



**BOARD OF EDUCATION  
SHEBOYGAN AREA SCHOOL DISTRICT  
Sheboygan, Wisconsin  
ANNUAL PLANNING SESSION MEETING MINUTES  
Tuesday, June 14, 2022**

The annual planning session of the Board of Education of the Sheboygan Area School District was held on Tuesday, the 14<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 5:30 p.m.

Present: Mr. Mark Mancl, Ms. Rebecca Versey, Mr. Ryan Burg (arrived at 5:38 p.m.), Ms. Kay Robbins, Ms. Mary Lynne Donohue, Mr. Santino Laster, Dr. Susan Hein, Mr. David Gallianetti, Ms. Sara Ruiz-Harrison

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

**Family, Career and Community Leaders of America (FCCLA) National Leadership Conference**

Moved by Mr. Laster, seconded by Mr. Gallianetti to approve administration's recommendation for North High School Family, Career and Community Leaders of America (FCCLA) students to travel to San Diego, California, June 29-July 3, 2022 to attend the National Leadership Conference. All ayes. Motion carried unanimously.

**Confirmation of Sale of House Construction Project**

Moved by Mr. Mancl, seconded by Mr. Laster to approve administration's request to sell the residential property at 1623 North 24<sup>th</sup> Street, Sheboygan, WI for the amount of \$363,000, which is owned by the school district and is no longer needed for school purposes. All ayes. Motion carried unanimously.

**Lakeland University and Sheboygan Area School District Partnership**

Mr. Gallianetti excused himself at 5:38 p.m. prior to the discussion of the partnership and returned at 5:49 p.m.

Moved by Mr. Laster, seconded by Mr. Burg to approve the Memorandum of Understanding between the Sheboygan Area School District and Lakeland University, Inc. to serve as the Sheboygan Area School District's comprehensive dual credit partner and exclusive Associate for Arts and Associate of Science provider and Teacher Development Institute for three (3) years, and shall renew for subsequent three (3) year terms provided both parties agree that renewal is in the best interest of the parties. All yes. Motion carried 8-0-1 with 8 ayes, 0 nays, and 1 abstention (Mr. Gallianetti).

Mr. Konrath provided an overview of the Memorandum of Understanding. They have been working on the agreement for about 5-6 months and he added that it would be the most prolific dual-option program for students in the State. Ms. Donohue liked that there was a tuition deduction for employees. Mr. Konrath thanked Lakeland University, Inc. as they are committed for the right reasons and in it for the kids of our community. Mr. Harvatine added that with the approval if this Memorandum of Understanding there will be an official signing and promotional piece that marketing and communications will be handling. The goal is to roll this out this fall. He also commented that competitively this is something we can offer where smaller districts do not have the ability so it is a good marketing option for us. It was noted that ESSER funds would be used for the first three years of cost.

**2021-2022 Strategic (Long-Range) Plan Quarterly Review**

Mr. Harvatine explained that the Executive Management Team would provide the last quarterly report of the 2021-2022 Strategic (Long-Range) Plan, which will recap where we have been this year with objectives and activities and how we will

transition into the next set of objectives and activities. He thanked the Executive Management Team for their work and leadership because the outcomes are truly amazing.

Goal 1/Objective 1 – This objective is to help the District respond to the equity audit to eliminate barriers for all students. Mr. Konrath reported that there would be ongoing discussions around truancy and at-risk kids. We are moving forward with a second cohort of seven schools to be trained in restorative practices for the 2022-2023 school year. He also talked about the Studer Survey that was used to gain feedback from parents and noted that the implementation went well.

Goal 1/Objective 2 – This objective is to assure students access to quality learning activities and to provide support to families beyond academics. Mr. Konrath reported that we still have many students who do not feel safe returning to the classroom and we will continue to offer that option. ESSER funds will continue to be used to close student-learning gaps.

Goal 1/Objective 3 – This objective is to better understand and address mental health within the District. Mr. Konrath reported on the continued need for therapists and that the District would hire as many as we could but it is very difficult. Currently, there are waiting lists for the therapists we have at all our schools. He talked about the b.e.s.t. screener and noted that teachers thought it was helpful. He thanked Mr. Ledermann for work he has put into these activities. Mr. Gallianetti asked if the therapist issue was a pay issue or body issue and Mr. Konrath responded it is a body issue. Our district is very fortunate to have a therapist program that is free for our families and does not require the student to leave school as they are receiving those services on-site.

Goal 1/Objective 4 – This objective is to have continuous improvement at all our schools. Mr. Konrath reported that there was good growth with the middle and high schools this year and they will continue working on that growth. He also noted there was a good response to the survey.

Goal 2/Objective 1 – This objective is to have sustainable benefits for staff. Mr. Boehlke reported the Benefits Committee explored the option of high deductibles and after surveying staff, they found there just was not as much interest as they had originally thought so it will not be added to the current health plan. There was also not enough interest in the legal services insurance so that will not be moving forward either.

Goal 2/Objective 2 – This objective is to maintain efficient systems to meet the needs of staff, students, and parents. Mr. Boehlke reported that this objective focuses around our electronic services and he reviewed each activity. He will continue to work with the City and the County to complete a second lateral fiber optic ring to WiscNet. He does not anticipate any issues moving forward as it will be more logistics and the hope is to finish it next year. We also continue to look at setting up a secondary data center. He noted that storing less data on our system is just a better and safer way to avoid potential hacking. Mr. Burg asked why we would need this and Mr. Boehlke responded it is more about keeping the district up and running as Skyward is hosting data storage services for us as well.

Goal 2/Objective 3 – This objective is to provide quality nutrition for students. Mr. Boehlke reported that he toured elementary sites a few weeks ago so there is a plan going forward to start making some of the changes this summer and some will likely go into fall. Some may be delayed depending on when the shipments of walk-in-coolers will be received.

Goal 2/Objective 4 – This objective is to prioritize capital needs and develop a 10-year implementation and funding plan. Mr. Boehlke reviewed the progress that was made and commented there are still some projects that need to be completed. The paint building has been moved over to the new building at Horace Mann Middle School and the goal is to convert the paint room that was located at the Field of Dreams into a concession stand. He will be meeting with the athletic directors in the future to see what other field issues or projects need to be addressed. Everything is complete in the Administrative Services Building with the exception of the wireless access points. He thanked everyone who made the transition smooth. He also reported that the only thing we might not have ready before school starts for Warriner are classroom doors.

Goal 2/Objective 5 – This objective is to attract and retain quality staff. Mr. Harvatine provided an overview of the evidence and noted that work will continue on the employee recognition program as well as looking at employee retention. He talked about Activity 3 and hopes that we can continue to grow and get students excited in becoming future educators. Mr. Burg talked about other incentives for YTY students and Mr. Harvatine noted they were contacted directly by the Boys and Girls Club, and Community Recreation program, which would allow them to earn money.

Goal 2/Objective 6 – This objective is to expand communication. Mr. Harvatine reported that the digital newsletter to parents was a big hit. The intent was to highlight key messages and programming from each building level.

### **Review Updated and/or Recommended Objectives/Goals for the Strategic (Long-Range) Plan for 2022-2023**

Mr. Harvatine explained that the quarterly long-range plan reports to the Board will look very similar to the current reports but there will be a few changes. Working with the Studor Consulting Group, there are four pillars and the goals fall under one of

the four pillars. We would bring this back at a future meeting to approve unless the Board is comfortable with the updates and would like to approve this evening. He reviewed the belief statements, principles and equity, and goal pillars (Student Success, Exceptional Staff, Families and Community, Finance and Resource Systems).

Pillar 1 – Goal 1-3 - Mr. Konrath provided an overview of each of the objectives and talked about senior signing day, which is a great experience for all of our students and is a culmination of all of our work. He noted we need to be sure we have alignment across the District. He also talked about having an outside company come in and audit the District. He noted teachers like to have tools in their classroom to do their job well and that also plays into retention. We will continue to work on the elementary report card for next year – trying to pull together the data seamlessly, which is more difficult with Skyward. He also noted that anything the Administrative Services Building could do to take a load off the buildings we need to be doing that.

Dr. Hein asked how many schools used Bridges and Mr. Spielman responded it was one of the more popular programs in our area and other districts. This is our first academic year we are using it and Dr. Hein would like to know whether they would share the growth numbers. Mr. Spielman said he would like to share that information with the Board. Ms. Donohue asked if we are able to project and Mr. Konrath responded it depends on the metric. We would try to look at other testing scores. The Board will receive more information at a future committee or board meeting. The elementary report card will show three years of data, which they will see in November when administration provides them with the reports. Mr. Konrath reported that we are working with CESA 6 provides services to the District for literacy but it is more focused on looking at how we are teaching more so than a resource. ESSER funds, SPEF, and building-based funds will offset some of the costs for objective 7. Ms. Robbins noted that one of her biggest concerns is truancy and Mr. Konrath responded there is a robust plan in place to address truancy but it just is not working. Mr. Harvatine noted we are running into some snags between all of the organizations we must work with – some confusion on statutes, etc. We need to be on the same page with what we are all doing together.

In the interest of time, Ms. Donohue would like further discussion concerning truancy to be added to a future agenda. Mr. Gallianetti noted that the Board would receive quarterly updates on this topic.

Pillar 2 – Goal 1-2 – Mr. Harvatine provided an overview of Pillar 2 and Ms. Hintz reported that it is her understanding that Mr. Konrath has been holding meetings with staff and she will become more involved with staff to find out what they are looking for and how to keep them here. She added that all employers are struggling with these objectives. In addition, she will be reviewing the wellness coordinator position and potentially tying it to recruitment so that we look at the whole employee rather than just the health side of it. She added that we need to be showcasing everything we have to offer with employees. In addition, she will also be reviewing the interview processes to assure we are using the same process across the District.

Pillar 3- Goal 1 – Mr. Harvatine reported that based on survey responses, parents felt a disconnect and sometimes because we have so many different ways we are communicating. We will look at better ways to streamline our communication methods.

Pillar 4 – Goal 1-3 – Mr. Boehlke reported that he would like to take time to tour the schools with custodial staff and principals to be sure the 10-year Long-Term Capital Projects Plan is capturing all that is needed. This needs to be more of a public process and it is important to see how the District spends its dollars. We need to better communicate what we have done and keep better records of those projects. Administration will be coming back to the Board at a later date to share what the future steps will be for a potential 2024 referendum. He will also continue to develop actions to help attract and retain bus drivers. This is a concerted effort to get at the problem and we need to understand the negative affects it has on the District.

Mr. Harvatine concluded that these are the goals and objectives the Executive Management Team are recommending for the 2022-2023 school year and that is where the bulk of their focus will be.

Moved by Mr. Gallianetti, seconded by Mr. Burg to approve the Strategic (Long-Range) Plan for 2022-2023 as presented. All ayes. Motion carried unanimously.

Dr. Hein sked about student activity fee waivers pre-covid and Mr. Boehlke responded that activity fees are waived for families in need. Generally, it is the same qualifications as free and reduced lunch. Dr. Hein asked if it were then automatic if you completed the free and reduced application and Mr. Boehlke noted he would have to look into that further and will follow up with Dr. Hein.

#### **Other Items for Discussion**

1. **Community Input Guidelines Review** – Mr. Burg stated that what had him thinking about how the Board handles community input had a lot to do with covid. There were some instances where there were full agendas in addition to listening to parents speak for quite a long time and his concern is that the Board is not providing full service they both deserve. He would like community input to be more specific to a topic and would like to see that if people want to provide community input they would need to sign up ahead of time and we are only going to allow so many people to speak. He thinks it is a way they can better function as a board and yet meet the needs of the community. Mr. Gallianetti commented that if you look at the policy and our guidelines they really are not coordinated. He would also

support moving to a model where people are signing up ahead of time rather than leaving it wide open. The policy needs to be cleaned up and this is an opportunity for us to make some changes. Mr. Mancl commented that Mr. Gallianetti handled community input very well by taking straw polls to keep the crowds moving along. He has always been happy the way the Board has functioned and he does not necessarily want to copy what the City and County are doing. Signing up ahead of time, he has issue with because often a speaker makes a point and another speaker wants to add to it. He prefers to keep it the way it is. Mr. Gallianetti added that it puts pressure of the Board president and running those meetings is excruciating. Ms. Donohue noted that very long meetings are not good governmental meetings. Good decisions or bad decisions are made in a hurry. Ms. Donohue will work with Mr. Burg and Mr. Gallianetti to come up with a proposal.

## **Adjourn**

Moved by Mr. Burg, seconded by Mr. Gallianetti to adjourn at 7:27 p.m. to Closed Session Pursuant to Wisconsin State Statute Sections 19.85(1)(c) and (f) – To discuss the annual performance evaluation of the Superintendent in accordance with Policy 1240; To discuss the employment contract of the Superintendent of Schools; For purposes of reviewing outside counsel investigatory report regarding employee complaint and related recommendations. A roll call vote was taken and carried unanimously. (Mancl, Versey, Burg, Robbins, Donohue, Laster, Hein, Gallianetti, Ruiz-Harrison)

Moved by Mr. Burg, seconded by Dr. Hein to reconvene at 9:05 p.m. to Open Session. All ayes. Motion carried unanimously.

Moved by Mr. Gallianetti, seconded by Mr. Mancl to extend the contract for Seth A. Harvatine, Superintendent of Schools for the period of July 1, 2023 through June 30, 2024 at the annual rate of \$210,000 with an annual additional tax sheltered annuity plan contribution effective July, 2022 in the amount of \$10,000 and an annual additional Wisconsin Retirement System contribution effective December, 2022 in the amount of \$10,000. All ayes. Motion carried unanimously.

Moved by Mr. Burg, seconded by Mr. Laster to adjourn at 9:15 p.m. All ayes. Motion carried unanimously.



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Seth A. Harvatine  
Superintendent & Secretary of the Board

SAH:jjh