



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

**REGULAR MEETING AGENDA**  
Tuesday, June 27, 2023  
**6:30 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, June 27, 2023 at 6:30 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: 869 0107 2281 and Passcode: 530843 or <https://us06web.zoom.us/j/86901072281?pwd=QTIUjQ0bTJHT0FjWktESVd5VjdDQT09> 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)

6:30 **I. CALL TO ORDER:** President

6:31 **II. PLEDGE OF ALLEGIANCE**

6:32 **III. APPROVAL OF THE AGENDA** (Action)

6:33 **IV. ROLL CALL** (Informal)

6:34 **V. APPROVAL OF MINUTES** (Discussion/Action)

Action on the Special Session meeting minutes of June 13, 2023, Regular Board of Education meeting minutes of May 23, 2023, and Closed Session meeting minutes of May 23, 2023.

6:35 **VI. 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.**

6:36 **VII. SUPERINTENDENT’S REPORT – Mr. Seth Harvatine** (Information)

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

6:40 **VIII. MISCELLANEOUS**

10 min. **A. 10-YEAR CAPITAL PLAN – Mr. Mark Boehlke/Mr. Joseph Vollmer** (Discussion/Possible Action)

Administration will present a Fund 41 10-year Capital Plan for the maintenance and capital improvements to district-wide facilities and grounds.

- 5 min. **B. PRESENTATION OF THE 2023-2024 PRELIMINARY BUDGET – Mr. Mark Boehlke/Mr. Seth Harvatine/Ms. Jami Hintz/Mr. Jacob Konrath** (Information/Possible Action)

The administration recommends approval of the preliminary budget for the 2023-2024 fiscal year.

- 2 min. **C. SPENDING RESOLUTION FOR THE 2023-2024 FISCAL YEAR – Mr. Mark Boehlke** (Information/Possible Action)

In the event that the 2023-2024 preliminary budget is not approved, the administration recommends the approval of the following spending resolution: “The Board hereby authorizes the payment of all currently authorized salaries and benefits beginning July 1, 2023 and continuing until the final budget is adopted in October, or until a preliminary budget is approved. In addition, the Board authorizes expenditures in other areas to continue at the discretion of administration up to a level authorized by the Assistant Superintendent of Business and Operations, unless specific Board action has occurred to either initiate or discontinue specific expenditures.”

## 6:57 **IX. REPORT OF COMMITTEES**

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

1. Achievement Gap Reduction (AGR) Goal Update (Information/Discussion)
2. 2022-2023 ES3 Grant and Special Education Programs Update (Information/Discussion)
3. Adoption of Textbooks/Instructional Materials (Discussion/Possible Action)

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

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

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

1. Sheboygan Theatre Company Financial Report (Action)
2. Community Recreation Department Financial Report (Action)
3. Facility Permit Report (Information)

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

1. Fund 41 Capital Projects (Action)
2. Statement of Cash Flow (Action)
3. Revenues & Expenditures Reports (Action)
4. Budget Revisions and Transfers of Appropriations (Action)
5. Confirmation of Sale of House Construction Project (Information/Possible Action)
6. Fund Balance Designation (Information/Possible Action)
7. Gifts (Information)

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

1. Sheboygan Public Education Foundation – Ms. Heidi Boehmer/Mr. Seth Harvatine (Information)  
Information from the June 14, 2023 meeting will be shared.
2. Hazardous Review Committee – Mr. Mark Boehlke (Information/Possible Action)
  - Mr. Boehlke will provide a review of the minutes and information packet that was distributed to members of the committee.
  - The administration recommends board approval of the Hazardous Review Committee recommendation to recertify the current hazardous walking areas for the 2023-24 school year.

## 7:15 **X. COMMUNICATIONS** (Information)

Ms. Shari Roehl – Please consider this my exit interview; Ms. Tracy Allee – FW: Re: Salary; Ms. Tracy Allee – FW: Re: Salary; Ms. Debbie Brown – School Board Salaries; Ms. Abby Ries – Point In Time Homeless Count

## 7:16 **XI. FUTURE MEETING DATES** (Information/Possible Action)

July 11, 2023 – Committee meetings at 6:00 p.m.

July 25, 2023 – Regular Board of Education meeting at 6:30 p.m.

**XII. ADJOURN (Action)**



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Seth A. Harvatine  
Superintendent & Secretary of the Board

SAH/jjh

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

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

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

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

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

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

Thank you for your assistance.



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

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

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

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

Excused: Ms. Sarah Ruiz-Harrison

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

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

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

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

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

Pillar 1 – Goal 3: Objective 1 – Mr. Konrath reported that this objective is currently not on track and that he would like to have further discussions with the Board about attendance issues. We just need to decide how much time and effort we want to commit with what we are already doing. There is room for growth but room for discussion as well. Mr. Mancl would like to

know the percentage of our truant kids who are assigned a social worker, and added that it may be time for the school board to talk to the County board about their social services programs. Objective 2 – This objective has been completed and will drop off the plan. Objective 3 – This objective has been completed and will drop off the plan. Objective 4 – This objective has been completed and will drop off the plan.

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

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

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

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

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

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

### **High School Accountability Data**

Mr. Konrath reported that the template report being presented is a result of providing consistent, and the same data with regards to the report cards for the high schools. He wants to be sure there is a strong progress monitor in place to be sure that we are on track to what we said we were going to have as goals. Pulling data on the same day each year will allow us to compare apples to apples and they should be ready to report out in September with the report cards coming out in November. Dr. Hein asked where the data points indicate we are successful how do we show that on the report card. Mr. Konrath responded that you would not necessarily see it on the report card because it could be a 3-year average. Ms. Donohue talked about this growth factor which makes you ask questions about how you meet expectations or not and it is very difficult to explain. Mr. Konrath added that how the formulas work is interesting and we will continue to bring more cohort data to the Board. He added that he needs the Board to come together to determine what they want to focus on. Ms. Donohue noted this would be further discussed with the Board. Ms. Robbins wants the parent and community to understand it. Ms. Robbins is not in favor of pushing the ACT on kids as it does not serve them well, and Mr. Mancl commented that the focus needs to stay on the college and career

report card as we are preparing kids for their next step in life. Mr. Konrath added that he does not want anyone to ever say that we just came up with this data, and what we know is that grade point average (GPA) and most difficult level of course passed are what they are looking at for 4-year college. For the other kids we do the same and focus on where they are going with their career path. Mr. Laster would like to know how we could message this to parents and the community and Mr. Konrath responded that senior signing day is showing our success. Mr. Konrath appreciates that the Board is focusing on the college career report cards and added that if there are any changes/modifications the Board would like to make they should let him know prior to September.

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

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

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

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

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

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

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

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

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

## Other Items for Discussion

1. **School Board Member Salaries** – Ms. Donohue stated that an organization does not normally review salaries and that between 2003 and 2018 the salary for school board members had doubled. It has been five years since there has been an increase. Dr. Hein stated that there are two items for discussion. The first one is that we just had an election and it is important to attract and retain. For people who are interested in running for school board these are hours away from family time, etc. and we need to take that into consideration and she would like salaries to be more in line with school board members in Waukesha. She would like to see all school board positions – officers and members receive an increase. There are many challenges and she believes compensation should support the challenges of the positions. Mr. Mancl would be in favor of the president and vice president receiving more pay due to more involvement with setting agendas, etc.; however, he did not feel the secretary and clerk positions required an increase, as they do not have additional duties. He thinks the current salaries are good and perhaps stipends could be considered when there are special meetings at \$125 per meeting. Ms. Robbins commented that if the Board kept their percentage increase the same as the employees that would be fair. Ms. Donohue was thinking that as well and it would be done each year. She asked what the Board would like to do and Mr. Burg asked if salaries could be handled outside of the annual reorganization meeting and Mr. Harvatine responded that there is not statute stating that. He suggested president/vice president receive an increase to \$5k, secretary/clerk receive an increase to \$4k, and members receive an increase to \$3k. Ms. Donohue asked if the Board is open to a pay increase and there was consensus to that. Extra meetings could become a problem for purposes of bookkeeping and it was noted that a board member would need to attend in order to receive a per diem for a special meeting. Ms. Donohue and Mr. Laster will review and work with the Office of the Superintendent and Mr. Boehlke on what these scenarios would look like and then bring this discussion back to the Board.

## Adjourn

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

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Seth A. Harvatine  
Superintendent & Secretary of the Board

SAH:jjh





**DRAFT**

**BOARD OF EDUCATION  
SHEBOYGAN AREA SCHOOL DISTRICT  
Sheboygan, Wisconsin  
REGULAR MEETING MINUTES  
Tuesday, May 23, 2023**

The regular meeting of the Board of Education of the Sheboygan Area School District was held on Tuesday, the 23<sup>rd</sup> day of May 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.

Vice President Laster called the meeting to order at 6:00 p.m.

Vice President Laster requested that everyone stand and join him in the Pledge of Allegiance.

Moved by Ms. Robbins, seconded by Ms. Boehmer to approve the agenda. All ayes. Motion carried unanimously.

Present: Mr. Mark Mancl, Ms. Rebecca Versey (arrived at 6:34 p.m.), Ms. Kay Robbins, Mr. Santino Laster, Ms. Heidi Boehmer, Ms. Sarah Ruiz-Harrison

Excused: Mr. Ryan Burg, Ms. Mary Lynne Donohue, Dr. Susan Hein

**APPROVAL OF MINUTES**

Moved by Ms. Boehmer, seconded by Ms. Robbins to approve the Annual Reorganization meeting minutes of April 25, 2023, Regular Board of Education meeting minutes of April 25, 2023, and Closed Session meeting minutes of May 9, 2023. All ayes. Motion carried unanimously.

**DIPLOMAS**

Moved by Ms. Robbins, seconded by Mr. Mancl to accept the Curriculum and Instruction Committee's recommendation that high school diplomas be awarded to students from Central, Étude, North, South High Schools, and George D. Warriner High School for Personalized Learning who are members of the class of 2023 and have completed district requirements for graduation. All ayes. Motion carried unanimously.

**STUDENT REPRESENTATIVES**

Ms. Azrielle Berge, Warriner High School student representative talked about their end of year picnic and that nine students from Warriner have been accepted into the Rising Phoenix program. Students attended field trips to local businesses and learned about the trades and technical education opportunities.

Ms. Liliana Heinen, Étude High School student representative talked about their fieldtrip to UW-Madison and community service day. Students donated blood and held what they refer to as a spin on prom at Paradigm.

Ms. Brionna Jones, Central High School student representative reported that students were sad that Ms. Finney was leaving to take on another role outside the District and added that students received 218 industry-recognized certifications.

**RECOGNITIONS**

Students were recognized for awards and other accomplishments. Vice President Laster recessed the meeting at 6:45 p.m.

Vice President Laster reconvened the meeting at 7:00 p.m.

**COMMUNITY INPUT**

There was no community input.

## SUPERINTENDENT'S REPORT

Mr. Harvatine congratulated students who were recognized this evening as well as numerous other students across the District for their involvement in a variety of activities, athletics, music, art, drama, and for academic achievement, and four teachers for a variety of awards they received. He reported that 95 students received the President's Award for Educational Excellence, and congratulated students who have been accepted into the Rising Phoenix program for the 2023-2024 school year. He added that North and South High Schools held their scholarship night and he continues to be in awe of the generosity of the community towards our graduates. In addition, he commented on the Future Health Professionals State Leadership Conference that four North High School students attended, the Elks Gridiron Annual Sports Banquet for senior letter winners, the Kids Heart Challenge that 223 students participated in, and the Refugee Community Day.

### MISCELLANEOUS

#### A. Update on the 2023-2024 Proposed Preliminary Budget

Mr. Harvatine commented that the proposed preliminary budget would be brought back to the Board on June 27 for approval. Mr. Boehlke asked board members if they had any questions and noted that some of the items are contingent on an approved state budget. He hopes the State finalizes its budget by October and added that state aid will be released on October 15.

#### B. Tabulation of Bids – Announcer Booths

Moved by Mr. Mancl, seconded by Mr. Burg to authorized administration to enter into contract with A. Chappa Construction, LLC of Sheboygan Falls, WI in the amount of \$122,120 for the construction of announcer booths at the Horace Mann Middle School soccer field complex and at the Field of Dreams baseball complex. All ayes. Motion carried unanimously.

<u>BIDDER</u>	<u>Horace Mann</u>	<u>Field of Dreams</u>	<u>Total</u>
A Chappa Construction LLC.	\$68,910	\$53,210	\$122,120
Jos. Schmitt Construction Co., Inc.	\$82,903	\$71,058	\$153,961
Quasius Construction Inc.	\$82,732	\$72,126	\$154,858

[Fund Balance - Athletics Upgrade]

#### C. Tabulation of Bids – Fiber Optic Connection

Moved by M. Mancl, seconded by Ms. Boehmer to authorize administration to enter into contract with Cablecom, LLC of Glendale, WI in the amount of \$278,373.84 for the installation of a redundant fiber connection from the Administrative Services Building to the main fiber optic ring. All ayes. Motion carried unanimously.

<u>BIDDER</u>	<u>Total</u>
Cablecom, LLC	\$278,373.84
Gabes Construction	\$395,321.00
Holtger Bros., Inc.	\$404,440.00
Koch Communications	\$460,958.90
Push Incorporated	\$330,320.65
TelCom Construction, LLC	\$400,472.31

[Fund Balance – Designated for Network Infrastructure and Security]

### REPORT OF COMMITTEES

#### A. CURRICULUM & INSTRUCTION COMMITTEE

Moved by Ms. Robbins, seconded by Ms. Boehmer to accept the Curriculum and Instruction Committee's recommendation to approve agenda items #1 and #2. All ayes. Motion carried unanimously.

1. Diploma Recommendation Class of 2023 Graduates

From the committee meeting:

Moved by Mr. Laster, seconded by Mr. Mancl to accept administration’s recommendation to award high school diplomas to students from Central, Étude, North, South High Schools, and George D. Warriner High School for Personalized Learning, who are members of the class of 2023 and have completed district requirements for graduation. All ayes. Motion carried unanimously.

<u>School</u>	<u>Total</u>
Central High School	64
Étude High School	10
North High School	345
South High School	244
George D. Warriner High School for Personalized Learning	<u>24</u>
	687

2. Health Occupations Students of America (HOSA) International Leadership Conference

From the committee meeting:

Moved by Mr. Mancl, seconded by Mr. Laster to accept administration’s recommendation for North High School students to travel to Dallas, Texas from June 21-25, 2023, to compete in the Health Occupations Students of America (HOSA) International Leadership Conference, as per Policy 2340. All ayes. Motion carried unanimously.

3. 2024 France Field Trip

Moved by Ms. Robbins, seconded by Mr. Mancl to accept the Curriculum and Instruction Committee’s recommendation for South High School students to travel to Bordeaux and Paris, France from March 19-29, 2024. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Mr. Mancl, seconded by Mr. Laster to accept administration’s recommendation for South High School students to travel to Bordeaux and Paris, France from March 19-29, 2024, to experience the French Culture through immersion. All ayes. Motion carried unanimously.

4. Elementary Reading Literacy Audit Update

From the committee meeting:

Mr. Renzelmann reported that the purpose of this update is to share with the Board more concrete plans moving forward because of the audit. He added that three practice changes were implemented and noted that analyzing practice schedules would be a high priority as well as observing lessons and professional development. The goal is to build foundational knowledge and he added that feedback provided from staff helped to develop this plan.

5. High School Math Supports

From the committee meeting:

Mr. Spielman reported that the success of high school math is measured through College and Career Readiness. Students having access to courses is an important success indicator as they lose opportunity if they do not have access to classes to get their math component. He talked about the opportunities and supports that are provided to students, and commented that the pass rates are in line with other core subject areas, and they will continue to look at how best to identify students quicker. The goal is to have more conversation between the middle and high school staff in addition to just sharing data. He added that the number of students taking a CAPP or AP course has increased over the past several years and while there were less students taking Advanced Algebra, those numbers are increasing.

**B. HUMAN RESOURCES COMMITTEE**

Moved by Mr. Mancl, seconded by Ms. Versey to accept the Human Resources Committee’s recommendation to approve agenda items #1 and #3. All ayes. Motion carried unanimously.

1. Appointments

From the committee:

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

Ms. Hintz highlighted that the student lifeguard hourly rate has been increased from \$7.25 to \$15.00.

ADMINISTRATOR

Kathryn McKillip	Principal Early Learning Center	Mount Mary College	Master's Degree \$88,285.00
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Ms. McKillip has been hired as the Early Learning Center Principal. She will assume this position on July 1, 2023. She received her Master of Science Degree in Occupational Therapy from Mount Mary College. She received her Teacher Certificate in Special Education from the CESA 6 RITE Program and her Certificate in Principal and Director of Special Education and Pupil Services from eduCATE-WI. Ms. McKillip has been serving in an Early Childhood Special Education Program role in the Fond du Lac School District since July 2020. Previously, Ms. McKillip served as the Special Education Teacher and Occupational Therapist for the Slinger School District. Ms. McKillip was one of five candidates interviewed.

EDUCATIONAL ASSISTANT

Christine Rolkosky	Horace Mann	April 10, 2023	\$17.72 per hour
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LIFEGUARD

Maggie Kasberger	South High	April 26, 2023	\$15.00 per hour
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NOON HOUR SUPERVISOR

Havije Haliti	Jackson	April 25, 2023	\$10.00 per hour
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RECREATION DEPARTMENT

McKenzie Bonakowski	KidStop Childcare	April 24, 2023	\$14.00 per hour
Jose Cobos Lopez	Adult Gym Supervisor	April 26, 2023	\$16.00 per hour
Matthew Crowley	Gymnastics Instructor	April 19, 2023	\$13.50 per hour
Emma Gosse*	Summer Adventure Asst.	April 20, 2023	\$14.00 per hour
Jaycie Hopkins	Summer Adventure Asst.	April 19, 2023	\$14.00 per hour
Traci Knudtson	Summer Adventure Asst.	April 19, 2023	\$19.31 per hour
Edward Lagore	Volleyball Referee	April 6, 2023	\$18.00 per hour

SUBSTITUTE EDUCATIONAL ASSISTANTS

Nicole Cannon	District-Wide	April 11, 2023
Jeanny de Dianous	District-Wide	April 10, 2023
Elizabeth Garcia	District-Wide	April 12, 2023
Joseph Rupnick	District-Wide	April 19, 2023

SUBSTITUTE TEACHERS

Taunaleah Ballard	Degreed, Non-certified	April 27, 2023
Jennifer Butcher	Emotional Behavior Disabilities (Retired SASD Teacher)	April 14, 2023
Robert Dran	Degreed, Non-certified	April 5, 2023
Kristine Eggebeen	Cross-categorical Special Education (Retired SASD Teacher)	April 21, 2023
Joseph Hanlon*	Degreed, Non-certified	April 13, 2023
Stephanie Reitberger	Degreed, Non-certified	April 18, 2023
Stephanie Schneider	Elementary/Middle, and Music (KG-12)	April 5, 2023

\*Relative of SASD employee

2. Separations

From the committee meeting:

The following separations have been granted:

Lindsay Aderman	Substitute Secretary	District-Wide	April 13, 2023
Gavin Annette	Substitute Teacher	District-Wide	April 24, 2023

Karina Basabe	Substitute Educational Assist.	District-Wide	April 25, 2023
Justin Bingham	Sports Official	District-Wide	April 24, 2023
Davina Boykin	Teacher	Étude Middle/Étude High	June 8, 2023
Danielle Braun	Summer School Teacher	District-Wide	April 24, 2023
Mykalene Breitrick	Teacher	Horace Mann	June 8, 2023
Benjamin Coultas	Teacher	South High	June 8, 2023
Sydne Dais	Summer Adventures Asst.	Recreation Department	April 25, 2023
Kathryn Drida	Teacher	North High	June 8, 2023
Nancy Engberg	Substitute Educational Assist.	District-Wide	April 13, 2023
Abbie Flasher	Basketball Instructor	Recreation Department	April 17, 2023
Alicia Florencio	Cook	School Nutrition	April 11, 2023
Carrie Gavin	Noon Supervisor	Longfellow	April 24, 2023
Erika Gonering	Substitute Secretary	District-Wide	April 13, 2023
Ashley Gruenke	Noon Supervisor	Cleveland	April 17, 2023
Kasey Helmer	Educational Assistant	Longfellow	June 7, 2023
Lisette Herman	Educational Assistant	Sheridan	April 10, 2023
Ryan Hornickel	Teacher	Cleveland, Cooper	June 8, 2023
Cory Houseye	Basketball Referee	Recreation Department	April 17, 2023
Kailey Kaltenbrun	Gymnastics Instructor	Recreation Department	April 25, 2023
Mary Klover	Substitute Teacher	District-Wide	April 25, 2023
Kyle Knudtson	Basketball Instructor	Recreation Department	April 17, 2023
Anthony Kober	Baseball Instructor	Recreation Department	April 17, 2023
Peter Konaha	Substitute Custodian	Facilities Services	April 24, 2023
Tristan Koss	Substitute Educational Assist.	District-Wide	April 13, 2023
Courtney Krabbe	Substitute Teacher	District-Wide	April 5, 2023
Alicia Kwallek	Educational Assistant	Urban	April 14, 2023
Sarah Landgraf	Educational Assistant	Early Learning Center	June 7, 2023
Lucas Leibham	Basketball Referee	Recreation Department	April 17, 2023
Michael McDonnough	Substitute Educational Assist.	District-Wide	April 13, 2023
Victoria Moore	Teacher	Longfellow	June 8, 2023
Roberto Morales	Referee/Umpire	Recreation Department	April 17, 2023
Liliana Moreno	Substitute Educational Assist.	District-Wide	April 13, 2023
Samuel Nienhuis	Baseball Instructor	Recreation Department	April 17, 2023
Julia Oswald Tilton	Teacher	Pigeon River	June 8, 2023
Jody Paltzer	Substitute Educational Assist.	District-Wide	April 13, 2023
Alexander Pape	KidStop Childcare	Recreation Department	April 26, 2023
Timothy Pitsch	Substitute Custodian	Facilities Services	April 24, 2023
Alyse Sandow	Teacher	Wilson	April 21, 2023
Benjamin Souik	Basketball Instructor	Recreation Department	April 17, 2023
Chad Stauber Soik	Debate Coach	North	April 11, 2023
Christine Steinpreis	Teacher	Cooper	June 8, 2023
William Taylor	Teacher	South High	June 8, 2023
Vue Thao	Substitute Educational Assist.	District-Wide	April 13, 2023
Todd Tutas	Teacher	South High	April 14, 2023
Jane Watry	Substitute Secretary	District-Wide	April 13, 2023
Susan Ann Wirtz	Substitute Educational Assist.	District-Wide	April 13, 2023
Susan Worthman	Substitute Secretary	District-Wide	April 13, 2023

### 3. Retirements

From the committee meeting:

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

Michelle Arthur	Educational Assistant	CHANGE Academy	19.75 years of service
Julie Harvatine	Secretary	Information Technology	29.80 years of service
Sue Jaehnke	Educational Assistant	Lincoln-Erdman	30.30 years of service
Christine Murray	Educational Assistant	Longfellow	16.60 years of service
Donna Nienhuis	Educational Assistant	Wilson	28.60 years of service
Vicki Theune	Secretary	North High	39.90 years of service

4. Internal Administrative Transfer

From the committee meeting:

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

Joshua Kestell                      Principal at CHANGE Academy & Coordinator of Special Education to the  
Principal at Central High School and Special Education Support

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

Moved by Ms. Ruiz-Harrison, seconded by Ms. Robbins to accept the Facilities/Recreation/Theatre Committee's recommendation to approve agenda items #2 and #3. All ayes. Motion carried unanimously.

1. Summer Community Recreation Department Marketing Insert

From the committee meeting:

Mr. Koehler presented the Sheboygan Sun marketing insert for the Summer Community Recreation Department and noted it is also used as a multi-recruiting tool as well. His experience with the Sheboygan Sun has been very good. He highlighted the upcoming shows on behalf of the Sheboygan Theatre Company as well as other program offerings.

2. Sheboygan Theatre Company Financial Report

From the committee meeting:

Moved by Mr. Laster, seconded by Ms. Robbins to accept the Sheboygan Theatre Company Financial Report through March 31, 2023. All ayes. Motion carried unanimously.

3. Community Recreation Department Financial Report

From the committee meeting:

Moved by Mr. Laster, seconded by Ms. Ruiz-Harrison to accept the Community Recreation Department Financial Report through March 31, 2023. All ayes. Motion carried unanimously.

4. Facility Permit Report

From the committee meeting:

Mr. Koehler provided the Facility Permit Report through April 30, 2023 for information.

**D. FINANCE & BUDGET COMMITTEE**

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

1. Fund 41 Capital Projects

From the committee meeting:

Moved by Mr. Burg, seconded by Dr. Hein to approve the Fund 41 Capital Projects through March 31, 2023, as presented. All ayes. Motion carried unanimously.

2. Statement of Cash Flow

From the committee meeting:

Moved by Mr. Burg, seconded by Dr. Hein to approve the Statement of Cash Flow through March 31, 2023, as presented. All ayes. Motion carried unanimously.

3. Revenues & Expenditures Reports

From the committee meeting:

Moved by Dr. Hein, seconded by Mr. Burg to approve the Revenue & Expenditures reports through March 31, 2023, as presented. All ayes. Motion carried unanimously.

4. Budget Revisions and Transfers of Appropriations

From the committee:

Moved by Ms. Boehmer, seconded by Dr. Hein to approve the Budget Revisions and Transfers reports through March 31, 2023, as presented. All ayes. Motion carried unanimously.

<b>GENERAL FUND (FUND 10)</b>	<b>Revised Budget 2-28-23</b>	<b>Revised Budget 3-31-23</b>	<b>Budget Increase (Decrease)</b>
<b>REVENUES</b>			
100 Transfers-in	0.00	0.00	0.00
<b>Local Sources</b>			
210 Taxes	20,759,666.00	20,759,666.00	0.00
240 Payments for Services Provided Local Governments	0.00	0.00	0.00
260 Non-Capital Sales	278,116.27	281,206.70	3,090.43
270 School Activity Income	148,382.08	152,686.28	4,304.20
280 Interest on Investments	120,000.00	120,000.00	0.00
290 Other Revenue, Local Sources	343,202.51	346,062.91	2,860.40
<b>Subtotal Local Sources</b>	<b>21,649,366.86</b>	<b>21,659,621.89</b>	10,255.03
<b>Other School Districts Within Wisconsin</b>			
340 Payments for Services	1,801,056.00	1,801,056.00	0.00
<b>Revenue from Intermediate Sources</b>			
510 Transit of Aids	75,383.00	75,383.00	0.00
<b>State Sources</b>			
610 State Aid -- Categorical	797,328.00	797,328.00	0.00
620 State Aid -- General	86,781,290.00	86,781,290.00	0.00
630 DPI Special Project Grants	156,162.29	201,708.39	45,546.10
640 Payments for Services	140,000.00	140,000.00	0.00
650 Student Achievement Guarantee in Education	2,252,202.00	2,252,202.00	0.00
660 Other State Revenue Through Local Units	17,000.00	17,000.00	0.00
690 Other Revenue	7,658,161.00	7,658,161.00	0.00
<b>Subtotal State Sources</b>	<b>97,802,143.29</b>	<b>97,847,689.39</b>	45,546.10
<b>Federal Sources</b>			
710 Transit of Aids	97,009.00	97,009.00	0.00
730 DPI Special Project Grants	12,031,584.34	12,014,584.34	(17,000.00)
750 IASA Grants	1,967,695.00	1,967,695.00	0.00
780 Other Federal Revenue Through State	0.00	20,000.00	20,000.00
790 Other Revenue from Federal Sources	0.00	0.00	0.00
<b>Subtotal Federal Sources</b>	<b>14,096,288.34</b>	<b>14,099,288.34</b>	3,000.00
<b>Other Financing Sources</b>			
860 Compensation, Fixed Assets	107,847.00	107,847.00	0.00
<b>Other Revenues</b>			
960 Adjustments	0.00	0.00	0.00
970 Refund of Disbursement	276,229.00	276,229.00	0.00
990 Miscellaneous	300,350.78	305,650.78	5,300.00
<b>Subtotal Other Revenues</b>	<b>576,579.78</b>	<b>581,879.78</b>	5,300.00
<b>TOTAL REVENUES</b>	<b>136,108,664.27</b>	<b>136,172,765.40</b>	64,101.13

<b>EXPENDITURES</b>	<b>Revised Budget 2-28-23</b>	<b>Revised Budget 3-31-23</b>	<b>Budget Increase (Decrease)</b>
<b>Instruction</b>			
110 000 Undifferentiated Curriculum	23,647,705.30	23,662,017.30	14,312.00
120 000 Regular Curriculum	30,543,025.97	30,518,867.97	(24,158.00)
130 000 Vocational Curriculum	3,284,654.86	3,292,342.29	7,687.43
140 000 Physical Curriculum	2,961,147.00	2,961,147.00	0.00
160 000 Co-Curricular Activities	1,469,828.82	1,471,631.02	1,802.20
170 000 Other Special Needs	513,928.00	513,928.00	0.00
<b>Subtotal Instruction</b>	<b>62,420,289.95</b>	<b>62,419,933.58</b>	(356.37)
<b>Support Sources</b>			
210 000 Pupil Services	6,389,217.07	6,403,891.07	14,674.00
220 000 Instructional Staff Services	6,534,940.21	6,531,642.21	(3,298.00)
230 000 General Administration	2,178,692.54	2,184,687.54	5,995.00
240 000 School Building Administration	8,123,780.83	8,113,042.13	(10,738.70)
250 000 Business Administration	22,405,080.99	22,414,667.55	9,586.56
260 000 Central Services	994,556.00	1,035,299.10	40,743.10
270 000 Insurance & Judgments	1,046,949.00	1,046,949.00	0.00
280 000 Debt Services	0.00	0.00	0.00
290 000 Other Support Services	2,687,835.60	2,845,917.10	158,081.50
<b>Subtotal Support Sources</b>	<b>50,361,052.24</b>	<b>50,576,095.70</b>	215,043.46
<b>Non-Program Transactions</b>			
410 000 Inter-fund Transfers	14,363,678.39	14,363,678.39	0.00
430 000 Instructional Service Payments	15,418,541.76	15,454,369.76	35,828.00
490 000 Other Non-Program Transactions	10,000.00	10,000.00	0.00
<b>Subtotal Non-Program Transactions</b>	<b>29,792,220.15</b>	<b>29,828,048.15</b>	35,828.00
<b>TOTAL EXPENDITURES</b>	<b>142,573,562.34</b>	<b>142,824,077.43</b>	250,515.09

<b>SPECIAL EDUCATION (FUND 27)</b>	<b>Revised Budget 2-28-23</b>	<b>Revised Budget 3-31-23</b>	<b>Change in Budget</b>
<b>TOTAL REVENUES</b>	<b>23,057,042.39</b>	<b>23,057,042.39</b>	-
100 000 Instruction	19,107,580.00	19,106,505.00	(1,075.00)
200 000 Support Services	3,809,462.39	3,810,537.39	1,075.00
400 000 Non-Program Transactions	140,000.00	140,000.00	-
<b>TOTAL EXPENDITURES</b>	<b>23,057,042.39</b>	<b>23,057,042.39</b>	-

5. Rental of Garden Plots

Moved by Ms. Ruiz-Harrison, seconded by Mr. Mancl to accept the Finance and Budget Committee's recommendation to enter into a land rental agreement with the Hmong Mutual Assistance Association for the purpose of garden plots. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Ms. Boehmer, seconded by Dr. Hein to approve entering into a land rental agreement with the Hmong Mutual Assistance Association for the purpose of garden plots. The rental agreement would be for approximately 7.7 acres located adjacent to the northern border of Optimist Park on Carmen Avenue with a rental charge in the amount of \$308. The term of the agreement would be for the 2023 growing season ending on or about November 1, 2023. All ayes. Motion carried unanimously.



6. District Transportation Contract

Moved by Ms. Ruiz-Harrison, seconded by Mr. Mancl to accept the Finance and Budget Committee’s recommendation to approve a contract with Prigge’s Chartered Buses, Inc. for the 2023-2024 school year with an 8 percent increase, and to add an additional contract year to 2028-2029. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Dr. Hein, seconded by Mr. Burg to approve the contract with Prigge’s Chartered Buses, Inc. for the 2023-2024 school year with an 8% increase, and to add an additional contract year (to 2028-2029). All ayes. Motion carried unanimously.

Mr. Boehlke introduced Mr. Dennis Prigge and Mr. Jason Boettner of Prigge’s Chartered Buses, Inc. Mr. Boehlke presented the negotiated pricing for the 2023-2024 school year, which would result in an 8% increase, and requested approval for an additional contract year that would extend the contract to 2028-2029. Mr. Boehlke highlighted that the last several years, the District has requested Prigges to include a \$1.00 increase for drivers due to the difficulty in finding drivers and to assist with the retention of current staff. This will allow a salary increase for drivers from \$19 per hour to \$20 per hour. Mr. Boehlke reviewed the proposed busing rates as outlined on Appendix C of the contract. He noted that language was added to the contract, line item 44, regarding GPS equipment that was installed on the buses. This language mimics the language that was used when the cameras and recording devices were installed. Basically, the language states the equipment remains property of the District and since GPS tracking will tie into an application available to parents, proper procedures are to be followed in the event a bus is switched. Mr. Prigge spoke about the difficulty finding mechanics. Mr. Boettner highlighted that student behavior has gotten better and the principals have become more involved.

7. Gifts

Moved by Ms. Ruiz-Harrison, seconded by Mr. Mancl 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 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	Horizon Systems & Services	South (Adventure Ed)	250.00
Monetary	Room to Breathe	Urban (towards field trip)	50.00
Monetary	Cruise Control Driving School, LLC	Urban (towards field trip)	150.00
Monetary	Christopher Chesebro	Urban (towards field trip)	150.00
Monetary	Majerles Black River Grill Inc.	Urban (towards field trip)	150.00
Monetary	North Shore Homes, Inc.	Urban (towards field trip)	150.00
Monetary	Stauffacher Corp DBA intun ChiroCare	Urban (towards field trip)	150.00
Monetary	Budget Auto Sales, Inc.	Urban (towards field trip)	200.00
Monetary	Kelley McAndrews	Urban (towards field trip)	200.00
Monetary	Jonathan/Christina Becker	Urban (Best Buddies T-Shirts)	300.00
Monetary	Transpo Mini Storage	Urban (towards field trip)	500.00
Monetary	Penny J. Arentsen	Urban (towards field trip)	500.00
Monetary	Johnsonville, LLC	Urban (towards field trip)	1,000.00
Monetary	Matthew/Paula Goelzer	Central High (TAPP Program)	1,000.00
Monetary	Jim/Susan Johnson	Sheboygan Theatre Company	50.00
Monetary	Anonymous	Sheboygan Theatre Company	392.00
Monetary	Kohler Credit Union	Sheboygan Theatre Company	500.00
Monetary	Sadie Beltran	Sheboygan Theatre Company	10.00
<u>For Action</u>			
Golf Sets	Kohler Company	Phy Ed (Elementary Schools)	20,000.00

## **E. COMMITTEE OF THE WHOLE**

1. Vice President Laster called the meeting to order at 6:57 p.m.
2. Vice President Laster requested that everyone stand and join him in the Pledge of Allegiance.
3. Moved by Mr. Burg, seconded by Dr. Hein to approve the agenda. All ayes. Motion carried unanimously.
4. Present: Mr. Mark Mancl, Mr. Ryan Burg, Ms. Kay Robbins, Ms. Mary Lynne Donohue, Mr. Santino Laster, Dr. Susan Hein, Ms. Heidi Boehmer, Ms. Sarah Ruiz-Harrison  
Excused: Ms. Rebecca Versey
5. Moved by Ms. Donohue, seconded by Dr. Hein to adjourn at 6:59 p.m. to Closed Session pursuant to Wisconsin State Statutes Sec. 19.85(1)(c)(f) – To discuss the annual performance evaluation of the Superintendent in accordance with Policy 1240; Discussion of a specific student incident; Discussion of a professional staff employee. A roll call vote was taken and motion carried unanimously (Mancl, Burg, Robbins, Donohue, Laster, Hein, Boehmer, Ruiz-Harrison).
6. Moved by Mr. Mancl, seconded by Dr. Hein to reconvene to Open Session at 7:46 p.m. All ayes. Motion carried unanimously.
7. Moved by Mr. Mancl, seconded by Dr. Hein to adjourn at 7:47 p.m. All ayes. Motion carried unanimously.

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

1. Sheboygan Public Education Foundation – There was no additional information than what was included in the May 10, 2023 meeting minutes.
2. Human Growth & Development Citizens' Advisory Committee – There was no additional information than what was included in the May 1, 2023 meeting minutes.

## **FUTURE MEETING DATES**

June 13, 2023 – June Planning Session at 5:30 p.m.; June 27, 2023 – Committee meetings at 6:00 p.m.; Regular Board of Education meeting at 6:30 p.m.

## **ADJOURN**

Moved by Mr. Mancl, seconded by Ms. Ruiz-Harrison to adjourn at 7:31 p.m. to Closed Session per Wisconsin State Statutes Sec. 19.85(1)(g) – To review information from legal counsel regarding notice of circumstances pursuant to Wisconsin State Statute 893.80(1d)(a) received by the District. A roll call vote was taken and motion carried unanimously. (Mancl, Versey, Robbins, Laster, Boehmer, Ruiz-Harrison)

Moved by Mr. Mancl, seconded by Ms. Versey to reconvene at 8:10 p.m. to Open Session. All ayes. Motion carried unanimously.

Moved by Mr. Mancl, seconded by Ms. Versey to adjourn. All ayes. Motion carried unanimously.

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Seth A. Harvatiné  
Superintendent & Secretary of the Board

# EXECUTIVE SUMMARY

## FOR THE SHEBOYGAN AREA SCHOOL BOARD

**Topic:** 10-Year Capital Plan

**Date:** June 27, 2023

**Prepared by:** Mark Boehlke/Joe Vollmer

**Recommended action:** Information only  
 Presentation/Discussion  
 Discussion/Possible Action by Committee  
 X Discussion/Possible Action by Board of Education  
 Presentation/Possible Action next meeting

### **Purpose:**

To present a 10-year Capital Plan to the Board.

### **How does this relate to the Principles of Equity:**

These recommendations align with Principles of Equity #7: All of our district policies, procedures and funding are aligned with the SASD Principles of Equity, as well as the alignment with federal and state legislation, to eliminate inequities.

### **Recommendation:**

The administration recommends approval of the 10-Year Capital Plan.

### **Background:**

In 2016 a 10-year facilities plan was presented to the Board. It was noted in that report that the District had made over ten million dollars in budget reductions over the previous six years. With a priority of reducing the budget in ways that would lessen the impact on student learning, one of the areas of budget reductions was in capital needs funding. A result of these reductions was that some scheduled maintenance and infrastructure improvements were annually deferred to future years. It was recommended to the Board in the report that the District go out for referendum to finance the capital needs that have been deferred over the past several years, and to gradually increase the capital

improvements budget from \$1,050,000 to \$2,000,000 to avoid further deference of scheduled maintenance for facilities.

A \$29m referendum was approved November 2016. During the following five years' projects were completed with the referendum funds. These included classroom additions, a gym addition, district-wide safety and security projects, HVAC replacements, roof replacements and window replacements.

Although state increases to revenue have been well below inflation, the District has been able to increase the Fund 41 Capital Expense budget to \$1,301,000. This is still well short of the \$2,000,000 needed for annual maintenance and capital improvements for district facilities.

In the Fall of 2022, Mr. Boehlke, Mr. Vollmer and Mr. Kapp walked through every facility in the District with building principals, and head custodians. They also met with the activity directors at North and South High School. Based on the information gathered from these walk-throughs, a 10-year capital plan was created in order to prioritize and guide the capital maintenance and improvement projects over the next ten years. It is important to note that this 10-year plan is only a guide and that changes will need to be made based on circumstance and need.

The 10-year plan is balanced using the current fund balance in Fund 41 and assuming ongoing increases to the fund 41 budget. In this 10-year plan, the goal for a \$2m fund 41 budget is reached in 2030-31. If state funding does not allow for the District to make these budget increases to Fund 41, then the District will need to defer capital maintenance items out further. The 10-year plan will be updated annually and brought to the Board in July of each year.

The administration will continue to make fund balance recommendations out of Fund 10 for projects not included in the 10-year plan. These projects are ones that are planned, but the cost does not fit within the current budget, or they are projects that were unforeseen.

- **Who is affected?**

Staff, students and community members that use our facilities.

- **What is the cost and budget impact?**

The proposed Fund 41 budget for 2023-24 is \$1,375,000 with the recommendation to reach a budget of \$2,000,000 by 2030-31.

- **How will this be implemented and what is the timing?**

This plan would start with projects beginning in July 2023.

- **How will we assess if this is successful?**

Building maintenance projects are completed as scheduled.

**Attachments:** 10-Year Capital plan



Location	PROJECT	1 2023-24	2 2024-25	3 2025-26	4 2026-27	5 2027-28	6 2028-29	7 2029-30	8 2030-31	9 2031-32	10 2032-33
FARNSWORTH	Flooring										
FARNSWORTH	Walls	2,500									
FARNSWORTH	Windows										
GRANT	Bathroom Partitions										15,000
GRANT	Boiler			250,000							
GRANT	Driveway										
GRANT	Flooring		5,000					5,000			
GRANT	Paint			10,000			10,000			10,000	
GRANT	Roof										
HORACE MANN	Asphalt		200,000								
HORACE MANN	Bleachers							100,000			
HORACE MANN	Boilers			150,000							
HORACE MANN	Flooring	30,000	25,000		25,000		25,000		25,000		25,000
HORACE MANN	Lighting - Gym		50,000								
HORACE MANN	Paint	10,000		10,000		10,000		10,000		10,000	
HORACE MANN	Roof	500,000							300,000		
JACKSON	Asphalt					125,000					
JACKSON	Boilers			50,000							
JACKSON	Flooring				15,000				15,000		
JACKSON	Paint			10,000				10,000			
JACKSON	Roofing	650,000									100,000
JACKSON	Sidewalk			60,000							
JEFFERSON	Bleachers		60,000								
JEFFERSON	Boilers					100,000					
JEFFERSON	Flooring				15,000				15,000		
JEFFERSON	Gym Floor				100,000						
JEFFERSON	Paint				10,000				10,000		
JEFFERSON	Roofing						478,000	152,000			
LINCOLN-ERDM	Asphalt										
LINCOLN-ERDM	Bathroom Partitions	6,500									
LINCOLN-ERDM	Boiler						60,000				
LINCOLN-ERDM	Doors - Exterior	8,000									
LINCOLN-ERDM	Fencing	15,000									
LINCOLN-ERDM	Flooring	5,000	5,000			10,000				20,000	
LINCOLN-ERDM	Generator	150,000									
LINCOLN-ERDM	Gym Floor						100,000				
LINCOLN-ERDM	Lighting - Gym		15,000								
LINCOLN-ERDM	Lighting - Parking Lot		10,000								
LINCOLN-ERDM	Paint		10,000				10,000				10,000
LINCOLN-ERDM	Roofing	150,000					50,000	170,000			
LONGFELLOW	Boilers			75,000							
LONGFELLOW	Doors - Exterior	30,000									
LONGFELLOW	Flooring	15,000			15,000				15,000		
LONGFELLOW	Gym Divider	30,000									
LONGFELLOW	Lighting - Gym		15,000								
LONGFELLOW	Paint	10,000				10,000				10,000	

Location	PROJECT	1 2023-24	2 2024-25	3 2025-26	4 2026-27	5 2027-28	6 2028-29	7 2029-30	8 2030-31	9 2031-32	10 2032-33
LONGFELLOW	Roofing					468,000	252,000				
LONGFELLOW	Windows					20,000	20,000	20,000	20,000	20,000	25,000
MADISON	AC Units		120,000								
MADISON	Bathroom Partitions	25,000									
MADISON	Boiler										
MADISON	Doors - Exterior	40,000									
MADISON	Fencing	30,000									
MADISON	Flooring	20,000		15,000				15,000			
MADISON	Locker Painting		30,000								
MADISON	Paint	10,000				10,000				10,000	
MADISON	Roof				200,000					120,000	150,000
NORTH	Boilers				350,000						
NORTH	Auditorium Lighting Controls				175,000						
NORTH	Flooring		30,000		30,000		30,000		30,000		30,000
NORTH	Greenhouse Repairs						200,000				
NORTH	Locker Room Fixtures	20,000	20,000	20,000							
NORTH	Locker Replacement - Boys Old Team Locker Room			60,000							
NORTH	Painting		15,000		15,000		15,000		15,000		15,000
NORTH	Roofing	200,000	200,000	200,000	200,000				442,000	436,000	713,000
NORTH	Track - Resurface	120,000									
NORTH	Windows							15,000		15,000	15,000
PIGEON RIVER	Fencing	8,000									
PIGEON RIVER	Flooring	15,000				15,000				15,000	
PIGEON RIVER	Painting		10,000				10,000				10,000
PIGEON RIVER	Roofing							300,000	300,000	150,000	
PIGEON RIVER	Sidewalk		10,000								
PIGEON RIVER	Tuckpointing/Window Lintels	20,000									
PIGEON RIVER	Windows	10,000	10,000	10,000		14,000		20,000	10,000	11,000	15,000
PIGEON RIVER	Window Treatment	20,000									
ETUDE ELEM	Flooring	20,000						10,000			10,000
ETUDE ELEM	Painting		10,000					10,000			
SHERIDAN	HVAC - Gym Airhandling Unit							125,000			
SHERIDAN	Parking Lot							100,000			
SHERIDAN	Flooring					14,000				16,000	
SHERIDAN	Painting		10,000				10,000				10,000
SHERIDAN	Roofing				43,000						
SOUTH	Auditorium Lighting Controls		32,000								
SOUTH	Bathroom Fixtures			80,000						80,000	
SOUTH	Boilers					350,000					
SOUTH	Electrical - Distribution/Transfer Switches	200,000	200,000								
SOUTH	Flooring		30,000		30,000		30,000		30,000		30,000
SOUTH	Gym Divider	150,000									
SOUTH	HVAC - LGI Air Handling Unit	120,000									
SOUTH	Locker Room Fixtures				20,000	20,000	20,000				
SOUTH	Painting	15,000		15,000		15,000		15,000		15,000	
SOUTH	Plumbing - Stormwater	20,000									
SOUTH	Roofing	200,000						494,000	400,000	154,000	

Location	PROJECT	1 2023-24	2 2024-25	3 2025-26	4 2026-27	5 2027-28	6 2028-29	7 2029-30	8 2030-31	9 2031-32	10 2032-33
SOUTH	Sidewalks										
SOUTH	Track - Resurface					120,000					
SOUTH	Windows		15,000		15,000		15,000		15,000		15,000
URBAN	Flooring	10,000									
URBAN	Painting	10,000									
URBAN	Roofing										
WILSON	Door Hardware - IMC Entry	5,000									
WILSON	Flooring		15,000			15,000				15,000	
WILSON	Painting				7,000			6,000			7,000
WILSON	Roofing										
<b>TOTALS</b>		<b>3,266,000</b>	<b>1,481,000</b>	<b>1,655,000</b>	<b>1,702,000</b>	<b>1,776,000</b>	<b>1,876,000</b>	<b>1,976,000</b>	<b>2,001,000</b>	<b>2,001,000</b>	<b>2,001,000</b>
<b>BUDGET</b> (additional \$1,000 in interest income assumed)		1,376,000	1,476,000	1,576,000	1,676,000	1,776,000	1,876,000	1,976,000	2,001,000	2,001,000	2,001,000
<b>FUND 41 BALANCE</b>		<b>2,000,000</b>	<b>110,000</b>	<b>105,000</b>	<b>26,000</b>	-	-	-	-	-	-



# EXECUTIVE SUMMARY

## FOR THE SHEBOYGAN AREA SCHOOL BOARD

**Topic:** 2023-24 Proposed Preliminary Budget Update

**Date:** June 27, 2023

**Prepared by:** Mark Boehlke /Seth Harvatine/Jami Hintz/Jacob Konrath

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**Recommended action:** Information only  
Presentation/discussion  
Discussion/action by committee  
X Discussion/action by Board of Education  
Presentation/action next meeting

### **Purpose:**

The purpose of this summary is to present the 2023-24 proposed preliminary budget to the Board for possible approval.

### **Recommendation:**

It is the recommendation of Administration that the Board approve the 2023-24 preliminary budget.

### **Background:**

The administration presented a draft 2023-24 preliminary budget to the Board on April 25, 2023 for discussion purposes. Based on the discussion from that meeting, the administration presented the preliminary 2023-24 budget to the Board again on May 23 with no changes from the April 25 presentation.

As was explained during the Board presentations, the budget was based on a revenue assumption of a \$350 increase to the per-pupil amount under the revenue cap formula and an increase to 40% reimbursement for special education. Salary increases that were included in the preliminary budget would not be finalized until the State biennial budget was signed by the Governor. At that time the

administration would make budget adjustment recommendations to the Board based on the approved state budget.

On June 8, 2023, Governor Evers and GOP legislative leaders announced that they had reached a deal on a shared revenue package for local governments, which included a deal on K-12 education funding. The funding deal included a \$325 per-pupil increase under the revenue cap formula and an increase to 33.3% reimbursement for special education.

These revenue increases fall short of the assumptions used in the proposed preliminary projection presented to the Board.

- The \$325 per pupil increase is a \$242,525 reduction in revenue
- The 33.3% special education reimbursement is a \$957,467 reduction in revenue
- The total reduction in revenue is \$1,199,992

The administration proposes to bring the preliminary budget back into balance with the following Items:

### **1. Interest Revenue**

The Finance Department has been tracking interest revenue during the current fiscal year. With the rate increases that have occurred, interest revenue has increased during the year. If state revenues were in line with what was projected in the preliminary budget, the administration would have proposed to use the increase in interest earning to bump employee salary increases above the 4% that was proposed in the preliminary budget; considering CPI is at 8%. However, with the state revenue falling short of our assumption, it is recommended to use a \$978,491 increase in interest revenue to balance the budget.

### **2. Non-Instrumentality Charter Payments**

Payments to the non-instrumentality charter schools are tied to the per-pupil amount received by the District. Going from the projected \$350 to the actual \$325, reduces the budgeted payment to Lake Country Academy and Sheboygan Leadership Academy by \$16,075.

### **3. OPEB Contribution**

Administration recommends that the budget for the annual employee HRA contribution be reduced by \$205,426. This reduction will be covered by using investment earnings within the Fund 73 Trust account and using HRA funds that have been forfeited by employees that left the district prior to early retirement eligibility.

These three items will allow for the 4% salary increases and other budget provisions that were included in the preliminary board presentation to the Board. Although Governor Evers and legislative leaders announced some items included in the K-12 education funding, nothing will be certain until the budget is passed and signed by the Governor. Because of this, salary increases will be put on hold until the actual State biennial budget is passed. Increases will be retroactive to July 1, 2023.

The 2023-24 final original budget will be presented to the Board for approval in October after the 3<sup>rd</sup> Friday pupil count and the October 15 Certification of State Aid.

Attachments:

Proposed Preliminary 2023-24 Budget

**2023-2024 PRELIMINARY BUDGET**

<b>GENERAL FUND (FUND 10)</b>	<b>Original Budget 2022-2023</b>	<b>Preliminary Budget 2023-2024</b>	<b>Change From Prev. Year Adopted</b>
<b>REVENUES</b>			
<b>Local Sources</b>			
210 Taxes	20,759,666	24,036,053	15.8%
260 Non-Capital Sales	263,850	363,850	37.9%
270 School Activity Income	272,823	59,450	-78.2%
280 Earnings on Investments	120,000	1,504,176	1153.5%
290 Other Revenue from Local Sources	243,600	236,185	-3.0%
<b>Subtotal Local Sources</b>	<b>21,659,939</b>	<b>26,199,714</b>	<b>21.0%</b>
<b>Interdistrict Payments Within Wisconsin</b>			
340 Payments for Services	<b>1,801,056</b>	<b>1,801,056</b>	<b>0.0%</b>
<b>Intermediate Sources</b> 510			
Transit of Aids	-	<b>12,819</b>	
<b>State Sources</b>			
610 State Aid -- Categorical	797,328	855,500	7.3%
620 State Aid -- General	86,781,290	86,781,290	0.0%
630 State Special Project Grants	144,728	100,000	-30.9%
640 State Tuition Payments	140,000	133,000	-5.0%
650 State "SAGE" Aid	1,678,879	1,428,756	-14.9%
660 State Revenue Through Local Units	17,000	17,000	0.0%
690 Other Revenue from State Sources	7,658,161	7,603,253	-0.7%
<b>Subtotal State Sources</b>	<b>97,217,386</b>	<b>96,918,799</b>	<b>-0.3%</b>
<b>Federal Sources</b>			
710 Federal Aid - Categorical	84,937	92,791	9.2%
730 Federal Special Projects Aid Transited Through DPI	10,033,077	5,590,244	-44.3%
750 Elementary and Secondary Education Act (ESEA)	1,938,679	1,803,725	-7.0%
<b>Subtotal Federal Sources</b>	<b>12,056,693</b>	<b>7,486,760</b>	<b>-37.9%</b>
<b>Other Revenues</b>			
970 Refund of Disbursement	259,964	150,000	-42.3%
990 Miscellaneous	290,339	292,000	0.6%
<b>Subtotal Other Revenues</b>	<b>550,303</b>	<b>442,000</b>	<b>-19.7%</b>
<b>TOTAL REVENUES</b>	<b>133,285,377</b>	<b>132,861,148</b>	<b>-0.3%</b>

<b>EXPENDITURES</b>	<b>Original Budget 2022-2023</b>	<b>Preliminary Budget 2023-2024</b>	<b>Change From Prev. Year Adopted</b>
<b>Instruction</b>			
110 000 Undifferentiated Curriculum	22,900,858	23,629,849	3.2%
120 000 Regular Curriculum	29,745,640	31,079,669	4.5%
130 000 Vocational Curriculum	3,129,113	2,756,058	-11.9%
140 000 Physical Curriculum	2,949,999	3,070,393	4.1%
160 000 Co-Curricular Activities	1,384,400	1,247,561	-9.9%
170 000 Other Special Needs	515,556	487,058	-5.5%
<b>Subtotal Instruction</b>	<b>60,625,566</b>	<b>62,270,588</b>	<b>2.7%</b>
<b>Support Sources</b>			
210 000 Pupil Services	5,996,205	5,922,276	-1.2%
220 000 Instructional Staff Services	4,635,866	3,717,108	-19.8%
230 000 General Administration	1,779,202	1,749,988	-1.6%
240 000 School Building Administration	7,287,889	7,300,507	0.2%
250 000 Business Administration	19,036,992	17,679,785	-7.1%
260 000 Central Services	767,473	388,601	-49.4%
270 000 Insurance and Judgments	1,031,461	1,052,099	2.0%
280 000 Debt Services	-	1,610	
290 000 Other Support Services	2,414,210	2,301,154	-4.7%
<b>Subtotal Support Sources</b>	<b>42,949,298</b>	<b>40,113,128</b>	<b>-6.6%</b>
<b>Non-Program Transactions</b>			
410 000 Transfers To Another Fund	14,290,562	14,849,730	3.9%
430 000 Purchased Instructional Services	15,409,951	15,627,702	1.4%
490 000 Other Non-Program Transactions	10,000	-	-100.0%
<b>Subtotal Non-Program Transactions</b>	<b>29,710,513</b>	<b>30,477,432</b>	<b>2.6%</b>
<b>TOTAL EXPENDITURES</b>	<b>133,285,377</b>	<b>132,861,148</b>	<b>-0.3%</b>

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<b>SPECIAL EDUCATION (FUND 27)</b>	<b>Original Budget 2022-2023</b>	<b>Preliminary Budget 2023-2024</b>	<b>Change From Prev. Year Adopted</b>
<b>TOTAL REVENUES</b>	<b>22,891,408</b>	<b>23,773,362</b>	<b>3.9%</b>
100 000 Instruction	19,015,939	20,042,182	5.4%
200 000 Support Services	3,735,469	3,591,180	-3.9%
400 000 Non-Program Transactions	140,000	140,000	0.0%
<b>TOTAL EXPENDITURES</b>	<b>22,891,408</b>	<b>23,773,362</b>	<b>3.9%</b>

<b>SPECIAL PROJECTS (FUND 21)</b>	<b>Original Budget 2022-2023</b>	<b>Preliminary Budget 2023-2024</b>	<b>Change From Prev. Year Adopted</b>
<b>TOTAL REVENUES</b>	-	-	<b>0.0%</b>
100 000 Instruction	961,588	-	-100.0%
200 000 Support Services	450,649	-	-100.0%
400 000 Non-Program Transactions	5,250	-	-100.0%
<b>TOTAL EXPENDITURES</b>	<b>1,417,487</b>	-	<b>-100.0%</b>

<b>DEBT SERVICE FUND (FUNDS 38, 39)</b>	<b>Original Budget 2022-2023</b>	<b>Preliminary Budget 2023-2024</b>	<b>Change From Prev. Year Adopted</b>
<b>TOTAL REVENUES</b>	<b>10,151,561</b>	<b>7,079,821</b>	<b>-30.3%</b>
281 000 Long-Term Capital Debt	4,228,402	7,165,441	69.5%
285 000 Post Employment Benefit Debt	2,282,480	-	-100.0%
<b>TOTAL EXPENDITURES</b>	<b>6,510,882</b>	<b>7,165,441</b>	<b>10.1%</b>

<b>CAPITAL PROJECTS FUND (FUNDS 41, 46, 49)</b>	<b>Original Budget 2022-2023</b>	<b>Preliminary Budget 2023-2024</b>	<b>Change From Prev. Year Adopted</b>
<b>TOTAL REVENUES</b>	<b>1,351,000</b>	<b>1,441,000</b>	<b>6.7%</b>
200 000 Support Services	1,301,000	1,376,000	5.8%
<b>TOTAL EXPENDITURES</b>	<b>1,301,000</b>	<b>1,376,000</b>	<b>5.8%</b>

<b>FOOD SERVICE FUND (FUND 50)</b>	<b>Original Budget 2022-2023</b>	<b>Preliminary Budget 2023-2024</b>	<b>Change From Prev. Year Adopted</b>
<b>TOTAL REVENUES</b>	<b>5,428,877</b>	<b>6,943,650</b>	<b>27.9%</b>
200 000 Support Services	6,082,877	7,665,364	26.0%
<b>TOTAL EXPENDITURES</b>	<b>6,082,877</b>	<b>7,665,364</b>	<b>26.0%</b>

<b>OPEB TRUST FUND (FUND 73)</b>	<b>Original Budget 2022-2023</b>	<b>Preliminary Budget 2023-2024</b>	<b>Change From Prev. Year Adopted</b>
<b>TOTAL REVENUES</b>	<b>1,615,000</b>	<b>1,703,557</b>	<b>5.5%</b>
200 000 Support Services	6,000	6,000	0.0%
400 000 Non-Program Transactions	1,650,000	1,850,000	12.1%
<b>TOTAL EXPENDITURES</b>	<b>1,656,000</b>	<b>1,856,000</b>	<b>12.1%</b>

<b>COMMUNITY SERVICE FUND (FUNDS 85, 87)</b>	<b>Original Budget 2022-2023</b>	<b>Preliminary Budget 2023-2024</b>	<b>Change From Prev. Year Adopted</b>
<b>TOTAL REVENUES</b>	<b>2,171,138</b>	<b>2,444,798</b>	<b>12.6%</b>
200 000 Support Services	412,459	393,472	-4.6%
300 000 Community Services	1,756,142	2,048,789	16.7%
400 000 Non-Program Transactions	2,537	2,537	0.0%
<b>TOTAL EXPENDITURES</b>	<b>2,171,138</b>	<b>2,444,798</b>	<b>12.6%</b>