



BOARD OF EDUCATION
SHEBOYGAN AREA SCHOOL DISTRICT
Sheboygan, Wisconsin

REGULAR MEETING AGENDA
Tuesday, November 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, November 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: 881 2966 3498 and Passcode: 715351 or <https://us06web.zoom.us/j/88129663498?pwd=aGyQbg00ovInTyaaOQa6cWZKRrYo0VM.1> or via livestream <https://www.youtube.com/user/SheboyganSchools> at the scheduled meeting time. For those community members who would like to provide community input, you must access the meeting via the zoom link noted above.

(*times may vary)

6:00 **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 October 24, 2023 and Closed Session meeting minutes of November 14, 2023.

6:05 **VI. STUDENT REPRESENTATIVES** (Information)

Reports will be provided by:

Central High School: Kylee Maxey

Étude High School: Liliana Heinen

6:10 **VII. 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.**

6:11 **VIII. SUPERINTENDENT’S REPORT – Mr. Seth Harvatine** (Information)

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

6:15 **IX. MISCELLANEOUS**

20 min. **A. REFERENDUM DELIVERY METHOD FOR CONSTRUCTION PROCESS – Mr. Seth Harvatine/Mr. Mark Boehlke/Mr. Jacob Konrath/Ms. Jami Hintz/Mr. Matt Wolfort and Mr. Nate Considine – Bray Architects** (Information/Discussion/Possible Action)

The administration will present information regarding the delivery method for construction process.

- 15 min. **B. SASD SCHOOL AND DISTRICT REPORT CARDS – Mr. Jacob Konrath/Ms. Kelly Blum**
(Information/Discussion)

The administration will provide an overview of the 2022-2023 SASD School and District Report Cards.

- 2 min. **C. TABULATION OF BIDS – WHEELCHAIR LIFT VAN – Mr. Mark Boehlke** (Discussion/Action)

The administration recommends that it be authorized to purchase a 2023 Ford Transit T-350 van with wheelchair lift in the amount of \$76,857 from A&J Vans in Valders, Wisconsin for the purpose of transporting special education students.

<u>Bidders</u>	<u>Make</u>	<u>Bid</u>
A&J Vans	2023 Ford Transit T-350	\$76,857
Enterprise Fleet Management	2023 Ram Promaster	\$81,190

- 5 min. **D. SCHOOL BOARD MEMBER PAY – Ms. Mary Lynne Donohue/Mr. Santino Laster** (Discussion/Possible Action)

President Donohue and Vice President Laster will provide a summary of school board member pay and a recommendation on school board member pay.

6:57 X. REPORT OF COMMITTEES

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

1. Lake Superior Regional FRC (First Robotics Competition) Field Trip (Information/Action)
2. Wisconsin Regional FRC (First Robotics Competition) Field Trip (Information/Action)
3. Bipartisan Safer Communities Act: Stronger Communities Grant (Information/Possible Action)
4. Lexia Reading Update (Information/Discussion)
5. Class Size Report (Information/Discussion)

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

1. Appointments (Confirming Action)
2. Separations (Information)
3. Retirements (Action)
4. Introduction (First Reading) of Revised Board of Education Policy 1421 – Criminal History Record Check and Employee Self-Reporting Requirements (Discussion/Possible Action)
5. Introduction (First Reading) of Revised Board of Education Policy 3121 – Criminal History Record Check and Employee Self-Reporting Requirements (Discussion/Possible Action)
6. Introduction (First Reading) of Revised Board of Education Policy 4121 – Criminal History Record Check and Employee Self-Reporting Requirements (Discussion/Possible Action)
7. Introduction (First Reading) of Revised Board of Education Policy 1623 to Renumbered (8913) – Section 504/ADA Prohibition Against Disability Discrimination in Employment (Discussion/Possible Action)
8. Introduction (First Reading) to Delete Board of Education Policy 3123 – Section 504/ADA Prohibition Against Disability Discrimination in Employment (Discussion/Possible Action)
9. Introduction (First Reading) to Delete Board of Education Policy 4123 – Section 504/ADA Prohibition Against Disability Discrimination in Employment (Discussion/Possible Action)
10. Introduction (First Reading) of Revised Board of Education Policy 1630.01 – Family and Medical Leave of Absence (“FMLA”) (Discussion/Possible Action)
11. Introduction (First Reading) to Delete Board of Education Policy 3120.07 – Employment of Casual Resource Personnel (Discussion/Possible Action)
12. Introduction (First Reading) of Revised Board of Education Policy 3139 – Staff Discipline (Discussion/Possible Action)
13. Introduction (First Reading) of Revised Board of Education Policy 4139 – Staff Discipline (Discussion/Possible Action)
14. Introduction (First Reading) to Delete Board of Education Policy 4430.05 – Nursing Mothers (Discussion/Possible Action)
15. Introduction (First Reading) of New Board of Education Policy 8700 – Nursing Mothers (Discussion/Possible Action)

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

1. Tabulation of Bids – Security Cameras (Discussion/Action)
2. Fund Balance Request with Five-Year Capital Schedule (Action)

3. Sheboygan Theatre Company Financial Report (Action)
4. Community Recreation Department Financial Report (Discussion/Possible Action)
5. Facility Permit Report (Information)

D. FINANCE & BUDGET COMMITTEE – Mr. Ryan Burg, Vice 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 (Information)
5. Fund Balance Designation Discussion (Discussion/Possible Action)
6. Purchase of Property for House Construction Program (Information/Possible Action)
7. Contribution to Fund 46 (Information/Possible Action)
7. Gifts (Information)

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 (SPEF) – Ms. Heidi Boehmer/Mr. Seth Harvatine (Information)
Information from the November 15, 2023 meeting will be shared.
2. Human Growth and Development Citizens’ Advisory Committee – Ms. Kay Robbins/Mr. Jeff Leismer (Information)
Information from the November 6, 2023 meeting will be shared.

7:10 XI. FUTURE MEETING DATES (Information/Possible Action)

December 12, 2023 – Committee meetings at 6:00 p.m.
 December 26, 2023 – Regular Board of Education meeting at 6:00 p.m.
 March 12, 2024 – Committee meetings at 6:00 p.m.
 March 26, 2024 – Regular Board of Education meeting at 6:00 p.m.

XII. ADJOURN TO CLOSED SESSION PER WISCONSIN STATE STATUTES SECTION 19.85(1)(e) (Action with roll call vote) – To consider strategies and discuss potential negotiations regarding acquisition of property.

XIII. RECONVENE TO OPEN SESSION (Action)

XIV. ADJOURN (Action)



Seth A. Harvatine
 Superintendent & Secretary of the Board

SAH/jjh

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

Community Input Guidelines
At
Board Of Education Meetings

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

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

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

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

Thank you for your assistance.



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

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

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

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

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

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

Excused: Mr. Mark Mancl and Ms. Rebecca Versey

APPROVAL OF MINUTES

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

STUDENT REPRESENTATIVES

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

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

COMMUNITY INPUT

There was no community input.

SUPERINTENDENT'S REPORT

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

MISCELLANEOUS

A. Assessment Data

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

B. Third Friday Enrollment Report

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

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

C. 2024-2025 Calendar Proposal

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

D. Tabulation of Bids – Vaping Detectors Purchase and Installation

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

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

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

[Fund Balance – Student Safety]

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

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

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

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

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

Q. Public Hearing on the Proposed 2023-2024 Budget

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

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

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

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

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

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

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

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

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

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

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

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

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

REPORT OF COMMITTEES

A. CURRICULUM & INSTRUCTION COMMITTEE

1. LEGO® Coding

From the committee meeting:

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

2. Summer School Report

From the committee meeting:

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

3. 2022-2023 District Bullying Report

From the committee meeting:

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

B. HUMAN RESOURCES COMMITTEE

1. Appointments

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

From the committee:

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

TEACHER

Ellen Wright	Hospital Bound	Marian University	Master's Degree
Sheboygan, WI	Central High		\$36,359.59 (prorated)

Ms. Wright has been hired for the 2023-2024 school year. She is a 2020 retiree from the Sheboygan Area School District. She is certified in Alternative Education, Mathematics, and as a Principal. She was the only candidate interviewed.

ASSISTANT COOK

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

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

CUSTODIANS

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

EDUCATIONAL ASSISTANTS

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

SECRETARY

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

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

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

C. FACILITIES/RECREATION/THEATRE COMMITTEE

1. Facility Permit Report

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

D. FINANCE & BUDGET COMMITTEE

1. Fund 41 Capital Projects

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

2. Statement of Cash Flow

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

3. Revenues & Expenditures Reports

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

4. Budget Revisions and Transfers of Appropriations

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

5. Fund Balance Designation Discussion

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

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

6. Changes to Health Reimbursement Arrangement (HRA) Plan

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

From the committee meeting:

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

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

7. Gifts

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

From the committee meeting:

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

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

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

E. COMMITTEE OF THE WHOLE

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

Excused: Ms. Mary Lynne Donohue, Dr. Susan Hein
5. South High School Flexible Scheduling Review

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

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

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

F. SPECIAL BOARD COMMITTEES/ASSIGNMENTS

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

COMMUNICATIONS

Communications were received.

FUTURE MEETING DATES

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

ADJOURN

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

Seth A. Harvatine
Superintendent & Secretary of the Board



SHEBOYGAN AREA
— SCHOOL DISTRICT —

Board of Education Update

NOVEMBER 28, 2023



CONSTRUCTION DELIVERY OPTIONS



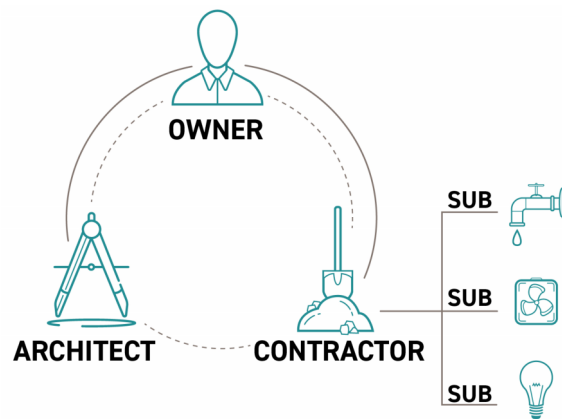
SHEBOYGAN AREA
— SCHOOL DISTRICT —



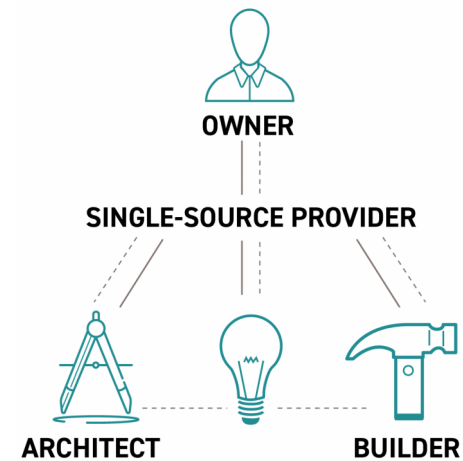
Construction Delivery Approach

Solid Line = Contractual Relationship
Dashed Line = Line of Communication

1. DESIGN / BID / BUILD



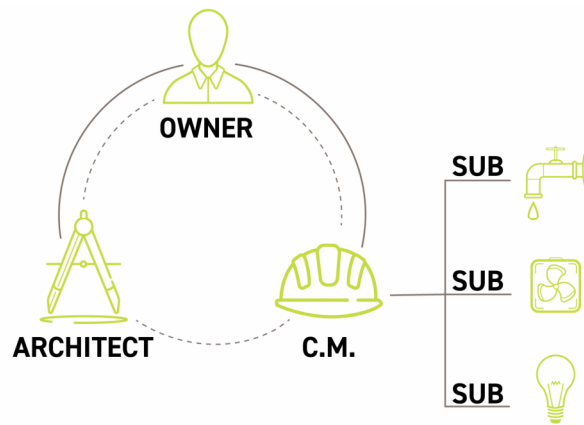
2. DESIGN-BUILD OR SINGLE-SOURCE PROVIDER



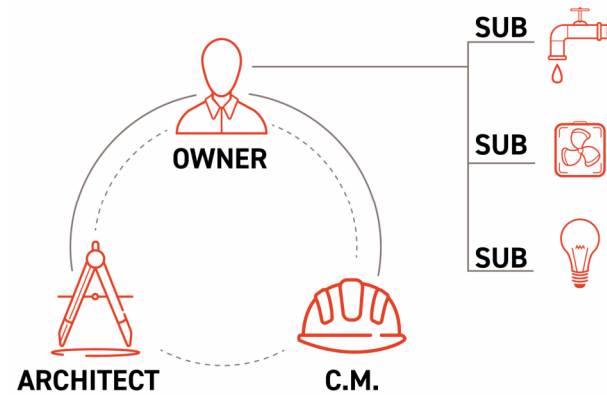
Construction Delivery Approach

Solid Line = Contractual Relationship
Dashed Line = Line of Communication

3. CONSTRUCTION MANAGEMENT - at risk

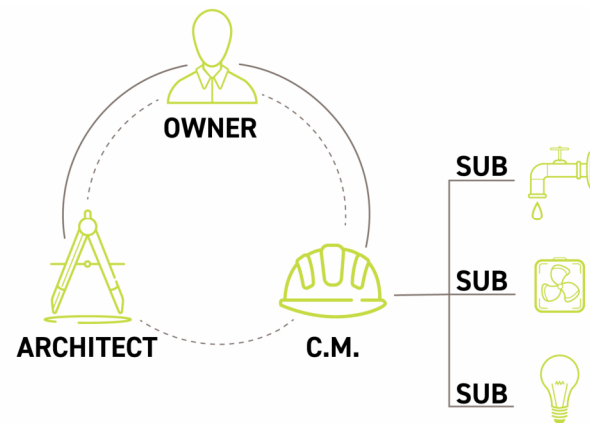


4. CONSTRUCTION MANAGEMENT - agency



Construction Delivery Approach

CONSTRUCTION MANAGEMENT - at risk



Solid Line = Contractual Relationship
Dashed Line = Line of Communication

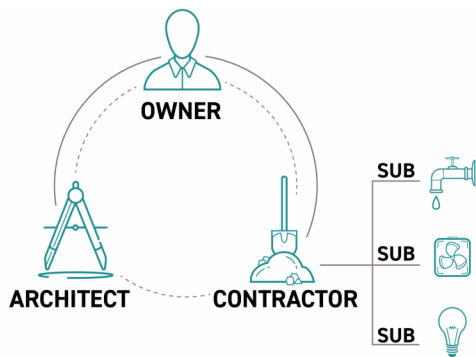
SASD Approach in 2004 Jefferson / North / South Referendum

- Selected CM partners prior to referendum approval
- Jos. Schmitt for North & South
- Quasius for Jefferson
- Both worked alongside SASD and Bray during budget development and referendum communications
- SASD also used for some of 2016 referendum work

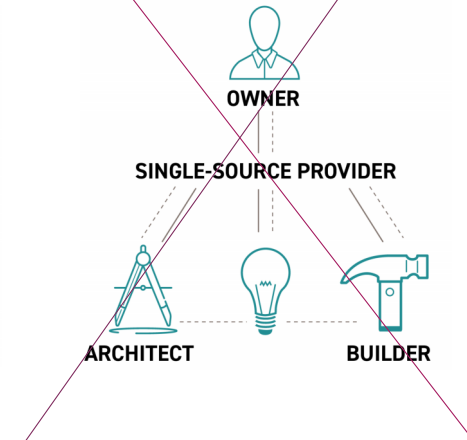
Construction Delivery Approach

Solid Line = Contractual Relationship
Dashed Line = Line of Communication

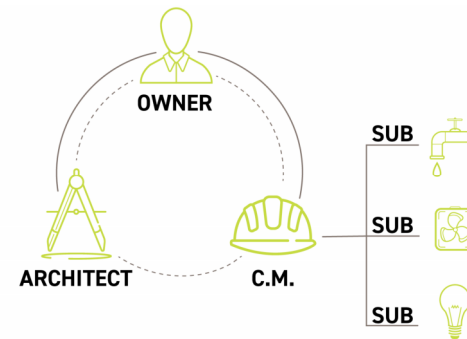
1. DESIGN / BID / BUILD



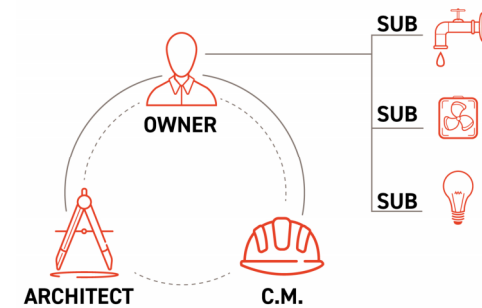
2. DESIGN-BUILD OR SINGLE-SOURCE PROVIDER



3. CONSTRUCTION MANAGEMENT - at risk



4. CONSTRUCTION MANAGEMENT - agency



Construction Delivery Approach

Next Step – Decide on Delivery Approach

Design / Bid / Build

- General contractor prequalification occurs post-referendum
- Prequalification process through Request for Qualifications occurs +/- 3 months before bidding
- Review Statements of Qualifications and create list of pre-qualified general contractors
- Solicit / receive bids from pre-qualified general contractors
- Award contract(s) to lowest responsive bidder(s)



Construction Delivery Approach

Next Step – Decide on Delivery Approach

Construction Management Services

- Decide on timing of selection – pre or post referendum
- Solicit Statements of Qualifications
- Shortlist (typically 2-4 companies) based on qualifications
- Interview shortlisted construction managers and receive fee proposals
- Select construction manager(s)



Construction Delivery Approach

Next Step – Decide on Delivery Approach

Construction Management Services

Timing

- Decide on timing of selection – pre or post referendum _____ December 2023
- Solicit Statements of Qualifications _____ Late-Dec. 2023 – Mid-Jan. 2024
- Shortlist (typically 2-4 companies) based on qualifications _____ Mid-Late January 2024
- Interview shortlisted construction managers and receive fee proposals _____ Mid-February 2024
- Select construction manager(s) _____ Late-February 2024



THANK YOU!



SHEBOYGAN AREA SCHOOL DISTRICT • NOVEMBER 28, 2023

BRAY
ARCHITECTS



SHEBOYGAN AREA
— SCHOOL DISTRICT —

Update on State Report Cards

November 28, 2023 Board of Education Meeting

Agenda

- State Report Cards
- District Comparables
- College & Career Readiness





State Report Cards

State Report Card

The Sheboygan Area School District **Meets Expectations** (61.5)

Schools were identified in the following categories:

- **Significantly Exceeds Expectations**
 - Lincoln-Erdman (90.0), James Madison (89.3)
- **Exceeds Expectations**
 - Cleveland (76.7), Étude Elementary (79.5), Pigeon River (79.1), Sheridan (78.2), Wilson (78.0), Lake Country Academy (78.1), Warriner High (70.9)
- **Meets Expectations**
 - Grant (60.7), Jefferson (63.9), Farnsworth (63.8), Sheboygan Leadership Academy (67.3), Warriner Middle (67.8), Étude High (67.1), North High (65.2)
- **Meets Few Expectations**
 - Cooper (50.3), Jackson (55.2), Longfellow (54.3), Étude Middle (56.4), Horace Mann (56.8), Urban (52.4), South High (49.3)
- **Fails to Meet Expectations**
 - Central High (29.0)

Accountability Rating Category	Accountability Score Range	
	Minimum	Maximum
Significantly Exceeds Expectations - ★★★★★	83	100
Exceeds Expectations - ★★★★☆	70	82.9
Meets Expectations - ★★★☆☆	58	69.9
Meets Few Expectations - ★★☆☆☆	48	57.9
Fails to Meet Expectations - ★☆☆☆☆	0	47.9



Cooper, Jackson, and Longfellow

	Math % Advanced/Proficient			ELA % Advanced/Proficient		
	2021-2022	2022-2023	Growth Score	2021-2022	2022-2023	Growth Score
State	46.2	45.2	66.0	39.4	39.8	66.0
Cooper (50.3)	28.1	39.4	56.5	21.1	22.7	29.9
Jackson (55.2)	34.4	46.3	45.1	28.5	41.5	54.6
Longfellow (54.3)	8.3	10.4	41.3	9.9	10.4	64.1



Horace Mann, Etude MS, and Urban

	Math % Advanced/Proficient			ELA % Advanced/Proficient		
	2021-2022	2022-2023	Growth Score	2021-2022	2022-2023	Growth Score
State	40.2	42.4	66.0	37.8	40.3	66.0
Horace Mann (56.8)	30.9	32.5	60.3	29.5	30.4	50.8
Etude MS (56.4)	26.1	17.6	52.7	29.0	25.9	45.1
Urban (52.4)	26.5	26.3	52.7	30.4	24.0	41.3



South

	Math % Advanced/Proficient			ELA % Advanced/Proficient		
	2021-2022	2022-2023	Growth Score	2021-2022	2022-2023	Growth Score
State	28.2	26.9	66.0	36.4	37.8	66.0
South HS	15.6	20.7	41.3	17.5	31.8	47.0



Report Card Results Comparison

School	Overall Score	Achievement	Growth	Target Group Outcomes	On-Track to Graduation	% A/P Math	% A/P Reading	Change YOY Math	Change YOY Reading
School A	?	30.2	?	72	68.3	11.6	19.7	-1.6	-0.5
School B	?	43.6	?	37	79.7	22.9	32.9	0.8	11.3



Report Card Results Comparison

School	Overall Score	Achievement	Growth	Target Group Outcomes	On-Track to Graduation	% A/P Math	% A/P Reading	Change YOY Math	Change YOY Reading
Green Bay East	73.9	30.2	82.2	72	68.3	11.6	19.7	-1.6	-0.5
South High	49.3	43.6	44.2	37	79.7	22.9	32.9	0.8	11.3



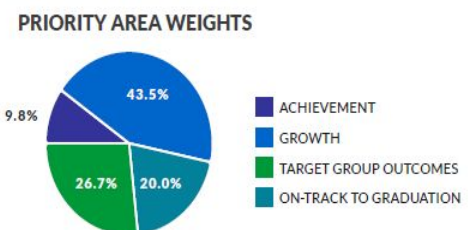
Report Card Results Comparison

Score Summary SOUTH

Please use caution when interpreting scores and ratings. Multiple years of data impacted by the COVID-19 pandemic are used throughout the report card. Also, see <https://dpi.wi.gov/accountability/resources>.

Overall Score
49.3

Meets Few Expectations
★★

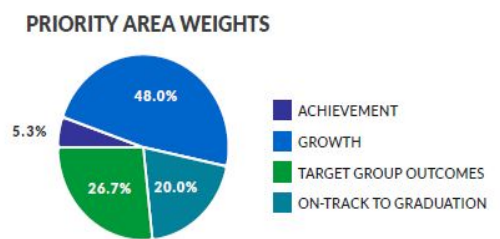


Score Summary EAST

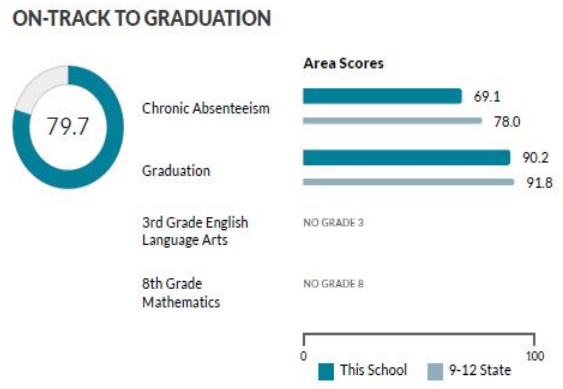
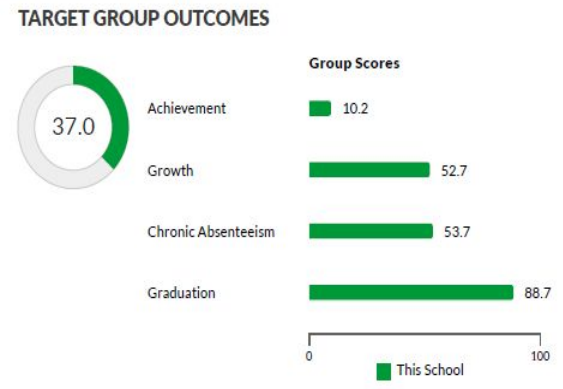
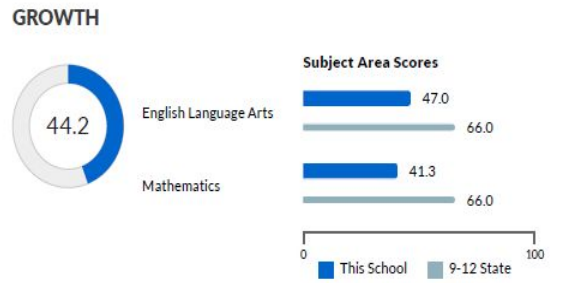
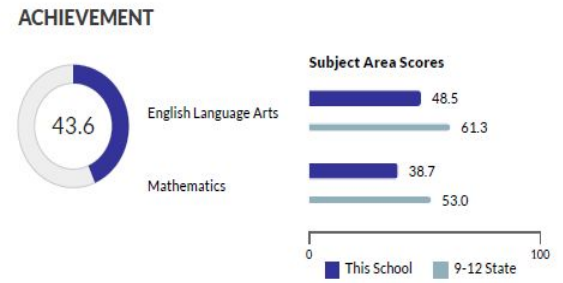
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Overall Score
73.9

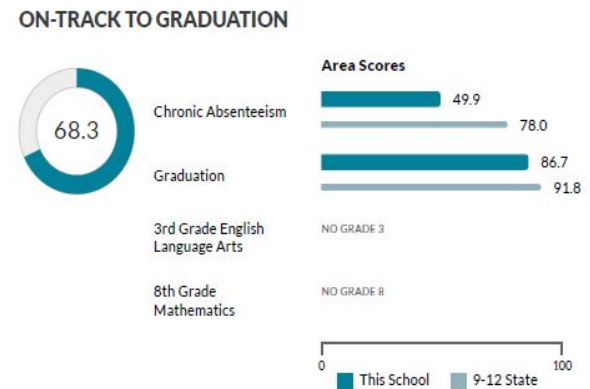
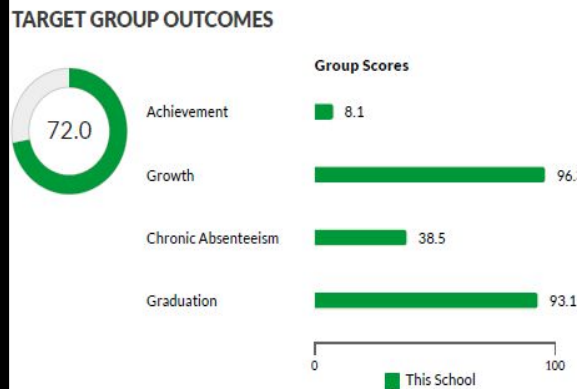
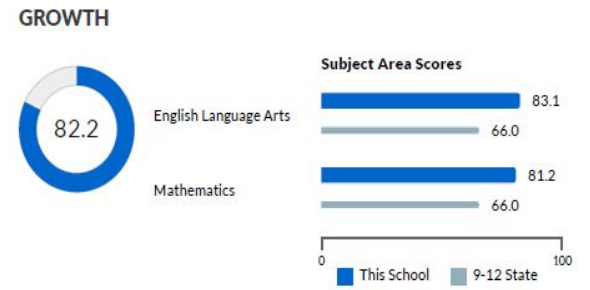
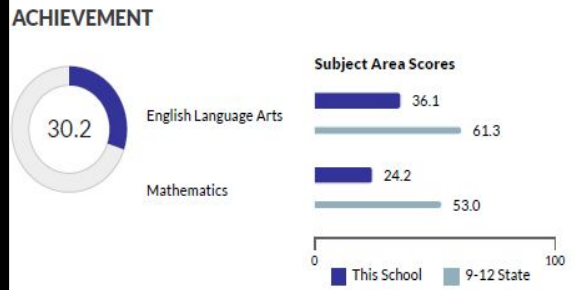
Exceeds Expectations
★★★★★



Priority Area Scores



Priority Area Scores





District Comparables

Comparable Districts*

(*Schools between 4,000-20,000 w/ Economically Disadvantaged between 45% - 65%)

School Year	District Name	Overall Accountability Score	Overall Accountability Rating	District Enrollment	Percent Students with Disabilities	Percent Economically Disadvantaged	Percent English Learners
2022-23	Wisconsin Rapids	66.2	Meets Expectations	4,678	17.7%	49.5%	2.8%
2022-23	Fond du Lac	65.1	Meets Expectations	6,603	16.9%	46.6%	7.8%
2022-23	Superior	63.6	Meets Expectations	4,155	15.9%	48.8%	0.5%
2022-23	La Crosse	63.6	Meets Expectations	5,992	15.7%	47.7%	5.5%
2022-23	Kenosha	62.7	Meets Expectations	19,047	13.9%	58.2%	9.3%
2022-23	Sheboygan Area	61.5	Meets Expectations	9,477	18.0%	59.3%	17.9%
2022-23	West Allis-West Milwaukee	59.8	Meets Expectations	7,095	15.8%	63.7%	5.3%
2022-23	Green Bay Area Public	58.2	Meets Expectations	18,903	16.2%	60.7%	21.3%
2022-23	Janesville	57.3	Meets Few Expectations	9,526	13.6%	56.4%	6.4%
2022-23	Manitowoc	57.0	Meets Few Expectations	4,726	18.0%	48.1%	10.3%
2022-23	Racine Unified	52.9	Meets Few Expectations	16,182	17.3%	61.5%	11.7%



Summary - Cohort Data - Comparable Districts*

(*Schools between 4,000-20,000 w/ Economically Disadvantaged between 45% - 65%)

District Name	RC Score	RC Rating	3 ELA	3 Math	11 ELA	11 Math	ELA	Math	Avg
Sheboygan Area	61.5	Meets Expectations	46.7	39	35.5	24.5	-11.2	-14.5	-12.85
Racine Unified	52.9	Meets Few Expectations	27.8	19.1	13.5	6.3	-14.3	-12.8	-13.55
La Crosse	63.6	Meets Expectations	51.8	40.7	37.8	25.7	-14	-15	-14.5
Green Bay Area Public	58.2	Meets Expectations	41	32.3	26.7	16.5	-14.3	-15.8	-15.05
Superior	63.6	Meets Expectations	49.1	43	37.6	17.4	-11.5	-25.6	-18.55
Kenosha	62.7	Meets Few Expectations	48.1	37.6	31.9	16.7	-16.2	-20.9	-18.55
Fond du Lac	65.1	Meets Expectations	55.7	49.9	37	29	-18.7	-20.9	-19.8
Wisconsin Rapids	66.2	Meets Expectations	55.3	46.5	35.8	22.3	-19.5	-24.2	-21.85
Janesville	57.3	Meets Expectations	50.8	37.4	27.1	14.5	-23.7	-22.9	-23.3
West Allis-West MKE	59.8	Meets Few Expectations	51.8	34.5	22.8	9.9	-29	-24.6	-26.8
Manitowoc	57.0	Meets Expectations	55.4	48.9	25.7	13.1	-29.7	-35.8	-32.75



County Districts

School Year	District Name	Overall Accountability Score	Overall Accountability Rating	District Enrollment	Percent Students with Disabilities	Percent Economically Disadvantaged	Percent English Learners
2022-23	Kohler	89	Significantly Exceeds Expectations	714	6.9%	2.7%	3.9%
2022-23	Cedar Grove-Belgium Area	86.1	Significantly Exceeds Expectations	910	10.3%	21.1%	6.5%
2022-23	Oostburg	82.9	Exceeds Expectations	1,006	10.4%	18.8%	3.4%
2022-23	Elkhart Lake-Glenbeulah	82.1	Exceeds Expectations	480	11.7%	10.2%	2.9%
2022-23	Howards Grove	70.2	Exceeds Expectations	925	12.8%	14.9%	0.8%
2022-23	Random Lake	69.3	Meets Expectations	687	13.0%	30.9%	2.2%
2022-23	Sheboygan Falls	68.6	Meets Expectations	1,581	17.0%	30.2%	2.3%
2022-23	Plymouth Joint	67.3	Meets Expectations	2,110	14.2%	28.4%	1.8%
2022-23	Sheboygan Area	61.5	Meets Expectations	9,477	18.0%	59.3%	17.9%



Summary - Cohort Data - County Schools

District Name	RC Score	RC Rating	3 ELA	3 Math	11 ELA	11 Math	ELA	Math	Avg
Cedar Grove	86.1	Significantly Exceeds Expectations	67.6	55.9	54.9	46.5	-12.7	-9.4	-11.05
Sheboygan Area	61.5	Meets Expectations	46.7	39	35.5	24.5	-11.2	-14.5	-12.85
Elkhart Lake	82.1	Exceeds Expectations	73.3	66.7	52.9	58.8	-20.4	-7.9	-14.15
Plymouth	67.3	Exceeds Expectations	60	52.5	46.2	35.3	-13.8	-17.2	-15.5
Random Lake	69.3	Meets Expectations	56.6	54.4	38.9	38.9	-17.7	-15.5	-16.6
Sheboygan Falls	68.6	Meets Expectations	55.9	44.2	39.8	25.2	-16.1	-19	-17.55
Oostburg	82.9	Significantly Exceeds Expectations	64.1	70.3	54.1	44.6	-10	-25.7	-17.85
Kohler	89.0	Significantly Exceeds Expectations	83.3	83.4	75	55	-8.3	-28.4	-18.35
Howards Grove	70.2	Exceeds Expectations	62.2	66.7	32.8	24.1	-29.4	-42.6	-36





College & Career Readiness

CCR Data - College/Career Readiness - All Students

Career Readiness Accountability Measures	% of Students Achieving					
	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>5-Yr Avg</u>
Career Ready (2 Indicators)	72.7%	73.2%	76.7%	73.6%	70.9%	73.42%
90% Attendance	68.1%	70.3%	71.0%	71.2%	70.9%	70.30%
25 Hours of Community Service	12.9%					
Workplace Learning Experience	28.9%	27.0%	26.8%	24.8%	24.8%	26.46%
Industry Credential	6.4%					
Dual Credit Career Pathway Course	72.2%	70.7%	70.6%	69.7%	70.2%	70.68%
Two or More Organized Co-Curricular Activities	47.7%	48.7%	59.1%	52.9%	49.2%	51.52%
College Ready (GPA 2.8+ and 1 additional indicator)	42.0%	43.0%	46.3%	43.5%	41.9%	43.34%
GPA 2.8+	48.4%	50.5%	48.9%	46.2%	45.0%	47.80%
Advanced Standing, CAPP, AP Course (Grade "C" or better)	61.4%	60.1%	63.7%	61.3%	62.2%	61.74%
Dual Credit College Course	41.2%	36.2%	34.1%	30.8%	70.2%	42.50%
Advanced Algebra	39.2%	35.8%	40.1%	36.6%	39.7%	38.28%
4-Year ACT Benchmarks (English 18; Reading 22; Science 23; Math 22)	8.9%	8.1%	13.3%	2.9%	10.3%	8.85%
2-Year ACT Benchmarks (English 18; Reading 18; Science 18; Math 18)	7.5%	3.7%	5.8%	21.9%	6.5%	10.43%



CCR Data - College/Career Readiness - 4-Year Bound

College Readiness Accountability Measures	% of 4-Year Students Achieving					
	<u>2023</u>	<u>2022</u>	<u>2021</u>	<u>2020</u>	<u>2019</u>	<u>5-Yr Avg</u>
4-Year Career Ready	88.4%	79.4%	85.4%	88.7%	76.9%	83.76%
4-Year College Ready (GPA 2.8+ and 1 additional indicator)	70.4%	61.7%	67.2%	62.8%	59.8%	64.38%
GPA 2.8+	73.8%	70.2%	69.5%	64.8%	61.5%	67.96%
Advanced Standing, CAPP, AP Course (Grade "C" or better)	82.4%	67.3%	75.0%	79.1%	65.2%	73.80%
Dual Credit College Course	48.9%	26.6%	45.1%	41.9%	25.4%	37.58%
Advanced Algebra	56.2%	52.0%	57.5%	59.0%	41.5%	53.24%
4-Year ACT Benchmarks (English 18; Reading 22; Science 23; Math 22)	26.2%	18.6%	18.5%	25.6%	16.9%	21.16%





Questions?

Jacob Konrath

Student & Instructional Services
Assistant Superintendent

jkonrath@sasd.net

Kelly Blum

Student & Instructional Services
Coordinator

kblum@sasd.net

School Board Member Stipends

11/3/99

\$90.00 per month per Board Member (except President)
\$100.00 per month for the Board President

2003-04

\$1800 President
\$1680 Members

2008-2018

\$3900 President
\$3250 Vice President
\$2600 Member

7/1/18-Present

\$4,300 President
\$3,650 Vice President
\$3,000 Member

**Board of Education
Salary Comparisons 2023**

School District	President	Vice	Clerk	Treasurer	Member
Appleton	0	0	0	0	0
Eau Claire Area	2500	2000	2000	2000	2000
Elmbrook	4200	4200	4200	4200	4200
Fond du lac	1800	1600	1600	1600	1600
Janesville	3000	2400	2400	2400	2400
La Crosse	4130	3480	3480	3480	3480
Middleton-Cross Plains	4200	3600	3600	3600	3600
Neenah	3600	3300	3300	3300	3300
Oshkosh Area	2128	2128	2128	2128	2128
Stevens Point	3780	3780	3780	3780	3780
Sun Prairie	6000	5000	5000	5000	5000
Waukesha	6400	6400	6400	6400	6400
Wausau	3100	3100	3100	3100	3100
Wauwatosa	0	0	0	0	0
West Allis-West Milwaukee	250	220	220	220	220 *Per meeting
Sheboygan County Schools					
Cedar Grove-Belgium	1700	1700	1700	1700	1600
Elkhart Lake-Glenbeulah	2000	1800	1800	1800	1600
Howards Grove	1800	1800	1800	1800	1800
Kohler	0	0	0	0	0
Oostburg	2600	2600	2600	2600	2600
Sheboygan Falls	1000	1000	1000	1000	1000 *25 per add'l mtg.
Random Lake	1000	800	800	1000	800 *35 per cmte mtg.
Sheboygan Falls	1500	1500	1500	1500	1500

Sheboygan Public Education Foundation

Board of Directors - MINUTES

SPEF Monthly Meeting November 15, 2023

In attendance:

Jerry Jones, Kurt Kober, Kris Fritz, Chris Conway, Anne Holzem, Jennifer Scapellato, Heidi Boehmer, Terry Shircel, Roxanne Pauls, Wayne Kolzow, Dave Freitag, Laurie Van Veghel, Seth Harvatine.

Absent: Craig Mazza, Tina Brunmeier.

President Gerry Jones called the November 15, 2023 SPEF Monthly Board Meeting to order at 4:30 p.m.

Approval of Minutes –

Gerry asked for approval of the Minutes of the October 18, 2023 Board of Directors Monthly Meeting. **Motion by Laurie van Veghel and second by Jennifer Scapellato to accept October 18, 2023 SPEF Monthly Board Meeting Minutes as written. Motion carried unanimously.**

Superintendent’s Report – Seth Harvatine.

Seth stated that the School Board will be hearing the SASD administration’s report on how it is meeting the state testing levels and expectations. He stated that all people need to look at more than just the score or the numbers. He said the administration will explain the “value added” wording of the state tests. Seth said there are several articles in either the local newspaper and/or the district’s website....Seth stated that a current South High student is organizing an EMT Celebration Day this coming Spring to “thank” all emergency personnel for the work they do all year long. Seth added that the Early Learning Center will be holding the Family Traditions Day again, after not holding it due the pandemic. The North/South High Robotics team with several females on it were recently awarded recognition at the TWIST Program...encouraging females to participate in robotics and engineering.

Seth added that the first quarter recently ended and that the district held Parent-Teacher Conferences throughout the district and that he was speaking at the South High National Honor Society Induction later tonight. North High is also holding its NHS Induction tonight, Nov. 15, 2023. Seth stated that November is Homeless Awareness Month and that the SASD has some 300 students classified as homeless and approximately 15-18 SASD student no longer live with either one of their parents. Seth concluded that SASD administration will be presenting the 2024-2025 Calendar to the School Board on Nov. 28 and he will be addressing the Wednesday Early Release Day Proposal at that time.

School Board Report – Heidi Boehmer

Heidi stated the SASD School Board heard the SASD administration presentation on how it met or exceeding goals (62%), 85% grew in one or more levels and that the 57% below level achieved grade level after participating in the program. Heidi said the school district sold Prevea Health the northwest side property for \$3 million and that the district purchased two additional building lots for the House Construction Project in upcoming years.

Report of the President – (Jerry Jones - President)

SPEF All In For Education - Review

Jerry asked Roxanne for an update, if there are preliminary numbers, etc.. Roxanne said the event went very well, raising approximately a record \$23,655.00. She thanked Kurt for coordinating the Black Jack games, Seth on Poker Spin, and all the volunteers which made the event run very smoothly. She said she will be looking into changing the menu for next year since it has been the same the last three years. Jerry J. and Jennifer Sc. said people they talked to had a very good time.

Fall Project Proposal Cycle

Jerry asked Terry for an update. Terry presented a handout with the recommendation of the SPEF Fall Grant Selection Committee which met on Monday, Nov. 13, 2023 to discuss and recommend grant proposals. There were only six grant proposals and Terry thought maybe the Fall Nov. 1 deadline may be confusing to some SASD staff since it is the same time as the SASD’s Technology Grant deadline for its proposals. Kris F. said that eliminating the SPEF Fall Grant Proposals would hurt teachers and students who use those proposals in their second semester teaching. Seth said new teachers hear SPEF’s presentation at New Teachers Orientation in August, but are focused on getting their feet wet and starting their careers and thought experienced teachers are the ones who write fall grant proposals and the new teacher may write the spring proposal first. Jennifer Sc. said there has been a lot of turn-over in teachers and maybe a mid-year SPEF deadline could be better...not worth twice a year. Laurie Van V. said maybe SPEF should award every new teacher \$100 grant to start their year off. Anne H. said the Wilson PTO does award every new teacher \$100 to help them start their classroom library or on supplies. Kris F. said she was hoping for more fall grants and that the quality was not the best for the ones written either. **Jerry asked for a motion to approve the SPEF Fall 2023 Grant Proposal Recommendation of the Sub-Committee as submitted. Motion by Wayne Kolzow and second by Dave Freitag to accept and approve the SPEF Fall 2023 Grant Proposal Recommendation of the Sub-Committee as presented. Motion carried unanimously.**

Annual Meeting/Friends Olf Education Award(s) --

Roxanne and Terry asked the SPERF Board for names of SPEF's Friend of Education Award that are usually given out at the Annual Meeting. The recipients will receive a tile engraved at the high school mural walls. Please get names to Roxanne or Terry by January 1, 2024. YThe location of the meeting will also be sent to SPEF Board Members in December.

Report of the Finance Committee/Treasurer's Report – Wayne Kolzow

Treasurer's/Variance May/June Reports & Operational v. Actual Budget Report --

Wayne reviewed the Treasurer's Report and Variance Report each Board member received for September & October, 2023. Wayne walked Board members through the handouts presented. **Jerry asked for a motion to approve the September & October, 2023 Treasurer's Report and Variance Reports Motion by Dave Freitag and second by Jennifer Scapellato to accept the September & October, 2023 Treasurer's/Variance Reports as presented. Motion carried unanimously.**

Staff Report – Roxanne Pauls & Terry Shircel

Monthly Financials –

Roxanne said the information was covered in Wayne's Treasurer's Report with no additional updates.

Annual Solicitation Update –

Terry stated the Annual Solicitation envelopes will go out in late November/early December so people have them before the end of the calendar year to donate. SPEF is waiting on the new designed Annual Report which will be included in the solicitation letter.

SPEF Scholarship Night Update –

Roxanne and Terry stated that Wednesday, May 15, 2024 at the Stephanie H. Weill Center will be the date and location of the first SPEF Scholarship Night. The SPEF Board voted several months ago to hold it own scholarship night to "celebrate" the student successes and generous SPEF donors all on the same night in mid-May. Terry stated that school officials/guidance counselors will be notified of SPEF Scholarship Night shortly. SPEF will also include the new night on its website and social media sites to inform students/parents. SPEF will be sending all SPEF donors the information about the date and location too in early December. Discussion followed on the variety of scholarships SPEF offers and how many are for technical colleges and if student apply for them or not. Jennifer stated that SPEF needs to remember that it is dealing with teenagers and that they know about SPEF scholarships.

Mid-Year School Supplies for Needy Students Update –

Roxanne and Terry stated that SASD Building Principals AND SPEF Building Representatives will be receiving an email and an order form in November to fill out if they need school supplies for their needy students. SPEF Board asked that SPEF Reps be included in the communications this year to assist the building principals in this worthwhile program. Anne H. asked if SPEF purchased the school supplies yet because she noticed some items were on sale at Walmart South when she was shopping there. Roxanne explained that SPEF buys all supplies in August when they are on sale before the school year starts. Terry said he will check both Walmart locations to see if there are any additional items SPEF could buy for the program.

NO December Meeting –

Roxanne and Terry reminded Board members of no December meeting and that attendance at the November 15 meeting is important in order to vote and approve Fall Grant Proposals.

Other Business – None

New Business – None

Adjourn –

Jerry stated the November 15, 2023 agenda has been exhausted at 5:22 p.m..

**Next Meeting & Annual Meeting:
Wednesday, January 10, 2024
"Time & Location – TBD"**

Human Growth & Development Citizens' Advisory Committee Sheboygan Area School District Monday, November 6, 2023; 4:00pm

The meeting of the Human Growth and Development Citizens' Advisory Committee of the Sheboygan Area School District will be held on Monday, November 6, 2023, at 4:00pm. The items below will be presented for consideration at that time. This meeting will be held in the Professional Learning Center at the Administrative Services Building, 3330 Stahl Rd. In addition, the committee is offering video access to the meeting via the following:

Meeting ID
meet.google.com/ynq-peae-fnr

Phone Numbers
(US) +1 402-282-0113
PIN: 786 058 857#

Voting Members:

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

Ex-Officio Members

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

I. Call to Order - Jeff

- 4:05pm

II. Approval of the Agenda (Action) - Jeff

- Motion (Stephen) / Second (Tracy); 9 (Yes); 0 (No)

III. Roll Call (Informal) - Jeff

- Present (Tracy, Jeff, Beth, Lauren, Jen, Jake, Anna, Molly, Cindy, Stephen, Jacob, Amy, Kay, Eric)
- Not Present (Cindy, Julie, Jon)
- The team took turns introducing themselves and welcoming new members Anna and Jen.

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

- [Minutes from September 11, 2023](#)
- Jeff proposed a modification to the minutes (as noted).
- Motion (Jake) / Second (Beth); 9 (Yes); 0 (No)

V. Scope and Sequence (6-12) (Discussion) - Jeff

- Eric updated the new committee members on where we were in the curriculum adoption process.
- At the last meeting, the committee asked Amy and Eric to work with the district health teachers to bring back a proposed scope and sequence for the committee's review.
- Amy and Eric shared the following proposed standards.
 - 6th Grade
 - **ANATOMY AND PHYSIOLOGY** - Describe the human reproductive systems, including the external and internal body parts and their functions.
 - **PUBERTY AND ADOLESCENT DEVELOPMENT** - Describe the physical, social, cognitive and emotional changes of adolescence.
 - **PREGNANCY AND REPRODUCTION** - Define sexual abstinence as it relates to pregnancy prevention.
 - 7th Grade
 - Review of 6th grade concepts
 - **PREGNANCY AND REPRODUCTION** - Define sexual intercourse and its relationship to human reproduction.
 - **PREGNANCY AND REPRODUCTION** - Define sexual abstinence as it relates to pregnancy prevention.
 - **PREGNANCY AND REPRODUCTION** - Explain the health benefits, risks and effectiveness rates of various methods of contraception, including abstinence and condoms.
 - 8th Grade
 - Review of 6th / 7th grade concepts
 - **SEXUALLY TRANSMITTED DISEASES** - Define STDs including HIV and how they are and are not transmitted.
 - **SEXUALLY TRANSMITTED DISEASES** - Compare and contrast behaviors, including abstinence to determine the potential risk of STD/HIV transmission from each.
 - **SEXUALLY TRANSMITTED DISEASES** - Describe the signs, symptoms and potential impacts of STDs, including HIV
 - **HEALTHY RELATIONSHIPS** - Compare and contrast the characteristics of healthy and unhealthy relationships
 - **HEALTHY RELATIONSHIPS** - Analyze similarities and differences between friendships and romantic relationships
 - **IDENTITY** - Differentiate between gender identity, gender expression and sexual orientation
 - High School
 - **ANATOMY AND PHYSIOLOGY** - Describe the human sexual response cycle, including the role hormones play.
 - **PREGNANCY AND REPRODUCTION** - Compare and contrast the advantages and disadvantages of abstinence and other contraceptive methods, including condoms.
 - **PREGNANCY AND REPRODUCTION** - Describe the signs of pregnancy.
 - **SEXUALLY TRANSMITTED DISEASES** - Describe common symptoms of and treatments for STDs, including HIV

- **SEXUALLY TRANSMITTED DISEASES** - Evaluate the effectiveness of abstinence, condoms and other safer sex methods in preventing the spread of STDs, including HIV
- **HEALTHY RELATIONSHIPS** - Describe characteristics of healthy and unhealthy romantic and/or sexual relationships
- **HEALTHY RELATIONSHIPS** - Define sexual consent and explain its implications for sexual decision making
- **HEALTHY RELATIONSHIPS** - Evaluate the potentially positive and negative roles of technology and social media in relationships.
- Eric shared that teachers expressed willingness to do the work to design the instructional materials, but wanted the committee to give them direction on the specific topics to avoid the perception that they are pushing a specific agenda.
- Beth shared that she loved the advocacy of checking oneself for diseases that she saw in the samples. She asked Amy if there is time in the short window that we have to include something like that.
- Amy shared that she thinks there is room to include components, but won't know exactly how much time until they start to lay things out. Amy indicated that there was a definite need to review concepts from previous grades.
- Jen and Jeff shared that we should consider students with different learning needs and how they are included in the curriculum and instruction.
- Tracy shared that students don't always have the maturity to apply concepts at the 6th/7th grade levels.
- Jake asked if Health 2 could be offered as an elective?
- Amy shared that human growth and development is only one small part of a larger health curriculum.
- Anna added that health lifestyles, diet, muscle, fat.
- Tracy asked if this means no new books? The team shared that they could use the books to give them ideas to help them design the instructional materials.
- The committee unanimously agreed to give Amy and the teaching staff the direction to move forward and design instructional materials around the proposed standards and bring it back to the committee for review.

VI. Plan for 3 Year rotation of membership (Discussion/Possible Action) - Jeff

- Jeff reminded the group that we need to develop a 3 year rotation of membership with the first group's term coming up this May.
- Jeff summarized previous priorities the committee has discussed
 - Ensuring that all of one position does not fall off at the same time.
 - Consideration being given to positions that are hardest to fill.
 - Seniority
- Eric reminded the group that committee members are allowed to re-apply for the position. The intent is to give outside people the opportunity to be considered as well.
- The committee discussed potential timelines and processes for posting open positions, selecting the positions, and the voting process.
 - The committee suggested current members could all vote on potential new members, however, they would need to excuse themselves from the room if they are seeking reappointment for a given position.
- The committee asked Eric to seek feedback from other committee's on their procedures and bring back a proposed timeline to the next meeting.
- The process of determining where each position is on the 3 year rotation was tabled until the next meeting.

VII. Concerns on Committee Operating Procedures (Discussion) - Jon

- Agenda item was tabled to the next meeting, per Jon's communication

VIII. Posting Community Member Position (Discussion) - Eric

- Eric shared there were concerns with the most recent posting not being clear enough on the requirements and that people wasted their time applying.
- The team agreed that Jake would put together a proposed Google Form for the next meeting that the team can provide feedback on.
 - The team offered suggestions of what could be on this form.
 - Name
 - Do you reside in the Sheboygan Area School District?
 - Do you serve the Sheboygan Area School District in a professional role?
 - Are you employed by the Sheboygan Area School District or are you related to an employee of the Sheboygan Area School District?
 - Why do you want to be on the committee?
 - What skills and experience would you bring to the committee?
- Eric shared that we currently have a vacancy on the committee. Kelsi no longer resides in the district, so can no longer fill the role of a community member.
 - The committee asked Eric to post the current vacancy similar to previous ones (with the addition of language from the State Statute and Operating Procedures)
 - The team will consider Jake's proposed form at the next meeting.

IX. Next Steps - (Discussion) - Jeff

- Amy and team will work on moving forward with designing instructional materials to support the standards discussed, per the committee's direction.
- Work will start with high school and then work backwards to middle school.

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

- Amy invited the team to her classroom for the next meeting, so she could share the student experience.
- Meeting will be on January 8, 2024 at 4:00 in room 224 at North.

XI. Adjournment (Action)

- Motion (Jake) / Second (Beth); 9 (Yes); 0 (No)



SHEBOYGAN AREA
— SCHOOL DISTRICT —

Committee Meeting Minutes, November 14, 2023

CURRICULUM & INSTRUCTION COMMITTEE – Ms. Kay Robbins, Chair

Ms. Kay Robbins, Chair, convened the meeting at 6:00 p.m.

Ms. Kay Robbins, Mr. Santino Laster, Ms. Mary Lynne Donohue, and Ms. Rebecca Versey (arrived at 6:04 p.m.) were present.

Mr. Mark Mancl was excused.

1. LAKE SUPERIOR REGIONAL FRC (FIRST ROBOTICS COMPETITION) FIELD TRIP – Mr. Jacob Konrath
(Information/Action)

Moved by Ms. Donohue, seconded by Mr. Laster to approve Sheboygan Area School District high school students to travel to Duluth, Minnesota February 28-March 2, 2024, to compete in the Lake Superior Regional FRC (First Robotics Competition). All ayes. Motion carried unanimously.

2. WISCONSIN REGIONAL FRC (FIRST ROBOTICS COMPETITION) FIELD TRIP – Mr. Jacob Konrath
(Information/Action)

Moved by Mr. Laster, seconded by Ms. Donohue to approve Sheboygan Area School District high school students to travel to Milwaukee, Wisconsin March 13-16, 2024, to compete in the Wisconsin Regional FRC (First Robotics Competition). All ayes. Motion carried unanimously.

3. BIPARTISAN SAFER COMMUNITIES ACT: STRONGER COMMUNITIES GRANT – Mr. Jacob Konrath/Mr. Jason Ledermann (Information/Possible Action)

Moved by Mr. Laster, seconded by Ms. Versey to approve administration's request to submit a grant application for the Bipartisan Safer Communities Act: Stronger Communities Grant for an amount of \$398,213. All ayes. Motion carried unanimously.

Mr. Ledermann reported the purpose of the grant is to support local education agencies (LEAs) in establishing safe, healthy, and supportive learning opportunities and environments for students. He added that based on our own data there is definitely a need for the grant. LEAs that are participating in this grant will engage in local decision-making and consultation with educators, staff, students, parents, families, and community members on allowable uses of funds to be used for activities that foster safe, healthy, supportive, and drug free environments and support students' academic achievement. The focus will be on three strategies: 1) behavioral health skill-building programming facilitated by the Production Farm Mental and Behavioral Health Services; 2) the Sources of Strength (SoS) evidence-based youth mental health promotion and suicide prevention program in grades 6-12; and 3) a 0.5 FTE Family Engagement Specialist who will build capacity in families of students engaged in the school-based mental health therapy PATH program to support their child. The due date of the grant is November 15, 2023 with notification of approval around February 1, 2024. We would begin implementation in the fall of 2024 and this is a two-year grant. He added that because this is a bipartisan grant it requires the LEAs to provide equitable participation to eligible private school children, teachers, and other educational personnel in programs under the Act with the private schools receiving approximately 10% of the grant allotment. Ms. Versey asked if students are taken out of school and Mr. Ledermann responded that for some students services are off-site with the District providing the transportation. Ms. Versey also asked what happens when the grant funds are gone and Mr. Ledermann responded that the District has been very aggressive on finding funds to continue with these programs if we find that they are successful.

4. LEXIA READING UPDATE – Mr. Jacob Konrath/Mr. Jim Renzelmann (Information/Discussion)

Mr. Renzelmann reported that this update is to share how the District ended up last year and where we are at this year. An overview was provided on the 2022-2023 district goals in which all three were met. Approximately 2,961 students started the school year working on material below their grade level; however, with consistent usage of Core5, the students made substantial literacy gains. Since the start of the 2021-2022 school year 78% of students advanced at least two grade levels of material. Students who used Core5 over both years, on average, advanced 2.2 grade levels worth of material, and of the students who started the 2021-2022 school year working on skills below grade level, 59% reached skills at or above grade level. Mr. Renzelmann added that our results are strong and are showing growth. He reviewed the 2023-2024 goals and the progress already being seen this year. Ms. Robbins asked how much work is being done at home and Mr. Renzelmann responded rarely as students should not be going way over the minutes – there is an optimal time. Each student’s minutes are different depending on where they are within the program. Ms. Donohue asked how levels are defined and Mr. Renzelmann noted that about four grade levels is one year’s worth. Ms. Donohue wondered how these skills translate into our Forward and STAR data and Mr. Renzelmann responded they are trying to figure out how to correlate them and he added that this would pair well with the upcoming literacy expectations.

5. CLASS SIZE REPORT – Mr. Jacob Konrath (Information/Discussion)

Mr. Konrath reported that administration did quite well this year with the class sizes. The middle schools tipped up a little bit and he will work to adjust that through attrition and retirements. North High School did a nice job scheduling and got students in the right places at the right time. Overall, better than last year so we are trending in the right direction. Class size is often difficult but we do know that class sizes do matter. South High School is not on the report because having a flexible model schedule makes it very difficult to show class size. Mr. Konrath commented that the report could be altered should the Board choose to do so.

Meeting adjourned at 6:34 p.m.



Committee Meeting Minutes of November 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, Ms. Heidi Boehmer, Ms. Rebecca Versey
Excused: Mr. Mark Mancl

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

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

ASSISTANT COOK

Cheryl Scott	School Nutrition	October 9, 2023	\$14.50 per hour
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COOKS

Lisa Priebe	Urban	October 16, 2023	\$16.00 per hour
Helena Wildman	South High	October 30, 2023	\$16.50 per hour

EDUCATIONAL ASSISTANTS

Eric Grauman	North High	October 16, 2023	\$17.56 per hour
Kelly Gustafson	Horace Mann	October 30, 2023	\$16.10 per hour
Mindy Lee	Urban	October 18, 2023	\$15.65 per hour
Kristy Skowronski	South High	November 6, 2023	\$18.40 per hour
Azelin Ugalde	Jackson	November 1, 2023	\$16.75 per hour
Stacy Wensauer-Turner	Jefferson	October 17, 2023	\$17.00 per hour
Jonette White*	Wilson	October 2, 2023	\$16.10 per hour

SECRETARIES

Lauren Hayon*	North High	October 16, 2023	\$16.00 per hour
Erin O'Brien	Madison	November 6, 2023	\$20.15 per hour
Jennifer Wisnefske	Student Services	October 24, 2023	\$20.00 per hour

*Relative of SASD employee

2. SEPARATIONS – Ms. Jami Hintz (Information)

The following separations have been granted:

Cynthia Derry	Secretary	Madison	October 16, 2023
Mensija Ganija	Educational Assistant	Horace Mann	October 13, 2023
Christopher Horness	Custodian	Facilities Services	October 19, 2023
Vanessa Navis	Teacher	Cooper	October 26, 2023

3. RETIREMENTS – Ms. Jami Hintz (Action)

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

Scott Aleff	Network Engineer	Information Technology	35.42 years of service
Tammy Ripple	Educational Assistant	ASPIRE	25.25 years of service

4. INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 1421 – CRIMINAL HISTORY RECORD CHECK AND EMPLOYEE SELF-REPORTING REQUIREMENTS – Ms. Jami Hintz (Discussion/Possible Action)

Moved by Ms. Versey, seconded by Ms. Boehmer 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.

5. INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 3121 – CRIMINAL HISTORY RECORD CHECK AND EMPLOYEE SELF-REPORTING REQUIREMENTS – Ms. Jami Hintz (Discussion/Possible Action)

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

6. INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 4121 – CRIMINAL HISTORY RECORD CHECK AND EMPLOYEE SELF-REPORTING REQUIREMENTS – Ms. Jami Hintz (Discussion/Possible Action)

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

7. INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 1623 TO RENUMBERED (8913) - SECTION 504/ADA PROHIBITION AGAINST DISABILITY DISCRIMINATION IN EMPLOYMENT – Ms. Jami Hintz (Discussion/Possible Action)

Moved by Ms. Boehmer, seconded by Ms. Versey to approve the introduction (first reading) to revise (renumber) the following Policy 1623 (8913) – Administration; Section 504/ADA Prohibition Against Disability Discrimination in Employment. All ayes. Motion approved unanimously.

8. INTRODUCTION (FIRST READING) TO DELETE BOARD OF EDUCATION POLICY 3123 – SECTION 504/ADA PROHIBITION AGAINST DISABILITY DISCRIMINATION IN EMPLOYMENT – Ms. Jami Hintz (Discussion/Possible Action)

Moved by Ms. Versey, seconded by Ms. Boehmer to approve the introduction (first reading) to delete Policy 3123 – Professional Staff; Section 504/ADA Prohibition Against Disability Discrimination in Employment. All ayes. Motion carried unanimously.

9. INTRODUCTION (FIRST READING) TO DELETE BOARD OF EDUCATION POLICY 4123 – SECTION 504/ADA PROHIBITION AGAINST DISABILITY DISCRIMINATION IN EMPLOYMENT – Ms. Jami Hintz (Discussion/Possible Action)

Moved by Ms. Boehmer, seconded by Ms. Versey to approve the introduction (first reading) to delete Policy 4123 – Support Staff; Section 504/ADA Prohibition Against Disability Discrimination in Employment. All ayes. Motion carried unanimously.

10. INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 1630.01 – FAMILY AND MEDICAL LEAVE OF ABSENCE (“FMLA”) – Ms. Jami Hintz (Discussion/Possible Action)

Moved by Ms. Versey, seconded by Ms. Boehmer to approve the introduction (first reading) of revised Policy 1630.01 – Administration; Family and Medical Leave of Absence (“FMLA”). All ayes. Motion carried unanimously.

11. INTRODUCTION (FIRST READING) TO DELETE BOARD OF EDUCATION POLICY 3120.07– EMPLOYMENT OF CASUAL RESOURCE PERSONNEL – Ms. Jami Hintz (Discussion/Possible Action)

Moved by Ms. Versey, seconded by Ms. Boehmer to approve the introduction (first reading) to delete Policy 3120.07 – Professional Staff; Employment of Casual Resource Personnel. All ayes. Motion carried unanimously.

12. INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 3139 – STAFF DISCIPLINE – Ms. Jami Hintz (Discussion/Possible Action)

Moved by Ms. Boehmer, seconded by Ms. Versey to approve the introduction (first reading) of revised Policy 3139 – Professional Staff; Staff Discipline. All ayes. Motion carried unanimously.

13. INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 4139 – STAFF DISCIPLINE – Ms. Jami Hintz (Discussion/Possible Action)

Moved by Ms. Versey, seconded by Ms. Boehmer to approve the introduction (first reading) of revised Policy 4139 – Support Staff; Staff Discipline. All ayes. Motion carried unanimously.

14. INTRODUCTION (FIRST READING) TO DELETE BOARD OF EDUCATION POLICY 4430.05 – NURSING MOTHERS – Ms. Jami Hintz (Discussion/Possible Action)

Moved by Ms. Versey, seconded by Ms. Boehmer to approve the introduction (first reading) to delete Policy 4430.05 – Support Staff; Nursing Mothers. All ayes. Motion carried unanimously.

15. INTRODUCTION (FIRST READING) OF NEW BOARD OF EDUCATION POLICY 8700 – NURSING MOTHERS – Ms. Jami Hintz (Discussion/Possible Action)

Moved by Ms. Boehmer, seconded by Ms. Versey to approve the introduction (first reading) of new Policy 8700 – Operations; Nursing Mothers. All ayes. Motion carried unanimously.

The meeting adjourned at 6:43 p.m.



SHEBOYGAN AREA
— SCHOOL DISTRICT —

Committee Meeting Minutes, October 10, 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. Kay Robbins and Ms. Sarah Ruiz-Harrison (arrived at 6:39 p.m.) were present.

1. TABULATION OF BIDS – SECURITY CAMERAS – Mr. Wayne Eschen (Discussion/Action)

Moved by Mr. Laster, seconded by Ms. Robbins to authorize administration to enter into contract with Camera Corner Connecting Point, Green Bay, WI in the amount of \$86,919 for the purchase and installation of 93 replacement security cameras throughout the District. All ayes. Motion carried unanimously.

<u>Bidders</u>	<u>Bid</u>
Camera Corner Connecting Point	\$ 86,919.00
Specht Electric & Communications Co., Inc.	\$ 99,525.00
O & W Communications	\$ 99,458.15
Faith Technologies	\$101,310.00

[Title IV Funds - \$64,175.00; Designated Funds for Student Safety and Security - \$22,744.00]

2. FUND BALANCE REQUEST WITH FIVE-YEAR CAPITAL SCHEDULE – Mr. John Koehler (Discussion/Possible Action)

Moved by Mr. Laster, seconded by Ms. Robbins to approve administration's request to use the Community Recreation Department fund balance of \$226,000 for capital projects. All ayes. Motion carried unanimously.

Mr. Koehler reported that the fund balance designations would be used for soccer fields and equipment, baseball fields and equipment, maintenance, Community Recreation Department marketing initiatives, and the fitness centers/pools. Updates and summary of projects and accomplishments will be provided at future meetings as well as on the Community Recreation Department Five-Year Deferred Maintenance and Capital Improvement Plan 2023-2028.

Ms. Donohue asked if it is a concern to be at a higher percentage with our fund balance than what is recommended and Mr. Koehler responded it is not. Mr. Koehler is not against spending more money to get projects moved ahead of schedule. Ms. Robbins asked if there is a concern that something would go wrong which is why we are holding on the more funds and Mr. Koehler commented that he does have some concerns with the ESSER funds and that he would be okay with getting the fund balance closer to 20%. He added that he could come back to the committee if additional funds are necessary; however, the designations have generally been bundled one time per year. Mr. Koehler is in favor of what the committee is saying and if he sees more projects that need to be completed, he will bring them back to the committee.

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

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

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

Moved by Ms. Robbins, seconded by Mr. Laster to accept the Community Recreation Department Financial Report through September 30, 2023. All ayes. Motion carried unanimously.

5. FACILITY PERMIT REPORT – Mr. John Koehler (Information)

Administration presented the Facility Permit Report through October 31, 2023 for information.

Meeting adjourned at 6:50 p.m.



SHEBOYGAN AREA
— SCHOOL DISTRICT —

Committee Meeting Minutes of November 14, 2023

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

Mr. Ryan Burg, Vice Chair, called the meeting to order at 6:01 p.m.
Present: Mr. Ryan Burg, Ms. Heidi Boehmer, Dr. Susan Hein
Excused: Ms. Sarah Ruiz-Harrison

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

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

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

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

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

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

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

No budget revisions and transfers of appropriations as of September 30, 2023.

5. FUND BALANCE DESIGNATION DISCUSSION – Mr. Mark Boehlke (Discussion/Possible Action)

Moved by Ms. Boehmer, seconded by Dr. Hein to approve administration's recommendations for the June 30, 2023, fund balance designations as presented. All ayes. Motion carried unanimously.

Mr. Boehlke noted that these are the same recommendations as presented and discussed at last month's committee meeting. The proposed recommendations would leave the unassigned fund balance equal to 17.4% of the 2023-2024 general budget.

6. PURCHASE OF PROPERTY FOR HOUSE CONSTRUCTION PROGRAM – Mr. Mark Boehlke/Mr. Jason Duff (Information/Possible Action)

Moved by Ms. Boehmer, seconded by Dr. Hein to approve administration's recommendation to purchase lots #20 and #93 in the Stonebrook Crossing subdivision from Stonebrook Crossing, LLC in the amount of \$95,800. Closing will be on or before December 8, 2023. All ayes. Motion carried unanimously.

Mr. Duff highlighted that this will be our fourth and fifth lots purchased in Stonebrook Crossing for the Sheboygan Area School District house construction program.

7. CONTRIBUTION TO FUND 46 – Mr. Mark Boehlke (Information/Possible Action)

Moved by Dr. Hein, seconded by Ms. Boehmer to approve administration’s recommendation to transfer \$2,993,742 to the Fund 46 Long-Term Capital Improvement Fund. All ayes. Motion carried unanimously.

Mr. Boehlke noted that the District closed on the sale of property to Froedtert Health for \$3 million, after closing fees the net amount is \$2,993,742. He added that administration had discussions with the Board about using the proceeds on the property to offset the possible referendum. Currently, the funds are in Fund 10 as revenue and administration would like to transfer this money to Fund 46 to get better revenues. Mr. Boehlke further noted that the money in Fund 46 is invested with PMA Financial and is mostly invested in CD’s - they monitor CD’s all around the states.

8. GIFTS – Mr. Mark Boehlke (Action)

Moved by Ms. Boehmer, seconded by Dr. Hein 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	Acuity Insurance	South	250.00
Monetary	Northeast WI Manufacturing Alliance, Inc.	Central	500.00
Monetary	Fortress Floors	South	1,000.00
Monetary	Janice Ann Church	SASD Elem Music	1,000.00
Monetary	Curt/Sarah Hinz	Urban	1019.00
Monetary	Brittani Meidle Moua	Sheboygan Theatre Company	60.00
Monetary	James Imaging	Sheboygan Theatre Company	250.00
Monetary	Greg Schoemer	Sheboygan Theatre Company	360.00
Monetary	Kristin Shafron	Sheboygan Theatre Company	75.00
Monetary	Erin Rakow	Sheboygan Theatre Company	35.00
Monetary	Amy Wilsnack	Sheboygan Theatre Company	50.00
Monetary	Michael Selinski	Sheboygan Theatre Company	500.00
Monetary	April Wynveen	Sheboygan Theatre Company	35.00
Monetary	Lorrene Gaynor	Sheboygan Theatre Company	60.00
Monetary	Liz Cardimona	Sheboygan Theatre Company	60.00
Monetary	Patti Chapman	Sheboygan Theatre Company	35.00
Monetary	Kathleen Beuttenmueller	Sheboygan Theatre Company	100.00
Monetary	Randy/Deb Stache	Sheboygan Theatre Company	35.00
Monetary	Tami Benvenuto	Sheboygan Theatre Company	35.00
Monetary	Shannon Vanderputten	Sheboygan Theatre Company	35.00
Monetary	Marcia Fenner	Sheboygan Theatre Company	35.00
Monetary	Megan Romano	Sheboygan Theatre Company	35.00
Monetary	Keli Carpenter	Sheboygan Theatre Company	35.00
Monetary	Dennis Ketterman	Sheboygan Theatre Company	50.00
Monetary	Elba Acevedo	Sheboygan Theatre Company	25.00
Monetary	Donna Bartash Meccia	Sheboygan Theatre Company	100.00
Monetary	Judy Hangartner	Sheboygan Theatre Company	25.00
Monetary	Stephanie Pittner	Sheboygan Theatre Company	35.00
<u>For Action</u>			
Monetary	Brotz Family Foundation	Sheboygan Theatre Company	3,000.00

The meeting adjourned at 6:18 p.m.



SHEBOYGAN AREA
— SCHOOL DISTRICT —

Committee Meeting Minutes of November 14, 2023

COMMITTEE OF THE WHOLE – Mr. Santino Laster, Chair

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

Excused: Mr. Mark Mancl
5. **ADJOURN TO CLOSED SESSION PER WISCONSIN STATE STATUTES SEC. 19.85(1)(c)** (*Action with roll call vote*) – To consider employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.

Moved by Ms. Donohue, seconded by Ms. Boehmer to adjourn to Closed Session at 6:52 p.m. A roll call vote was taken and motion carried unanimously. (Versey, Burg, Robbins, Donohue, Laster, Hein, Boehmer, Ruiz-Harrison)
6. Moved by Ms. Donohue, seconded by Ms. Boehmer to reconvene to Open Session at 7:47 p.m. All ayes. Motion carried unanimously.
7. Moved by Mr. Burg, seconded by Dr. Hein to adjourn at 7:48 p.m. All ayes. Motion carried unanimously.