5830 and Policy 9700.

**All collected money shall be handled, secured, and deposited in accordance with policy 6630.** Misappropriation of activity funds, which includes theft or any other misuse of funds, will result in discipline up to and including suspension, expulsion and/or termination.

All monies accumulated in the account of a specific class or activity will be disposed of in accordance with the procedures set forth in the administrative guidelines established by the District Administrator.

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Legal 120.16(2) Wis. Stats.



**SHEBOYGAN AREA**  
— SCHOOL DISTRICT —

**Committee Meeting Minutes, February 14, 2023**

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

Ms. Kay Robbins, Chair, convened the meeting at 6:02 p.m.

Ms. Kay Robbins, Mr. Mark Mancl, Mr. Santino Laster, Ms. Mary Lynne Donohue, and Mr. Ryan Burg (arrived at 6:08 p.m.) were present.

**1. DIPLOMAS (EARLY GRADUATION) – Mr. Jacob Konrath (Information/Action)**

Moved by Mr. Mancl, seconded by Ms. Donohue, seconded by Mr. Laster to accept administration's recommendation that high school diplomas be awarded to Ayane Kubiak and Mikaylah Waldrop, who are members of North High School class of 2023 and have completed district requirements for early graduation. All ayes. Motion carried unanimously.

**2. DIPLOMAS (EARLY GRADUATION GED OPTION 2 PROGRAM) – Mr. Jacob Konrath (Information/Action)**

Moved by Mr. Laster, seconded by Ms. Donohue to accept administration's recommendation that high school diplomas be awarded to Diego Gonzalez, Karter Knapp, and Luis Martinez, who are members of North and South High School's class of 2023 and have completed all requirements to receive their diplomas through the GED Option 2 Program from the Department of Public Instruction (DPI). All ayes. Motion carried unanimously.

**3. DISTRIBUTIVE EDUCATION CLUBS OF AMERICA (DECA) STATE CONFERENCE FIELD TRIP – Mr. Jacob Konrath (Information/Action)**

Moved by Ms. Donohue, seconded by Mr. Laster to accept administration's recommendation for North High School DECA students to travel to Lake Geneva, Wisconsin from February 26-March 1, 2023 to compete in the DECA State Conference, as per policy 2340. All ayes. Motion carried unanimously.

**4. PERU SERVICE LEARNING FIELD TRIP – Mr. Jacob Konrath (Information/Action)**

Moved by Mr. Laster, seconded by Ms. Donohue to accept administration's recommendation for North High School Spanish students to travel to Peru in June 2024 (11 days/10 nights) to participate in service learning and language immersion, as per Policy 2340. All ayes. Motion carried unanimously.

**5. ACHIEVEMENT GAP REDUCTION (AGR) GOAL UPDATE – Mr. Jacob Konrath/Ms. Amy Buffington/Mr. Paul DePagter/Mr. Patrick Neils/Mr. True Vang (Information/Discussion)**

Mr. Konrath thanked the attending principals for their work and noted that the purpose of the report is to provide an update on the end of semester Achievement Gap Reduction (AGR) program that is currently in place at Grant, Jefferson, Longfellow, and Sheridan Elementary Schools. In 2015, Wisconsin Acts 53 and 71 amended the SAGE program to create the AGR program. Requirements of the program are outlined in the Executive Summary. Each principal provided an update on the AGR strategies they have been using to achieve compliance in the program and success in their schools. There was discussion as to whether the targeted goals could be set higher and Mr. Konrath commented that he is comfortable with the goals, as 50 percent is a high goal. He added that closing the gaps is the biggest challenge. Because these schools have been so successful with this program the question was whether other schools could participate and Mr. Konrath responded that the program no longer accepts new schools and that it would be much too costly to roll out to other schools.

**6. SECOND FRIDAY – Mr. Jacob Konrath (Information/Discussion)**

Mr. Konrath reported that the District is down one student, which will not be a huge budget impact, but will affect Title funds slightly. He added that the second Friday count average over five years is used to predict next year's enrollment, and is used for staffing purposes, etc. The enrollment trends are being seen all over the County; however, the report is normal at all levels. He added that while there is a lot of movement we are not seeing a large number of students leaving the District.

Meeting adjourned at 6:34 p.m.



**Committee Meeting Minutes of February 14, 2023**

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

Dr. Susan Hein, Chair, called the meeting to order at 6:36 p.m.

Present: Dr. Susan Hein, Mr. David Gallianetti, Ms. Kay Robbins, Ms. Rebecca Versey

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

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

TEACHERS

Rebecca DeYoung Sheboygan, WI	Cross Categorical Etude High	Northern Michigan University	Bachelor’s Degree \$26,202.61 (prorated)
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Ms. DeYoung has been hired for the second semester of the 2022-2023 school year. She was a prior Teacher with the District from August 2010 to June 2020. She is certified in Emotional Behavior Disabilities and Regular Education. She was the only candidate interviewed.

Jodi Freis Newton, WI	Cross Categorical Jackson Elementary	Grand Canyon University	Bachelor’s Degree \$20,802.45 (prorated)
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Ms. Freis has been hired for the second semester of the 2022-2023 school year. She was a prior Educational Assistant with the District from October 2013 to June 2018. She will be certified in Cross-Categorical Special Education. She was the only candidate interviewed.

COOKS

Rocio Negrete	Horace Mann	February 1, 2023	\$14.25 per hour
Jason Qualls	Horace Mann	January 17, 2023	\$15.44 per hour
Justine Trilling	School Nutrition	January 31, 2023	\$14.25 per hour

CUSTODIAN

Jason Peterson	Early Learning Center	January 4, 2023	\$18.13 per hour
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EDUCATIONAL ASSISTANTS

Sarah Ellis-Steinberg	Jackson	January 30, 2023	\$15.00 per hour
Diane Gahagan	Cleveland	January 23, 2023	\$15.00 per hour
Emilia Garduno	North High	February 1, 2023	\$17.06 per hour
Alicia Kwallek	Urban	January 30, 2023	\$15.63 per hour
Yayoua Lee	Lincoln-Erdman	January 30, 2023	\$15.75 per hour
Jason Pape	Lincoln-Erdman	January 30, 2023	\$15.00 per hour
Brittany Reyna	Longfellow	January 23, 2023	\$16.25 per hour
Windy Vang	North High	February 6, 2023	\$16.41 per hour
Mary Winscher	Horace Mann	January 30, 2023	\$18.13 per hour
Mai Y. Xiong	Cooper	February 1, 2023	\$16.88 per hour

MECHANIC

Brian Opheim	Facilities Services/Rec. Dept.	February 14, 2023	\$24.00 per hour
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NOON HOUR SUPERVISORS

Caleb Bekkum*	Jackson	January 4, 2023	\$10.00 per hour
Erhen Carriveau	Jackson	January 5, 2023	\$10.00 per hour

RECREATION DEPARTMENT

Angel Aquirre	Fitness Center Attendant	January 2, 2023	\$10.00 per hour
Sierra Ertman	Basketball Referee	January 29, 2023	\$15.00 per hour
Damon Fitzgerald	Intern	February 1, 2023	\$13.00 per hour
Alayna Hulce	Kidstop Childcare	January 23, 2023	\$14.00 per hour
Kamaria Kozlovsky	Kidstop Childcare	January 9, 2023	\$14.00 per hour
Noel Krugel	Lifeguard/Swim Instructor	January 9, 2023	\$12.00 per hour
Nathan Moore*	Basketball Referee	December 21, 2022	\$15.00 per hour
Patricia Pachniak	Saturplay	January 21, 2023	\$13.00 per hour
Deborah Sabol-Williams	Fitness Instructor	January 3, 2023	\$14.00 per hour
Sangetta Thakur	Saturplay	January 21, 2023	\$13.00 per hour

SUBSTITUTE CUSTODIAN

Timothy Becker	Facilities Services	February 1, 2023
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SUBSTITUTE EDUCATIONAL ASSISTANTS

Janae Baus	District-Wide	February 1, 2023
Thomas Edson*	District-Wide	January 3, 2023
Debra Glynn	District-Wide	January 25, 2023
Anne Hopp*	District-Wide	January 23, 2023
Hannah Hornsby	District-Wide	February 1, 2023
Elli Renzelmann*	District-Wide	December 29, 2022
Hallie Theune	District-Wide	January 12, 2023
Mai Xiong	District-Wide	January 11, 2023
Ia Yang	District-Wide	January 27, 2023

SUBSTITUTE SECRETARY

Janae Baus	District-Wide	February 1, 2023
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SUBSTITUTE TEACHERS

Alyssa Ahumada	Degreed, Non-certified	January 31, 2023
Gavin Annette	English and Theater	January 9, 2023
Brianna Bedard	Degreed, Non-certified	January 13, 2023
Emma Bretl-Eden	Regular Education	January 26, 2023
Emily Butler	Degreed, Non-certified	January 17, 2023
Elizabeth Hopland	Degreed, Non-certified	December 30, 2022
Jean Kolb	Elementary/Middle-Level Education, English as a Second Language, (Retired SASD Teacher)	February 1, 2023
Todd Lorge*	Degreed, Non-certified	January 19, 2023
Michele Mosnik	Elementary/Middle-Level Education, Speech Communications, (Retired SASD Teacher)	January 13, 2023
Yvanna Perez	Degreed, Non-certified	January 12, 2023
Amy Reinemann	Broad Field Science, Biology, Chemistry, (Retired SASD Teacher)	January 24, 2023
Hannah Schleicher	Degreed, Non-certified	January 30, 2023
Autumn Smith	Degreed, Non-certified	January 10, 2023
Jane Subat	English	January 23, 2023
Melinda Wagner	Degreed, Non-certified	January 23, 2023
Thomas Ward	Degreed, Non-certified	January 27, 2023

EXTRA PAY FOR EXTRA SERVICE (COACHES / ADVISORS)

Horace Mann

Todd Tutas	Internal Candidate	7 <sup>th</sup> Grade Girls' Basketball	\$1,250.00
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Urban

Robert Berthiaume	Internal Candidate	Girls' Basketball Coach	\$1,250.00
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North High

Scott Jelinek-Zittel	Internal Candidate	Assistant Forensics Coach	\$2,743.00
Ryan Schmitz	Internal Candidate	Varsity Boys' Golf	\$3,355.00

South High

Samantha Ferraro	External Candidate	Assistant Softball	\$1,371.50 (Job Share)
Luke Hetue	External Candidate	Assistant Boys' Swim	\$2,743.00
Jacob Kvigne	Internal Candidate	Wrestling Coach	\$1,250.00

\*Relative of SASD employee

**2. LEAVE OF ABSENCE – Ms. Jami Hintz (Action)**

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

Cale Schueffner	Teacher	Lincoln-Erdman	August 28, 2023 – June 10, 2024
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**3. SEPARATIONS – Ms. Jami Hintz (Information)**

The following separations have been granted:

Dianne Ahrens	Substitute Teacher	District-Wide	January 9, 2023
Constance Alvarez	Substitute Teacher	District-Wide	January 9, 2023
Phyllis Becker	Substitute Teacher	District-Wide	January 9, 2023
Patricia Berger	Teacher	Urban	July 27, 2023
Mary Biemann	Summer School Teacher	District-Wide	January 18, 2023
Linda Brauer	Substitute Teacher	District-Wide	January 30, 2023
Tammy Brickner-Dexter	Substitute Teacher	District-Wide	January 9, 2023
Stephanie Brill	Substitute Teacher	District-Wide	February 1, 2023
Lillith Brooks	Educational Assistant	South High	January 23, 2023
Jossiel Delgado Reyes	Cheer Coach	South High	January 17, 2023
Rebecca DeRuyter	Substitute Teacher	District-Wide	January 9, 2023
Carrie Doyle	Assistant Cook	Longfellow	January 25, 2023
Susan Ebert	Summer School Teacher	District-Wide	January 18, 2023
Robert Fleuchaus	Wrestling Coach	Urban	January 12, 2023
Cole Frame	Teacher	Farnsworth	February 14, 2023
Deborah Fulton	Substitute Teacher	District-Wide	January 9, 2023
Katherine Goebel	Event Worker	North High	January 17, 2023
Ellyn Hansen	Event Worker	South High	January 17, 2023
Thomas Hering	Substitute Teacher	District-Wide	January 27, 2023
Kirsten Hyer	Substitute Teacher	District-Wide	January 9, 2023
Katherine Johnston	Summer School Teacher	District-Wide	January 18, 2023
Erin Konter	Assistant Girls' Basketball	North High	January 17, 2023
Stephanie Krol	Summer School Teacher	District-Wide	January 18, 2023
Tom Luangsaeng	Boys' Basketball Coach	Farnsworth	January 19, 2023
Michael Lutzke	Assistant Boys' Soccer Coach	South High	January 17, 2023
Madeline Makhlof	Varsity Tennis Coach	South High	December 2, 2022
Robert Malanick	Teacher	CHANGE Academy	February 10, 2023
Karen Mani	Substitute Teacher	District-Wide	January 30, 2023
Samantha Miller	Kidstop	Recreation Department	January 17, 2023
Rebecca Mitteness-Wendel	Teacher	South High	June 8, 2023
David Moehn	Teacher	ASB	June 8, 2023
Timothy Moyer	Event Worker	North High	January 17, 2023
Thomas Nebel	School Psychologist	ELC	June 30, 2023
Meredith Nitka	Coordinator of School Nutrition	School Nutrition	February 24, 2023
Patricia Pilz	Executive Assistant	Human Resources	February 20, 2023
Jennifer Revenson	Substitute Educational Assistant	District-Wide	January 9, 2023
Jennifer Revenson	Substitute Secretary	District-Wide	January 9, 2023
Claudia Rios-Moguel	Educational Assistant	Wilson	January 6, 2023
Ryan Saiz	Community Services	Recreation Department	January 17, 2023
Emilee Schultz	Assistant Boys' Swimming	North High	January 17, 2023

Brittini Scoles	Summer School Teacher	District-Wide	January 18, 2023
Samuel Selk	Custodian	Recreation Department	January 17, 2023
Elizabeth L. Smith	Summer School Teacher	District-Wide	January 18, 2023
Molly Steinacker	Summer School Teacher	District-Wide	January 18, 2023
Athena Thielhelm	Assistant Soccer Coach	South High	January 12, 2023
Lindsay Thomack	Substitute Teacher	District-Wide	January 30, 2023
Rachel Thuermer	Substitute Teacher	District-Wide	January 23, 2023
Dylan Timm	Baseball Ump, Basketball Referee	Recreation Department	February 1, 2023
Latrice Trotter	Noon Supervisor	Pigeon River	January 2, 2023
Kaela Vidimos	Lifeguard	North High	January 2, 2023
Rose Violante	Substitute Educational Assistant	District-Wide	January 31, 2023
Nathan Weimer	Event Worker	North High	January 17, 2023
Gene Wigdahl	Event Worker	North High	February 1, 2023
Vicki Wildman	Secretary	CHANGE Academy	June 16, 2023

1 min. **4. RETIREMENTS – Ms. Jami Hintz (Action)**

Moved by Ms. Versey, seconded by Ms. Robbins 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.

Christine Ahrens	Teacher	Jefferson	20.00 years of service
Jill Aschenbach	Educational Assistant	Jackson	32.45 years of service
Sylvia Cavanaugh	Teacher	North	23.00 years of service
Mara Colella	Teacher	Grant	17.79 years of service
Nara Detienne	Teacher	South High	26.00 years of service
Kristin Flynn	Teacher	North High	26.00 years of service
Andrea Jones	Teacher	Lincoln-Erdman	31.00 years of service
Ronald Kletzien	Teacher	North High	34.00 years of service
Craig Kloes	Teacher	Farnsworth	30.00 years of service
Corinne Kolb	Teacher	Urban	27.50 years of service
Pam Kugi	Principal	ELC	31.00 years of service
Sheila Miesfeld	Teacher	Jackson	26.85 years of service
Shari-Lynn Miley	Teacher	Farnsworth	33.00 years of service
Sarah Montgomery	Teacher	Sheridan	29.61 years of service
Lisa Pelland	Teacher	Madison	30.00 years of service
Jeff Ristow	Teacher	South High	18.00 years of service
Shari Roehl	Teacher	Farnsworth	24.93 years of service
Lori Roelse	Teacher	Pigeon River	37.00 years of service
Renee Ruszkiewicz	Educational Assistant	South High	18.70 years of service
Janet Savin	Teacher	North High	21.00 years of service
Mary Starnitcky	Teacher	Pigeon River	34.00 years of service
Duane Steen	Teacher	Madison	34.00 years of service
Thomas Tyson	Teacher	North High	30.50 years of service
Paul VanLanen	Teacher	North High	21.91 years of service
Barbara Virant	Teacher	North High	18.75 years of service
Pamela Vollmer	Teacher	Pigeon River	33.00 years of service
Amy Winkel	Teacher	Madison	21.00 years of service
Michelle Zschetsche	Teacher	Farnsworth	33.00 years of service

The meeting adjourned at 6:40 p.m.





**SHEBOYGAN AREA**  
 — SCHOOL DISTRICT —

**Committee Meeting Minutes, February 14, 2023**

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

Mr. Ryan Burg, Chair, convened the meeting at 6:34 p.m.

Mr. Ryan Burg, Mr. Santino Laster, Ms. Sarah Ruiz-Harrison, and Mr. Mark Mancl were present.

**1. TABULATION OF BIDS – ROOFING – Mr. Joe Vollmer (Action)**

Moved by Mr. Mancl, seconded by Mr. Laster to accept administration’s recommendation to enter into contract with Langer Roofing and Sheet Metal, Inc. of Milwaukee, WI, in the amount of \$348,110 for roof replacements at Horace Mann Middle School. All ayes. Motion carried unanimously.

Moved by Mr. Mancl, seconded by Mr. Laster to accept administration’s recommendation to enter into contract with FJA Christiansen Roofing Co., Inc. of Milwaukee, WI, in the amount of \$94,820 for roof replacement at South High School. All ayes. Motion carried unanimously.

	Horace Mann Sec #12A	Horace Mann Sec #14	Horace Mann Sec #16	South Sec #1A,1B
<b>BIDDER</b>				
FJA Christiansen Roofing Co., Inc.	\$168,790	\$66,685	\$178,200	\$94,820
Pioneer Roofing LLC	\$181,492	\$50,460	\$209,862	\$138,827
Langer Roofing & Sheet Metal, Inc.	\$159,240	\$50,550	\$138,320	\$97,700
Performance Roofing Systems, Inc.	\$166,828	\$53,860	\$140,000	\$101,250

Moved by Mr. Mancl, seconded by Mr. Laster to accept administration’s recommendation to enter into contract with Roofers Mart of Wisconsin, Inc. of Milwaukee, WI, in the amount of \$254,500 for roofing materials for the roofing projects. All ayes. Motion carried unanimously.

	Horace Mann Sec # 12A	Horace Mann Sec #14	Horace Mann Sec #16	South Sec #1A, 1B
<b>BIDDER</b>				
ABC Supply Co. Inc.	\$98,750	\$40,300	\$133,450	\$72,500
Roofers Mart of Wis., Inc.	\$79,000	\$21,000	\$107,000	\$47,500

**SUMMARY**

Total cost of contractors (all projects)	\$442,930
Additional cost for building permits (approx.)	\$ 3,000
Total cost of material (all projects)	<u>\$254,500</u>
Project TOTAL	\$700,430

[Capital Funds-Roofing]

**2. APPROVAL OF BID – MULTI-BUILDING SECURITY CAMERA ADDITIONS – Mr. Seth Harvatine/Mr. Wayne Eschen (Action)**

Moved by Mr. Laster, seconded by Mr. Mancl to accept administration's recommendation to enter into a contract with Camera Corner Connecting Point in the amount of #306,373.50 for the purchase and installation of 143 additional security cameras throughout the District. All ayes. Motion carried unanimously.

Mr. Harvatine provided an overview of the Executive Summary explaining the background of why the decision was made not to go out for bid. When the original camera system was bid out in 2017, Camera Corner was awarded the bid and the purchase of these additional cameras will be integrated into the current system. Mr. Mancl asked why there are no other bids and Mr. Harvatine responded that if we were to go out for bid it would have been for all cameras because of the integration with our existing camera system. In the future, when a new camera system needs to be put into place the District would go out for bid.

**3. COMMUNITY RECREATION DEPARTMENT SOFTWARE TRANSITION – Mr. John Koehler (Information)**

Mr. Koehler provided an update on the Community Recreation Department's plan to transition from its current software Active to CivicRec, which provides more options. Training of staff will begin in March with an implementation run in August.

**4. SHEBOYGAN THEATRE COMPANY FINANCIAL REPORT – Mr. John Koehler (Action)**

Moved by Mr. Laster, seconded by Ms. Ruiz-Harrison to accept the Sheboygan Theatre Company Financial Report through December 31, 2022. All ayes. Motion carried unanimously.

**5. COMMUNITY RECREATION DEPARTMENT FINANCIAL REPORT – Mr. John Koehler (Action)**

Moved by Mr. Mancl, seconded by Ms. Ruiz-Harrison to accept the Community Recreation Department Financial Report through December 31, 2022. All ayes. Motion carried unanimously.

**6. FACILITY PERMIT REPORT – Mr. John Koehler (Information)**

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

Meeting adjourned at 6:58 p.m.



**Committee Meeting Minutes of February 14, 2023**

**FINANCE & BUDGET COMMITTEE – Mr. David Gallianetti, Chair**

Mr. David Gallianetti, Chair, called the meeting to order at 6:15 p.m.

Present: Mr. David Gallianetti, Dr. Susan Hein, Ms. Rebecca Versey, Ms. Sarah Ruiz-Harrison

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

Moved by Dr. Hein, seconded by Ms. Versey to approve the Fund 41 Capital Projects through December 31, 2022, as presented. All ayes. Motion carried unanimously.

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

Moved by Dr. Hein, seconded by Ms. Versey to approve the Statement of Cashflow through December 31, 2022, as presented. All ayes. Motion carried unanimously.

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

Moved by Dr. Hein, seconded by Ms. Versey to approve the Revenue & Expenditures reports through December 31, 2022, as presented. All ayes. Motion carried unanimously.

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

Moved by Dr. Hein, seconded by Ms. Versey to approve the Budget Revisions and Transfers reports through December 31, 2022, as presented. All ayes. Motion carried unanimously.

<b>GENERAL FUND (FUND 10)</b>	<b>Revised Budget 11-30-22</b>	<b>Revised Budget 12-31-22</b>	<b>Budget Increase (Decrease)</b>
<b>REVENUES</b>			
100 Transfers-in	<b>0.00</b>	<b>0.00</b>	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	0.00	0.00
260 Non-Capital Sales	268,287.42	271,180.61	2,893.19
270 School Activity Income	279,636.19	140,972.53	(138,663.66)
280 Interest on Investments	120,000.00	120,000.00	0.00
290 Other Revenue, Local Sources	334,712.49	340,254.19	5,541.70
<b>Subtotal Local Sources</b>	<b>21,762,302.10</b>	<b>21,632,073.33</b>	(130,228.77)
<b>Other School Districts Within Wisconsin</b>			
340 Payments for Services	<b>1,801,056.00</b>	<b>1,801,056.00</b>	0.00
<b>Revenue from Intermediate Sources</b>			
510 Transit of Aids	<b>25,803.00</b>	<b>25,803.00</b>	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	144,728.29	144,728.29	0.00

640 Payments for Services	140,000.00	140,000.00	0.00
650 Student Achievement Guarantee in Education	2,244,491.00	2,244,491.00	0.00
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>97,782,998.29</b>	<b>97,782,998.29</b>	0.00
<b>Federal Sources</b>			
710 Transit of Aids	84,937.00	97,009.00	12,072.00
730 DPI Special Project Grants	11,428,594.56	11,701,320.56	272,726.00
750 IASA Grants	1,938,679.00	1,938,679.00	0.00
780 Other Federal Revenue Through State	0.00	0.00	0.00
790 Other Revenue from Federal Sources	0.00	0.00	0.00
<b>Subtotal Federal Sources</b>	<b>13,452,210.56</b>	<b>13,737,008.56</b>	284,798.00
<b>Other Financing Sources</b>			
860 Compensation, Fixed Assets	<b>0.00</b>	<b>107,847.00</b>	107,847.00
<b>Other Revenues</b>			
960 Adjustments	0.00	0.00	0.00
970 Refund of Disbursement	259,964.00	269,407.75	9,443.75
990 Miscellaneous	294,086.30	297,383.54	3,297.24
<b>Subtotal Other Revenues</b>	<b>554,050.30</b>	<b>566,791.29</b>	12,740.99
<b>TOTAL REVENUES</b>	<b>135,378,420.25</b>	<b>135,653,577.47</b>	275,157.22
	<b>Revised Budget 11-30-22</b>	<b>Revised Budget 12-31-22</b>	<b>Budget Increase (Decrease)</b>
<b>EXPENDITURES</b>			
<b>Instruction</b>			
110 000 Undifferentiated Curriculum	23,483,338.71	23,552,170.07	68,831.36
120 000 Regular Curriculum	30,502,642.99	30,512,378.97	9,735.98
130 000 Vocational Curriculum	3,260,876.01	3,277,004.15	16,128.14
140 000 Physical Curriculum	2,959,593.00	2,959,593.00	0.00
160 000 Co-Curricular Activities	1,473,937.24	1,476,371.32	2,434.08
170 000 Other Special Needs	553,523.00	552,995.00	(528.00)
<b>Subtotal Instruction</b>	<b>62,233,910.95</b>	<b>62,330,512.51</b>	96,601.56
<b>Support Sources</b>			
210 000 Pupil Services	6,414,297.53	6,363,951.17	(50,346.36)
220 000 Instructional Staff Services	5,774,200.34	5,887,631.55	113,431.21
230 000 General Administration	2,130,080.30	2,141,170.54	11,090.24
240 000 School Building Administration	8,223,753.73	8,169,424.83	(54,328.90)
250 000 Business Administration	20,487,508.91	20,776,686.96	289,178.05
260 000 Central Services	985,546.00	989,866.00	4,320.00
270 000 Insurance & Judgments	1,031,461.00	1,031,461.00	0.00
280 000 Debt Services	0.00	0.00	0.00
290 000 Other Support Services	2,590,054.33	2,590,597.44	543.11
<b>Subtotal Support Sources</b>	<b>47,636,902.14</b>	<b>47,950,789.49</b>	313,887.35
<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	15,412,142.76	15,415,067.76	2,925.00
490 000 Other Non-Program Transactions	10,000.00	10,000.00	0.00
<b>Subtotal Non-Program Transactions</b>	<b>29,785,821.15</b>	<b>29,788,746.15</b>	2,925.00
<b>TOTAL EXPENDITURES</b>	<b>139,656,634.24</b>	<b>140,070,048.15</b>	413,413.91

<b>SPECIAL EDUCATION (FUND 27)</b>	<b>Revised Budget 11-30-22</b>	<b>Revised Budget 12-31-22</b>	<b>Change in Budget</b>
<b>TOTAL REVENUES</b>	<b>23,010,332.39</b>	<b>23,057,042.39</b>	46,710.00
100 000 Instruction	19,062,247.00	19,105,667.00	43,420.00
200 000 Support Services	3,808,085.39	3,811,375.39	3,290.00
400 000 Non-Program Transactions	140,000.00	140,000.00	-
<b>TOTAL EXPENDITURES</b>	<b>23,010,332.39</b>	<b>23,057,042.39</b>	46,710.00

**5. INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 7450 – PROPERTY INVENTORY– Mr. Mark Boehlke (Discussion/Possible Action)**

Moved by Ms. Versey, seconded by Dr. Hein to approve the introduction (first reading) of revised Policy 7450 – Property; Property Inventory. All ayes. Motion carried unanimously.

Mr. Boehlke explained that Neola updated the language regarding what “equipment” means to make it clearer. More requirements were added on how to treat property (equipment) purchased with Federal aid.

**6. GIFTS – Mr. Mark Boehlke (Action)**

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

Mr. Harvatine explained that a Chef’s Sous Vide State was donated to the Oostburg School District and they could not utilize it in their Family and Consumer Education classroom. They had reached out to us and it will be utilized in the North High School culinary classes. He added that we are very thankful they reached out to us regarding this donation.

<u>Gift</u>	<u>Donor</u>	<u>Building/Program</u>	<u>Amount</u>
<i>For Information</i>			
LED Lighting Follow Spot	Donors Choose	Urban (Stage)	815.29
Monetary	Warren Brauer	Sheboygan Theatre Company	250.00
Monetary	Barbara Keitel	Sheboygan Theatre Company	25.00
Monetary	Tom/Doris Dann	Sheboygan Theatre Company	25.00
Monetary	Irene Taylor	Sheboygan Theatre Company	25.00
Monetary	Mary Kulhanek	Sheboygan Theatre Company	100.00
Monetary	Hoyt/Marilyn Heinemann	Sheboygan Theatre Company	50.00
Monetary	Ralph/Alice Maffongelli	Sheboygan Theatre Company	25.00
Monetary	Philip Schils	Sheboygan Theatre Company	20.00
Monetary	Catherine Perronne	Sheboygan Theatre Company	50.00
Monetary	Barbara/Tom Heinrich	Sheboygan Theatre Company	100.00
Monetary	Jim/Pat Prigge	Sheboygan Theatre Company	100.00
Monetary	Van Horn Auto	Sheboygan Theatre Company	1,000.00
Monetary	Casey Wix	Sheboygan Theatre Company	35.00
Monetary	Becci Block	Sheboygan Theatre Company	35.00
Monetary	Tim/Sandy Lorenz	Sheboygan Theatre Company	35.00
Monetary	Tom/Sherri Testwuide	Sheboygan Theatre Company	250.00
Monetary	Sandra Lienau	Sheboygan Theatre Company	35.00
Monetary	Heather Winter	Sheboygan Theatre Company	35.00
Monetary	Lee Trotta	Sheboygan Theatre Company	35.00
Monetary	Bobbie Norlander	Sheboygan Theatre Company	100.00
Monetary	Jay/Julie Johnson	Sheboygan Theatre Company	50.00
Monetary	Janet Ross	Sheboygan Theatre Company	500.00
Monetary	Ardis Mani	Sheboygan Theatre Company	35.00
Monetary	Catherine Staats	Sheboygan Theatre Company	300.00

Monetary	Charlie Wigg	Sheboygan Theatre Company	210.00
Monetary	Gerald Geiger	Sheboygan Theatre Company	60.00
Monetary	Caan Floral	Sheboygan Theatre Company	100.00
Monetary	Tracy Zimmerman	Sheboygan Theatre Company	35.00
 <i><u>For Action</u></i>			
Monetary	Cleveland State Bank	Cleveland (Classroom flexible seating & playground equip)	20,000.00
Chef's Sous Vide Station	Oostburg School District	North (Culinary Classes)	3,199.95
Monetary	Garton Family Foundation	Sheboygan Theatre Company	2,500.00
Monetary (Grant)	Sheboygan Public Education Foundation	SASD (13 TV's & 26 Newline Boards)	51,217.82

The meeting adjourned at 6:21 p.m.



**SHEBOYGAN AREA**  
— SCHOOL DISTRICT —

**Committee Meeting Minutes of February 14, 2023**

**COMMITTEE OF THE WHOLE – Mr. Santino Laster, Chair**

1. Vice President Laster called the meeting to order at 6:59 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 Dr. Hein to approve the agenda. All ayes. Motion carried unanimously.
4. Present: Mr. Mark Mancl, Ms. Rebecca Versey, Mr. Ryan Burg, Ms. Kay Robbins, Ms. Mary Lynne Donohue, Mr. Santino Laster, Dr. Susan Hein, Mr. David Gallianetti, Ms. Sarah Ruiz-Harrison
5. **ADJOURN TO CLOSED SESSION PER WISCONSIN STATE STATUTES SEC. 19.85(1)(c)** (*Action with roll call vote*) To discuss the annual performance evaluation of the Superintendent in accordance with Policy 1240; To consider specific personnel questions related to the applicant having a direct impact upon the selection criteria and procedures to be adopted by the Board of Education in the course of selecting a successor Superintendent of Schools.  
  
Moved by Dr. Hein, seconded by Mr. Burg to adjourn to Closed Session at 7:00 p.m. A roll call vote was taken and motion carried unanimously (Mancl, Versey, Burg, Robbins, Donohue, Laster, Hein, Gallianetti, Ruiz-Harrison).
6. Moved by Ms. Versey, seconded by Dr. Hein to reconvene to Open Session at 8:53 p.m. All ayes. Motion carried unanimously.
7. Moved by Ms. Donohue, seconded by Mr. Burg to adjourn at 9:00 p.m. All ayes. Motion carried unanimously.