



SHEBOYGAN AREA

SCHOOL DISTRICT

Note: This meeting will be held in the Superintendent's Conference Room.

**Starting/ending times may vary*

Tuesday, September 9, 2025

Time: 6:10 p.m. – 6:25 p.m.

CHAIR: Ms. Hibl

MEMBERS: Ms. Donohue, Vice Chair
Ms. Robbins
Ms. Boehmer

(a quorum of the Board may be present)

The Human Resources Committee meeting will be held in the Superintendent's Conference Room, 3330 Stahl Road, Sheboygan, Wisconsin on **Tuesday, September 9, 2025, at 6:10 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 Superintendent's Conference Room.

REPORT TO THE HUMAN RESOURCES COMMITTEE AGENDA

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

The administration recommends the following appointments be confirmed:

TEACHERS

Nichole Astle Sheboygan, WI	Cross-Categorical Sheridan	UW-Whitewater	Master's Degree \$51,604.00
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Ms. Astle has been hired for the 2025-2026 school year. She is certified in Cross-Categorical Special Education and Regular Education. She was one of seven candidates interviewed.

Jenna Fender Moline, IL	Second Grade Jefferson	St. Ambrose University	Bachelor's Degree \$48,104.00
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Ms. Fender has been hired for the 2025-2026 school year. She will be certified in Regular Education. She was one of seven applicants interviewed.

Julia Greisch Port Washington, WI	Kindergarten Jefferson	UW-Oshkosh	Bachelor's Degree \$48,104.00
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Ms. Greisch has been hired for the 2025-2026 school year. She will be certified in Regular Education. She was one of three candidates interviewed.

Lisa Grubisic Elkhart Lake, WI	Library Media Specialist Horace Mann	Lakeland University	Master's Degree \$82,630.00
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Ms. Grubisic has been hired for the 2025-2026 school year. She is certified as an Instructional Library Media Specialist and holds certifications in English and Regular Education.

Brooke Halverson Sheboygan, WI	Cross-Categorical Longfellow	UW-Oshkosh	Bachelor's Degree \$48,104.00
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Ms. Halverson has been hired for the 2025-2026 school year. She has been serving the district in various roles, including as an Education Assistant and Substitute Teacher. She will be certified in Cross-Categorical Special Education. She was one of four candidates interviewed.

Rebecca Hoyt Olson Cleveland, WI	Third Grade Jefferson	University of Minnesota	Master's Degree \$69,604.00
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Ms. Hoyt Olson has been hired for the 2025-2026 school year. She is certified in Regular Education. She was one of seven candidates interviewed.

Julie Jurss Sheboygan, WI	Speech and Language Pathology Étude Elementary/Parochial	Marquette University	Master's Degree \$48,525.81 (prorated)
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Ms. Jurss has been hired for the 2025-2026 school year. She retired from the District in June 2025, having worked as a Speech and Language Pathologist from August 1994 to June 2025. She is certified in Speech and Language Pathology. She was the only candidate interviewed.

Kristin Karpinski Sheboygan, WI	First Grade Jackson	Dordt College	Bachelor's Degree \$57,604.00
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Ms. Karpinski has been hired for the 2025-2026 school year. She is certified in Early Childhood Special Education and Regular Education. She was one of four candidates interviewed.

Jessica Konen Sheboygan Falls, WI	Third Grade Jefferson	UW-Green Bay	Bachelor's Degree \$48,104.00
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Ms. Konen has been hired for the 2025-2026 school year. She has been serving as an Educational Assistant with the District since December 2013. She is certified in Regular Education. She was one of eight candidates interviewed.

Jacob Martens* Sheboygan, WI	Family and Consumer Education Farnsworth	University of Northwestern	Bachelor's Degree \$48,104.00
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Mr. Martens has been hired for the 2025-2026 school year. He will be certified in Family and Consumer Education. He was one of four candidates interviewed.

Elizabeth Pauly Marzouki Sheboygan, WI	Virtual Elementary Warriner	Cardinal Stritch University	Master's Degree \$21,283.25 (prorated)
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Ms. Pauly-Marzouki has been hired for the 2025-2026 school year. She retired from the District in June 2025 after working in various roles, including Elementary Teacher and Multi-lingual Language Teacher, from August 1992 to June 2025.

Philipp Strazny Manitowoc, WI	German North High	Cologne University	Master's Degree \$53,604.00
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Mr. Strazny has been hired for the 2025-2026 school year. He will be certified in German. He was one of three candidates interviewed.

Julie Wilke Sheboygan, WI	Cross Categorical Jefferson	UW-Stout	Bachelor's Degree \$48,104.00
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Ms. Wilke has been hired for the 2025-2026 school year. She has been serving as an Educational Assistant with the District since August 2019. She is certified in Cross-Categorical Special Education. She was the only candidate interviewed.

Tamara Zelm-Joosse Sheboygan, WI	Parochial School Liaison District-Wide	UW-River Falls	Master's Degree \$43,019.41 (prorated)
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Ms. Zelm-Joosse has been hired for the 2025-2026 school year. She retired from the District in June 2025, having worked as a Speech and Language Pathologist and Program Coordinator from August 2006 to June 2025. She is certified in Assistive Technology and Speech and Language Pathology. She was the only candidate interviewed.

ASSISTANT COOK

Kelsey Jump	Wilson	August 25, 2025	\$15.57 per hour
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COOK

Cheryl Brunner	South High	August 25, 2025	\$15.57 per hour
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DRIVER

Kevin Dietz	Food Service	August 25, 2025	\$19.93 per hour
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EDUCATIONAL ASSISTANTS

Joan Casper	Early Learning Center	August 25, 2025	\$18.20 per hour
Robin Johnson	North High	August 25, 2025	\$17.60 per hour
Martha Lemus	Cleveland	September 2, 2025	\$18.20 per hour
Mary Michels	CHANGE Academy	August 25, 2025	\$21.05 per hour
Elizabeth Prado	North High	August 25, 2025	\$18.06 per hour
Julia Vojtech	Madison	September 2, 2025	\$18.30 per hour
Rebecca Wiemer	Wilson	August 25, 2025	\$18.17 per hour
Ia Xiong	Lincoln-Erdman	September 2, 2025	\$18.20 per hour
Samy Yang	Jackson	September 2, 2025	\$18.58 per hour

FACILITIES SERVICES

Seng Xiong*	District-Wide	September 02, 2025	\$22.70 per hour
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SECRETARY

Amber Holloman	Horace Mann	August 18, 2025	\$19.05 per hour
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*Relative of SASD employee

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

The administration recommends the following request for a personal leave of absence without compensation be approved:

Crystal Gries	Educational Assistant	Lincoln-Erdman	September 2, 2025 – November 25, 2025
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1 min. **3. SEPARATIONS – Ms. Jami Hintz (Information)**

The following separations have been granted:

Alyssa Girdaukas	Educational Assistant	Longfellow	August 07, 2025
Brent Kasberger	Teacher	Horace Mann	August 14, 2025
Tamera Koch	Assistant Cook	Longfellow	August 01, 2025
Joslyn Lau	Cook	South High	August 21, 2025
Holli Odden	Educational Assistant	Madison	August 15, 2025
Felicia Pirwitz	Educational Assistant	Central High	August 22, 2025
Brianna Rickman	Educational Assistant	CHANGE Academy	August 07, 2025
Tammy Smith	Educational Assistant	Etude High	September 05, 2025
Trista Stroessner	Assistant Cook	Lincoln-Erdman	July 25, 2025
Jessica Trevino	Cook	Lincoln-Erdman	August 08, 2025
Vue Vang	Network Administrator	District-Wide	August 27, 2025

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

The administration recommends that the following request to retire be granted and that the employee be recognized for his years of service per board policy.

Michael Stockel	Custodian	Wilson	24.00 years of service
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10 min. **5. HEALTH REIMBURSEMENT ACCOUNT (HRA) CONTRIBUTIONS – Ms. Jami Hintz/Mr. Mark Boehlke (Discussion/Possible Action)**

The administration recommends ending HRA contributions for all employees hired after September 30, 2025.

EXECUTIVE SUMMARY

FOR THE SHEBOYGAN AREA SCHOOL BOARD

Topic: Health Reimbursement Account (HRA) Contributions

Date: September 9, 2025

Prepared by: Jami Hintz/Mark Boehlke

Recommended action: Information only

Presentation/Discussion

X Discussion/Possible Action by Committee

Discussion/Possible Action by Board of Education

Presentation/Possible Action next meeting

Purpose:

The purpose of this summary is to present information and a recommendation regarding the District's HRA contribution benefit.

Recommendation:

The Administration recommends ending HRA contributions for all employees hired after September 30, 2025.

Background:

The Health Reimbursement Account (HRA) benefit was put into place by the district in July of 2013 in response to the Governmental Accounting Standards Board (GASB) statement No. 45, "Accounting and Financial Reporting by Employers for Postemployment Benefits Other Than Pensions".

GASB 45 was introduced due to concerns of government employer obligations for Other Post-Employment Benefits (OPEB), including health insurance benefits. It required governments, including Wisconsin school districts, to measure and report the OPEB liabilities in their financial statements. The decision to fund or not fund these liabilities was left to individual districts. Although some districts continued to "pay-as-you-go" for these benefits, many districts, including the Sheboygan Area School District, implemented pre-funding strategies.

Prior to July of 2013, qualified retirees of the district were allowed to stay on the district insurance plan until Medicare eligibility and continue to pay the employee percentage of the premium. This type of

benefit is described as a defined benefit plan. A group of active employees as of June 30, 2013, that met certain years of service and age requirements were grandfathered into this benefit. All other current employees as of June 30, 2013, were not eligible to remain on the district insurance plan (other than COBRA eligibility). The district put into place a defined contribution plan for these employees. This plan set up annual district contributions to an employee's individual Retiree Premium Only HRA. Employees are vested in the HRA account if they retire and meet certain age and years of service requirements. When vested, retirees can use the HRA to receive reimbursement for health insurance premiums that they pay for. Employees hired after June 30, 2013, were not originally eligible for an HRA account.

On May 23, 2017, the Board took action to make employees hired after June 30, 2013, also eligible for the HRA account. The Board took further action on October 24, 2023, to increase contribution amounts and change the vesting requirements.

The district HRA plan was put in place to diminish the district OPEB liability, and still provide employees help with bridging the gap of health insurance cost between retirement and Medicare eligibility. The district contribution amount has not kept pace with high medical inflation, and for most younger employees, the balance of their HRA account will not be enough to fund health insurance costs for a significant amount of time. Although the HRA was an important benefit for those that were employees at the time the defined benefits ended at the district, it is not perceived as a valuable benefit to new employees that attracts them to the district and is not a factor in retention of younger employees. Considering that the HRA contribution is a \$1,123,976 budget item for the district, the administration feels that in future budgets, the reduction of this expense could be used to better support employee salaries and benefits.

Who is affected?

No current employees as of September 30, 2025, will be affected.

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

This will not impact the 2025-26 budget. The required contribution expense will decrease for future budgets.

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

If the recommendation is approved by the board, a new plan document will be brought back to the board for approval.

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

The cost to go forward for future budgets will be reduced.