



SHEBOYGAN AREA

— SCHOOL DISTRICT —

BOARD OF EDUCATION SHEBOYGAN AREA SCHOOL DISTRICT Sheboygan, Wisconsin ANNUAL PLANNING SESSION MEETING MINUTES Tuesday, June 10, 2025

The annual planning session of the Board of Education of the Sheboygan Area School District was held on Tuesday, the 10th day of June, at 5:30 p.m. at the Administrative Services Building, Board of Education room, 3330 Stahl Road, Sheboygan, Wisconsin. This annual planning session was announced in compliance with the Open Meeting Law of the Wisconsin State Statutes.

President Laster called the meeting to order at 5:31 p.m.

Present: Ms. Leah Hibl, Mr. Peter Madden, Mr. Santino Laster, Ms. Heidi Boehmer (arrived at 6:33 p.m.), Ms. Sarah Ruiz-Harrison, Ms. Kay Robbins, Ms. Mary Lynne Donohue

Excused: Ms. Allie Tasche and Ms. Denise Wittstock

Moved by Ms. Robbins, seconded by Ms. Ruiz-Harrison to approve the agenda as presented. All ayes. Motion carried unanimously.

National Speech and Debate Association 100th National Tournament Fieldtrip

Moved by Ms. Donohue, seconded by Ms. Hibl to accept administration's recommendation for South High School students to travel to Des Moines, Iowa, June 14-21, 2025 to participate in the National Speech and Debate Association 100th National Tournament. All ayes. Motion carried unanimously.

2025-2026 Administrative and Support Salary Increases

Moved by Ms. Donohue, seconded by Mr. Madden to accept administration's recommendation for a 2.95% salary increase for administrative and support staff effective July 1, 2025. All ayes. Motion carried unanimously.

Dr. Konrath reported that the Consumer Price Index (CPI) was 2.95% this year. He added that the budget shows a \$1 million hole if the District does not receive extra funding for special education. The concerns with special education funding seems to have moved in a better direction, although, the funding seems to be moving more to high needs students who cost more than \$30,000 which is less than 1% of our students. Dr. Konrath believes 2.95% still is something we should be doing for employees. Mr. Boehlke noted that this request is just two weeks earlier than when the Board will be asked to approve the 2025-2026 preliminary budget. Because of how the calendar falls, administration would like to get an approval so as not to have to retroactively pay staff. Dr. Konrath added that proposals were exchanged with the teacher meet and confer group and he is very pleased with the work they have done and the path they are on.

2024-2025 Strategic (Long-Range) Plan Quarterly Review

Mr. Konrath thanked the Executive Management Team as well as the Student and Instructional Services staff and all the staff for their work on the goals and objectives. He added that administration would like to get to a place where there is continuation year over year.

Pillar 1 – Goal 1: Objectives 1-6 – Objective 1 will be completed after the results have been reviewed by all principals in June and will drop off the plan. Ms. Ledezma reported that the goal will be used as a launching plan for next year's goal. She reviewed each objective 2-6 and highlighted some of the accomplishments including a 3-percentage point increase in the District's graduation rate. She added that the structure and framework has been established for student career pathways and each high school has developed a plan for students to earn their Financial Literacy credit.

Pillar 1 – Goal 2: Objectives 1-2 – Objective 1 will carry over to the 2025-2026 long-range plan and work will continue with a final decision to be made by October 2025. Objective 2 has been completed and the District has invested in MagicSchool AI which provides the capabilities to generate lessons plans, design assignments, create rubrics, and essentially can reduce the load for teachers. Every testing platform the District uses ties into the AI database which is incredibly efficient. Where AI goes for schools in the future from an organization standpoint will be interesting.

Pillar 1 – Goal 3: Objectives 1-3 – Ms. Ledezma reported that we are postponing the Intensive Outpatient Program (IOP) and our partnership with Rogers Behavioral Health due to unforeseen budgetary constraints but are committed to having a possible start time August 2026.

Pillar 2 – Goal 1: Objectives 1-4 – Ms. Hintz reported the objectives have been completed including the staff Personal Time Off (PTO) Policy that was presented to the Board and staff. There was a positive response on how retirees were recognized along with the personalized coffee cups.

Pillar 2 – Goal 2: Objectives 1-2 – Ms. Hintz reported she is seeing an increase in the number of applicants in the regular education area; however, it continues to be difficult to find applicants for special education. The District has a 7% turnover rate with the national average at 12% so we do relatively well. She added that a partnership with the youth apprentice program has placed 2 students in employment positions within the District.

Pillar 3 – Goal 1-2: Objectives 1-2 – Mr. Konrath highlighted the Great Start Conferences and the success they have been. A new website will launch at the start of the school year and there will also be a new two-way communication tool that will be implemented. There will be an onboarding process next year for staff. There will also be an app available that will allow teachers, parents, and students to communicate more directly.

Ms. Hibl commented that she is impressed by the amount of communication whether it is within the Board or with community members, parents, etc. Dr. Konrath added that we appreciate constructive criticism and have been flooding our social media with so many good things the District is doing so that has been very positive.

Pillar 4 – Goal 1: Objective 1-2 – Mr. Boehlke reported that updated plans and exterior renderings were shared with the Board and the response by community members has been overwhelming. The District signed a contract with HGA who designs geothermal systems. This will allow for ground testing at the sites for feasibility and what the payback would be. This is not part of the original referendum project but there would be monies for it.

Ms. Donohue asked if other schools are using geothermal and Mr. Boelke responded there are more districts looking at it or using it such as Fond du lac School District. We would like to be able to use it - the results of the borings will determine that.

Pillar 4 – Goal 2: Objective 1 and 2 – Mr. Boehlke reported on the secondary data center and that a meeting with vendors for installation and configuration was held recently.

Pillar 4 – Goal 3: Objective 1-2 – Mr. Boehlke reported this goal and objectives is in the yellow status as the decision was made to back it up due to an employee change. The employee is up to speed and has done a great job so the goal and objectives will be back on track for 2025-2026. He added that Wayfinder testing will begin in fall and will most likely be piloted school by school.

Year-End Review

Mr. Konrath talked about the 2025 Community report and how it shows all of the things the District celebrates and accomplishes through the year. The report will continue to evolve as end-of-year data comes in. He added that communications are mapped out throughout the year so we will be highlighting aspects of it throughout the year. The SASD is very competitive when it comes to peer district analysis, yet Dr. Konrath is concerned with where state report cards are going. He reviewed the other opportunities that are provided to students in the District and that we are looking to take our middle schools to the next level – especially with new buildings. The opportunities we provide for high school students is amazing and he thanked the teaching staff who had to be qualified to teach the dual credit classes. Fifty-six percent of high school students participated in two or more co-curricular activities (more than 150 offered), 34% earned credit for a workplace learning experience, and 70% earned college credit at no cost to students. More than \$4 million in scholarships were awarded to students as well as many other accomplishments. The District also provides many other services that make a difference for every student. He thanks Ms. Hintz for making it a priority to invest in staff through expanded professional development, competitive compensation, as well as retention rates. He talked about the District's fiscal responsibility and our upgrade to Aa1 credit rating from Moody's Investors Service. This upgrade reflects the District's strong financial health and effective fiscal management. We continue to keep our mill rate low even with the passing of the referendum.

Mr. Laster commented that the 2025 Community Report was beautifully done, and he thanked Dr. Konrath for the report.

Review Updated and/or Recommended Objectives/Goals for the Strategic (Long-Range) Plan for 2025-2026

Moved by Mr. Madden, seconded by Ms. Hibl to approve the Strategic (Long-Range) Plan for 2025-2026 as presented. All ayes. Motion carried unanimously.

Pillar 1 – Goal 1-3 – Ms. Ledezma reported that data will be used to make decisions for instruction. Goal 2 is a carryover from the 2024-2025 long-range plan, and she hopes to have a recommendation brought to the Board in fall. NextPath was designed to help us with our reading plans; however, we learned it has huge capabilities to utilize data to drive instruction. Goal 3 assesses our use of universal curriculum and look at other options and work to adopt it.

Ms. Donohue asked if Ms. Ledezma could provide an example of a particular task or area NextPath could be used and Ms. Ledezma stated that STAR data as well as growth data as it provides the visual. Cuts down on the number of steps it requires staff to collect data. Ms. Robbins asked what types of data are being compiled and Ms. Ledezma responded everything from attendance, testing, etc. Ms. Robbins asked if it is teacher based or all anecdotal and Dr. Konrath responded that it is based on grades, and we need to look at it qualitatively and quantitatively. We are looking at students from both sides – it is not just about numbers. This gives us the ability to be able to reach out to those students and start working with them more effectively.

Pillar 2 – Goal 1-2 – Ms. Hintz reported that these goals and objectives will continued to build on the objectives in the 2024-2025 long-range plan and have been reworded.

Pillar 3- Goal 1-2 – Mr. Konrath reported that we will work to be strategic in how we are releasing information to our staff and community. He talked about Act 12 which requires high schools to report data to the Department of Public Instruction (DPI) regarding specific incidents occurring on school property and how that data will appear on school report cards.

Pillar 4 – Goal 1-3 – Mr. Boehlke reported that the goals and objectives are a continuation from the 2024-2025 long-range plan. The referendum is now moving into another phase so it will be reported out at each quarterly report to the Board. Work will continue on transportation.

Ms. Donohue asked about the data center and that without a secondary data center the District in the event of a cyber event would be down. Mr. Boehlke responded that when we purchased this building there was already a server room, so it was the perfect site for the District. He added that if there were to be a physical catastrophe we are far enough away.

Other Items for Discussion

Cell Phone Usage – Dr. Konrath reported that there are staff who are interested in a cell phone policy that would require middle school level students to keep it in their locker, and high school level students to not use it in class. It is up to each teacher to decide what they will allow in their classroom. Currently, there are a number of legislative bills moving forward that would require us to have a policy, but we are okay with our current policy. We could define what we want by level. He cautions on research with this topic. It takes a clear path and a long-range plan to get results in education. 68% would support a ban on middle/high school. A full ban was less popular, and occasional use lacks support. Having a policy without asking parents, students, and staff is probably not wise so that is something we would want to do before implementing any usage policy or guidelines. There are some teachers that use the “cell phone tower” approach – kids put their cell phones in the tower and if there were something to happen, they could grab it.

Ms. Robbins is concerned about creating a sense of safety and Dr. Konrath responded that it does not necessarily create safety – it is more comfort. Ms. Robbins asked if there was any data showing that having your phone during the day improves achievement and the response was “not really”. Dr. Konrath believes ultimately there is bullying that may be going on with social media during the day that does not need to be happening – things can get personal really quick. Students have their Chromebook. Teachers notice that kids talk to each other when they do not have their phones. Moving forward we will do some surveys and see if we can address the issue.

Adjourn

Moved by Ms. Boehmer, seconded by Ms. Donohue to adjourn at 6:56 p.m. to Closed Session per Wisconsin State Statutes Section 19.85(1)(c) – To discuss the annual performance evaluation of the Superintendent in accordance with Policy 1240 – To discuss the employment contract of the Superintendent of Schools. A roll call vote was taken and carried unanimously. (Hibl, Madden, Robbins, Laster, Boehmer, Ruiz-Harrison, Donohue)

Moved by Ms. Hibl, seconded by Ms. Robbins to reconvene at 9:02 p.m. to Open Session. All ayes. Motion carried unanimously.

Moved by Ms. Hibl, seconded by Ms. Robbins to adjourn at 9:03 p.m. All ayes. Motion carried unanimously.

A handwritten signature in black ink, appearing to read "Jacob Konrath", with a horizontal line extending to the right.

Jacob Konrath, Ph.D.
Superintendent & Secretary of the Board

JK;jjh