



# SHEBOYGAN AREA

## SCHOOL DISTRICT

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

### REGULAR MEETING AGENDA Tuesday, May 27, 2025 6:00 p.m.

The regular meeting of the Board of Education of the Sheboygan Area School District will be held in the Board of Education meeting room, 3330 Stahl Road, Sheboygan, Wisconsin on **Tuesday, May 27, 2025, at 6:00 p.m.** The following items will be presented for consideration at that time:

Please note that 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 livestream <https://www.youtube.com/user/SheboyganSchools> at the scheduled meeting time.

(\*times may vary)

6:00 I. **CALL TO ORDER:** President

6:01 II. **PLEDGE OF ALLEGIANCE**

6:02 III. **APPROVAL OF THE AGENDA** (Action)

6:03 IV. **ROLL CALL** (Informal)

6:04 V. **APPROVAL OF MINUTES** (Discussion/Action)

Action on the Regular Board of Education meeting minutes of April 22, 2025, Annual Reorganization meeting minutes of May 13, 2025, and Closed Session meeting minutes of May 13, 2025.

6:05 VI. **DIPLOMA RECOMMENDATION CLASS OF 2025 GRADUATES – Ms. Kay Robbins/Ms. Rachel Ledezma**  
(Information/Action)

Administration recommends 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 2025. They have completed district requirements for graduation.

The graduation program, including the list of students, will be provided to the Board of Education when the program goes to print. The final list of graduates from each school will be available at the Administrative Office for review beginning in July, 2025.

<u>School</u>	<u>Total</u>
Central High School	60
Étude High School	16
North High School	376
South High School	250

## 6:07 VII. STUDENT REPRESENTATIVES (Information)

Reports will be provided by:

Warriner High School: Derek DiBona

Central High School: Katelynn Marver

## 6:12 VIII. RECOGNITIONS – President Laster (Information)

- Students will be recognized for awards and/or accomplishments.
- Staff will be recognized for their years of service and retirement.

## 6:42 IX. RECESS FOR SOCIAL – President Laster (Information)

**RECONVENE AT 7:00 P.M.**

## 7:00 X. COMMUNITY INPUT – President (Information)

Citizens may be recognized and make statements at this time, indicating their names and addresses before speaking. Please refer to Community Input Guidelines on the last page of the agenda.

## 7:01 XI. SUPERINTENDENT’S REPORT – Dr. Jacob Konrath (Information)

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

## 7:06 XII. MISCELLANEOUS

## 30 min. A. UPDATE ON MIDDLE SCHOOL REFERENDUM PROJECTS – Mr. Mark Boehlke/Dr. Jacob Konrath/Mr. Nate Considine, Bray Architects/Mr. Matt Quasius, Quasius Construction, Inc. (Information/Discussion)

Administration will present an update on the Farnsworth and Urban Middle School referendum projects.

## 10 min. B. UPDATE ON THE 2025-2026 PROPOSED PRELIMINARY BUDGET – Mr. Mark Boehlke/Dr. Jacob Konrath/Ms. Rachel Ledezma/Ms. Jami Hintz (Information/Discussion)

Administration will present an update of the 2025-2026 proposed preliminary budget that will be presented to the Board for approval in June, 2025.

## 2 min. C. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 7440 – FACILITY SECURITY – Ms. Rachel Ledezma (Discussion/Possible Action)

Administration recommends the adoption (second reading) of the following revised policy:

- Policy 7440 – Property; Facility Security

## 2 min. D. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 8330 – STUDENT RECORDS – Ms. Rachel Ledezma (Discussion/Possible Action)

Administration recommends the adoption (second reading) of the following revised policy:

- Policy 8330 – Operations; Student Records

## 2 min. E. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 9150 – SCHOOL VISITORS – Ms. Rachel Ledezma (Discussion/Possible Action)

Administration recommends the adoption (second reading) of the following revised policy:

- Policy 9150 – Relations; School Visitors

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

1. Diploma Recommendation Class of 2025 Graduates (See above)
2. France 2026 Fieldtrip (Information/Action)
3. Sheboygan Area School District Technology Overview and Road Map (Information/Discussion)
4. Implementation of Department Leaders (Information/Discussion)
5. Introduction (First Reading) of Revised Board of Education Policy 2131 – Educational Outcome Goals and Expectations (Discussion/Possible Action)
6. Introduction (First Reading) of Revised Board of Education Policy 2340 – District-Sponsored Trips (Discussion/Possible Action)
7. Introduction (First Reading) of New Board of Education Policy 5411 – Third Grade Promotion and Retention: At-Risk Students (Discussion/Possible Action)
8. Introduction (First Reading) of Revised Board of Education Policy 5505 – Academic Honesty (Discussion/Possible Action)
9. Introduction (First Reading) of Revised Board of Education Policy 7540.05 – Assistive Technology and Services (Discussion/Possible Action)
10. Introduction (First Reading) of Revised Board of Education Policy 7544 – Use of Social Media (Discussion/Possible Action)

**B. HUMAN RESOURCES COMMITTEE – Ms. Leah Hibl, Vice Chair**

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

**C. FACILITIES/RECREATION/THEATRE COMMITTEE – Mr. Peter Madden, Chair**

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

**D. FINANCE AND BUDGET COMMITTEE – Mr. Peter Madden**

1. Fund 41 Capital Projects (Action)
2. Fund 49 Referendum Projects (Information)
3. Statement of Cash Flow (Action)
4. Revenues and Expenditures Reports (Action)
5. Budget Revisions and Transfers of Appropriations (Action)
6. District Transportation Contract (Information/Possible Action)
7. Gifts (Action)

**E. COMMITTEE OF THE WHOLE – Ms. Heidi Boehmer, Vice President**

1. Call to Order
2. Pledge of Allegiance
3. Approval of the Agenda (Action)
4. Roll Call (Informal)
5. Federal Funding Update (Information/Discussion)
6. Adjourn (Action)
7. Reconvene to Open Session (Action)
8. Adjourn (Action)

**F. SPECIAL BOARD COMMITTEES/ASSIGNMENTS**

1. Legislative Roundtable – Dr. Jacob Konrath (Information)  
Information from the May 19, 2025 meeting will be shared.
2. Sheboygan Public Education Foundation – Ms. Leah Hibl (Information)  
Information from the May 7, 2025 meeting will be shared.

3. Human Growth and Development Citizens' Advisory Committee – Ms. Kay Robbins (Information/Possible Action)
  - Information from the May 12, 2025 meeting will be shared.
  - The committee recommends the appointment of the following applicants:
    1. Mr. Jeremy Hylen – Clerk Member Position
    2. Ms. Lauren Wingender – Health Care Position
    3. Ms. Maria Sager – Student Position
    4. Ms. Tracy Allee and Ms. Allison Oliphant – Parent Positions

Voting results and letters of applications for candidates can be found in the May 12, 2025 meeting minutes.

- 8:08    **XIV. FUTURE MEETING DATES** (Information/Possible Action)  
June 10, 2025 – June Planning Session at 5:30 p.m.  
June 24, 2025 – Committee meetings at 6:00 p.m.; Regular Board of Education meeting at 6:30 p.m.
- XV. ADJOURN TO CLOSED SESSION PER WISCONSIN STATE STATUTES SECTION 19.85(1)(c)** (*Action with roll call vote*) – To consider employment, promotion, compensation, or performance evaluation data of any public employee over which the Board of Education has jurisdiction or exercises responsibility for the purpose of deliberating strategies to address specific issues pertaining to collective bargaining for teachers.
- XVI. Reconvene to Open Session** (Action)
- XVII. Adjourn** (Action)



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

JK/jjh



## **Community Input Guidelines At Board of Education Meetings**

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

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

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

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

Thank you for your assistance.



**BOARD OF EDUCATION  
SHEBOYGAN AREA SCHOOL DISTRICT  
Sheboygan, Wisconsin  
REGULAR MEETING MINUTES  
Tuesday, April 22, 2025**

The regular meeting of the Board of Education of the Sheboygan Area School District was held on Tuesday, the 22<sup>nd</sup> day of April, 2025, at 6:00 p.m. at the Administrative Services Building (Boardroom), 3330 Stahl Road, Sheboygan, Wisconsin, as well as members attending via teleconference or other remote access technology. This regular meeting was announced in compliance with the Open Meeting Law of the Wisconsin State Statutes.

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

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

Moved by Dr. Hein, seconded by Ms. Donohue to approve the agenda. All ayes. Motion carried unanimously.

Present: Ms. Allie Tasche, Ms. Leah Hibl, Mr. Peter Madden, Ms. Kay Robbins, Mr. Santino Laster, Ms. Heidi Boehmer, Dr. Susan Hein (excused at 6:31 p.m.), Ms. Mary Lynne Donohue, and Ms. Sarah Ruiz-Harrison (arrived at 6:02 p.m.)

**APPROVAL OF MINUTES**

Moved by Dr. Hein, seconded by Ms. Boehmer to approve the Regular Board of Education meeting minutes of March 11, 2025. All ayes. Motion carried unanimously.

**DIPLOMA (EARLY GRADUATION)**

Moved by Ms. Boehmer, seconded by Ms. Robbins to accept the Curriculum and Instruction Committee recommendation to award a high school diploma (early graduation) to Nevaeh Sharpe, North High School Class of 2026. All ayes. Motion carried unanimously.

**ADMINISTER THE OATH OF OFFICE**

President Laster introduced Ms. Denise Wittstock, newly elected school board member, and re-elected incumbents Ms. Mary Lynne Donohue and Ms. Allie Tasche. Dr. Hein administered their Oaths of Office.

**STUDENT REPRESENTATIVES**

Mr. Kweku Korankye, North High School student representative provided a report of events occurring at North such as the play they recently hosted, spring into action volunteer day, juniors who took the ACT, and 100's of hours were volunteered by students to non-profits. He talked about many awards students have received through co-curricular events and sports, as well as students that are advancing to nationals, and that \$1.3 million was awarded in scholarships during North's Scholarship Night. He talked about the new opportunities for graduating seniors allowing for more options to receive cords as well as wearing stoles to represent a student's heritage and/or culture. He thanked the school board for allowing him to present and very much enjoyed his opportunity to learn in Sheboygan.

Ms. Jansunee Moua, South High School student representative provided a report of events occurring at South such as the celebration of Black History month, ACT testing, the root beer label students designed with 3-Sheeps, students travelled to Guatemala to help with building homes, students learning more about career decision making, personal finance, jazz band performed at 3-Sheeps, students attended the Chinese speech contest, students participated in the Panorama survey, student accolades with co-curricular events and sports, annual botany sale, and scholarship night. As a senior, Jansunee is looking forward to the SPEF Scholarship Night, Redwing Pride Day, senior signing day, senior lock-in, cookout, and then graduation. She added that student adornment was a push by the students to be able to highlight their culture. She thanked the school board for the honor and privilege to be able to present to the Board throughout the school year.

## COMMUNITY INPUT

There was no community input.

## SUPERINTENDENT'S REPORT

Dr. Konrath reported that summer school registration is now open. He attended North High School's Scholarship Night and will Also be attending South and SPEF's. He subbed for a day at Urban Middle School, and attended Personal Finance Day at South High School for 11<sup>th</sup> grade students. The TECHknow 2025 Conference will be held on August 7, and he congratulated Mr. Brian Sommersberger, South High School Art Teacher on his Herb Kohl Teacher Fellowship. Red Raider Robotics received the team Sustainability Award and Mr. Tim Pasche, RRM advisor and North High School Tech Ed Teacher received the Woodie Flowers award-the highest recognition for mentors with the FIRST Robotics Competition. He thanked Mr. Michael Aprill, South High School Science Teacher and the South High Renewable Redwings environmental group for activities they have implemented. The WIAA will be voting on Name, Image, Likeness (NIL) on Friday, and two students from the District scored perfect on the ACT.

## MISCELLANEOUS

### A. Recognition

Mr. Laster thanked Dr. Hein for her 17 years of service and that she has left an enduring mark on the District. Her leadership demonstrates her compassion for people and tireless advocacy of the District. Her legacy and genuine care for others will be deeply missed – Congratulations.

Dr. Hein stated that it was an honor and joy to work with each and every one of the school board members. She thanked board members past and present for their unwavering commitment to the District. She is grateful for the hard work of staff and love of teaching and for our students. To the community, your support is so important. We are fortunate to have an engaging community. There is much to do, and she is confident the District will continue to go forward.

### B. Presentation of the 2025-2026 Proposed Preliminary Budget

Mr. Boehlke presented the first draft of the 2025-2026 proposed preliminary budget that will be presented to the Board in June for approval. He reported that planning began in November with an enrollment projection for the 2025-2026 school year. That projection is used to determine the revenue limit by taking a three-year average of the September and Summer School Resident Full-Time Equivalent (FTE) membership and multiplying by the allowed revenue per member. It is projected that the District's three-year resident member average will decrease by 104 FTE. Until the new biennial budget is passed, there are many assumptions that need to be made. With these revenue assumptions, a cost to go forward with no changes to salaries results in a \$1,509,673 surplus. The cost to go forward does not include any inflationary increases to department or building budgets with the exception of contracted services that we know are increasing (which is essentially a cut to each department). Mr. Boehlke outlined items that result in a balanced 2025-2026 proposed preliminary budget which included staff turnover, enrollment driven 4.2 FTE net teacher reduction, 2.95% total salary increases for teachers, support staff, and administrative staff, teacher group switch to paid time off (PTO), and a capital projects Fund 41 increase. Administration will bring the paid time off plan to the Board in May for their review. The State budget will likely not be passed; however, the District will move forward with the budget and then approve the final budget in October. Salary adjustments are not made until the State budget is actually passed and, if necessary, salary increases would need to be retroactively paid back to July 1. Mr. Boehlke talked about the \$325 per year increase which amounts to a 2% increase – which is short of the Consumer Price Index (CPI). This is problematic for districts around the State. Ms. Robbins asked about the potential loss of title funds and Dr. Konrath responded that there is no plan if we lost that type of funding. Mr. Boehlke added that he is optimistic there will be an increase which is why the first draft of the budget includes at 10% increase to the State reimbursement rate. Dr. Konrath talked about decoupling of voucher schools and that schools should be funded equitably but that is not happening in Wisconsin and will create a problem and could also become a bargaining tool with the legislators.

Mr. Laster noted he would like one motion for agenda items C., D., E., F., G., H., I., J., and K. and asked if the Board had any questions on any of the policies.

Moved by Ms. Tasche, seconded by Ms. Hibl to approve agenda items C., D., E., F., G., H., I., J., and K. All ayes. Motion carried unanimously.

- C. Adoption (Second Reading) of Revised Board of Education Policy 3440 – Professional Staff; Job-Related Expenses**
- D. Adoption (Second Reading) of Revised Board of Education Policy 4440 – Support Staff; Job-Related Expenses**
- E. Adoption (Second Reading) of Revised Board of Education Policy 6110 – Finances; Federal Funds**
- F. Adoption (Second Reading) of New Board of Education Policy 6111 – Finances; Internal Controls**

- G. Adoption (Second Reading) of New Board of Education Policy 6112 – Finances; Cash Management of Grants**
- H. Adoption (Second Reading) of Revised Board of Education Policy 6610 – Finances; Nondistrict-Supported Student Activity Accounts**
- I. Adoption (Second Reading) of New Board of Education Policy 6611 – Finances; District Supported/Sponsored Student Activity Accounts**
- J. Adoption (Second Reading) of Revised Board of Education Policy 7310 – Property; Disposition of Personal Property**
- K. Adoption (Second Reading) of Revised Board of Education Policy 7450 – Property; Property Inventory**
- L. Annual Planning Session**

Dr. Konrath reported that the Annual Planning Session is scheduled for June 10, 2025 and that the board would receive the final report of the long-range plan during that meeting as well as reviewing the 2025-2026 updated long-range plan.

## **REPORT OF COMMITTEES**

### **A. CURRICULUM & INSTRUCTION COMMITTEE**

Moved by Ms. Robbins, seconded by Ms. Hibl to accept the Curriculum and Instruction Committee recommendation to approve agenda items #4, #5, and #6. All ayes. Motion carried unanimously.

#### **1. Diploma (Early Graduation)**

From the committee meeting:

Moved by Ms. Donohue, seconded by Ms. Boehmer to accept North High School administration's recommendation to award a high school diploma (early graduation) to Nevaeh Sharpe, Class of 2026. All ayes. Motion carried unanimously.

#### **2. Distributive Education Clubs of America (DECA) International Career Development Conference Fieldtrip**

Moved by Ms. Donohue, seconded by Mr. Laster to accept the Curriculum and Instruction Committee recommendation for a North High School student to travel to Orlando, Florida to compete in the Distributive Clubs of America (DECA) International Career Development Conference. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Ms. Tasche, seconded by Ms. Boehmer to accept administration's recommendation for a North High School student to travel to Orlando, Florida from April 25-30, 2025, to compete in the Distributive Clubs of America (DECA) International Career Development Conference. All ayes. Motion carried unanimously.

#### **3. At-Risk Programming and Graduation Rate Improvement Plan (GRIP) Update**

From the committee meeting:

Ms. Ledezma reported that graduation rates were released March, 2025, and the presentation is what is being done as part of the Graduation Rate Improvement Plan (GRIP). She provided the background on what the District's graduation requirements are as well as the 4-year graduation rate over a five-year period compared to the statewide graduation rate. The District had a 3-percentage point increase from 2022-23 to 2023-24. Mr. Collins talked about the completion rates by cohort year and noted that with time, students can continue to reach the graduation mark. He also talked about the peer district graduation rates. Mr. Formolo reported that our 4-year graduation rates have increased. Central High School dropped; however, there is an intervention plan in place. Dr. Konrath added that past principals at Central would not take students who were in their senior year, but Mr. Kestell is taking them. While that may hurt Central's scores overall, it does help the District. Ms. Ledezma talked about what is at stake when our students do and do not graduate, and why we have been deeply engaged in looking at every intervention and opportunity for students. Mr. Formolo talked about the potential approaches that will be considered by the Graduation Rate Improvement Plan and noted that the District does allow students to go beyond the four years to complete their graduation requirements. Ms. Tasche asked if this is the first year of this process and Mr. Formolo responded that it was and that the District moved to these criteria due to state statute and other factors like credit attainment. Mr. Duff added that the RISE Task Force, which is a collaborative effort to address the chronic absenteeism of middle/high school aged students has become a priority as well. Mr. Kestell talked about the at-risk programming continuum and that we are learning about other options that are available through the State to obtain a diploma that we currently are not using. Mr. Hamm talked about the available pathways for students and that administration continues to look beyond the General Educational Development (GED Option #2) or other option programs that allow students to graduate while using other programs available to them. Ms. Tasche asked if there will be sub-groups formed out of RISE to look at other student areas such as disabilities and Ms. Ledezma responded that the first meeting will be understanding each agencies responsibilities, to share data, and potentially have a draft action plan. It was noted that principals at the middle schools make recommendations to the eighth graders as to whether they should attend Central, but it ultimately is parental choice. Ms. Boehmer would like a

future report to talk about the other options or ways by which students can graduate as it should be a board discussion before decisions are made. Ms. Ledezma commented that they are in the exploratory process, and she will keep the board updated as she reports out quarterly through the long-range plan.

4. Introduction (First Reading) of Revised Board of Education Policy 7440 – Facility Security

From the committee meeting:

Moved by Ms. Boehmer, seconded by Ms. Tasche to approve the introduction (first reading) of revised Board of Education Policy 7440 – Property; Facility Security. All ayes. Motion carried unanimously.

5. Introduction (First Reading) of Revised Board of Education Policy 8330 – Student Records

From the committee meeting:

Moved by Ms. Boehmer, seconded by Ms. Tasche to approve the introduction (first reading) of revised Board of Education Policy 8330 – Operations; Student Records. All ayes. Motion carried unanimously.

6. Introduction (First Reading) of Revised Board of Education Policy 9150 – School Visitors

From the committee meeting:

Moved by Ms. Boehmer, seconded by Ms. Tasche to approve the introduction (first reading) of revised Board of Education Policy 9150 – Relations; School Visitors. All ayes. Motion carried unanimously.

**B. HUMAN RESOURCES COMMITTEE**

1. Appointments

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

From the committee meeting:

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

ADMINISTRATOR

Michelle Bernhardt	Assistant Principal	UW-Oshkosh	Master's Degree
Manitowoc, WI	Urban		\$74,760.00

Ms. Bernhardt has been hired as the Assistant Principal at Urban Middle School for the 2025-2026 school year. She received her master's in educational leadership and policy from the University of Wisconsin Oshkosh. Ms. Bernhardt is currently serving as a District Behavior Management Support Teacher for the Green Bay Area School District. Prior to this, she served as an IMPACT Educator and Behavior Interventionist at Farnsworth Middle School and was a Music Teacher with the Manitowoc Public School District from 2003 to 2022. Ms. Bernhardt was one of four candidates interviewed.

TEACHERS

Timothy Madler	German	University of Illinois	Master's Degree
Wauwatosa, WI	North High		\$81,104.00

Mr. Madler has been hired for the 2025-2026 school year. He is certified in German, History, Political Science, Regular Education, and Social Studies. He was the only candidate interviewed.

EDUCATIONAL ASSISTANTS

Nicholas Bielski	Urban	April 01, 2025	\$17.00 per hour
Karlin Bruggink	Urban	March 17, 2025	\$16.74 per hour
Tyler Bubb	North High	April 01, 2025	\$17.79 per hour
Emma Miller	James Madison	April 07, 2025	\$19.15 per hour
Markus Schiller	South High	March 12, 2025	\$17.20 per hour
Nou Yang	Horace Mann	March 10, 2025	\$19.88 per hour

RECREATION DEPARTMENT

Hannah Martin*	Recreation Coordinator	March 31, 2025	\$47,000 per year
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\*Relative of SASD employee

## 2. Leave of Absence

Moved by Ms. Robbins, seconded by Ms. Hibl to accept the Human Resources Committee recommendation to approve a request for a personal leave of absence without compensation. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Ms. Tasche, seconded by Ms. Hibl to approve the following request for a personal leave of absence without compensation. All ayes. Motion carried unanimously.

Melissa Obbink	Educational Assistant	Grant	April 08, 2025 – May 05, 2025
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## 3. Separations

From the committee meeting:

The following separations have been granted:

Jasmine Beaty	Educational Assistant	Longfellow	February 28, 2025
Pamela Gifford	Educational Assistant	Jackson	March 27, 2025
Debra Glynn	Educational Assistant	Madison	March 7, 2025
Heidi Hammond	Educational Assistant	Jackson	February 27, 2025
Jamie Kozenka	Secretary	Urban	February 28, 2025
Ashlie Lor	Educational Assistant	Horace Mann	February 21, 2025
Kristy Martin	Cook	Central High	February 18, 2025
Corrine Schultz	Educational Assistant	Pigeon River	March 20, 2025

## 4. Retirements

Moved by Ms. Robbins, seconded by Mr. Madden to accept the Human Resources Committee recommendation to grant an employee request to retire and the employee be recognized for their years of service. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Ms. Tasche, seconded by Ms. Hibl to grant the following request to retire and the employee be recognized for their years of service per board policy. All ayes. Motion carried unanimously.

Kelly Stauss	Teacher	North High	32.00 years of service
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## 5. Internal Administrative Transfer

From the committee meeting:

The following internal transfer (an internal employee moving from one position to another position) for the 2024-2025 school year has been granted:

Nicholas Collins	Principal at Horace Mann Middle School	Principal at North High School
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## C. FACILITIES/RECREATION/THEATRE COMMITTEE

### 1. Tabulation of Bids – South High School Auditorium Lighting System Replacement

Moved by Mr. Madden, seconded by Ms. Donohue to accept the Facilities/Recreation/Theatre Committee recommendation to enter into contract with MainStage Theatrical Supply, Inc. of Milwaukee, WI, in the amount of \$119,710.00 for the replacement of the auditorium lighting system at South High School. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Ms. Donohue, seconded by Ms. Ruiz-Harrison to accept administration's recommendation to enter into contract with MainStage Theatrical Supply, Inc. of Milwaukee, WI, in the amount of \$119,710.00 for the replacement of the auditorium lighting system at South High School. All ayes. Motion carried unanimously.

<b><u>BIDDER</u></b>	<b><u>BID</u></b>
MainStage Theatrical Supply, Inc.	\$119,710.00
Lighthouse Productions	\$126,762.83
Gopher Stage Lighting	\$153,731.22

2. Tabulation of Bids – North High School Auditorium Lighting System Replacement

Moved by Mr. Madden, seconded by Ms. Boehmer to accept the Facilities/Recreation/Theatre Committee recommendation to enter into contract with MainStage Theatrical Supply, Inc. of Milwaukee, WI, in the amount of \$131,596.00 for the replacement of the auditorium lighting system at North High School. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Ms. Boehmer, seconded by Ms. Donohue to accept administration's recommendation to enter into contract with MainStage Theatrical Supply, Inc. of Milwaukee, WI, in the amount of \$131,596.00 for the replacement of the auditorium lighting system at North High School. All ayes. Motion carried unanimously.

<b><u>BIDDER</u></b>	<b><u>BID</u></b>
MainStage Theatrical Supply, Inc.	\$131,596.00
Lighthouse Productions	\$146,561.55
Gopher Stage Lighting	\$161,809.59
Apadana Technology	\$227,731.00
[Fund balance]	

3. Tabulation of Bids – Horace Mann Middle School Auditorium Lighting System

Moved by Mr. Madden, seconded by Ms. Tasche to accept the Facilities/Recreation/Theatre Committee recommendation to enter into contract with MainStage Theatrical Supply, Inc. of Milwaukee, WI, in the amount of \$140,644.00 for the replacement of the auditorium lighting system at Horace Mann Middle School. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Ms. Donohue, seconded by Ms. Boehmer to accept administration's recommendation to enter into contract with MainStage Theatrical Supply, Inc. of Milwaukee, WI, in the amount of \$140,644.00 for the replacement of the auditorium lighting system at Horace Mann Middle School. All ayes. Motion carried unanimously.

<b><u>BIDDER</u></b>	<b><u>BID</u></b>
MainStage Theatrical Supply, Inc.	\$140,644.00
Lighthouse Productions	\$154,311.00
Gopher Stage Lighting	\$170,945.17
Apadana Technology	\$249,407.00
[Fund balance]	

4. Sheboygan Theatre Company 91<sup>st</sup> (2024-2025) and 92<sup>nd</sup> (2025-2026) Season Update

From the committee meeting:

Ms. Roberts reported they are wrapping up the 91<sup>st</sup> season which started with Mary Poppins. This production was challenging and the first play they brought American Sign Language into the show. It was well received and with the help of a grant award from the Sheboygan Public Education Foundation (SPEF), one performance every production will have two interpreters present to bridge the gap with our deaf community and the theatre. Season 92 will start with Young Frankenstein, Steel Magnolias, the Play that Goes Wrong, and Mamma Mia.

5. Community Recreation Department Able in Action Program Update

From the committee meeting:

Ms. Hayon reported that she noticed that our friends with special needs were not meeting anymore as The New Dawn Club, which started in 1952. She started working with Crossroads Community Church and has remapped and rebranded the program as Able in Action. Once a month there is a different themed bingo, crafts, gym time, and young friends meeting older friends (ages range as young as 7 and as old as 72). Ms. Hayon will be joining the RCS board in an effort to keep growing the program. There are no membership fees and activities are done at a low cost. Able in Action has been meeting at the Pigeon River Recreation Center as well as Horace Mann Middle School.

6. Sheboygan Theatre Company Financial Report

Moved by Mr. Madden, seconded by Ms. Boehmer to accept the Facilities/Recreation/Theatre Committee recommendation to approve the Sheboygan Theatre Company Financial Report through February 28, 2025. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Ms. Donohue, seconded by Ms. Ruiz-Harrison to accept the Sheboygan Theatre Company Financial Report through February 28, 2025. All ayes. Motion carried unanimously.

Ms. Donohue asked about federal grants and Ms. Roberts responded that the Sheboygan Theatre Company does not qualify for federal grants because the STC is technically a part of the school district.

7. Community Recreation Department Financial Report

Moved by Mr. Madden, seconded by Ms. Tasche to accept the Facilities/Recreation/Theatre Committee recommendation to approve the Community Recreation Department Financial Report through February 28, 2025. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Ms. Boehmer, seconded by Ms. Ruiz-Harrison to accept the Community Recreation Department Financial Report through February 28, 2025. All ayes. Motion carried unanimously.

8. Facility Permit Report

From the committee meeting:

Administration presented the Facility Permit Report through March 31, 2025.

**D. FINANCE & BUDGET COMMITTEE**

Moved by Ms. Ruiz-Harrison, seconded by Ms. Boehmer to accept the Finance and Budget Committee 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 Dr. Hein, seconded by Mr. Madden to approve the Fund 41 Capital Projects through February 28, 2025, as presented. All ayes. Motion carried unanimously.

2. Statement of Cash Flow

From the committee meeting:

Moved by Ms. Hibl, seconded by Dr. Hein to approve the Statement of Cash Flow through February 28, 2025, as presented. All ayes. Motion carried unanimously.

3. Revenues & Expenditures Reports

From the committee meeting:

Moved by Dr. Hein, seconded by Ms. Hibl to approve the Revenue & Expenditures reports through February 28, 2025, as presented. All ayes. Motion carried unanimously.

4. Budget Revisions and Transfers of Appropriations

From the committee meeting:

Moved by Ms. Hibl, seconded by Mr. Madden to approve the Budget Revisions and Transfers reports through February 28, 2025, as presented. All ayes. Motion carried unanimously.



<b>GENERAL FUND (FUND 10)</b>	<b>Revised Budget 1-31-25</b>	<b>Revised Budget 2-28-25</b>	<b>Budget Increase (Decrease)</b>
<b>REVENUES</b>			
100 Transfers-in	0.00	0.00	0.00
<b>Local Sources</b>			
210 Taxes	22,978,621.00	22,978,621.00	0.00
240 Payments for Services Provided Local Governments	0.00	0.00	0.00
260 Non-Capital Sales	409,809.58	416,699.39	6,889.81
270 School Activity Income	173,061.87	181,940.62	8,878.75
280 Interest on Investments	2,268,155.14	2,268,155.14	0.00
290 Other Revenue, Local Sources	207,207.25	210,505.25	3,298.00
<b>Subtotal Local Sources</b>	<b>26,036,854.84</b>	<b>26,055,921.40</b>	19,066.56
<b>Other School Districts Within Wisconsin</b>			
340 Payments for Services	1,899,944.00	1,899,944.00	0.00
<b>Revenue from Intermediate Sources</b>			
510 Transit of Aids	18,172.00	18,172.00	0.00
<b>State Sources</b>			
610 State Aid -- Categorical	1,028,148.00	1,028,148.00	0.00
620 State Aid -- General	92,186,717.00	92,186,717.00	0.00
630 DPI Special Project Grants	48,273.00	48,273.00	0.00
640 Payments for Services	130,000.00	130,000.00	0.00
650 Student Achievement Guarantee in Education	2,314,236.91	2,309,520.64	(4,716.27)
660 Other State Revenue Through Local Units	15,000.00	15,000.00	0.00
690 Other Revenue	7,592,638.00	7,592,638.00	0.00
<b>Subtotal State Sources</b>	<b>103,315,012.91</b>	<b>103,310,296.64</b>	(4,716.27)
<b>Federal Sources</b>			
710 Transit of Aids	115,948.00	115,948.00	0.00
730 DPI Special Project Grants	2,884,515.00	2,899,514.00	14,999.00
750 IASA Grants	2,375,973.00	2,375,973.00	0.00
780 Other Federal Revenue Through State	0.00	0.00	0.00
790 Other Revenue from Federal Sources	0.00	0.00	0.00
<b>Subtotal Federal Sources</b>	<b>5,376,436.00</b>	<b>5,391,435.00</b>	14,999.00
<b>Other Financing Sources</b>			
860 Compensation, Fixed Assets	27,733.00	27,733.00	0.00
<b>Other Revenues</b>			
960 Adjustments	0.00	0.00	0.00
970 Refund of Disbursement	137,583.50	142,423.50	4,840.00
990 Miscellaneous	332,370.56	332,370.56	0.00
<b>Subtotal Other Revenues</b>	<b>469,954.06</b>	<b>474,794.06</b>	4,840.00
<b>TOTAL REVENUES</b>	<b>137,144,106.81</b>	<b>137,178,296.10</b>	34,189.29
<b>EXPENDITURES</b>	<b>Revised Budget 1-31-25</b>	<b>Revised Budget 2-28-25</b>	<b>Budget Increase (Decrease)</b>
<b>Instruction</b>			
110 000 Undifferentiated Curriculum	25,901,729.58	25,900,308.31	(1,421.27)
120 000 Regular Curriculum	31,167,705.16	31,174,357.16	6,652.00
130 000 Vocational Curriculum	3,206,015.09	3,212,904.90	6,889.81

140 000 Physical Curriculum	3,062,245.00	3,062,245.00	0.00
160 000 Co-Curricular Activities	1,552,164.57	1,523,194.32	(28,970.25)
170 000 Other Special Needs	520,688.00	523,188.00	2,500.00
<b>Subtotal Instruction</b>	<b>65,410,547.40</b>	<b>65,396,197.69</b>	(14,349.71)
<b>Support Sources</b>			
210 000 Pupil Services	6,453,175.06	6,459,691.06	6,516.00
220 000 Instructional Staff Services	5,757,158.79	5,980,656.57	223,497.78
230 000 General Administration	2,093,298.52	2,106,818.52	13,520.00
240 000 School Building Administration	8,293,222.39	8,255,764.39	(37,458.00)
250 000 Business Administration	17,657,290.98	17,800,716.06	143,425.08
260 000 Central Services	593,926.35	593,926.35	0.00
270 000 Insurance & Judgments	1,240,737.00	1,240,737.00	0.00
280 000 Debt Services	1,700.00	1,700.00	0.00
290 000 Other Support Services	2,699,920.39	2,791,429.51	91,509.12
<b>Subtotal Support Sources</b>	<b>44,790,429.48</b>	<b>45,231,439.46</b>	441,009.98
<b>Non-Program Transactions</b>			
410 000 Inter-fund Transfers	14,675,631.77	14,675,631.77	0.00
430 000 Instructional Service Payments	18,830,646.37	18,879,020.37	48,374.00
490 000 Other Non-Program Transactions	0.00	0.00	0.00
<b>Subtotal Non-Program Transactions</b>	<b>33,506,278.14</b>	<b>33,554,652.14</b>	48,374.00
<b>TOTAL EXPENDITURES</b>	<b>143,707,255.02</b>	<b>144,182,289.29</b>	475,034.27
<b>SPECIAL EDUCATION (FUND 27)</b>	<b>Revised Budget 1-31-25</b>	<b>Revised Budget 2-28-25</b>	<b>Change in Budget</b>
<b>TOTAL REVENUES</b>	<b>24,133,484.77</b>	<b>24,133,484.77</b>	-
100 000 Instruction	19,884,889.00	19,884,889.00	-
200 000 Support Services	4,176,345.77	4,176,345.77	-
400 000 Non-Program Transactions	72,250.00	72,250.00	-
<b>TOTAL EXPENDITURES</b>	<b>24,133,484.77</b>	<b>24,133,484.77</b>	-

##### 5. Nutritional Services update

From the committee meeting:

Mr. Boehlke introduced Ms. Grace Tesmer, School Nutrition Coordinator, and UW-Green Bay Dietetic Intern Jada Ritterling. He noted that one of the intern requirements is to present to a school board, and that Ms. Ritterling will be presenting the Nutritional Services Department update. Ms. Ritterling spoke about the meal counts, federal cuts, breakfast and lunch program, reimbursement and food costs, Farnsworth, and Urban Middle Schools referendum kitchen designs, as well as provided an update on staffing. She highlighted that the federal funding cuts have no impact on the District at this time. They serve an average of 2,946 breakfast meals daily and approximately 5,360 lunch meals daily. In December 2024, Sheboygan Leadership Academy and Lake Country Academy transitioned from breakfast kits to bulk-item breakfast kits, and in February 2025, Longfellow Elementary School transitioned to the bulk-item breakfast kits as well. The bulk-item breakfast kits are served in the schools' cafeteria and allows for better food options, reduced waste and is more efficient for the Nutritional Service staff. They are hoping to transition to bulk-item breakfast kits at other schools in the future. Ms. Ritterling spoke about the collaboration of their staff with Bray Architects and Boelter regarding the Farnsworth and Urban Middle Schools new kitchen and serving areas, in which their staff were able to share ideas for kitchen improvements. Their staff appreciated this opportunity. Currently, they have five vacancies along with substitution positions available.

##### 6. Rental of Garden Plots

Moved by Ms. Ruiz-Harrison, seconded by Mr. Madden to accept the Finance and Budget Committee recommendation to approve entering into a land rental agreement with the Hmong Mutual Assistance Association for the purpose of 7.7 acres of garden plots in the amount of \$308 for the 2025 growing season ending on or about November 1, 2025. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Ms. Hibl, seconded by Mr. Madden 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 Optimistic Park on Carmen Avenue with a rental charge in the amount of \$308. The term of the agreement would be for the 2025 growing season ending on or about November 1, 2025. All ayes. Motion carried unanimously.

## 7. Gifts

From the committee meeting:

Administration presented the following list of gifts to the District.

<u>Gift</u>	<u>Donor</u>	<u>Building/Program</u>	<u>Amount</u>
<u>For Information</u>			
Monetary	Kohler Credit Union	South	500.00
Monetary	Kapus	SASD/7 <sup>th</sup> Grade Science	1,000.00
Monetary/Grant	Wisconsin State Golf Association	North/Boys Golf	1,000.00
Monetary/Grant	Wisconsin State Golf Association	North/Girls Golf	1,000.00
Mellophone w/o case	Gordon Myers	North	250.00
Monetary	Jackson Lisa	Sheboygan Community Theatre	35.00
Monetary	Lori Hanson	Sheboygan Community Theatre	35.00
Monetary	Shari Bohenstengel	Sheboygan Community Theatre	35.00
Monetary	Rosa Perez	Sheboygan Community Theatre	35.00
Monetary	Katie Schneider	Sheboygan Community Theatre	60.00
Monetary	Kaye Ploeckelman	Sheboygan Community Theatre	35.00
Monetary	Anne Beyer	Sheboygan Community Theatre	60.00
Monetary	Juli Beucher	Sheboygan Community Theatre	35.00
Monetary	Ewald Carrie	Sheboygan Community Theatre	60.00
Monetary	Kris Bovee	Sheboygan Community Theatre	60.00
Monetary	Mia Weeks	Sheboygan Community Theatre	75.00
Monetary	Hanaa Askalani	Sheboygan Community Theatre	35.00
Monetary	Terri Applekamp	Sheboygan Community Theatre	120.00

## E. COMMITTEE OF THE WHOLE

1. Vice President Boehmer called the meeting to order at 7:05 p.m.
2. Vice President Boehmer requested that everyone stand and join her in the Pledge of Allegiance.
3. Moved by Dr. Hein, seconded by Ms. Donohue to approve the agenda. All ayes. Motion carried unanimously.
4. Present: Ms. Allie Tasche, Ms. Leah Hibl, Mr. Peter Madden, Ms. Kay Robbins, Ms. Heidi Boehmer, Dr. Susan Hein, Ms. Mary Lynne Donohue, Ms. Sarah Ruiz-Harrison; Excused: Mr. Santino Laster
5. Farnsworth and Urban Middle Schools Referendum Update

Dr. Konrath provided an update on the Farnsworth and Urban Middle Schools referendum. He noted that this is very preliminary; however, administration wanted to keep the Board informed of where we are at with the progress of the referendum. Dr. Konrath further noted that administration will provide a much more formal and in-depth update to the Board in May. He highlighted that there are two teams, which are the design team that is made up of administration, building and grounds, Bray Architects, Quasius, and CD Smith. The other team is the user groups that is made up of different teacher groups to get staff involved. He reviewed and discussed the schematic interior layout slides for Farnsworth and Urban Middle Schools that provided a general concept of how they will look. In May, Mr. Boehlke will provide a financial update regarding these projects. Dr. Konrath highlighted that there will be approximately 100 parking spots for Farnsworth and a U10 soccer field, which may possibly be a turf field, which could be utilized for South High Schools soccer practices. He explained that both schools will have open areas where students can do collaborative work. The classrooms will have sliding doors to maximize space. Dr. Konrath noted that Urban will have approximately 90 parking spots to the west of the building and adding a lot to the north of the building, doubling the parking area which will be helpful for North High Schools football games and auditorium events. There will be two gyms at Urban. Both schools will have community rooms and legacy rooms. The legacy rooms will have ping pong tables, etc., as incentive rewards. Those areas could be rented out during the weekends. Ms. Ledezma noted that the collaborative area will have areas to pull students out to work independently or with support, and there will also be small group instruction spaces. Dr. Konrath

explained that the School Resource Officers were also included in discussions regarding security issues. Dr. Konrath spoke about the middle schools that administration and several staff members visited. Ms. Ledezma spoke about the involvement of the teachers. She noted the core team of administration, Bray and Quasius visited several new middle schools and the importance of having the expertise of teachers included with visits to the schools as they use the instructional spaces. She explained the people involved with the three core planning groups and how they met with representatives from Bray Architects before visiting the schools. One of the schools they visited was Vel Phillips Middle School in Oshkosh which is in their second year of the new school. First the administration team visited the school and were able to ask questions of Oshkosh's administration and teachers, which was helpful. Then they took 30 educators to Vel Phillips Middle School while it was in session, so they could see how the collaboration areas were used, how students operated and functioned in those spaces and specialty areas like technical education, family and consumer education and physical education and our educators were able to provide feedback. They also visited Muskego Lakes Middle School. Mr. Boehlke explained that as far as finances are concerned the district is currently paying percentage invoices as Bray Architects is building out the plans. He further explained that we are exploring geothermal and solar and engaging with a firm that specializes in that area. First, we need to determine if we can do this in this space, what the costs and payback costs are. Geothermal and solar was not included in the original bid. If we decide to do this, we will need to look at how this will be funded. He added that the district does have a healthy fund balance and can look at the investment we have, and the board will be updated on this. Ms. Donohue asked if any part of Urban's current library will be transferred into the new building and Dr. Konrath responded that almost all of it will be, including the fireplace which will lead out to the courtyard. Dr. Konrath noted that administration has visited six different middle schools. Ms. Ledezma added that there is so much to be excited about with the ability to flood the spaces with natural lighting, and the flexibility of the spaces, small group instruction, sensory areas, room sharing, and air conditioning. She further noted that we are designing the spaces for all learners, sensory, physical therapy, occupational therapy, speech, and specialized programs and designed the spaces for what they need. Ms. Boehmer thanked the administration for the update and all the work they have done.

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

1. Legislative Roundtable – Dr. Konrath shared information from the April 21, 2025 meeting and added that he is appreciative of our local legislators who care about kids and schools, and he will have continued discussions with them.
2. Sheboygan Public Education Foundation – Ms. Hibl shared information from the March 12, 2025 meeting and added that the main focus for SPEF are the teacher grants that are due April 30 and scholarship night which will be held on May 14.
3. Human Growth and Development Citizens' Advisory Committee – Ms. Robbins shared information from the March 10, 2025 meeting and added that over summer the committee will be reviewing the curriculum in each grade. In fall, the committee will receive a draft and plan to present it to the school board in spring, 2026.

#### **FUTURE MEETING DATES**

May 13, 2025 – Annual Reorganization meeting at 6:00 p.m.; Committee meetings at 6:15 p.m.

May 27, 2025 – Regular Board of Education meeting at 6:00 p.m.

#### **ADJOURN**

Moved by Ms. Tasche, seconded by Ms. Donohue to adjourn at 7:10 p.m. All ayes. Motion carried unanimously.

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



# **SHEBOYGAN AREA**

— SCHOOL DISTRICT —

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

**ANNUAL REORGANIZATION MEETING**  
**MINUTES**  
Tuesday, May 13, 2025

The Annual Reorganization Meeting of the Board of Education of the Sheboygan Area School District was held on Tuesday, May 13, 2025 at 6:00 p.m. at the Administrative Services Building, Board of Education meeting room, 3330 Stahl Road, Sheboygan, Wisconsin.

Present: Ms. Denise Wittstock, Ms. Leah Hibl, Mr. Peter Madden, Ms. Kay Robbins, Mr. Santino Laster, Ms. Heidi Boehmer, Ms. Mary Lynne Donohue.

Ms. Allie Tasche and Ms. Sarah Ruiz-Harrison were excused.

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

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

Mr. Laster called for nominations for President.

Moved by Ms. Donohue, seconded by Ms. Robbins to nominate Mr. Santino Laster as President. A voice vote was taken and the vote for Mr. Laster was unanimous. Mr. Laster was declared the President.

Mr. Laster called for nominations for Vice President.

Moved by Ms. Robbins, seconded by Ms. Donohue to nominate Ms. Heidi Boehmer as Vice President. A voice vote was taken and the vote for Ms. Boehmer was unanimous. Ms. Boehmer was declared the Vice President.

Mr. Laster called for nominations for Treasurer.

Moved by Mr. Madden, seconded by Ms. Donohue to nominate Ms. Kay Robbins as Treasurer. A voice vote was taken and the vote for Ms. Robbins was unanimous. Ms. Robbins was declared the Treasurer.

Mr. Laster called for nominations for Clerk.

Moved by Mr. Laster, seconded by Ms. Boehmer to nominate Sarah Ruiz-Harrison as Clerk. A voice vote was taken and the vote for Ms. Ruiz-Harrison was unanimous. Ms. Ruiz-Harrison was declared the Clerk.

The Board reviewed Policy 0144.5 – Board Member Behavior and Code of Conduct and Mr. Laster reminded school board members that each member speaks as a whole of the Board. When communications are received by all school board members, Mr. Laster will respond on behalf of the school board.

Moved by Ms. Donohue, seconded by Ms. Boehmer to approve the designation of the Bank of New York Mellon Trust Company, N.A., Wells Fargo Bank Wisconsin, N.A., U S Bank N.A., Associated Bank, N.A., BMO Financial Group, Johnson Bank, Bank First National, Wisconsin Bank and Trust, Cleveland State Bank, Kohler Credit Union, Local Government Investment Pool, Wisconsin Investment Series Cooperative, and Midwest Institutional Trust Company as depositories for Sheboygan Area School District funds, its investments, its short term lines of credit, the Recreation Department, and various schools located within the Sheboygan Area School District for their banking needs. All ayes. Motion carried unanimously.

Moved by Ms. Hibl, seconded by Ms. Wittstock that the administration be authorized to extend the use of facsimile signatures of officers who have been placed in the President, Treasurer or Clerk's positions or members who are no longer on the Board of Education through June 30, 2025, as provided in Bylaw 0152. All ayes. Motion carried unanimously.

Moved by Ms. Boehmer, seconded by Ms. Hibl that the designated publisher of the Board of Education proceedings is the Sheboygan Press. All ayes. Motion carried unanimously.

Moved by Ms. Donohue, seconded by Mr. Madden that the administration be authorized to pay salaries and have the same confirmed by the Board of Education at the next regular meeting. All ayes. Motion carried unanimously.

Mr. Boehlke reviewed the post-employment benefit trust fund balance sheet which he is required to do annually. The Health Reimbursement Arrangement (HRA) accounts for employees is funded through this trust.

Moved by Ms. Donohue, seconded by Ms. Boehmer to appoint Mr. Madden as the delegate to the CESA Annual Convention on May 14, 2025. All ayes. Motion carried unanimously.

Moved by Ms. Donohue, seconded by Ms. Boehmer to appoint Ms. Hibl as the Delegate and Mr. Madden as the alternate delegates to the WASB Annual Convention on January 21-23, 2026. All ayes. Motion carried unanimously.

Moved by Ms. Wittstock, seconded by Ms. Hibl to adjourn at 6:11 p.m. All ayes. Motion carried unanimously.



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Jacob Konrath, Ph.D.  
Superintendent & Secretary

JK:jjh



# board of education update

Sheboygan Area School District

05 27 25

**QUASIUS | SMITH**  
**BRAY ARCHITECTS**



# agenda

- Recap of work conducted since November
- Update on current plans
- Review of preliminary renderings
- Looking ahead





recap



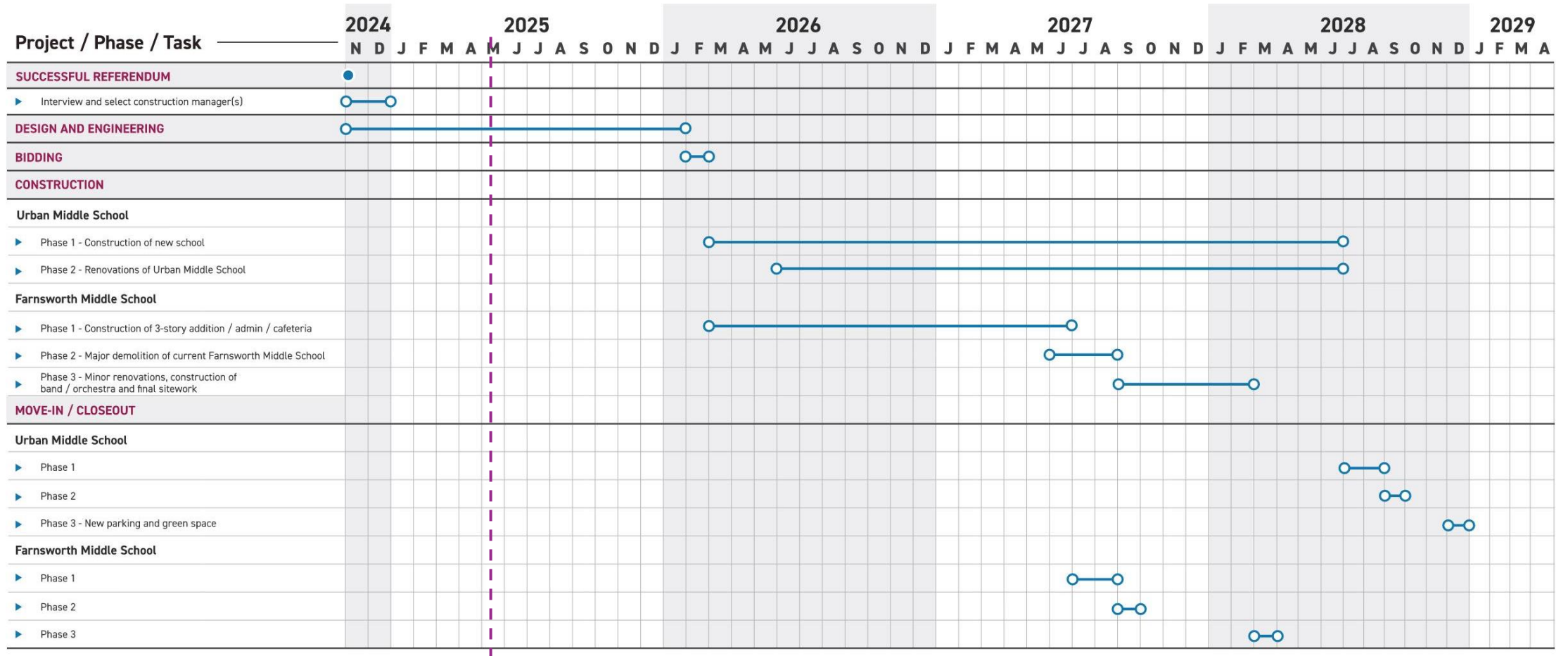
QUASIUS | SMITH  
BRAYARCH

# project schedule



## Sheboygan Area School District | Preliminary Design & Construction Schedule

Like-New Urban Middle School on Existing Site | Like-New Farnsworth Middle School on Existing Site



# first steps

- Land Survey completed
- Building tours completed
  - Vel Phillips MS – Oshkosh
  - Kewaskum MSHS
  - Sheboygan Falls MS
  - Muskego Lakes MS
- Geotechnical study underway
- Staff Survey sent out
- Staff/user engagement
  - Second week of March
  - Third week of April
  - Recently on May 23<sup>rd</sup> (Last Friday)



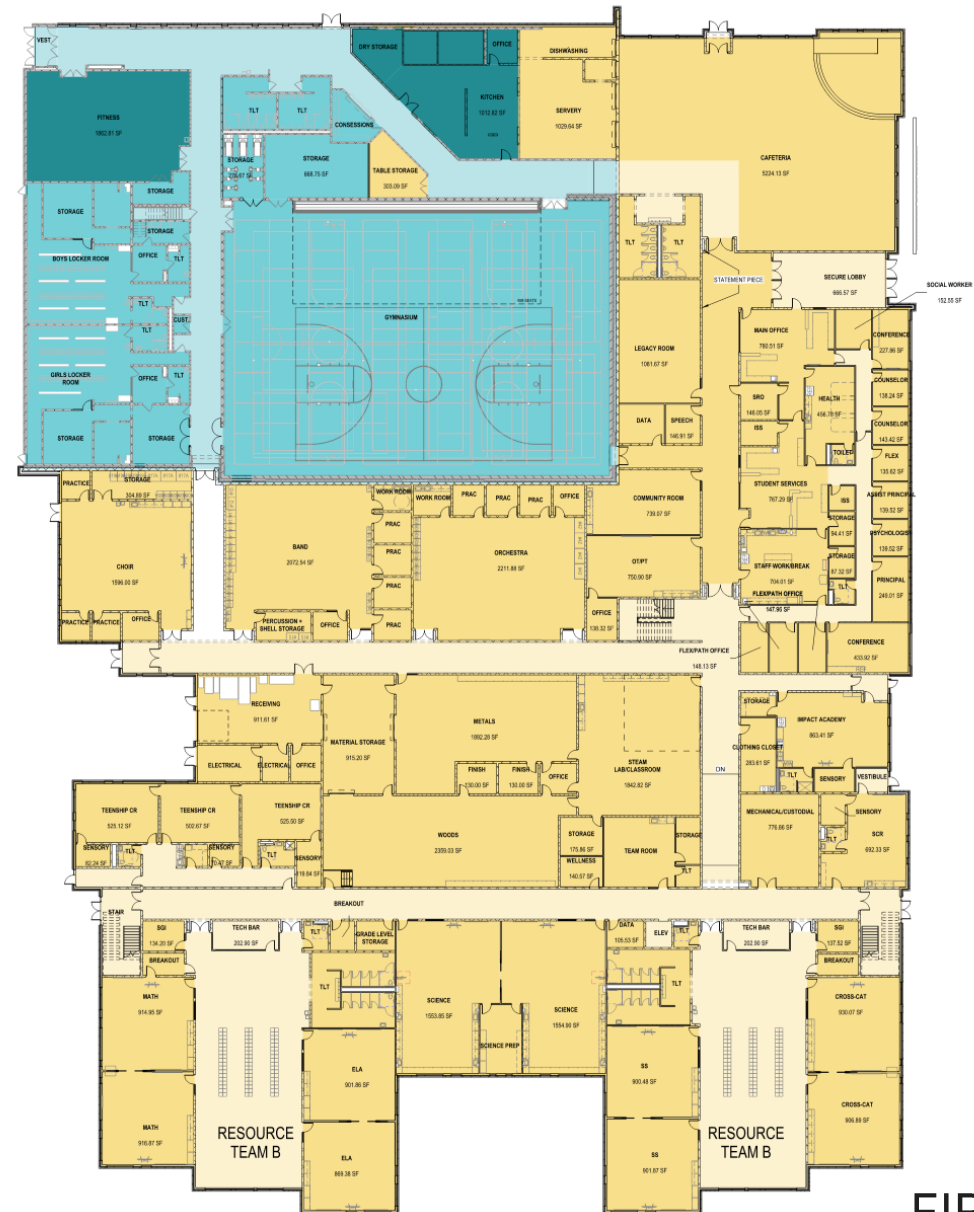


# recap section header



QUASIUS | SMITH  
BRAYARCH

# update farnsworth middle



## FIRST FLOOR PLAN

# update farnsworth middle



THIRD FLOOR PLAN



SECOND FLOOR PLAN

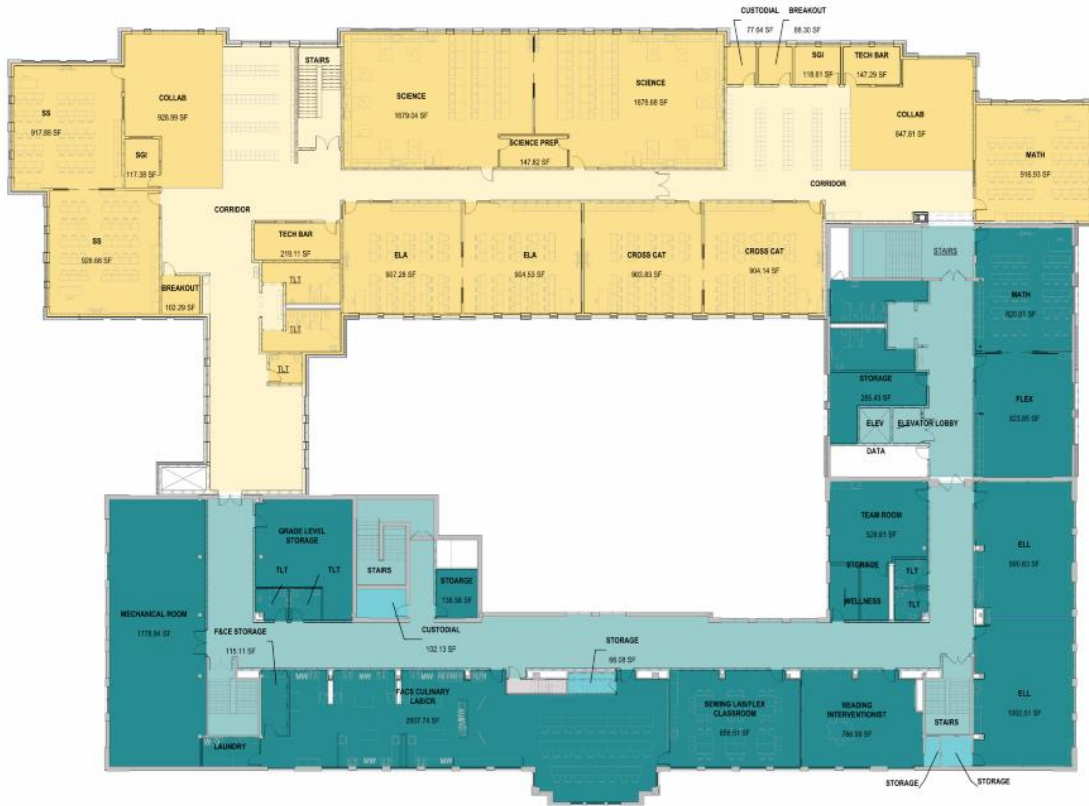
# update urban middle



## FIRST FLOOR PLAN



# update urban middle



THIRD FLOOR PLAN



SECOND FLOOR PLAN



# preliminary renderings



QUASIUS | SMITH  
BRAYARCH



# farnsworth middle school





































# urban middle school





































A photograph of a modern library interior. The space features light-colored wooden bookshelves filled with books. A prominent green wall runs along one side, and the ceiling has a series of white, rectangular light fixtures. Several students are visible: one is sitting at a table reading, another is standing and looking at books on a lower shelf, and others are in the background. The overall atmosphere is bright and contemporary.

# looking ahead

QUASIUS | SMITH  
BRAYARCH

# looking ahead

- Community Information/Feedback Sessions
  - Farnsworth MS June 3<sup>rd</sup> @ 5:30pm
  - Urban MS June 3<sup>rd</sup> @ 7:00pm
- Sustainability study
  - Overall building design
  - Geothermal
  - Solar
- Interior design conversations
- City of Sheboygan engagement/coordination
- Plans completed by January of 2026

Any Questions?





# Thank you!

**QUASIUS | SMITH**

**BRAYARCHITECTS**

# EXECUTIVE SUMMARY

## FOR THE SHEBOYGAN AREA SCHOOL BOARD

**Topic:** 2025-26 Proposed Preliminary Budget Update

**Date:** May 27, 2025

**Prepared by:** Mark Boehlke/Jami Hintz/Jacob Konrath/Rachel Ledezma

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**Recommended action:** Information only

X Presentation/discussion

Discussion/action by committee

Discussion/action by Board of Education

Presentation/action next meeting

### Purpose:

The purpose of this summary is to present an update to the first draft of the 2025-26 proposed preliminary budget that will be presented to the Board in June for approval.

### Recommendation:

It is the recommendation of the Administration that the Board provide feedback on the items included in the proposed preliminary budget.

### Background:

At the April 22, 2025 Board meeting, the Administration presented a first draft of the proposed 2025-26 preliminary budget. There have been three adjustments made to the budget that was previously presented to the Board.

**1. Staff Turnover****Expense Reduction of \$768,624**

The previous expense reduction was \$764,208. The additional \$4,416 expense reduction is a result of one additional retirement that was approved by the Board.

**2. Enrollment Driven 3.2 FTE Net Teacher Reduction****Expense Reduction of \$224,000**

The previous expense reduction was \$294,000. The \$70,000 decrease in the expense reduction is a result of updated enrollment numbers at Madison Elementary.

To bring the budget back to balanced, the cost to go forward for student transportation was reduced by \$65,584. This is based on the new negotiated contract with Prigge Bus Company.

\*\*\*\*\*

Administration will continue to adjust the proposed preliminary budget based on new information and feedback from the Board and staff. Grant budgets are currently being completed. Grant related expenses are offset by grant revenue, so changes will not affect the bottom line of the overall budget. Updates to this budget proposal will be brought back to the Board in May for discussion. The proposed preliminary budget will be presented to the Board at the June board meeting for possible approval. The State 2025-2027 budget may not be passed by the Assembly and Senate and signed by the Governor before the Preliminary SASD budget is presented to the Board for possible approval. In this case, adjustments to the budget will be brought to the Board before the original budget and levy is approved in October. As in past years going into a new State biennial budget, salary increases approved in the June preliminary budget would be delayed and contingent on the State budget. Any salary increases would then be paid retroactively back to July 1, 2025.

Attachments:

Projected 2025-26 Preliminary Budget



DATED 5/20/2025	Original Budget 2024-25	Projected Budget 2025-26	
3rd Friday Pupil FTE	9,471	9,268	(203)
Summer FTE (40%)	58	63	5
Total FTE	9,529	9,331	(198)
3 Year Avg. FTE	9,581	9,477	(104)
Per Pupil Revenue Amount	\$ 11,441	\$ 11,766	+\$325
Membership x Per Pupil Amount =	\$ 109,619,547	\$ 111,509,699	
Hold Harmless Non-Recurring Exemption	\$ -	\$ -	
Revenue Limit, No Exemptions	\$ 109,619,574	\$ 111,509,699	
Adjustment for Refunded Taxes	\$ 9,939	\$ 9,939	
Prior Year Open Enrollment	\$ 72,392	\$ 72,392	
Declining Enrollment Exemption	\$ 686,481	\$ 1,235,467	
Adjustment for Private School Voucher Program	\$ 5,592,963	\$ 5,592,963	
Adjustment for Private School SE Voucher Program	\$ 980,354	\$ 980,354	
<b>Total Revenue Cap</b>	<b>\$ 116,961,703</b>	<b>\$ 119,400,814</b>	<b>2.09%</b>
Less Fund 41 Levy	\$ (1,375,000)	\$ (1,375,000)	
<b>Total Revenue Limit Available for Funds 10 &amp; 27</b>	<b>\$ 115,586,703</b>	<b>\$ 118,025,814</b>	<b>2.11%</b>
<b>REVENUES</b>			
Local Revenue	26,012,220	28,451,331	
Interdistrict Revenue	1,899,944	1,899,944	
Intermediate Revenue	48,968	48,968	
State Revenue	106,526,184	108,846,257	10% Increase to SE reimbursement
Federal Revenue (not through the state)	770,000	770,000	
Other Revenue	450,822	450,822	
Grant Revenue	10,075,515	9,544,430	
<b>TOTAL REVENUE</b>	<b>\$ 145,783,653</b>	<b>\$ 150,011,752</b>	<b>2.90%</b>
<b>EXPENSES</b>			
Salaries	68,848,176	69,159,327	Last of ESSER grant put back into budget
Employee Benefits	31,886,627	34,070,020	10% health premium increase for 2026
Purchased Services	28,722,795	29,187,268	
Non-Capital Objects	4,114,916	4,114,916	
Capital Objects	580,389	625,187	
Capital Leases	1,700	1,700	
Insurance	1,240,737	1,420,849	
Other Expenses	312,798	312,798	
Grant Expenses	10,075,515	9,544,430	
<b>TOTAL EXPENSES</b>	<b>\$ 145,783,653</b>	<b>\$ 148,436,495</b>	<b>1.82%</b>
<b>NET SURPLUS/(DEFICIT)</b>	<b>\$ -</b>	<b>\$ 1,575,257</b>	
<b>Expense Reductions</b>			
1. Staff Turnover		768,624	
2. Enrollment Driven 3.2 FTE Teacher Reductions		224,000	
<b>Expense Additions</b>			
3. 2.95% Total Salary Increase for the Teacher Group		(1,633,651)	
4. 2.95% Support Staff Salary Increase		(455,732)	
5. 2.95% Administration Salary Increase		(203,498)	
6. Teacher Group Switch to Paid Time Off		(150,000)	
7. Capital Projects Fund 41 Increase		(125,000)	
<b>NET SURPLUS/(DEFICIT)</b>		<b>\$ -</b>	

## ***Paid Time Off (PTO) Policy & Guidelines***

### **PTO Benefit**

Paid Time Off (PTO) provides a flexible bank of leave for certified staff covered by the Professional Staff Handbook. PTO is designed to support a healthy work-life balance and allow employees to take time off as needed.

Nothing in this policy shall be construed to contradict any applicable leave protection laws.

### **PTO Allocation**

- Employees will be granted up to ten (10) PTO days at the beginning of each school year, based on one (1) day earned for each month worked from August through May.
- Allocations are prorated based on contract length, scheduled hours per week, and hire date.
- New or returning employees who start after the school year begins: Professional staff must begin their contract and duties before becoming eligible for PTO, unless covered under state or federal FMLA laws. The amount of PTO credited for that year will be prorated at one (1) day for each full month remaining in the academic year.

### **PTO Usage & Approval**

#### **Usage Increments:**

- Employees may use PTO in full or half-day increments.
  - For a 1.0 FTE certified staff member, a full day is defined as 8 hours, and a half day is defined as 4 hours. These standards apply when calculating time off or determining absences.
- Half-day PTO requests are only allowed on Tuesdays, Wednesdays, and Thursdays. Half-days cannot be taken immediately before or after a holiday or scheduled school recess day/break.
- Half-day PTO will be limited to two per employee, per school year.
- If an employee arrives late or leaves early—beyond the allowed 2-hour flex time (see Section 11, Work Hours and Schedule policy)—on a day immediately before or after a holiday or scheduled school recess day/break, they must use a full PTO day.

- If an employee has an unplanned absence on the day before or after a holiday or school recess day/break, 1.5 PTO days will be deducted for that absence. (This does not affect the two half-day limit mentioned earlier.)

## **PTO Guidelines**

### **Requesting PTO**

- Employees do not need to provide a reason beyond selecting “personal” or “sick” when requesting PTO.
- If an employee is absent for three (3) or more consecutive days due to a medical reason that may qualify for FMLA, Administration must be notified and may request medical documentation from a healthcare provider.
- If multiple employees request the same day off to use personal PTO, additional information may be requested to support the approval process. Preference may be given based on factors such as the timing of the request, coverage availability, the nature of the reason for the absence, or previous time-off patterns.
- PTO requests are subject to building and district staffing needs and may be denied or canceled if they create a staffing shortage.
- Approval is at the principal’s or supervisor’s discretion.

### **PTO Restrictions**

- Employees are generally not allowed to use PTO during the first or last week of school, on a Professional Learning Day, or immediately before or after a holiday or recess period as defined in the calendar. These “gray” calendar days may only be taken as a PTO day if the staff member has reached the maximum 60 days of Extended Health Leave prior to the start of the school year.
- Only one extended PTO (five consecutive days) will be approved per employee each school year, unless there are extraordinary circumstances.
- Multiple-day PTO may not be used during the first or last five days of the school year or directly before or after a holiday or scheduled school break.
- PTO requests exceeding five consecutive days are generally not approved unless medically necessary. In such cases, medical documentation will be required.

### **Request Deadlines**

- PTO requests should be submitted at least one week in advance, unless due to extenuating circumstances such as illness or a family emergency.

- Extended PTO (five consecutive days) must be requested at least four weeks in advance and requires pre-arranged substitute coverage.

## **Medical Verification**

- If an employee uses PTO for more than three consecutive days due to illness or shows a pattern of absences for medical reasons, Human Resources may require written documentation from a healthcare provider.

## **Scheduling & Priority**

- PTO requests submitted by September 30 will be reviewed and scheduled upon approval. If multiple employees request the same day off, priority will be given based on years of service within the district.
- Requests submitted after September 30 will be reviewed on a first-come, first-served basis, with no seniority preference.
- PTO requests related to medical needs will generally be prioritized and may require appropriate medical documentation.
- Employees should be aware that while principals will make every effort to honor approved personal PTO, these requests may need to be adjusted or canceled if unexpected medical leave occurs and adequate coverage cannot be ensured.
- PTO requests for May or June must be submitted by April 15 to be considered.

## **Limits on the number of employees allowed personal PTO per day:**

- For buildings with 1–20 staff (requiring substitutes): 2 per day
- For buildings with 21–40 staff (requiring substitutes): 3 per day
- For buildings with 41–70 staff (requiring substitutes): 4 per day
- For buildings with 71+ staff (requiring substitutes): 5 per day

## **PTO Balance Management**

- If an employee has pre-scheduled PTO days and later uses unplanned time off due to illness, one of the pre-planned PTO days must be reassigned to cover the absence if no other PTO days are available.

- Example: An employee schedules their remaining PTO for a February vacation. In November, they call in sick. Since no other PTO is available, one of the February PTO days will be reassigned to cover the sick day.
- PTO is an attendance-based program. Any absence beyond the two-hour flex time will reduce the employee's available PTO balance and may impact eligibility for payout or rollover into Extended Health Leave at the end of the fiscal year.
- In the event of a district closure due to inclement weather or another emergency: Pre-approved PTO will be removed in Skyward by Payroll.

## **PTO Payout & Conversion to Extended Health Leave**

At the end of each fiscal year (June 30), any unused PTO days will be reviewed.

- If your Extended Health Leave (EHL) bank is below 60 days, unused PTO will automatically convert to EHL days, up to the 60-day maximum.
- If your EHL bank has reached the 60-day cap, remaining unused PTO from the current school year will be paid out.
- The payout rate will be determined annually but will not be less than the daily substitute rate.
- PTO days that are converted to EHL are no longer eligible for payout.
- Only PTO accrued in the current school year is eligible for payout.

## **Extended Health Leave (EHL)**

### **Earning EHL:**

- EHL is earned by converting unused PTO at year-end, up to a maximum of 60 days.
- Once you've reached the 60-day cap, additional unused PTO is paid out instead.

### **Using EHL:**

- All available PTO must be used, not just scheduled, before EHL can be accessed.
- Up to 2 EHL days per school year may be used for your own health condition (not for family members).
  - These days must be used in full-day increments.

- A completed EHL Request Form is required for approval.
- Additional EHL use requires approved FMLA leave.
- If an employee is absent due to illness beyond the two allotted EHL days and is not on an approved FMLA leave, the absence will be unpaid.
- Excessive unpaid absences may result in disciplinary action.

## **EHL & FMLA:**

- Once FMLA leave is approved, you may use your EHL bank.

## **Upon Separation:**

- Unused EHL days are not paid out when employment ends.

## **PTO Upon Separation from Employment**

- PTO is prorated based on the number of full months worked, contract length, scheduled hours per week, and hire date.
- If an employee uses more PTO than they have earned by the time of separation, the district will recover the overused amount by deducting it from the employee's final paycheck, using their regular rate of pay.
  - Example: An employee resigns at the end of the first semester but has already used their full PTO allocation. Because PTO is frontloaded but earned at a rate of one day per full month worked, the employee would owe back time.
- If an employee has accrued the full 60 days of Extended Health Leave and still has unused PTO, the remaining prorated PTO balance will be paid out at no less than the daily substitute rate on the employee's final paycheck.

## **Flex Time**

- Employees may use flex time if it is pre-arranged at a mutually agreed-upon time with their supervisor.
- No more than two (2) hours of flex time may be used in a single day.
- Flex time must not create any additional cost to the district. Employees cannot use a colleague to cover their duties if that colleague plans to request extra pay or if a substitute would be required.



- Flex time is only allowed when coverage is arranged in a way that does not increase district expenses.
- PTO and flex time cannot be combined to lengthen an absence.

## **Bereavement Leave**

- Bereavement leave is separate from PTO and does not reduce the number of allotted PTO days.
- Employees may take up to 3 paid days for the loss of a spouse, child, parent, sibling, grandparent, grandchild, or parent-in-law.
- Employees may take up to 1 paid day for the loss of other family members or a close personal friend.
- Human Resources will request verification to approve paid bereavement leave.
- Bereavement leave is intended to provide paid time off for grieving, attending services, and managing immediate personal needs following the loss of a loved one. It is not intended to be used for extended tasks such as cleaning out a residence or handling estate matters. Employees may use PTO for additional time off as needed.
- In rare and exceptional circumstances, additional bereavement leave for immediate family may be granted if all PTO has been used, with approval from both the principal and the Assistant Superintendent of Human Resources.

## **Employee Leave Donation Policy**

- Employees who have accumulated 60 Extended Health Leave days may donate 1 PTO day per school year to another certified staff member facing exceptional circumstances requiring additional time off.
- The intent of the policy is to support employees in situations that are truly beyond their control and require significant time away from work.

## **Eligibility**

Employees may request donated PTO only in cases of medical emergencies, defined as:

- A medical condition affecting the employee or an immediate family member (spouse, child, or parent) that requires the employee's prolonged absence from work and results in a substantial loss of income due to the exhaustion of all available paid leave (e.g., major surgery with extended recovery, stroke with lasting effects, or severe injury requiring hospitalization and rehabilitation).

Before initiating the leave donation process, the Human Resources Department must confirm the employee's eligibility. To qualify, the employee must:

- Be experiencing a medical emergency, or have a spouse, child, or parent experiencing one;
- Have been employed with the District for at least one year;
- Have exhausted all other forms of paid time off (PTO & EHL).

Book	Policy Manual
Section	7000 Property
Title	FACILITY SECURITY
Code	po7440*jjh
Status	Second Reading
Adopted	October 22, 2013
Last Revised	November 30, 2023

#### 7440 - FACILITY SECURITY

~~Buildings constitute the greatest financial investment of the District. It is in the best interest of the Board to protect the District's investment adequately. The buildings and equipment owned by the Board shall be protected from theft and vandalism in order to maintain the optimum conditions for carrying out the educational programs.~~ Promoting the safety of students, staff, and others in the school buildings, as well as providing for the protection of the significant financial investment in the District's buildings is a critical function of the Board. Proper safety measures are to be implemented to protect those who use the buildings and to protect the buildings and equipment owned by the Board from theft and vandalism in order to maintain the optimum conditions for carrying out the educational program.

The District Administrator shall develop and supervise ~~a program for the security of the District's students, staff, visitors, school buildings, school grounds, and school equipment in compliance with State and Federal laws. Such a program may include the use of video surveillance and electronic monitoring equipment in appropriate areas in and around the schools and other District facilities, and on school buses.~~ the District's School Safety Plan, in compliance with State and Federal laws, as described in Policy 8420 - School Safety.

~~Every effort shall be made to apprehend those who knowingly cause serious physical harm to students, staff, visitors, and Board property and to require prosecution of those who bring harm to persons and/or property. The Board will seek to rectify the damage or payment of a fee to cover such repairs.~~ Law enforcement shall be contacted and District officials shall fully cooperate with law enforcement's efforts to apprehend those who knowingly cause physical harm to students, staff, visitors, and Board property and to request prosecution of those who bring harm to persons and/or property.

~~Appropriate authorities may be contacted in the case of serious offenses.~~ The Board will seek to repair the damage or seek the payment of a fee to cover such repairs.

The Board authorizes the District Administrator to conduct searches of non-student visitors or vehicles on school property when there is a reasonable suspicion of violation of the law or school rules, and the search is reasonable in scope related to the objectives of the search and not excessively intrusive.

The District Administrator is authorized to ~~install~~ utilize metal detectors (e.g., walk through detectors and hand-held wands), ~~and video surveillance/electronic monitoring equipment, and other security devices~~ on school property in order to protect the health, welfare, and safety of students, staff, visitors and ~~Board district~~ property, ~~and other security devices that would assist in the detection of guns and dangerous weapons in school buildings and on District property.~~

#### Public Access to School Facilities

The Board expects that during regular school hours only students and school staff need to be present in the school building. The Board also acknowledges that there will be times during the instructional day that members of the public, including parents, invited guests, or other individuals will for appropriate and legitimate reasons require entry into a school facility. In such cases, the following guidelines shall be followed:

- A. ~~The building administrator shall designate one (1) entry into the school for use by visitors. This entry shall be the entry closest to the main office. All other exterior doors on the building shall be locked during the instructional day.~~ All exterior doors to every school building shall be locked during the instructional day, preventing entry into the building and all visitors to the school building during those times will be directed to a single entrance into the building. This entrance shall be the entrance closest to the school office when structurally possible. Visitors must

identify themselves and the purpose of their visit to the school through the intercom system.

- B. All persons other than students and building staff shall check in with the ~~main~~school office of the building and shall complete a visitor log. Each visitor shall be given a visitor tag that shall be worn at all times while in the building.
- C. Visitors that intend to visit a classroom during the instructional day must be escorted to the classroom by either a staff member or, if age-appropriate, a student from the class. School office staff must contact the classroom teacher to verify that the visitor is expected.
- D. All visitors are expected to sign out prior to departing the building.
- E. Outside of instructional times, no person other than a staff member may be in any school building except for attendance at a public function (such as a sporting event) or based on an approved facility use request pursuant to Policy 7510 - Use of District Facilities - Special Groups/Public Groups.

Any visitor to the school may be refused entry or asked to leave the building at any time if the building administrator determines that the visitor's presence is disruptive or is likely to become disruptive to the educational environment, including all school-sponsored events, or for other safety or security reasons. If a visitor refuses to leave upon request by the building administrator or event supervisor, the building administrator or event supervisor shall contact the school resource officer or local law enforcement as appropriate. No staff member should attempt to physically remove a visitor unless the visitor poses an imminent safety threat.

Failure to follow the requirements above when entering or remaining in school facilities may be subjected to a fine not exceeding \$1,000. In circumstances tending to provoke a disturbance of the peace, persons may be fined not more than \$10,000 or imprisoned not more than ninety (90) days.

Any school staff member that witnesses a visitor in the school building who is not wearing a visitor tag as required shall report the visitor's presence to the ~~main~~school office. In the event the ~~main~~school office does not have a record of such visitor properly checking in, the office staff shall immediately contact an administrator or, if any administrator is not available, the school resource officer, if applicable, or appropriate law enforcement.

### Parents as Visitors

The Board encourages parental involvement in the education of students in the District. For this reason, it is important to facilitate the involvement of parents in school activities and the educational process while at the same time preserving the integrity of the educational environment for all students. As a balance, the Board adopts the following requirements for parents visiting the school during the instructional day:

- A. Parents should make arrangements with their child's teacher or with the building administrator in advance of visiting their child at school unless that is not possible.
- B. Parents, like any other visitor, must enter the building through only the approved visitor entrance and shall check in at the ~~main~~school office in the same fashion as a visitor.

Parents visiting District schools shall comply with Policy 9150 - School Visitors, and other relevant policies and administrative guidelines.

Parents ~~that~~who do not follow these guidelines or whose presence is disruptive to the educational environment may be asked to leave the building by the building administrator. Any decision to permanently ~~expel~~ restrict access of a parent may only be made by the District Administrator due to repeated failure to follow rules causing a disruption to the educational environment or for overt threats of harm or actual physical contact with any staff or student.

### Court Imposed Restrictions

In any case in which an individual is the subject of a court order restricting the individual's presence at a school building, including any restrictions on the individual's physical proximity to an individual that is a student or staff member at the school facility, the building administrator shall inform staff of the situation and if any staff member sees the individual on school premises that staff member shall immediately contact law enforcement and the ~~main~~school office.

### Sex Offenders on School Property

Any person ~~that~~who is a registered sex offender under Wisconsin Law is required to notify the District Administrator of the specific date, time and place of the person's visit to any school facility and must notify the District Administrator of their status as a registered sex offender.

Parents of students enrolled in the District must notify the District Administrator of their status as a registered sex offender and that they have a child enrolled in the District. Notification must occur at the beginning of each school year or at the time the individual is required to register or whenever the child is first enrolled, whichever occurs first.

Notification requirements do not apply if the person will be on school grounds to vote in an election or to attend a non-school sponsored event occurring on the school grounds.

Revised 12/11/18

T.C. 11/30/23

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Legal

120.13(35), Wis. Stats.

175.32(2), (3), Wis. Stat.

301.475, Wis. Stat.

State v. Vang, 2018 AP 1730 (Ct. App. 2021), pet. rev. denied.

Book	Policy Manual
Section	8000 Operations
Title	STUDENT RECORDS
Code	po8330*jjh
Status	Second Reading
Adopted	October 22, 2013
Last Revised	May 28, 2024

### 8330 - **STUDENT RECORDS**

In order to provide appropriate educational services and programming, the Board must collect, retain, and use information about individual students. Simultaneously, the Board recognizes the need to safeguard students' privacy and restrict access to students' personally identifiable information.

Except for data identified by policy as "directory data," student "personally identifiable information" includes, but is not limited to: the student's name; the name of the student's parent or other family members; the address of the student or student's family; a personal identifier, such as the student's social security number, student number, or biometric record; other indirect identifiers, such as the student's date of birth, place of birth, and mother's maiden name; other information that, alone or in combination, is linked or linkable to a specific student that would allow a reasonable person in the school community, who does not have personal knowledge of the relevant circumstances, to identify the student with reasonable certainty; or information requested by a person who the District reasonably believes knows the identity of the student to whom the education record relates.

Reference in this policy to "directory data," includes reference to "directory information," in the context of the Family Educational Rights and Privacy Act (FERPA).

The Board is responsible for the records of all students who attend or have attended schools in this District. Only records mandated by the State or Federal government and/or necessary and relevant to the function of the School District or specifically permitted by this Board will be compiled by Board employees.

In all cases, permitted, narrative information in student records shall be objectively based on the personal observation or knowledge of the originator.

Student records shall be available only to students and their parents, eligible students, designated school officials who have a legitimate educational interest in the information, or to other individuals or organizations as permitted by law.

#### **Address Confidentiality Program**

Students who are verified participants in the Safe at Home/Address Confidentiality Program administered by the Wisconsin Department of Justice shall be permitted to use their substitute assigned address for all District purposes. The Board shall refrain from including the student's actual/confidential residential address if any student records or files (including electronic records and files) or disclosing the student's actual/confidential residential address when releasing student records. The Board shall only list the address designated by the Wisconsin Department of Justice to serve as the student's address in any student records or files, including electronic records and files. Further, the Board shall use the student's substitute assigned address for any and all communications and correspondence between the Board and the parent(s) of the student (or adult student). The student's actual/confidential residential address shall be maintained in a separate confidential file that is not accessible to the public or any employees without a legitimate purpose. The intentional disclosure of a student's actual/confidential residential address is prohibited.

The Board may enter into a memorandum of understanding with a county department under State statutes (s.46.215, 46.22 or 46.23) or a tribal organization, as defined under Federal law, that permits disclosure of information contained in student records as provided under State law in cases in which the student's parent, if the student is a minor, or the student if the student is an adult, does not grant permission for such disclosure.

The term "parents" includes legal guardians or other persons standing in loco parentis (such as a grandparent or stepparent with whom the child lives, or a person who is legally responsible for the welfare of the child). The term "eligible student" or "adult student" refers to a student who is eighteen (18) years of age or older.

Both parents shall have equal access to student records unless stipulated otherwise by court order or the law. In the case of adult students, parents may be allowed access to the records without the student's consent, provided the student is considered a dependent under section 152 of the Internal Revenue Code, and provided that the student has not made a written request to the District that their parents not be permitted access to personally identifiable information from their records.

A school official is a person employed by the Board as an administrator, supervisor, teacher/instructor (including substitutes), or support staff member (including health or medical staff and law enforcement unit personnel); a person serving on the Board; a person or company with whom the Board has contracted to perform a special task (such as an attorney, auditor, or medical consultant); a contractor, consultant, volunteer or other party to whom the Board has outsourced a service otherwise performed by Board employees (e.g. a therapist); or a parent or student serving on an official committee, such as a disciplinary or grievance committee, or assisting another school official in performing their tasks (including volunteers).

"Legitimate educational interest" is defined as a "direct or delegated responsibility for helping the student achieve one (1) or more of the educational goals of the District" or if the record is necessary in order for the school official to perform an administrative, supervisory, or instructional task or to perform a service or benefit for the student or the student's family. The Board directs that reasonable and appropriate methods (including but not limited to physical and/or technological access controls) are utilized to control access to student records and to make certain that school officials obtain access to only those education records in which they have a legitimate educational interest.

The Board authorizes the administration to:

A. forward student records, including disciplinary records with respect to suspensions and expulsions, upon request to a private or public school or school district in which a student of this District is enrolled, seeks or intends to enroll, or is instructed to enroll, on a full-time or part-time basis, upon condition that:

1. a reasonable attempt is made to notify the student's parent or eligible student of the transfer (unless the parent initiates the disclosure or eligible student; or the Board's annual notification - Form 8330 F9 - includes a notice that the Board will forward education records to other agencies or institutions that have requested the records and in which the student seeks or intends to enroll or is already enrolled so long as the disclosure is for purposes related to the student's enrollment or transfer);
2. the parent or eligible student, upon request, receive a copy of the record;
3. the parent or eligible student, upon request, has an opportunity for a hearing to challenge the content of the record; and
4. no later than the next working day, the District shall transfer to another school, including a private or tribal school, or school district, all student records relating to a specific student if the transferring school district or private school has received written notice from the student (if an adult) or their parent or guardian if the student is a minor that the student intends to enroll in the other school or school district or written notice from the other school or school district that the student has enrolled or from a court that the student has been placed in a juvenile correctional facility, as defined in s. 938.02(10p), or a secured residential care center for children and youth, as defined in s. 938.02(15g);

In this subsection, "school" and "school district" include any juvenile correctional facility, secured residential care center for children and youth, adult correctional institution, mental health institute, or center for the developmentally disabled that provides an educational program for its residents instead of, or in addition to, that which is provided by public, private, and tribal schools.

B. forward student records, including disciplinary records with respect to suspensions and expulsions, upon request to a juvenile detention facility in which the student has been placed, or a juvenile court that has taken jurisdiction of the student;

C. disclose student records that are pertinent to addressing a student's educational needs to a caseworker or other representative of the Department of Children and Families, a county department under s. 46.215, 46.22, or 46.23, or a tribal organization, as defined in 25 USC 450b(L), that is legally responsible for the care and protection of the



student, if the caseworker or other representative is authorized by that department, county department, or tribal organization to access the student's case plan;

- D. provide "personally identifiable" information to appropriate parties, including parents of an eligible student, whose knowledge of the information is necessary to protect the health or safety of the student or other individuals, if there is an articulable and significant threat to the health or safety of a student or other individuals, considering the totality of the circumstances;
- E. report a crime committed by a child to appropriate authorities, and, with respect to reporting a crime committed by a student with a disability, to transmit copies of the student's special education and disciplinary records to the authorities for their consideration;
- F. release de-identified records and information in accordance with Federal regulations;
- G. disclose personally identifiable information from education records, without consent, to organizations conducting studies "for, or on behalf of" the District for purposes of developing, validating or administering predictive tests, administering student aid programs, or improving instruction;

Information disclosed under this exception must be protected so that students and parents cannot be personally identified by anyone other than representative of the organization conducting the study, and must be destroyed when no longer needed for the study. In order to release information under this provision, the District will enter into a written agreement with the recipient organization that specifies the purpose of the study.

~~This written agreement must include: (1) specification of the purpose, scope, duration of the study, and the information to be disclosed; (2) a statement requiring the organization to use the personally identifiable information only to meet the purpose of the study; (3) a statement requiring the organization to prohibit personal identification of parents and students by anyone other than a representative of the organization with legitimate interests; and (4) a requirement that the organization destroy all personally identifiable information when it is no longer needed for the study, along with a specific time period in which the information must be destroyed.~~

While the disclosure of personally identifiable information without consent is allowed under this exception, it is recommended that whenever possible the administration either release de-identified information or remove the students' names and social security identification numbers to reduce the risk of unauthorized disclosure of personally identifiable information.

- H. disclose personally identifiable information from education records without consent, to authorized representatives of the Federal government, as well as State and local educational authorities;

The disclosed records must be used to audit or evaluate a Federal or State-supported education program, or to enforce or comply with Federal requirements related to those education programs. A written agreement between the parties is required under this exception.

The District will verify that the authorized representative complies with FERPA regulations.

- I. request each person or party requesting access to a student's record to abide by Federal regulations and State laws concerning the disclosure of information.

The Board will comply with a legitimate request for access to a student's records within a reasonable period of time but not more than forty-five (45) days after receiving the request or within such shorter period as may be applicable to students with disabilities. Upon the request of the viewer, a record shall be reproduced, unless said record is copyrighted, or otherwise restricted, and the viewer may be charged a fee equivalent to the cost of handling and reproduction. Based upon reasonable requests, viewers of education records will receive an explanation and interpretation of the records.

The Board shall maintain a record of each request for access and each disclosure of personally identifiable information. Such disclosure records will indicate the student, person viewing the record, their legitimate interest in the information, information disclosed, date of disclosure, and date parental/eligible student consent was obtained (if required).

Only "directory information" regarding a student shall be released to any person or party, other than the student or their parent, without the written consent of the parent, or, if the student is an eligible student, without the written consent of the student, except as provided by applicable law. -

## **DIRECTORY DATA**

Each year, the District Administrator shall provide a public notice to students and their parents of the District's intent to make available, upon request, certain information known as "directory data." The Board designates as student "directory data":

- A. a student's name;
- B. address;
- C. telephone number;
- D. date and place of birth;
- E. major field of study;
- F. participation in officially recognized activities and sports;
- G. height and weight, if a member of an athletic team;
- H. dates of attendance;
- I. date of graduation;
- J. degrees and awards received.

Parents and eligible students may refuse to allow the Board to disclose any or all of such "directory data" upon written notification to the Board within fourteen (14 ) days after receipt of the District Administrator's annual public notice or enrollment of the student into the District if such enrollment occurs after the annual public notice. Any parent or eligible student that refuses to allow disclosure of directory data that participates in the extra-curricular activity must complete the appropriate acknowledgment, which includes a limitation on the refusal to disclose directory data obtained during the course of the student's participation in extra-curricular activities.

In accordance with Federal and State law, the Board shall release the names, addresses, District assigned email addresses (if available), and telephone listings of secondary students to a recruiting officer for any branch of the United States Armed Forces or an institution of higher education who requests such information. A secondary school student or parent of the student may request in writing that the student's name, address, District assigned email address (if available), and telephone listing not be released without the prior consent of the parent(s)/eligible student. The recruiting officer is to sign a form indicating that "any information received by the recruiting officer shall be used solely for the purpose of informing students about military service and shall not be released to any person other than individuals within the recruiting services of the Armed Forces." The District Administrator is authorized to charge mailing fees for providing this information to a recruiting officer.

Whenever the consent of the parent(s)/eligible student is required for the inspection and/or release of a student's health or education records or for the release of "directory data," either parent may provide such consent unless agreed to otherwise in writing by both parents or specifically stated by court order. If the student is under the guardianship of an institution, the District Administrator shall appoint a person who has no conflicting interest to provide such written consent.

The Board may disclose "directory data," on former students without student or parental consent unless the parent or eligible student previously submitted a request that such information not be disclosed without their prior written consent.

The Board shall not collect or use personal information obtained from students for the purpose of marketing or for selling that information.

### **INSPECTION OF INFORMATION COLLECTION INSTRUMENT**

The parent of a student or an eligible student has the right to inspect upon request any instrument used in the collection of personal information before the instrument is administered or distributed to a student. Personal information for this section is defined as individually identifiable information including a student or parent's first and last name, a home or other physical address (including street name and the name of the city or town), a telephone number, or a Social Security identification number. In order to review the instrument, the parent or eligible student must submit a written request to the building principal at least fourteen (14) business days before the scheduled date of the activity. The instrument will be provided to the parent or eligible student within fourteen (14) business days of the principal receiving the request.

The District Administrator shall directly notify the parent(s) of a student and eligible students, at least annually at the beginning of the school year, of the specific or approximate dates during the school year when such activities are scheduled or expected to be scheduled.

This section does not apply to the collection, disclosure, or use of personal information collected from students for the exclusive purpose of developing, evaluating, or providing educational products or services for, or to, students or educational institutions, such as the following:

- A. college or other postsecondary education recruitment, or military recruitment
- B. book clubs, magazines and programs providing access to low-cost literary products
- C. curriculum and instructional materials used by elementary and secondary schools
- D. tests and assessments used by elementary and secondary schools to provide cognitive, evaluative, diagnostic, clinical, aptitude, or achievement information about students (or to generate other statistically useful data for the purpose of securing such tests and assessments) and the subsequent analysis and public release of the aggregate data from such tests and assessments
- E. the sale by students of products or services to raise funds for school-related or education-related activities
- F. student recognition programs

The District Administrator shall prepare administrative guidelines so that students and parents are adequately informed each year regarding their rights to:

- A. inspect and review the student's education records;
- B. request amendments if the parent believes the record is inaccurate, misleading, or violates the student's privacy rights;
- C. consent to disclosures of personally identifiable information contained in the student's education records, except to those disclosures allowed by the law;
- D. challenge Board noncompliance with a parent's request to amend the records through a hearing;
- E. file a complaint with the United States Department of Education;
- F. obtain a copy of the Board's policy and administrative guidelines on student records.

The District Administrator shall also develop guidelines for:

- A. the proper storage and retention of records including a list of the type and location of records;
- B. informing Board employees of the Federal and State laws concerning student records.

The Board authorizes the use of computer data storage for the recording, filing, maintaining, and preserving of records.

No liability shall attach to any member, officer, or employee of this Board as a consequence of permitting access or furnishing student records in accordance with this policy and regulations.

Any entity receiving personally identifiable information pursuant to a study, audit, evaluation or enforcement/compliance activity must comply with all FERPA regulations. Further, such an entity must enter into a written contract with the Board delineating its responsibilities in safeguarding the disclosed information. Specifically, the entity must demonstrate the existence of a sound data security plan or data stewardship program, and must also provide assurances that the personally identifiable information will not be redisclosed without prior authorization from the Board. Further, the entity conducting the study, audit, evaluation or enforcement/compliance activity is required to destroy the disclosed information once it is no longer needed or when the timeframe for the activity has ended, as specified in its written agreement with the Board.

Revised 11/26/13  
 Revised 11/22/16  
 Revised 10/29/19  
 Revised 12/10/19  
 Revised 3/23/21

Revised 11/5/21  
T.C. 8/2/22

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46.215 Wis. Stats.  
46.22 Wis. Stats.  
46.23 Wis. Stats.  
115.298 Wis. Stats.  
118.125 Wis. Stats.  
118.125(2)(q) Wis. Stats.  
25 USC 450b(L)  
34 C.F.R. Part 99  
20 U.S.C. Section 1232f (FERPA)  
20 U.S.C. Section 1232g (FERPA)  
20 U.S.C. Section 1232h (FERPA)  
20 U.S.C. Section 1232i (FERPA)  
26 U.S.C. 152  
20 U.S.C. 1400 et seq., Individuals with Disabilities Education Improvement Act  
20 U.S.C. 7165(b)  
20 U.S.C. 7908



Book	Policy Manual
Section	9000 Relations
Title	SCHOOL VISITORS
Code	po9150*jjh
Status	Second Reading
Adopted	October 22, 2013
Last Revised	April 23, 2019

### 9150 - **SCHOOL VISITORS**

The Board welcomes and encourages visits to school by parents, other adult residents of the community and interested educators. But in order for the educational program to continue undisturbed when visitors are present and to prevent the intrusion of disruptive persons into the schools, it is necessary to establish visitor guidelines.

Except as set forth in District Policy 8390 - **Animals on District Property** or in the case of "service animals" required for use by a person with a disability, no other animals may be on school premises at any time.

In accordance with 120.13(35), Wis. Stats., the District Administrator and/or building administrator has the authority to establish conditions for entering or remaining in a District building, prohibit the entry of any person to a school of this District, or to require a visitor to leave when there is reason to believe the presence of such person would be or is detrimental to the good order of the school. If such an individual refuses to leave the school grounds or creates a disturbance, the District Administrator or Building Administrator is authorized to request from the local law enforcement agency whatever assistance is required to remove the individual.

Parents who are registered sex offenders and wish to participate in their child's school activities may be allowed on campus at the discretion and under the direction of the pPrincipal. Such parents/guardians must inform the school administration of any time that they will be on school grounds. Conditions may be imposed upon participation, including but not limited to the following: must have prior permission, must check in, must have approved escort in building or at event, must leave premises immediately upon conclusion of business, and may not visit while school is in session.

Nonstaff access to students and classes must be limited and only in accordance with a schedule which has been determined by the pPrincipal after consultation with the teacher whose classroom is being visited. Classroom visitations must be nonobtrusive to the educative process and learning environment and should not occur on an excessive basis.

Parent concerns about any aspect of his/her/their child's educational program should be presented through the procedure set forth in Board Policy 9130 - Public **Complaints Requests, Suggestions, or Complaints**, a copy of which is available at the Board office and at each school.

The District Administrator shall promulgate such administrative guidelines as are necessary to protect students and employees from disruption to the educational program or the efficient conduct of their assigned tasks.

Individual Board members who are interested in visiting schools or classrooms on an unofficial basis shall make the appropriate arrangements with the pPrincipal. In keeping with Board bylaws, such Board member visits shall not be considered to be official unless designated as such by the Board President.

The Board member shall be visiting as an interested individual in a similar capacity of any parent or citizen of the community. These visits should not be considered to be inspections nor as supervisory in nature.

If, during a visit to a school or program, a Board member observes a situation or condition which causes concern, s/he/the **Board member** should discuss the situation first with the pPrincipal as soon as convenient or appropriate. Such a report or discussion shall not be considered an official one from the Board.

If the Board member believes the situation or condition serious enough, s/he/the **Board member** may wish to also inform the District Administrator.

All visitors to a school of the District must comply with the visitor rules as set forth in Board Policy 7440~~7~~ Facility Security.

Revised 11/26/13

Revised 5/27/14

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Legal

120.13(35), Wis. Stats.

301.475(3)(c). Wis. Stats.

# Human Growth & Development Citizens' Advisory Committee

## Sheboygan Area School District

### Monday, May 12, 2025; 4:00pm

The meeting of the Human Growth and Development Citizens' Advisory Committee of the Sheboygan Area School District will be held on Monday, May 12, at 4:00pm. The items below will be presented for consideration at that time. This meeting will be held in room 224 at Sheboygan North High School, 2926 N. 10th St. For those who are unfamiliar with North's layout, please plan to meet in the Main Office at 4:00 to be escorted to room 224. The office is located through door 2, off the large parking lot on N 10th St. In addition, the committee is offering video access to the meeting via the following:

#### Meeting ID

[meet.google.com/izv-izrr-iri](https://meet.google.com/izv-izrr-iri)

#### Phone Numbers

(US)+1 662-967-1274

PIN: 214 152 839#

#### **Voting Members:**

Tracy Allee - SASD Parent (2025)  
 Jeff Leismer - SASD Parent (2027)  
 Beth Lipman - SASD Parent (2026)  
 Lauren Wingender - SASD Parent (2025)  
 Jen Cruz - SASD Parent (2027)  
 Ty Smith - HS Student (2027)  
 Anna Seeboth - HS Student (2026)  
 Molly Lancelot - Health Care (2025)  
 Bailey Winkel - Health Care (2027)  
 Rev. Julie A. Mavity Maddalena - Clergy (2026)  
 Rev. Jeremy Hylen - Clergy (2025)  
 Christina Singh - Community Member (2027)  
 Megan Smillie - Community Member (2026)

#### **Ex-Officio Members**

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

#### **I. Call to Order - Beth**

- 4:15pm

## II. Approval of the Agenda (Action) - Beth

- Motion (Jeff) / Second (Christina); 10 (Yes); 0 (No)

## III. Roll Call (Informal) - Beth/Eric

- Present (Tracy, Jeff, Beth, Lauren, Jen, Molly, Julie, Jeremy, Christina, Megan, Kay, Eric)
- Not Present (Ty, Anna, Bailey, Amy)

## IV. Approval of Minutes (Action) - Beth

- [HG&D Meeting Notes 3/10/25](#)
- Motion (Jen) / Second (Jeremy); 10 (Yes); 0 (No)

## V. Updates on Subcommittee Work - Beth

- [HG&D Topics by Grade Document](#)
  - Re-visit items highlighted in yellow
    - A discussion summary is highlighted in yellow in the Topics by Grade Document linked above.
  - Opportunity for committee members to share additional resources for consideration.
    - Committee members did not have additional resources at this time, but were encouraged to share them with Amy and Eric.

## VI. Consideration of New Committee Member (Discussion / Action) - Eric

\*\*\* Current committee members can vote for any position for which they are not a candidate.

\*\*\* Candidates seeking re-appointment may not vote for any position that they have applied for.

- The committee will consider candidates to fill the open clergy member position.
  - [Jeremy Hylen](#)
  - Results from voting
    - 9 votes for Jeremy (Tracy, Jeff, Beth, Lauren, Jen, Molly, Julie, Christina, Megan).
- The committee will consider candidates to fill the open Health Care position.
  - [Lauren Wingender](#)
  - Results from voting
    - 9 votes for Lauren (Tracy, Jeff, Beth, Jeremy, Jen, Molly, Julie, Christina, Megan).
- The committee will consider candidates to fill the open Student position.
  - [Maria Sager](#)
    - 10 votes for Lauren (Tracy, Jeff, Beth, Jeremy, Jen, Molly, Julie, Christina, Megan, Lauren).
- The committee will consider candidates to fill the two open Parent positions.
  - [Tracy Allee](#)
  - [Allison Oliphant](#)



- [Emily Rendall-Araujo](#)
- [Debbie Tegtmeier](#)
  - Eric reminded the committee of the need to have representation from Elementary, Middle School, and High School, per the committee's operating procedures.
  - 9 votes for Tracy (Jeff, Beth, Jeremy, Jen, Molly, Julie, Christina, Megan, Lauren).
  - 9 votes for Allison (Jeff, Beth, Jeremy, Jen, Molly, Julie, Christina, Megan, Lauren).
  - 0 votes for Emily (Jeff, Beth, Jeremy, Jen, Molly, Julie, Christina, Megan, Lauren).
  - 0 votes for Debbie (Jeff, Beth, Jeremy, Jen, Molly, Julie, Christina, Megan, Lauren).

#### VII. Next Steps - (Discussion) - Beth

- The committee will reconvene in the fall to review a first draft of the middle school curriculum.
- The committee recognized and thanked Molly and Ty for their contributions to the committee.

#### VIII. Future Meeting Dates & Location (Discussion / Action) - Beth

- September 8, 2025 at 4:00pm at North

#### IX. Adjournment (Action) - Beth

- Motion (Jen) / Second (Tracy); 10 (Yes); 0 (No)

# **Sheboygan Public Education Foundation**

## **Board of Directors - MINUTES**

**Meeting - April 16th, 2025**

**Meeting location: Civics Room, US Bank Building**

### **In attendance:**

Jerry Jones, Kurt Kober (via phone), Anne Holzem, Jennifer Scapellato, Kris Fritz, Leah Hibl, Laurie VanVeghel, Roxanne Pauls, Chloe Renzelmann, Dave Freitag, Rayna Rokicki, Chris Conway (via phone).

### **Absent:**

Tina Brunmeier, Jake Konrath, Jodi Mazza

**Board Meeting Minutes Approval** - Jerry asked for approval of the minutes of the March 12th meeting. It was approved.

### **School Board Report - Leah Hibl**

Leah shared that there wasn't much new since there was only 1 school board meeting due to Spring Break. Denise Wittstock was elected to the School Board. Mary Lynne Donohue and Allie Tasche were reelected to the school board. All board members will be sworn in on April 22nd. Long time school board member Susan Hein will be retiring from the board after the swear in ceremony. The school board was given an initial view of the plans for the remodel of Urban and Farnsworth Middle Schools.

### **Report of the President (Jerry Jones - President)**

Jerry announced that scholarship sub-committees would be meet after this meeting to finalize recipients.

The Spring Teacher Grant selection committee (Dave, Anne, Kris, Chris, Jennifer, Laurie, Rayna, and Rox) will meet on Monday, June 2nd, at 4 p.m. to review applications in the SPEF office.

### **Finance Committee - Anne Holzem**

Anne reviewed the Treasurer's Report, Variance Report and Operation Budget.

Operation Budget: SPEF is currently under budget thru Feb. 2024 - Rox noted that Rayna's pay ( non employee compensation) is not included in the report.

Treasurer's Report: approved

The Budget was unanimously approved by the board. Anne is in the process of reworking the budget layout in her own style for future meetings.

### **Monthly Staff Report - Roxanne Pauls, Rayna Rokicki and Laurie VanVeghel**

Rox shared that Rayna has improved the website wording and application process to make it friendlier and easier to complete. We've had a good number of teacher applications come in already. The deadline for teacher applications is April 30th. Teacher Grant applications will be

sent out to the committee after the May 7th meeting. The committee will meet Monday, June 2nd to review and approve them.

Thank you to everyone who has volunteered to help out at our big night - SPEF Scholarship night on May 14th, 2025. Volunteer assignments are as follows:

Jerry - Master of Ceremonies

SPEF Presenters - Chloe Renzelmann, Chris Conway, Anne Holzem, Ryan Holzem, Jacob Konrath, Leah Hibel, Kurt Kober, Rayna Rokicki, Kevin Pauls, Bill Sachse, Kenny Sonntag, . (Note: SPEF is looking for a few more presenters.)

Kris Fritz will greet and direct as people arrive. Dave Freitag will attend and help wherever needed.

Keith Conway will help with set up and directing visitors.

Jennifer Scapellato will assist with photographs and make sure that award participants have their correct folder.

SPEF will work with the school district to send out a Graduates' Parents Email Blast on Wall Tile as a graduation gift.

Rox shared that we are out of 6 inch x 6 inch wall tiles. She is in discussions with Bob Castellan, our tile guy, to secure more tiles and store them at his facility until they can be stored somewhere else, possibly LTC. LTC has been generous in working with us to etch the tiles. We are in the process of purchasing 600 tiles for \$1 each (\$600 total), so that we won't run into a tile shortage in the future.

The office shared the list of recommended scholarship recipients with the board for approval. The board approved all outside scholarship recommendations..

South High has been nominated for the Sheboygan County United Way Community Service Spirit Award in the Group Category. They invited a SPEF member to join them at the luncheon event on April 24th for our on-going involvement in funding the South High Community Service Day. Rayna will be attending on SPEF's behalf. Jerry mentioned that he will be at the event as well.

### **Other Business**

Rox mentioned that she and Rayna met with Jaslyn Posewitz, special ed teacher at South to go over projects she is working on and looking to write grants for. Jaslyn is looking to build a curriculum that will help higher needs students build skills to get them ready to be independent and join the workforce after high school. In the past, SPEF has funded their car detailing program, where higher needs students learn to detail cars in order to raise money and learn skills to help them later in life. Jaslyn was encouraged to submit additional grant requests.

Rox talked with Wade Heinen, band teacher at South, about working together to make sure the South Jazz Concert and SPEF scholarship night do not overlap. They do overlap this year but this won't happen moving forward.



Lastly, there was some discussion of both High Schools wanting SPEF to go back to presenting on their scholarship nights. There has been a lot of positive feedback from Donors, parents and community members about the SPEF Scholarship Night at the Weill Center. Plus with the increased number of county-wide scholarships, it doesn't make sense to return to the high schools.

The meeting was then moved to a closed session meeting on office reorganization.

Jerry asked for the meeting to be adjourned. It was approved.

# **Sheboygan Public Education Foundation**

## **Board of Directors - MINUTES**

**Meeting - May 7, 2025**

**Meeting location: Weill Center Board Room**

### **In attendance:**

Kurt Kober (via phone), Anne Holzem, Kris Fritz, Leah Hibl, Laurie VanVeghel, Roxanne Pauls, Dave Freitag, Rayna Rokicki, Chris Conway.

### **Absent:**

Tina Brunmeier, Jake Konrath, Jerry Jones, Chloe Renzelmann, Jennifer Scapellato

### **Board Meeting Minutes Approval -**

Kurt asked for approval of the minutes of the April 16th meeting. It was approved.

Kurt shared that Bill Sachse would like to join the SPEF Board. Laurie shared his biography - former North Grad, retired attorney, recently returned to Sheboygan, and wants to get involved. Bill served on a SPEF Scholarship committee and enjoyed the work. Next board meeting, we will have a statement from Bill and will vote on him becoming a board member.

Rox shared that Jodi Mazza resigned, she is caretaking family. She may rejoin the board in the future.

### **School Board Report - Leah Hibl**

Leah shared that the school board is working on a preliminary budget for 25-26. There is some funding fluctuations related to how much the state will fund per pupil. There has been staff turnover, much of it related to retiring teachers. Next year 4.2 teaching positions will be reduced, but there will be no layoffs. The board has changed the sick leave policy from 10 sick days and 2 personal days to 10 days of paid time off. Teachers will be receiving a 2.95% salary increase. Chris shared that teachers are still feeling like they are making less than they were two years ago, due to the bonus that was received, it's worse for teachers higher up on the salary scale. Kurt asked about Title 1 Funding and if there is any news about this funding ending. Leah shared that it would be unimaginable to have this funding gone.

### **Finance Committee - Anne Holzem**

Anne reviewed the Treasurer's Report, Variance Report and Operation Budget.

Operation Budget: SPEF is currently under budget thru Mar. 2024 - Treasurer's Report: approved. (Note: SPEF management fees were not put through in March).

SPEF received a generous \$31K donation from estate of Jan Muth. SPEF would like to do a wall tile for her.

The Financial reports were unanimously approved by the board.

### **Monthly Staff Report - Roxanne Pauls, Rayna Rokicki and Laurie VanVeghel**

SPEF Spring Teacher Grants are in. We had 22 Non-Tech Grants and 7 Tech Grants -an increase in grants from Fall. Digital copies of the Teacher Grants will be emailed to the Teacher Grant Selection Committee after SPEF Scholarship Night. The committee consists of Dave, Anne, Kris, Jennifer, Laurie, Rayna and Rox.

Rox, Rayna and Laurie met with the Weill Center team before the meeting to go over logistics for the night.

For SPEF Scholarship Night, Wednesday, May 14, 2025. We are asking board members to be there by 4:30-4:45. Doors open at 5pm, the program starts at 6pm.

The first half of scholarship night consists of scholarships that have donors presenting the award. The 2nd half of the evening consists of scholarships that will be presented by SPEF board members and volunteers. We wanted to have donors present first so they didn't have to wait around all evening and could leave if needed.

Volunteer assignments are as follows:  
Jerry - Master of Ceremonies

SPEF Presenters - Chloe Renzelmann, Chris Conway, Anne Holzem, Ryan Holzem, Jacob Konrath, Leah Hibel, Kurt Kober, Rayna Rokicki, Kevin Pauls, Bill Sachse, Kenny Sonntag.  
\*Presenters will be emailed to let them know which scholarship they will present. When you arrive at Scholarship Night, we will have a folder ready for you with your speeches set to go as well as an order of the presentations.

Kris Fritz will greet and direct as people arrive, she will assist with Marlin and Mary Tanck who would like to sit backstage before presenting.

Dave Freitag will attend and help wherever needed. Dave is looking into who else may be coming to present the Natalie Black Scholarship so that we can have name tags ready for them.

Keith Conway will help with setup and directing visitors.

Jenn Scapellato will assist with photographs and make sure that award participants have the correct folder.

Rayna shared that the Spirit Awards, put on by United Way of Sheboygan County highlighted all the great volunteer work put on by various organizations, businesses and non-profits. The South High Day of Giving which is funded by SPEF won a group community service award. The two women from North, Anjennete Pond and Kate Miller who run the North High Service Awards (which SPEF funds), were also nominated.

### **Other Business**

No other business



**Kurt adjourned the meeting.**



# SHEBOYGAN AREA

SCHOOL DISTRICT

## Committee Meeting Minutes, May 13, 2025

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

Ms. Kay Robbins, chair convened the meeting at 6:15 p.m.

Ms. Kay Robbins, Ms. Heidi Boehmer, and Ms. Mary Lynne Donohue were present.

Ms. Allie Tasche was excused.

#### 1. DIPLOMA RECOMMENDATION CLASS OF 2025 GRADUATES – Ms. Rachel Ledezma (Information/Action)

Moved by Ms. Boehmer, seconded by Ms. Donohue 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 2025. All ayes. Motion carried unanimously.

<u>School</u>	<u>Total</u>
Central High School	60
Étude High School	16
North High School	376
South High School	250
George D. Warriner High School for Personalized Learning	<u>26</u>
	728

#### 2. FRANCE 2026 FIELDTRIP – Ms. Rachel Ledezma (Information/Action)

Moved by Mr. Laster, seconded by Ms. Donohue to approve South High School students to travel to Bordeaux and Paris, France, March 17-27, 2026. All ayes. Motion carried unanimously.

#### 3. SHEBOYGAN AREA SCHOOL DISTRICT TECHNOLOGY OVERVIEW AND ROAD MAP – Ms. Rachel Ledezma/Mr. Mike Jaber/Mr. Wayne Eschen (Information/Discussion)

Ms. Ledezma reported that in addition to this presentation, the Board has also been receiving updates through the long-range plan throughout the year. Mr. Jaber provided an overview of the Instructional Technology and Information Technology Departments and noted that we are fortunate as a district to have two technology teams that work together and that there are few districts that have an instructional department for technology. He discussed the devices that students and teachers are currently using and their goals which includes the standardized classroom initiative. Committees were formed at the elementary, middle, and high school levels to determine what classrooms really needed and as a result the “standardized classroom package” which includes a computer, touch-board, adjustable stand, and podium. Mr. Jaber also talked about a pilot program that began March, 2024 where 36 teachers and 9 administrators were asked to utilize Chromebooks and poke holes to see if they could do most the work they were doing on the MacBook. The results have been turned over to the Executive Management Team (EMT) who will work through how to move forward. The cost savings alone could fund a standardized technology classroom. The District is ahead of the game in Artificial Intelligence (AI) and while the Board approved a policy on AI, he has worked with students to create student guidelines that have been completed. They are in the draft stage of the staff guidelines. The goal is to open up AI to the secondary level – currently it is blocked on students devices. Students wanted more clarity on how AI could be used for their assignments, so a matrix was developed with different steps. Feedback from teachers has been positive. He discussed professional development and the partnership with Lakeland University to host the TECHknow Conference. He anticipates more than 200 people attending the event which was

opened up to other school districts this year. They also utilize new teacher orientation to meet with new teachers and show them what is new with technology. Some of the technologies currently being used are the LEGO Education Kids, Sphero and Ozobot Robots, 3D Pens, VR Goggles, and Breakout Boxes.

Ms. Robbins asked what the reasons were of the third of staff who did not want to get rid of the MacBook and Mr. Jaber responded that many of them have other devices connected and did not like the inability to download software on the Chromebook, which is just done in a different manner. Ms. Robbins understands the needs of all our teachers are not exactly the same and sometimes standardization comes at a cost. Mr. Eschen explained the Citrix is used to download the applications and puts them on a server that presents the teacher a portal to login. It allows the teacher to launch applications in that manner so the server is doing the work behind the scenes. Dr. Konrath commented that it is about giving teachers more options of programs versus spending more on MacBooks. He thanked Mr. Jaber and Mr. Eschen in supporting everything that staff use. Ms. Boehmer likes the concept of it because it gives each classroom equity if they have the same equipment. Mr. Jaber added that they do not want to make a device a barrier.

**4. IMPLEMENTATION OF DEPARTMENT LEADERS – Ms. Rachel Ledezma (Information/Discussion)**

Ms. Ledezma reported the purpose for creating department leaders is to enhance the support provided to educators, collaborate with high school department chairs, and maintain alignment with the District's long-range plan. These leaders will serve as instructional leaders and liaisons for the elective/exploratory areas such as art, music, physical education, world languages, etc. They will work closely with their department colleagues, the Student and Instructional Services Coordinators, and high school department chairs to support professional growth, curriculum alignment, and continuous improvement. There will be a total of 11 positions. Informational sessions were held, and a survey was sent out. Ms. Donohue asked what problem is identified that this solves, and Ms. Ledezma responded that teachers have been approaching her department about being able to help support some of the leadership professional development days. This will allow us to tap teachers in those areas to be sure the departments are moving in the direction they need to.

**5. INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 2131 – E3EDUCATIONAL OUTCOME GOALS AND EXPECTATIONS – Ms. Rachel Ledezma (Discussion/Possible Action)**

Moved by Mr. Laster, seconded by Ms. Boehmer to approve the introduction (first reading) of revised Board of Education Policy 2131 – Program; Educational Outcome Goals and Expectations. All ayes. Motion carried unanimously.

**6. INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 2340 – DISTRICT-SPONSORED TRIPS – Ms. Rachel Ledezma (Discussion/Possible Action)**

Moved by Mr. Laster, seconded by Ms. Boehmer to approve the introduction (first reading) of revised Board of Education Policy 2340 – Program; District-Sponsored Trips. All ayes. Motion carried unanimously.

**7. INTRODUCTION (FIRST READING) OF NEW BOARD OF EDUCATION POLICY 5411 – THIRD GRADE PROMOTION AND RETENTION: AT-RISK STUDENTS – Ms. Rachel Ledezma (Discussion/Possible Action)**

Moved by Mr. Laster, seconded by Ms. Boehmer to approve the introduction (first reading) of revised Board of Education Policy 5411 – Students; Third Grade Promotion and Retention: At-Risk Students. All ayes. Motion carried unanimously.

Ms. Ledezma reported that this policy brings the District in line with Act 20 and Wisconsin state statute. The policy is not effective until September 1, 2027 and it is being brought forward because it is required by law. Much of what is in the policy is in alignment with what the District currently does with retention. It is rare that we would retain a student, but there are policies, practices, and procedures in place for that.

**8. INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 5505 – ACADEMIC HONESTY – Ms. Rachel Ledezma (Discussion/Possible Action)**

Moved by Mr. Laster, seconded by Ms. Boehmer to approve the introduction (first reading) of revised Board of Education Policy 5505 – Students; Academic Honesty. All ayes. Motion carried unanimously.

Ms. Ledezma reported that this revision will bring the policy into alignment with the practices the District has been doing.



**9. INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 7540.05 – ASSISTIVE TECHNOLOGY AND SERVICES – Ms. Rachel Ledezma (Discussion/Possible Action)**

Moved by Mr. Laster, seconded by Ms. Boehmer to approve the introduction (first reading) of revised Board of Education Policy 7540.05 – Property; Assistive Technology and Services. All ayes. Motion carried unanimously.

**10. INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 7544 – USE OF SOCIAL MEDIA – Ms. Rachel Ledezma (Discussion/Possible Action)**

Moved by Mr. Laster, seconded by Ms. Boehmer to approve the introduction (first reading) of revised Board of Education Policy 7544 – Property; Use of Social Media. All ayes. Motion carried unanimously.

Meeting adjourned at 6:58 p.m.



# SHEBOYGAN AREA

SCHOOL DISTRICT

## Committee Meeting Minutes of May 15, 2025

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

Ms. Leah Hibl, Vice Chair, called the meeting to order at 7:01 p.m.

Present: Ms. Leah Hibl, Ms. Kay Robbins, Ms. Denise Wittstock

Excused: Ms. Allie Tasche

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

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

Ms. Hinz highlighted that we are receiving many more applications for regular education positions than in years past. She added that Principals are noting that if their first choice doesn't accept, that they have two others of preference to choose from. However, the special education positions are still hard to fill.

#### ADMINISTRATOR

Adam Broten	Coordinator of Instructional Services	Marian University	Master's Degree
Fond du Lac, WI	Student and Instructional Services		\$25,815.18 (prorated)

Mr. Broten has been hired as the Coordinator of Instructional Services for the remainder of the 2024-2025 school year. He received his Bachelor's degree in Elementary Education from Carroll University and holds a Master's Degree in Educational Leadership and Instruction from Marian University. Mr. Broten has most recently served as the Director of Teaching and Learning for the North Fond du Lac School District. He has previously served as an elementary teacher, assistant principal, and middle school principal for the North Fond du Lac School District and as an elementary school principal for the Oshkosh Area School District. Mr. Broten was one of three candidates interviewed.

#### TEACHERS

Hanna Brouch	Third Grade	Lakeland University	Bachelor's Degree
Kaukauna, WI	Wilson		\$48,104.00

Ms. Brouch has been hired for the 2025-2026 school year. She will be certified in Regular Education. She was one of three candidates interviewed.

Kayla Buelow	Fourth Grade	UW-Oshkosh	Bachelor's Degree
Oshkosh, WI	Cooper		\$48,104.00

Ms. Buelow has been hired for the 2025-2026 school year. She will be certified in Regular Education. She was one of eight candidates interviewed.

Kevin Buettner	Physical Education	Concordia University	Bachelor's Degree
Port Washington, WI	Jefferson		\$59,104.00

Mr. Buettner has been hired for the 2025-2026 school year. He is certified in Adaptive Physical Education, Coaching, Health, and Physical Education. He was one of four candidates interviewed.

Connor Capelle De Pere, WI	Physical Education/Health Farnsworth	UW-Eau Claire	Bachelor's Degree \$48,104.00
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Mr. Capelle has been hired for the 2025-2026 school year. He will be certified in Physical Education and Health. He was one of five candidates interviewed.

Erika Girmscheid West Bend, WI	Second Grade Lincoln-Erdman	UW-Milwaukee	Bachelor's Degree \$48,104.00
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Ms. Girmscheid has been hired for the 2025-2026 school year. She will be certified in Regular Education. She was one of six candidates interviewed.

Morgen Gyger Crivitz, WI	Kindergarten Jefferson	UW-Stout	Bachelor's Degree \$48,104.00
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Ms. Gyger has been hired for the 2025-2026 school year. She will be certified in Regular Education. She was one of six candidates interviewed.

Olivia Hinz Sheboygan, WI	Second Grade Lincoln-Erdman	UW-Oshkosh	Bachelor's Degree \$48,104.00
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Ms. Hinz has been hired for the 2025-2026 school year. She will be certified in Regular Education. She was one of six candidates interviewed.

Michael Murphy Kohler, WI	Fourth Grade Wilson	UW-Oshkosh	Bachelor's Degree \$48,104.00
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Mr. Murphy has been hired for the 2025-2026 school year. He will be certified in Regular Education. He was one of three candidates interviewed.

Savannah Siders Manitowoc, WI	Health Farnsworth	UW-Stevens Point	Master's Degree \$48,104.00
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Ms. Siders has been hired for the 2025-2026 school year. She is certified in Biology and Broadfield Science and will be certified in Health.

Mitchell Tenpas Oneida, WI	Social Studies North High	UW-Stevens Point	Bachelor's Degree \$57,604.00
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Mr. Tenpas has been hired for the 2025-2026 school year. He is certified in Broad Field Social Studies, Cross-Categorical Special Education, History, Political Science, and Sociology. He was one of eight candidates interviewed.

Evan Vorpahl Howards Grove, WI	Second Grade Grant	Lakeland University	Bachelor's Degree \$48,104.00
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Mr. Vorpahl has been hired for the 2025-2026 school year. He will be certified in Regular Education and Music (Vocal). He was one of eight candidates interviewed.

#### COOKS

Shelley Hennen	James Madison	April 21, 2025	\$15.26 per hour
Jennifer Schmidt	Central High	April 21, 2025	\$16.07 per hour

#### EDUCATIONAL ASSISTANTS

Molly La Mue	Urban	May 5, 2025	\$17.68 per hour
Alexndera Wolker	Pigeon River/Étude Elementary	April 1, 2025	\$19.00 per hour

\*Relative of SASD employee



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

Moved by Ms. Robbins, seconded by Ms. Wittstock to approve the following request for a personal leave of absence without compensation. All ayes. Motion carried unanimously.

Emily Carballo	Teacher	Cooper	August 25, 2025 – June 5, 2026
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**3. SEPARATIONS – Ms. Jami Hintz (Information)**

The following separations have been granted:

Julian Carter	Teacher	Horace Mann	June 5, 2025
Rebecca D’Agostino	Teacher	North High	June 5, 2025
Tracey Farley	Cook	Longfellow	April 7, 2025
Elliott Friedel	Teacher	Pupil Services	June 5, 2025
Kia Hedstrom	Teacher	North High	June 5, 2025
Theresa Huston	Teacher	Urban	June 5, 2025
Denise Sinclair	Teacher	Horace Mann	June 5, 2025
Dakoda Spaeth	Teacher	Cooper	June 5, 2025
Sara Yaun	Teacher	Longfellow	July 16, 2025

**4. INTERNAL ADMINISTRATIVE TRANSFER – Ms. Jami Hintz (Information)**

The following internal transfer (an internal employee moving from one position to another position) for the 2025-2026 school year has been granted:

Lindsay Ohlfs	Principal at Cleveland Elementary School	Principal at Horace Mann Middle School
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The meeting adjourned at 7:04 p.m.



# **SHEBOYGAN AREA**

— SCHOOL DISTRICT —

## **Committee Meeting Minutes, May 13, 2025**

### **FACILITIES/RECREATION/THEATRE COMMITTEE – Mr. Peter Madden, Chair**

Mr. Peter Madden, Chair, convened the meeting at 6:59 p.m.

Mr. Peter Madden, Ms. Heidi Boehmer, and Ms. Mary Lynne Donohue were present.

Ms. Sarah Ruiz-Harrison was excused.

#### **1. SUMMER COMMUNITY RECREATION DEPARTMENT MARKETING INSERT – Mr. Jody Brooks (Information)**

Mr. Brooks presented the 2025 summer program that is also an insert in the Sheboygan Sun. Online registration opened May 5, 2025 and they are seeing positive numbers.

#### **2. SHEBOYGAN THEATRE COMPANY FINANCIAL REPORT – Mr. Jody Brooks (Action)**

Moved by Ms. Donohue, seconded by Ms. Boehmer to accept the Sheboygan Theatre Company Financial Report through March 31, 2025. All ayes. Motion carried unanimously.

#### **3. COMMUNITY RECREATION DEPARTMENT FINANCIAL REPORT – Mr. Jody Brooks (Action)**

Moved by Mr. Laster, seconded by Ms. Boehmer to accept the Community Recreation Department Financial Report through March 31, 2025. All ayes. Motion carried unanimously.

Mr. Brooks reported expenses are at 83% and they are 3% away from their budgeted revenue. The Community Recreation Department budget is subsidized by a tax levy.

#### **4. FACILITY PERMIT REPORT – Mr. Jody Brooks (Information)**

Administration presented the Facility Permit Report through April 30, 2025.

Meeting adjourned at 7:05 p.m.



**Committee Meeting Minutes of May 13, 2025**

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

Mr. Peter Madden called the meeting to order at 6:15 p.m.  
Present: Mr. Peter Madden, Ms. Leah Hibl, Ms. Denise Wittstock  
Excused: Ms. Sarah Ruiz-Harrison

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

Moved by Ms. Wittstock, seconded by Ms. Hibl to approve the Fund 41 Capital Projects through March 31, 2025, as presented. All ayes. Motion carried unanimously.

**2. FUND 49 REFERENDUM PROJECTS – Mr. Mark Boehlke (Information)**

Mr. Boehlke reviewed the Fund 49 middle school referendum revenue and expenditures through March 31, 2025. He explained in the past, with the 2016 referendum projects, administration would report to the committee quarterly to give the Board an update on how money has been received and spent in that referendum account. He noted the first borrow was for \$93 million and he spoke about the earnings and unrealized gains on those funds. Mr. Boehlke reviewed the expenditures, that included the engineering, design, and construction services and the contracted personal services that were for surveys, soil testing and traffic studies and items that do not go through Bray Architects. He noted when setting up the investments, there are two sources, Certificate of Deposits (CDs) and U.S. Government Bonds. Mr. Boehlke noted that the District won't meet the arbitrage rules around those investments of spending down monies in a certain time frame; however, the District is coming out far ahead by investing. He noted there should be an estimated interest earnings of \$8.2 million. Due to the arbitrage rules, at this time, the District will need to give a rebate back, of approximately \$1.2 million. Mr. Madden questioned how that will be done and Mr. Boehlke responded most likely by paying down debt services and that administration will work with the PMA investment advisors. The extra earnings are very helpful when there are unexpected change orders. Also, with these extra earnings we can have solar and geothermal studies done for the new middle schools.

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

Moved by Ms. Hibl, seconded by Ms. Wittstock to approve the Statement of Cash Flow through March 31, 2025, as presented. All ayes. Motion carried unanimously.

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

Moved by Ms. Wittstock, seconded by Ms. Hibl to approve the Revenue & Expenditures reports through March 31, 2025, as presented. All ayes. Motion carried unanimously.

**5. BUDGET REVISIONS & TRANSFERS OF APPROPRIATIONS – Mr. Mark Boehlke (Action)**

Moved by Ms. Hibl, seconded by Ms. Wittstock to approve the Budget Revisions and Transfers reports through March 31, 2025, as presented. All ayes. Motion carried unanimously.

<b>GENERAL FUND (FUND 10)</b>	<b>Revised Budget 2-28-25</b>	<b>Revised Budget 3-31-25</b>	<b>Budget Increase (Decrease)</b>
<b>REVENUES</b>			
100 Transfers-in	<b>0.00</b>	<b>0.00</b>	0.00



<b>Local Sources</b>			
210 Taxes	22,978,621.00	22,978,621.00	0.00
240 Payments for Services Provided Local Governments	0.00	0.00	0.00
260 Non-Capital Sales	416,699.39	421,942.00	5,242.61
270 School Activity Income	181,940.62	188,795.12	6,854.50
280 Interest on Investments	2,268,155.14	2,268,155.14	0.00
290 Other Revenue, Local Sources	210,505.25	212,773.60	2,268.35
<b>Subtotal Local Sources</b>	<b>26,055,921.40</b>	<b>26,070,286.86</b>	14,365.46
<b>Other School Districts Within Wisconsin</b>			
340 Payments for Services	<b>1,899,944.00</b>	<b>1,899,944.00</b>	0.00
<b>Revenue from Intermediate Sources</b>			
510 Transit of Aids	<b>18,172.00</b>	<b>18,172.00</b>	0.00
<b>State Sources</b>			
610 State Aid -- Categorical	1,028,148.00	1,028,148.00	0.00
620 State Aid -- General	92,186,717.00	92,186,717.00	0.00
630 DPI Special Project Grants	48,273.00	48,273.00	0.00
640 Payments for Services	130,000.00	130,000.00	0.00
650 Student Achievement Guarantee in Education	2,309,520.64	2,309,520.64	0.00
660 Other State Revenue Through Local Units	15,000.00	15,000.00	0.00
690 Other Revenue	7,592,638.00	7,592,638.00	0.00
<b>Subtotal State Sources</b>	<b>103,310,296.64</b>	<b>103,310,296.64</b>	0.00
<b>Federal Sources</b>			
710 Transit of Aids	115,948.00	115,948.00	0.00
730 DPI Special Project Grants	2,899,514.00	2,912,814.00	13,300.00
750 IASA Grants	2,375,973.00	2,375,973.00	0.00
780 Other Federal Revenue Through State	0.00	0.00	0.00
790 Other Revenue from Federal Sources	0.00	0.00	0.00
<b>Subtotal Federal Sources</b>	<b>5,391,435.00</b>	<b>5,404,735.00</b>	13,300.00
<b>Other Financing Sources</b>			
860 Compensation, Fixed Assets	<b>27,733.00</b>	<b>27,738.00</b>	5.00
<b>Other Revenues</b>			
960 Adjustments	0.00	0.00	0.00
970 Refund of Disbursement	142,423.50	142,423.50	0.00
990 Miscellaneous	332,370.56	334,143.68	1,773.12
<b>Subtotal Other Revenues</b>	<b>474,794.06</b>	<b>476,567.18</b>	1,773.12
<b>TOTAL REVENUES</b>	<b>137,178,296.10</b>	<b>137,207,739.68</b>	29,443.58
<b>EXPENDITURES</b>	<b>Revised Budget 2-28-25</b>	<b>Revised Budget 3-31-25</b>	<b>Budget Increase (Decrease)</b>
<b>Instruction</b>			
110 000 Undifferentiated Curriculum	25,900,308.31	25,803,483.52	(96,824.79)
120 000 Regular Curriculum	31,174,357.16	31,158,533.66	(15,823.50)
130 000 Vocational Curriculum	3,212,904.90	3,216,537.51	3,632.61
140 000 Physical Curriculum	3,062,245.00	3,062,563.00	318.00
160 000 Co-Curricular Activities	1,523,194.32	1,535,311.32	12,117.00
170 000 Other Special Needs	523,188.00	522,900.00	(288.00)
<b>Subtotal Instruction</b>	<b>65,396,197.69</b>	<b>65,299,329.01</b>	(96,868.68)

<b>Support Sources</b>			
210 000 Pupil Services	6,459,691.06	6,469,012.06	9,321.00
220 000 Instructional Staff Services	5,980,656.57	6,078,559.57	97,903.00
230 000 General Administration	2,106,818.52	2,108,310.64	1,492.12
240 000 School Building Administration	8,255,764.39	8,264,321.39	8,557.00
250 000 Business Administration	17,800,716.06	17,810,893.56	10,177.50
260 000 Central Services	593,926.35	594,977.35	1,051.00
270 000 Insurance & Judgments	1,240,737.00	1,240,737.00	0.00
280 000 Debt Services	1,700.00	1,700.00	0.00
290 000 Other Support Services	2,791,429.51	2,800,359.51	8,930.00
<b>Subtotal Support Sources</b>	<b>45,231,439.46</b>	<b>45,368,871.08</b>	137,431.62
<b>Non-Program Transactions</b>			
410 000 Inter-fund Transfers	14,675,631.77	14,675,631.77	0.00
430 000 Instructional Service Payments	18,879,020.37	18,882,710.37	3,690.00
490 000 Other Non-Program Transactions	0.00	0.00	0.00
<b>Subtotal Non-Program Transactions</b>	<b>33,554,652.14</b>	<b>33,558,342.14</b>	3,690.00
<b>TOTAL EXPENDITURES</b>	<b>144,182,289.29</b>	<b>144,226,542.23</b>	44,252.94

<b>SPECIAL EDUCATION (FUND 27)</b>	<b>Revised Budget 2-28-25</b>	<b>Revised Budget 3-31-25</b>	<b>Change in Budget</b>
<b>TOTAL REVENUES</b>	<b>24,133,484.77</b>	<b>24,133,484.77</b>	-
100 000 Instruction	19,884,889.00	19,892,665.62	7,776.62
200 000 Support Services	4,176,345.77	4,168,569.15	(7,776.62)
400 000 Non-Program Transactions	72,250.00	72,250.00	-
<b>TOTAL EXPENDITURES</b>	<b>24,133,484.77</b>	<b>24,133,484.77</b>	-

#### 6. DISTRICT TRANSPORTATION CONTRACT – Mr. Mark Boehlke (Information/Possible Action)

Moved by Ms. Hibl, seconded by Ms. Wittstock to approve the contract with Prigge’s Chartered Buses, Inc. for the 2025-2026 school year with a 5.2% increase, and an additional contract year (to 2029-2030). All ayes. Motion carried unanimously.

Mr. Boehlke noted that another contract year is being requested, and we generally have a rolling five-year contract which is important to both the District and Prigge’s Chartered Buses, Inc. He explained that administration has asked them to build into the contract the cost for a driver increase and this year the increase will be \$1.50, which is a 5.2% increase. He further explained that administration has budgeted for this additional expense. Mr. Boehlke highlighted that the entire contract is included in the attachment as language was updated in the contract. The attachments highlight all the changes. Mr. Prigge spoke about the comparisons to other districts in the state as far as contract costs. He noted it is still a struggle to hire drivers. He spoke about the incentives they offer to retain and hire drivers. There was discussion regarding the bus routes and the student tracker system. Ms. Hibl highlighted that looking at the comparable districts, our district is paying the least in transportation costs. Mr. Prigge noted that their company works in partnership with the district to be as fiscally responsible as they can. It was further noted that making the routes more efficient helps with fuel costs, number of routes, etc.

#### 7. GIFTS – Mr. Mark Boehlke (Action)

Moved by Ms. Wittstock, seconded by Ms. Hibl to accept all gifts to the District, approving hose \$2,500 and greater. All ayes. Motion carried unanimously.

#### GiftDonorBuilding/ProgramAmount For Information

Monetary	Mark/Donna Zittel	North/Innovator Fellowship	1,000.00
Monetary	Sully’s Ride Shop	North/Innovator Fellowship	300.00
Monetary	Kathleen Jelinek	North	1,000.00

Monetary	Plastics Engineering Company	North/Red Raider Robotics	1,000.00
Monetary	Optimal Health Chiropractic & Rehab	South	300.00
Monetary	Elizabeth Bartelt	North/Innovator Fellowship	500.00
Monetary	Delasanta Dental	North/Innovator Fellowship	500.00
Monetary	Cory/Elizabeth Bouck	North/Innovator Fellowship	200.00
Monetary	Mustard Seed Hair Co., LLC	North/Innovator Fellowship	500.00
Books (10)	Greg Minster	Various SASD Elementary Schools	200.00
Pottery Wheels (2)	Brent/Amaco	K-12 Art Dept/CHANGE Academy	2,000.00
Monetary	FIRST Wisconsin	North/Tech Education	2,100.00
Monetary	Sara Ferg	Sheboygan Theatre Company	35.00
Monetary	Sheila Wildman	Sheboygan Theatre Company	35.00
Monetary	Laurie Turner	Sheboygan Theatre Company	35.00

Action

Monetary	Acuity Insurance	Sheboygan Theatre Company	10,000.00
Monetary	Masters Gallery	North/Red Raider Robotics	2,500.00
Monetary	Bemis	North/Red Raider Robotics 25-26	2,500.00
Monetary	Masters Gallery	North/Red Raider Robotics 25-26	2,500.00

The meeting adjourned at 6:46 p.m.





## **SHEBOYGAN AREA** — SCHOOL DISTRICT —

### **Committee Meeting Minutes of May 13, 2025**

#### **COMMITTEE OF THE WHOLE – Ms. Heidi Boehmer, Chair**

1. Vice President Boehmer called the meeting to order at 7:10 p.m.
2. Vice President Boehmer requested that everyone stand and join her in the Pledge of Allegiance.
3. Moved by Ms. Donohue, seconded by Mr. Madden to approve the agenda. All ayes. Motion carried unanimously.
4. Present: Ms. Leah Hibl, Ms. Denise Wittstock, Mr. Peter Madden, Ms. Kay Robbins, Mr. Santino Laster, Ms. Heidi Boehmer, Ms. Mary Lynne Donohue  
  
Excused: Ms. Allie Tasche, Ms. Sarah Ruiz-Harrison
5. **FEDERAL FUNDING UPDATE – Dr. Jacob Konrath** (Information/Discussion)  
  
Dr. Konrath provided a brief update on the Federal funding current status. Dr. Konrath explained that he wanted to take time to discuss where we are with the current status of federal funding, and talk about the things that transpired for certifications or authorizations, and why he came to the decisions he made. There is a lot of chaos and anxiety among staff due to the federal funding regarding some things that are actually happening, and some things that are rumored to happen but are not at this point. He highlighted that administration is trying to take a measured response to things we can control. The importance of federal funding is clear in our district and across the political line. It would be catastrophic to lose federal funding, and two weeks ago, the Department of Public Instruction (DPI) made school districts aware that districts could sign certifications individually, however, they were given 24-hours to certify; if not, then our district could have possibly lost a total of \$10.8 million. The rationale for not signing the certification was that there were questions regarding the certifications but there wasn't enough time to get the answers. Superintendents expressed frustration at being put in that position and not having enough time to have a Board meeting to discuss this due to such short notice. Dr. Konrath made the decision to make an amended certification. He spoke about working with legal counsel, two different attorneys, to come to that resolution, in which both agreed that signing a modified (amended) certification was the best way to go. From that point, Dr. Konrath was in conversation with his colleagues across the state about signing a modified certification for assurance, rather than the possibility of federal funding being held pending a review of the district, had we not submitted the signed certification. He noted that a majority of the districts made the same decision. He highlighted that within two-hours of submitting the amended certification, a couple court cases hit, and right now it is "status quo" as if that assurance doesn't exist and that we weren't asked to sign the certification. We continue to do Title VI as we have been. Dr. Konrath reported that at this time the district is in a good place. Dr. Konrath noted that the 'skinny budget' came out for fiscal year 2026 and Title I and the Individuals with the Disabilities Education Act, (IDEA) are represented in that budget, but there is concern about the other areas of Title. There is a possibility that they may do 'block grants' which would go to the State, and there is fear those will float towards voucher schools. But at this point, the 'skinny budget' seems alright. Dr. Konrath stated he will keep the board well informed as it changes every day.
6. **ADJOURN TO CLOSED SESSION PER WISCONSIN STATE STATUTES SEC. 19.85(1)(c)(e)**  
*(Action with roll call vote)* – (c) – To consider employment, promotion, compensation, or performance evaluation data of any public employee over which the Board of Education has jurisdiction or exercises responsibility for the purpose of deliberating strategies to address specific issues pertaining to collective

bargaining for teachers, and an administrator succession plan (e) – Regarding deliberating or negotiating the sale of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session; specifically, for the purpose of developing potential sale and negotiation strategy of district property.

Moved by Ms. Hibl, seconded by Mr. Laster to adjourn to Closed Session at 7:26 p.m. A roll call vote was taken and motion carried unanimously. (Hibl, Wittstock, Madden, Robbins, Laster, Boehmer, Donohue)

7. Moved by Mr. Laster, seconded by Ms. Donohue to reconvene to Open Session at 8:40 p.m. All ayes. Motion carried unanimously.
8. Moved by Ms. Hibl, seconded by Mr. Laster to adjourn at 8:41 p.m.