



# SHEBOYGAN AREA

## SCHOOL DISTRICT

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

### REGULAR MEETING AGENDA Tuesday, June 24, 2025 6:30 p.m.

The regular meeting of the Board of Education of the Sheboygan Area School District will be held in the Board of Education meeting room, 3330 Stahl Road, Sheboygan, Wisconsin on **Tuesday, June 24, 2025, at 6:30 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)

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

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

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

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

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

Action on the Regular Board of Education meeting minutes of May 27, 2025, Special Session meeting minutes of June 10, 2025, Closed Session meeting minutes of May 27, 2025, and Closed Session meeting minutes of June 10, 2025.

6:35 VI. **DIPLOMAS – Ms. Kay Robbins/Ms. Rachel Ledezma** (Information/Action)

The Curriculum and Instruction Committee recommends that high school diplomas be awarded to Jackson Conard, Noah Langston, and Korey Wallis, North High School Class of 2024.

6:38 VII. **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.

6:39 VIII. **SUPERINTENDENT'S REPORT – Dr. Jacob Konrath** (Information)

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

6:45 **IX. MISCELLANEOUS**

5 min. **A. PRESENTATION OF THE 2025-2026 PRELIMINARY BUDGET – Mr. Mark Boehlke/Dr. Jacob Konrath/Ms. Jami Hintz/Ms. Rachel Ledezma (Information/Possible Action)**

Administration recommends approval of the preliminary budget for the 2025-2026 fiscal year.

2 min. **B. SPENDING RESOLUTION FOR THE 2025-2026 FISCAL YEAR – Mr. Mark Boehlke (Information/Possible Action)**

In the event that the 2025-2026 preliminary budget is not approved, the Administration recommends the approval of the following spending resolution: “The Board hereby authorizes the payment of all currently authorized salaries and benefits beginning July 1, 2025, and continuing until the final budget is adopted in October, or until a preliminary budget is approved. In addition, the Board authorizes expenditures in other areas to continue at the discretion of administration up to a level authorized by the Assistant Superintendent of Business and Operations, unless specific Board action has occurred to either initiate or discontinue specific expenditures.”

5 min. **C. 10-YEAR CAPITAL PLAN – Mr. Mark Boehlke/Mr. Joe Vollmer (Discussion/Possible Action)**

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

2 min. **D. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 2131 – EDUCATIONAL OUTCOME GOALS AND EXPECTATIONS – Ms. Rachel Ledezma (Discussion/Possible Action)**

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

- Policy 2131 – Program; Educational Outcome Goals and Expectations

2 min. **E. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 2340 – DISTRICT-SPONSORED TRIPS – Ms. Rachel Ledezma (Discussion/Possible Action)**

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

- Policy 2340 – Program; District-Sponsored Trips

2 min. **F. ADOPTION (SECOND READING) OF NEW BOARD OF EDUCATION POLICY 5411 – THIRD GRADE PROMOTION AND RETENTION: AT-RISK STUDENTS – Ms. Rachel Ledezma (Discussion/Possible Action)**

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

- Policy 5411 – Students; Third Grade Promotion and Retention: At-Risk Students

2 min. **G. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 5505 – ACADEMIC HONESTY – Ms. Rachel Ledezma (Discussion/Possible Action)**

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

- Policy 5505 – Students; Academic Honesty

2 min. **H. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 7540.05 – ASSISTIVE TECHNOLOGY AND SERVICES – Ms. Rachel Ledezma (Discussion/Possible Action)**

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

- Policy 7540.05 – Property; Assistive Technology and Services

2 min.

**I. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 7544 – USE OF SOCIAL MEDIA – Ms. Rachel Ledezma (Discussion/Possible Action)**

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

- Policy 7544 – Property; Use of Social Media

7:06

**X. REPORT OF COMMITTEES**

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

1. Diplomas (Information/Action) (see above)
2. Introduction (First Reading) to Delete Board of Education Policy 8640 – Transportation for Field and Other District-Sponsored Trips (Discussion/Possible Action)
3. Achievement Gap Reduction Goal Update (Information/Discussion)
4. Adoption of Textbooks/Instructional Materials (Information/Possible Action)

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

1. Appointments (Confirming Action)
2. Leave of Absence (Action)
3. Separations (Information)
4. Retirements (Action)
5. Internal Administrative Transfer (Information)
6. Introduction (First Reading) of Revised Board of Education Policy 3120.04 – Employment of Substitutes (Discussion/Possible Action)
7. Introduction (First Reading) of Revised Board of Education Policy 4120.04 – Employment of Substitutes (Discussion/Possible Action)
8. Introduction (First Reading) of Revised Board of Education Policy 3120.08 – Employment of Personnel for Co-Curricular/Extra-Curricular Activities (Discussion/Possible Action)
9. Introduction (First Reading) of Revised Board of Education Policy 3431 – Employee Leaves (Discussion/Possible Action)
10. Introduction (First Reading) of Revised Board of Education Policy 4431 – Employee Leaves (Discussion/Possible Action)
11. Introduction (First Reading) to Delete Board of Education Policy 4162 – Controlled Substance and Alcohol Policy for Employees that Transport Students (Discussion/Possible Action)
12. Introduction (First Reading) of New Board of Education Policy 8601 – Controlled Substance and Alcohol Policy for Employees that Transport Students (Discussion/Possible Action)

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

1. Community Recreation Department Annual Report (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 – Ms. Sarah Ruiz-Harrison, Chair**

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

**E. SPECIAL BOARD COMMITTEES/ASSIGNMENTS**

1. Legislative Roundtable – Dr. Jacob Konrath (Information)  
Information from the June 16, 2025 meeting will be shared.
2. Sheboygan Public Education Foundation – Dr. Jacob Konrath (Information)  
Information from the June 11, 2025 meeting will be shared.
3. Hazardous Review Committee – Mr. Peter Madden/Mr. Mark Boehlke (Information/Possible Action)

- Information from the June 16, 2025 meeting will be shared as well as the annual hazardous areas to be reviewed.
- Administration recommends board approval of the Hazardous Review Committee recommendation to recertify the current hazardous walking areas for the 2025-2026 school year.

- 7:25    **XI.    COMMUNICATIONS** (Information)  
Dr. Penny Abstetar – Follow-up letter to May 27 community input presentation; Ms. Tamara Joosse – Thank you
- 7:26    **XII.    FUTURE MEETING DATES** (Information/Possible Action)  
July 22, 2025 – Committee meetings at 6:00 p.m.; Regular Board of Education meeting at 6:30 p.m.
- XIII.    ADJOURN to Closed Session Pursuant to Wisconsin State Statute Sections 19.85(1)(c)** (*Action with roll call vote*) – To discuss the employment contract of the Superintendent of Schools in accordance with Policy 1240.
- XIV.    Reconvene to Open Session** (Action)
- XV.    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, May 27, 2025**

The regular meeting of the Board of Education of the Sheboygan Area School District was held on Tuesday, the 27<sup>th</sup> day of May, 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 6:01 p.m.

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

Moved by Ms. Robbins, seconded by Ms. Hibl 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, Ms. Sarah Ruiz-Harrison, and Ms. Denise Wittstock

Ms. Mary Lynne Donohue was excused.

**APPROVAL OF MINUTES**

Moved by Ms. Tasche, seconded by Mr. Madden to approve 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. All ayes. Motion carried unanimously.

**DIPLOMAS**

Moved by Ms. Tasche, seconded by Mr. Madden 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 and have completed district requirements for graduation. All ayes. Motion carried unanimously.

**STUDENT REPRESENTATIVES**

Ms. Katelynn Marver, Central High School student representative reported that six students are currently in an internship program for childcare. Students attended the work-based fair at Lakeshore Technical College, held a Career Day with more than 30 businesses and community members attending to discuss opportunities for students, and students participated in a yoga event. Ms. Sarah Allen, a teacher at Central High School, was recognized as a SASD difference maker, and students are looking forward to the Senior Celebration where students will be recognized and receive awards. Ms. Marver thanked the school board and noted that it has been her pleasure to be able to present.

Mr. Derek DiBona, Warriner High School student representative reported that seniors are having their graduation celebration at the Yacht Club where 29 students that are graduating will receive special recognition for their achievements. Nine students from Warriner graduated through the Rising Phoenix Program through UW-Green Bay and finals are next week. Students will participate in their annual mini golf and ice cream event, and the year-end picnic at Kings Park. He added that students planted over 40 trees around the community and he thanked the school board for allowing him to represent his school.

**COMMUNITY INPUT**

Dr. Penny Abstetar, 2831 Erie Ave., Sheboygan, WI – She is a proud employee of the District; however, she is speaking as an individual. She would like the Board to consider fair pay for staff while reviewing the preliminary budget. The unfair funding model from the State needs to be reviewed. The District's balanced budget should not be at the sacrifice of the staff. Teachers want to earn a living wage; however, they earn less, and the teacher pay penalty is at its highest. She will be sending the Board

additional information. She stated that it is patently unfair and ironic that lifelong learning is not recognized in the District. The model does not work, and the different pay groups receive their compensations differently. The number of staff who need to work additional jobs is alarming. The District should be building or rebuilding a pay model that is fair to all educators through their career.

## **SUPERINTENDENT'S REPORT**

Dr. Konrath congratulated all of the students who were recognized this evening as well as other students, 4K-grade 12 that are being recognized over the next weeks across the District for their achievements. He also congratulated Mr. William Tarkowski and Mr. Alejandro Garza-Hernandez for scoring a 36 on the ACT, the highest score possible. The 5<sup>th</sup> Grade Presidential Awards were recently held with 103 students who are the top 15% of the class receiving the Presidential Award for Academic Excellence, and the League of Legends Esports Team from South High School won the State title. Pre-registration for next year's KidStop, before and after school care opened on May 12, construction project open houses will be held on June 2, 4-6 p.m., along with a tour of the student-built home, and graduation will be held on June 8.

## **MISCELLANEOUS**

### **A. Update on Middle School Referendum Projects**

Dr. Konrath thanked everyone for the number of hours that have been put into the referendum projects thus far. He added that Bray Architects and Quasius Construction have been a great team to work with and meet weekly with our staff to be sure what we are doing makes sense. Mr. Considine provided a recap of the work that has been conducted since November and added that they anticipate interior design discussions to occur within the next couple of months. Construction will be starting March-June, 2026 with a 2-3 year construction duration. Land survey and building tours have been completed, geotechnical study is underway, a staff survey was sent out, and there has been staff/user engagement. These were critical components to complete before August. He walked through the updates to the Farnsworth and Urban Middle School floor plans and reviewed each school's renderings with explanation. Community Sessions will begin next week. Mr. Quasius added that sustainability is always at the forefront – cost efficient, cost proactive, and studying geothermal solutions and solar. There will be one test bore at each site for geothermal just to see what type of connectivity there would be, and a layout test is being done with Alliant Energy to understand what the payback on solar would be on the buildings. They will continue to study each for the purpose of sustainability. They will continue to coordinate with the City with plans to be completed by January, 2026. Quasius has been working on the phasing schedule with Urban which is a little more complex. There is potential for a two-phase project versus a three-phase project which would get students into the classroom sooner. Ms. Robbins asked about the budget and Mr. Considine and Mr. Quasius are both confident we are in a good position. Building costs have not been volatile and the budget is an iterative process and is updated as the design is developed. Sub-contractor proposals will be in January/February with information being prepared ahead of time to encourage local participation.

### **B. Update on the 2025-2026 Proposed Preliminary Budget**

Mr. Boehlke provided an overview of the preliminary budget and reported on the changes that included staff turnover and enrollment driven 3.2 FTE net teacher reductions which are both expense reductions to the budget. He added that the District transportation contract that is being approved also secures the budget. He will bring the final preliminary budget, which will continue to be adjusted until it is brought back to the Board in October. He noted that most adjustments that occur between July and October are staff related. Ms. Hintz provided an overview of the Paid Time Off (PTO) Policy and Guidelines which provides a flexible bank of leave for certified staff. It is designed to support a healthy work-life balance and allow employees to take time off as needed. This would change the model from a 10 PTO day (used for anything throughout the school year). If it is not used, it can be rolled over to a sick bank and once the cap is met staff can be paid out for any remaining PTO days (\$200 per day). Ms. Hintz noted that in addition to the limited sick bank, up to 3 bereavement days has been added. Ms. Hintz also commented that there are tax implications as well as legal issues around some of the processes and the Human Resources Department will continue to handle all processes with PTO. Dr. Konrath added that the responses he has received from staff is they appreciate the flexibility.

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

Moved by Ms. Boehmer, seconded by Ms. Wittstock to approve agenda items C., D., and E. All ayes. Motion carried unanimously.

**C. Adoption (Second Reading) of Revised Board of Education Policy 7440 – Property; Facility Security**

**D. Adoption (Second Reading) of Revised Board of Education Policy 8330 – Operations; Student Records**

**E. Adoption (Second Reading) of Revised Board of Education Policy 9150 – Relations; School Visitors**

## REPORT OF COMMITTEES

### A. CURRICULUM & INSTRUCTION COMMITTEE

Moved by Ms. Wittstock, seconded by Ms. Boehmer to accept the Curriculum and Instruction Committee recommendation to approve agenda items #5, #6, #7, #8, #9, and #10. All ayes. Motion carried unanimously.

#### 1. Diploma Recommendation Class of 2025 Graduates

From the committee meeting:

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

Moved by Ms. Tasche, seconded by Mr. Madden to accept the Curriculum and Instruction Committee recommendation for South High School students to travel to Bordeaux and Paris, France, March 17-27, 2026. All ayes. Motion carried unanimously.

From the committee meeting:

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

From the committee meeting:

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

From the committee meeting:

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 – Educational Outcome Goals and Expectations

From the committee meeting:

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

From the committee meeting:

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

From the committee meeting:

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

From the committee meeting:

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

From the committee meeting:

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

From the committee meeting:

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.

## B. HUMAN RESOURCES COMMITTEE

### 1. Appointments

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

From the committee meeting:

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 does not 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 Curriculum 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	Physical Education/Health	UW-Eau Claire	Bachelor's Degree
De Pere, WI	Farnsworth		\$48,104.00

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	Second Grade	UW-Milwaukee	Bachelor's Degree
West Bend, WI	Lincoln-Erdman		\$48,104.00

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	Kindergarten	UW-Stout	Bachelor's Degree
Crivitz, WI	Jefferson		\$48,104.00

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 \$48,104.00	Bachelor's Degree
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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

Moved by Ms. Hibl, seconded by Mr. Madden 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. 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

From the committee meeting:

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

From the committee meeting:

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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### C. FACILITIES/RECREATION/THEATRE COMMITTEE

#### 1. Summer Community Recreation Department Marketing Insert

From the committee meeting:

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

#### 2. Sheboygan Theatre Company Financial Report

Moved by Ms. Boehmer, seconded by Ms. Hibl to accept the Facilities/Recreation/Theatre Committee recommendation to accept the Sheboygan Theatre Company Financial Report through March 31, 2025. All ayes. Motion carried unanimously.

From the committee meeting:

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

Moved by Ms. Hibl, seconded by Ms. Tasche to accept the Facilities/Recreation/Theatre Committee recommendation to approve the Community Recreation Department Financial Report through March 31, 2025. All ayes. Motion carried unanimously.

From the committee meeting:

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

From the committee meeting:

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

### D. FINANCE & BUDGET COMMITTEE

#### 1. Fund 41 Capital Projects

Moved by Ms. Hibl, seconded by Ms. Boehmer to accept the Finance and Budget Committee recommendation to approve the Fund 41 Capital Projects through March 31, 2025. All ayes. Motion carried unanimously.

From the committee meeting:

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

From the committee meeting:

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

Moved by Ms. Tasche, seconded by Ms. Wittstock to accept the Finance and Budget Committee recommendation to approve the Statement of Cash Flow through March 31, 2025. All ayes. Motion carried unanimously.

From the committee meeting:

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

Moved by Ms. Hibl, seconded by Ms. Tasche to accept the Finance and Budget Committee recommendation to approve the Revenue and Expenditures reports through March 31, 2025. All ayes. Motion carried unanimously.

From the committee meeting:

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 and Transfers of Appropriations

Moved by Ms. Wittstock, seconded by Ms. Boehmer to accept the Finance and Budget Committee recommendation to approve the Budget Revisions and Transfers reports through March 31, 2025. All ayes. Motion carried unanimously.

From the committee meeting:

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>Revised Budget</b>	<b>Revised Budget</b>	<b>Budget</b>
<b>EXPENDITURES</b>	<b>2-28-25</b>	<b>3-31-25</b>	<b>Increase</b>
<b>Instruction</b>			<b>(Decrease)</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

Moved by Ms. Wittstock, seconded by Ms. Boehmer to accept the Finance and Budget Committee recommendation 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 (2029-2030). All ayes. Motion carried unanimously.

From the committee meeting:

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

Moved by Ms. Boehmer, seconded by Ms. Tasche to accept the Finance and Budget Committee recommendation to approve all gifts to the District. All ayes. Motion carried unanimously.

From the committee meeting:

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

<u>Gift</u>	<u>Donor</u>	<u>Building/Program</u>	<u>Amount</u>
<u>For Information</u>			
Monetary	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

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

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. 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. Moved by Ms. Hibl, seconded by Mr. Laster to adjourn to Closed Session at 7:26 p.m. per Wisconsin State Statutes Sec. 19.85(1)(c)(e) – (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. 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. All ayes. Motion carried unanimously.

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

1. Legislative Roundtable – Dr. Konrath shared information from the May 19, 2025 meeting and added that they have interest in looking at reports cards and how they can better reflect schools. Potentially, districts may be required to indicate citations at each school as part of the report card, which could put schools in a bad light. Special education funding continues to be the number one concern and it makes it difficult to move forward with the budget when we do not know what reimbursements will be. The Board needs to understand the decoupling with the voucher schools as it poses inequities.
2. Sheboygan Public Education Foundation – Ms. Hibl shared information from the May 7, 2025 meeting and noted that more than \$1 million in scholarships was awarded to students. Twenty-nine teacher grants were submitted which are currently under review.
3. Human Growth and Development Citizens' Advisory Committee – Ms. Robbins shared information from the May 12, 2025 meeting and noted that material will be brought back to the Board in September.

Moved by Ms. Hibl, seconded by Ms. Tasche to approve the appointments of Mr. Jeremy Hylen, clergy member position, Ms. Lauren Wingender, health care position, Ms. Maria Sager, student position, and Ms. Tracy Allee and Ms. Allison Oliphant, parent positions to the Human Growth and Development Citizens' Advisory Committee. All ayes. Motion carried unanimously.

#### **FUTURE MEETING DATES**

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.

#### **ADJOURN**

Moved by Ms. Boehmer, seconded by Ms. Wittstock to adjourn at 8:22 p.m. to Closed Session per Wisconsin State Statutes Section 19.85(1)(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. A roll call vote was taken and motion carried unanimously (Tasche, Hibl, Madden, Robbins, Laster, Boehmer, Ruiz-Harrison, Wittstock).

Moved by Ms. Tasche, seconded by Ms. Boehmer to reconvene to Open Session at 9:22 p.m. All ayes. Motion carried unanimously.

Moved by Ms. Hibl, seconded by Ms. Tasche to adjourn at 9:23 p.m. All ayes. Motion carried unanimously.

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



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

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

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

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

Excused: Ms. Allie Tasche and Ms. Denise Wittstock

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

**National Speech and Debate Association 100<sup>th</sup> National Tournament Fieldtrip**

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

**2025-2026 Administrative and Support Salary Increases**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## **Year-End Review**

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

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

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

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

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

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

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

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

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

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

### **Other Items for Discussion**

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

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

### **Adjourn**

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

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

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

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

JK;jjh

# EXECUTIVE SUMMARY

## FOR THE SHEBOYGAN AREA SCHOOL BOARD

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

**Date:** June 24, 2025

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

**Recommended action:**

- Information only
- Presentation/discussion
- Discussion/action by committee
- X Discussion/Possible action by Board of Education
- Presentation/action next meeting

### Purpose:

The purpose of this summary is to present the 2025-26 proposed preliminary budget to the Board for possible approval.

### Recommendation:

It is the recommendation of the Administration that the Board approve the 2025-26 preliminary budget.

### Background:

At the May 27, 2025 Board meeting, the administration presented an update to the proposed 2025-26 preliminary budget that was originally presented to the Board on April 22, 2025. Since the May 27, 2025 update there have been two adjustments made to the budget:

- **The projected 2026 health insurance rate increase has been lowered from 10% to 9%**

This change is based on improved claims experience through April of 2025 and reduces the health insurance cost by \$97,053.

- **The projected cost of property, liability, and workers compensation insurance has been increased**

The \$97,053 savings in health insurance expense has been moved to the projected cost to move forward for property, liability, and workers compensation insurance premiums.

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The 2025-26 final original budget will be presented to the Board for approval in October after the 3<sup>rd</sup> Friday pupil count and the October 15<sup>th</sup> Certification of State Aid.

Attachments:

2025-26 Preliminary Budget for Board Adoption

2025-2026 PRELIMINARY BUDGET			
GENERAL FUND (FUND 10)	Original Budget 2024-2025	Preliminary Budget 2025-2026	Change From Prev. Year Adopted
REVENUES			
Local Sources			
210 Taxes	22,978,621	25,262,264	9.9%
260 Non-Capital Sales	393,913	402,700	2.2%
270 School Activity Income	337,156	63,000	-81.3%
280 Earnings on Investments	2,192,595	2,268,155	3.4%
290 Other Revenue from Local Sources	109,935	120,175	9.3%
Subtotal Local Sources	26,012,220	28,116,294	8.1%
Interdistrict Payments Within Wisconsin			
340 Payments for Services	1,899,944	1,899,944	0.0%
Intermediate Sources 510			
Transit of Aids	48,968	18,173	-62.9%
State Sources			
610 State Aid -- Categorical	1,028,148	1,140,774	11.0%
620 State Aid -- General	92,186,717	92,186,717	0.0%
630 State Special Project Grants	25,000	25,000	0.0%
640 State Tuition Payments	130,000	143,000	10.0%
650 State "SAGE" Aid	1,707,934	1,657,017	-3.0%
660 State Revenue Through Local Units	15,000	15,000	0.0%
690 Other Revenue from State Sources	7,592,638	7,513,986	-1.0%
Subtotal State Sources	102,685,437	102,681,494	0.0%
Federal Sources			
710 Federal Aid - Categorical	103,055	113,573	10.2%
730 Federal Special Projects Aid Transited Through DPI	2,838,340	1,516,388	-46.6%
750 Elementary and Secondary Education Act (ESEA)	2,299,014	2,307,883	0.4%
Subtotal Federal Sources	5,240,409	3,937,844	-24.9%
Other Revenues			
970 Refund of Disbursement	120,000	120,000	0.0%
990 Miscellaneous	330,822	320,000	-3.3%
Subtotal Other Revenues	450,822	440,000	-2.4%
TOTAL REVENUES	136,337,800	137,093,749	0.6%

<b>EXPENDITURES</b>	<b>Original Budget 2024-2025</b>	<b>Preliminary Budget 2025-2026</b>	<b>Change From Prev. Year Adopted</b>
<b>Instruction</b>			
110 000 Undifferentiated Curriculum	24,265,057	23,373,765	-3.7%
120 000 Regular Curriculum	30,669,044	31,979,776	4.3%
130 000 Vocational Curriculum	2,906,764	2,993,495	3.0%
140 000 Physical Curriculum	3,058,502	3,071,760	0.4%
160 000 Co-Curricular Activities	1,425,489	1,350,044	-5.3%
170 000 Other Special Needs	515,468	493,137	-4.3%
<b>Subtotal Instruction</b>	<b>62,840,324</b>	<b>63,261,977</b>	<b>0.7%</b>
<b>Support Sources</b>			
210 000 Pupil Services	6,118,419	5,890,069	-3.7%
220 000 Instructional Staff Services	4,533,626	4,138,841	-8.7%
230 000 General Administration	1,778,834	1,724,602	-3.0%
240 000 School Building Administration	7,645,564	8,248,686	7.9%
250 000 Business Administration	16,042,778	16,468,213	2.7%
260 000 Central Services	548,878	532,706	-2.9%
270 000 Insurance and Judgments	1,240,737	1,420,848	14.5%
280 000 Debt Services	1,700	1,700	0.0%
290 000 Other Support Services	2,334,117	2,402,962	2.9%
<b>Subtotal Support Sources</b>	<b>40,244,654</b>	<b>40,828,627</b>	<b>1.5%</b>
<b>Non-Program Transactions</b>			
410 000 Transfers To Another Fund	14,550,396	14,084,362	-3.2%
430 000 Purchased Instructional Services	18,702,426	18,918,783	1.2%
<b>Subtotal Non-Program Transactions</b>	<b>33,252,822</b>	<b>33,003,145</b>	<b>-0.8%</b>
<b>TOTAL EXPENDITURES</b>	<b>136,337,800</b>	<b>137,093,749</b>	<b>0.6%</b>

<b>SPECIAL EDUCATION (FUND 27)</b>	<b>Original Budget 2024-2025</b>	<b>Preliminary Budget 2025-2026</b>	<b>Change From Prev. Year Adopted</b>
<b>TOTAL REVENUES</b>	<b>23,996,249</b>	<b>26,042,614</b>	<b>8.5%</b>
100 000 Instruction	19,750,639	22,049,255	11.6%
200 000 Support Services	4,170,610	3,988,359	-4.4%
400 000 Non-Program Transactions	75,000	5,000	-93.3%
<b>TOTAL EXPENDITURES</b>	<b>23,996,249</b>	<b>26,042,614</b>	<b>8.5%</b>

<b>SPECIAL PROJECTS (FUND 21)</b>	<b>Original Budget 2024-2025</b>	<b>Preliminary Budget 2025-2026</b>	<b>Change From Prev. Year Adopted</b>
<b>TOTAL REVENUES</b>	<b>66,077</b>	<b>-</b>	<b>0.0%</b>
100 000 Instruction	1,045,608	-	-100.0%
200 000 Support Services	474,184	-	-100.0%
400 000 Non-Program Transactions	5,250	-	-100.0%
<b>TOTAL EXPENDITURES</b>	<b>1,525,042</b>	<b>-</b>	<b>-100.0%</b>

<b>DEBT SERVICE FUND (FUND 39)</b>	<b>Original Budget 2024-2025</b>	<b>Preliminary Budget 2025-2026</b>	<b>Change From Prev. Year Adopted</b>
<b>TOTAL REVENUES</b>	<b>8,338,881</b>	<b>8,260,424</b>	<b>-0.9%</b>
281 000 Long-Term Capital Debt	7,881,709	8,321,742	5.6%
<b>TOTAL EXPENDITURES</b>	<b>7,881,709</b>	<b>8,321,742</b>	<b>5.6%</b>

<b>CAPITAL PROJECTS FUND (FUNDS 41, 46, 49)</b>	<b>Original Budget 2024-2025</b>	<b>Preliminary Budget 2025-2026</b>	<b>Change From Prev. Year Adopted</b>
<b>TOTAL REVENUES</b>	<b>1,435,000</b>	<b>2,310,000</b>	<b>61.0%</b>
200 000 Support Services	1,385,000	23,509,061	1597.4%
<b>TOTAL EXPENDITURES</b>	<b>1,385,000</b>	<b>23,509,061</b>	<b>1597.4%</b>

<b>FOOD SERVICE FUND (FUND 50)</b>	<b>Original Budget 2024-2025</b>	<b>Preliminary Budget 2025-2026</b>	<b>Change From Prev. Year Adopted</b>
<b>TOTAL REVENUES</b>	<b>6,572,280</b>	<b>6,849,850</b>	<b>4.2%</b>
200 000 Support Services	6,572,280	6,849,850	4.2%
<b>TOTAL EXPENDITURES</b>	<b>6,572,280</b>	<b>6,849,850</b>	<b>4.2%</b>

<b>OPEB TRUST FUND (FUND 73)</b>	<b>Original Budget 2024-2025</b>	<b>Preliminary Budget 2025-2026</b>	<b>Change From Prev. Year Adopted</b>
<b>TOTAL REVENUES</b>	<b>1,736,500</b>	<b>1,443,000</b>	<b>-16.9%</b>
200 000 Support Services	6,000	6,000	0.0%
400 000 Non-Program Transactions	1,800,000	1,750,000	-2.8%
<b>TOTAL EXPENDITURES</b>	<b>1,806,000</b>	<b>1,756,000</b>	<b>-2.8%</b>

<b>COMMUNITY SERVICE FUND (FUNDS 85, 87)</b>	<b>Original Budget 2024-2025</b>	<b>Preliminary Budget 2025-2026</b>	<b>Change From Prev. Year Adopted</b>
<b>TOTAL REVENUES</b>	<b>2,279,419</b>	<b>2,345,031</b>	<b>2.9%</b>
200 000 Support Services	406,849	459,632	13.0%
300 000 Community Services	1,870,033	1,882,862	0.7%
400 000 Non-Program Transactions	2,537	2,537	0.0%
<b>TOTAL EXPENDITURES</b>	<b>2,279,419</b>	<b>2,345,031</b>	<b>2.9%</b>

Location	PROJECT FUND 41	1 2025-26	2 2026-27	3 2027-28	4 2028-29	5 2029-30	6 2030-31	7 2031-32	8 2032-33	9 2033-34	10 2034-35
CENTRAL SUPP	Painting					5,000					5,000
CENTRAL SUPP	Pool Lighting		2,000								
CENTRAL SUPP	Pool Plumbing										
CENTRAL SUPP	Roofing			150,000	300,000						190,580
CENTRAL SUPP	Tuckpointing				100,000	20,000			20,000		
CENTRAL SUPP	Tuckpointing - West Parking Wall			85,000							
ASPIRE	Flooring				10,000				10,000		
ASPIRE	Painting				5,000				5,000		
CHS	Flooring				10,000				10,000		
CHS	Painting				10,000				10,000		
ETUDE MS/HS	Flooring				10,000				10,000		
ETUDE MS/HS	Painting				10,000				10,000		
WARRINER MS/HS	Flooring				10,000				10,000		
WARRINER MS/HS	Painting				10,000				10,000		
CHANGE	Flooring					10,000					10,000
CHANGE	Painting				5,000			5,000			5,000
CHANGE	Roof							180,000			
CLEVELAND	Bathroom Partitions			15,000							
CLEVELAND	Flooring				10,000				10,000		
CLEVELAND	Overhang Supports					15,000					
CLEVELAND	Painting		10,000				10,000				10,000
COOPER	Boiler					80,000					
COOPER	Door - Exterior	8,000									
COOPER	Flooring	8,000			10,000			10,000			10,000
COOPER	Painting	8,000			10,000			10,000			10,000
COOPER	Roof								458,335		
DISTRICT	ADA	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000
DISTRICT	Asbestos Removal	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000	75,000
DISTRICT	Door Hardware	20,000	20,000	20,000	20,000	20,000	20,000	20,000	25,000	30,000	30,000
DISTRICT	EXTERIOR Envelopes	75,000	75,000	75,000	75,000	75,000	75,000	75,000	80,000	85,000	85,000
DISTRICT	Heritage School Roof					10,000					
DISTRICT	PLAYGROUND Equipment	40,000	40,000	40,000	40,000	40,000	40,000	40,000	45,000	50,000	50,000
DISTRICT	Plumbing	35,000	40,000	40,000	40,000	45,000	45,000	45,000	50,000	50,000	50,000
DISTRICT	Roof Fans	10,000	12,000	12,000	12,000	12,000	12,000	12,000	13,000	14,000	14,000
DISTRICT	Special Assessments	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000
ELC	Flooring		33,000	33,000	25,000				25,000		
ELC	Painting		20,000			20,000			20,000		
ELC	Roof									175,000	
ELC	Shingled Overhang Installation		100,000								
ELC	Siding	170,000	170,000								
ELC	Windows	20,000		20,000		20,000		20,000		20,000	
FARNSWORTH											
GRANT	Bathroom Partitions			15,000	15,000					15,000	
GRANT	Boiler	294,000									
GRANT	Lighting - Gym		3,000								
GRANT	Flooring					10,000			10,000		

IX. Miscellaneous C.

Location	PROJECT	1 2025-26	2 2026-27	3 2027-28	4 2028-29	5 2029-30	6 2030-31	7 2031-32	8 2032-33	9 2033-34	10 2034-35
GRANT	Paint		10,000			10,000			10,000		
HORACE MANN	Asphalt	200,000	100,000			110,000					
HORACE MANN	Boilers						350,000				
HORACE MANN	Flooring	30,000		25,000		25,000		25,000		25,000	
HORACE MANN	Lighting - Gym										
HORACE MANN	Paint	10,000		10,000		10,000		10,000		10,000	
HORACE MANN	Roof						790,000				
JACKSON	Asphalt	125,000									
JACKSON	Boilers	50,000									
JACKSON	Flooring			15,000					15,000		
JACKSON	Paint		10,000				10,000				10,000
JACKSON	Roofing	420,000								100,000	
JACKSON	Sidewalk	60,000									
JEFFERSON	Boilers			100,000							
JEFFERSON	Flooring			15,000			15,000				15,000
JEFFERSON	Paint			10,000			10,000				10,000
JEFFERSON	Roofing							592,000	688,314		
LINCOLN-ERDM	Bathroom Partitions	6,500									
LINCOLN-ERDM	Boiler						60,000				
LINCOLN-ERDM	Doors - Exterior			8,000							
LINCOLN-ERDM	Flooring				10,000			10,000			10,000
LINCOLN-ERDM	Paint				10,000				10,000		
LINCOLN-ERDM	Roofing									200,000	
LONGFELLOW	Boilers				75,000						
LONGFELLOW	Doors - Exterior	26,000									
LONGFELLOW	Flooring	19,950	15,000				15,000				15,000
LONGFELLOW	Gym Divider	21,000									
LONGFELLOW	Paint			10,000					10,000		

IX. Miscellaneous C.

Location	PROJECT
LONGFELLOW	Roofing
LONGFELLOW	Windows
MADISON	AC Units
MADISON	Bathroom Remodel
MADISON	Doors - Interior
MADISON	Flooring
MADISON	Paint
MADISON	Roof
NORTH	Boilers
NORTH	Flooring
NORTH	Locker Room Fixtures
NORTH	Locker Replacement - Boys Old Team Locker Room
NORTH	Painting
NORTH	Roofing
NORTH	Windows
PIGEON RIVER	Flooring
PIGEON RIVER	Painting
PIGEON RIVER	Roofing
PIGEON RIVER	Tuckpointing/Window Lintels
PIGEON RIVER	Windows
PIGEON RIVER	Window Treatment
ETUDE ELEM	Flooring
ETUDE ELEM	Painting
SHERIDAN	Parking Lot
SHERIDAN	Flooring
SHERIDAN	Painting
SHERIDAN	Roofing
SOUTH	Asphalt
SOUTH	Bathroom Fixtures
SOUTH	Lighting - Pool
SOUTH	Boilers
SOUTH	Flooring
SOUTH	Gym Divider
SOUTH	HVAC - LGI Air Handling Unit
SOUTH	Locker Room Fixtures
SOUTH	Painting
SOUTH	Plumbing - Stormwater
SOUTH	Roofing
SOUTH	Windows
URBAN	
WILSON	Flooring
WILSON	Painting
TOTALS	
BUDGET	
EST. 6-30-25 FUND BAL.	

1,557,892

1 2025-26	2 2026-27	3 2027-28	4 2028-29	5 2029-30	6 2030-31	7 2031-32	8 2032-33	9 2033-34	10 2034-35
			306,000	620,000					
			25,000	25,000	25,000	25,000	25,000	25,000	
	120,000								
90,000									
			40,000						
			15,000		15,000				15,000
			10,000				10,000		
					250,000				
120,000				350,000					
10,000		30,000		30,000		30,000		30,000	
		20,000							
		50,000							
15,000		15,000		15,000		15,000		15,000	
907,000	650,000	622,000						572,793	780,420
				20,000		20,000		20,000	
15,000				15,000				15,000	
	10,000			10,000				10,000	
								300,000	400,000
30,000									
	10,000	10,000		10,000	10,000			10,000	10,000
		20,000							
	10,000				10,000		10,000		10,000
	10,000					10,000			
							100,000		
			15,000				15,000		
	10,000				10,000				10,000
						180,000			
						200,000			
									80,000
		5,000							
						350,000			
15,000	15,000		30,000		30,000		30,000		30,000
39,000									
			120,000						
		20,000	20,000	20,000					
15,000		15,000	15,000		15,000		15,000		15,000
20,000									
				200,000	275,000			225,000	
		15,000	15,000		15,000		15,000		15,000
		15,000					15,000		
	10,000			10,000			10,000		
3,052,450	1,623,000	1,655,000	1,563,000	1,977,000	2,227,000	2,004,000	1,929,649	2,116,793	2,010,000
1,510,000	1,610,000	1,710,000	1,810,000	1,910,000	2,010,000	2,010,000	2,010,000	2,010,000	2,010,000

15,442

2,442

57,442

304,442

237,442

20,442

26,442

106,793

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IX. Miscellaneous C.

Location	PROJECT	1 2025-26	2 2026-27	3 2027-28	4 2028-29	5 2029-30	6 2030-31	7 2031-32	8 2032-33	9 2033-34	10 2034-35
Fund 10 Assigned for Building Projects and Equipment Expenses											
CENTRAL SUPP	Generator		250,000								
CENTRAL SUPP	Replace Passenger Elevator		150,000								
GRANT	Generator				250,000						
JACKSON	Generator		250,000								
LINCOLN-ERDM	Generator	250,000									
MADISON	Generator					250,000					
NORTH	Greenhouse Repairs			200,000							
SHERIDAN	Generator						250,000				
SOUTH	Electrical Distribution/Breaker Panel Upgrades	100,000	100,000								
WILSON	Cafeteria AHU Repolacement			175,000							
		350,000	750,000	375,000	250,000	250,000	250,000	-	-	-	-
Fund 10 Assigned for Athletic/PE Facility Upgrades											
CLEVELAND	Gym Floor		70,000								
HORACE MANN	Bleachers					100,000					
JEFFERSON	Bleachers		60,000								
JEFFERSON	Gym Floor		100,000								
LINCOLN-ERDM	Gym Floor					100,000					
NORTH	Track - Repair/Resurface				200,000						
SHERIDAN	HVAC - Gym Airhandling Unit						125,000				
SOUTH	Track - Repair/Resurface		12,400				120,000				
		-	242,400	-	200,000	200,000	245,000	-	-	-	-

IX. Miscellaneous C.

Book	Policy Manual
Section	2000 Program
Title	EDUCATIONAL OUTCOME GOALS AND EXPECTATIONS
Code	po2131*jjh
Status	Second Reading
Adopted	December 11, 2018

## 2131 - EDUCATIONAL OUTCOME GOALS AND EXPECTATIONS

In fulfillment of the District's mission to provide a quality education for all of the students, the Board believes the mission is being accomplished when students confirm that they have achieved the following educational goals.

### Academic Skills and Knowledge

- A. Basic skills including the ability to read, write, spell, perform basic arithmetical calculations, learn by reading and listening, and communicate by speaking and writing.
- B. Analytical skills including the ability to think rationally, solve problems, use various learning methods, gather and analyze information, make critical and independent judgments and argue persuasively.
- C. A basic body of knowledge that includes information and concepts in literature, fine arts, mathematics, natural sciences, including knowledge of the elements of agriculture and the conservation of natural resources, and social sciences, including knowledge of the right and responsibilities of the family as a consumer, cooperative marketing and consumers' cooperatives.
- D. The skill and attitudes that will further lifelong intellectual activity and learning.
- E. Knowledge in computer science, including problem-solving, computer applications, and the social impact of computers.

### Vocational Skills

- A. An understanding of the range and nature of available occupations and the required skills and abilities.
- B. Preparation to compete for entry-level jobs not requiring postsecondary school education.
- C. Preparation to enter job-specific vocational training programs.
- D. Positive work attitudes and habits.

### Citizenship

- A. An understanding of the basic workings of all levels of government, including the duties and responsibilities of citizenship.
- B. A commitment to the basic values of our government, including by appropriate instruction and ceremony the proper reverence and respect for and the history and meaning of the American flag, the Declaration of Independence, the U.S. Constitution, and the constitution and laws of the State.
- C. The skills to participate in political life.
- D. An understanding of the functions of organizations in society.
- E. Knowledge of the role and importance of biological and physical resources.

F. Knowledge of State, National, and world history.

G. An appreciation and understanding of different value systems and cultures.

H. An understanding, at all grade levels, of human relations, particularly with regard to American Indians, Black Americans, ~~and~~ Hispanics, **Hmong Americans, and Asian Americans.**

### **Personal Development**

A. The skills needed to cope with social change.

B. Knowledge of the human body and the means to maintain lifelong health, including:

1. knowledge of the theory and practice of physical education, including the development and maintenance of physical fitness.;
2. knowledge of the nutritive value of foods, as outlined in the Dietary Guidelines of Americans, and knowledge of the role of a nutritious diet in promoting health, preventing chronic disease, and maintaining a healthy weight.
3. knowledge of physiology and hygiene, sanitation, the effects of controlled substances consistent with ch. 961 and alcohol upon the human system, symptoms of a disease and the proper care of the body. No student may be required to take instruction in human growth and development, self-esteem, responsible decision-making, interpersonal relationships, sexual activity, human sexuality, reproduction, contraception, family life, parenting, sex stereotypes and protective behavior if his/her parent files with the teacher or principal a written request that the student be exempted. Instruction in physiology and hygiene shall include instruction on sexually transmitted diseases and shall be offered in every high school.
4. awareness about drug abuse, including prescription drug abuse, and prevention.

C. An appreciation of artistic and creative expression and the capacity for self-expression.

D. The ability to construct personal ethics and goals.

E. Knowledge of morality and the individual's responsibility as a social being, including the responsibility and morality of family living and the value of frugality and other basic qualities and principles referred to in article I, section 22, of the constitution insofar as such qualities and principles affect family and consumer education.

F. Knowledge of the prevention of accidents and the promotion of safety on public highways, including instruction on the relationship between highway safety and the use of alcohol and controlled substances under ch. 961.

G. The skills needed to make sound decisions, knowledge of the conditions which may cause and the signs of suicidal tendencies, knowledge of the relationship between youth suicide and the use of alcohol and controlled substances consistent with chapter 961 and knowledge of the available community youth suicide prevention and intervention services. Instruction shall be designed to help prevent suicides by students by promoting the positive emotional development of students.

H. Knowledge of effective means by which students may recognize, avoid, prevent and halt physically or psychologically intrusive or abusive situations which may be harmful to students, including child abuse, sexual abuse, and child enticement. Instruction shall be designed to help students develop positive psychological, emotional, and problem-solving responses to such situations and avoid relying on negative, fearful, or solely reactive methods of dealing with such situations. Instruction shall include information on available school and community prevention and intervention assistance or services and shall be provided to students in elementary schools.

The Board believes that all students in this District will be able to demonstrate these learnings at a level that is commensurate with their age and capabilities.

The District Administrator is charged with the responsibility for providing, through the District's curriculum and appropriate administrative guidelines, opportunities for each student to accomplish these goals as well as a valid means for assessing the extent to which each is accomplished.

Student achievement of these educational goals represents the Board's highest priority. It should be the highest priority, as well, for the administration and for all members of the staff.

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118.01, Wis. Stats.

Book	Policy Manual
Section	2000 Program
Title	DISTRICT-SPONSORED TRIPS
Code	po2340*jjh
Status	Second Reading
Adopted	October 22, 2013
Last Revised	March 12, 2024

## 2340 - **DISTRICT-SPONSORED TRIPS**

The Board recognizes the value of organized trips or other excursions away from the classroom as a valuable part of the District's educational programming and a valuable opportunity to obtain additional educational experiences not offered directly in the curriculum offerings. These opportunities occur in four (4) primary forms addressed in this policy: (a) field trips; (b) extra-curricular/co-curricular program-related trips; (c) overnight trips; and (d) other District-sponsored trips.

### **Field Trips**

The Board recognizes that field trips, when used for teaching and learning integral to the curriculum, are an educationally sound and important ingredient in the instructional program of the schools. For purposes of this policy, a field trip shall be defined as any planned journey by one (1) or more students away from District premises, which is under the supervision of a professional staff member, approved by Administration and furthers or supplements an integral part of a course of study as planned for and incorporated into that course of study by the teacher. Properly planned and executed field trips should:

- A. supplement and enrich classroom procedures by providing learning experiences in an environment outside the schools;
- B. arouse new interests among students;
- C. help students relate school experiences to the reality of the world outside of school;
- D. bring the resources of the community - natural, artistic, industrial, commercial, governmental, educational - within the student's learning experience;
- E. afford students the opportunity to study real things and real processes in their actual environment.

Field trips that involve Regional/National Competition or International Travel must be approved by the Board of Education before the field trips take place.

Extended Travel Field Trips must be included in Board Connections before the field trip takes place. Field trips that meet any of the following criteria are considered Extended Travel:

- A. Is over 300 miles round trip
- B. Includes overnight travel and/or lodging
- C. Is more than twenty-four (24) hours in length

The Extended Travel, Regional/National Competition, and/or International Field Trip Pre-Approval Form 2340G F1 must be used when submitting field trips to the Board of Education.

All other field trips must be submitted to the building principal at least ten (10) days before the field trip takes place.

### **Extra-Curricular/Co-Curricular Trips**

The Board recognizes that student trips will occur for reasons that are not directly incorporated into the curriculum as part of a class, but rather are part of the extra-curricular/co-curricular activities offered by the District. For example, a District athletic team may travel to away games, or take a trip to an out-of-town tournament. Any such trips must be identified at the beginning of the activity for the school year, or for the particular season. Extra-curricular or co-curricular trips shall be approved by the athletic director in accordance with the same procedures used for approving field trips. In cases where such advance notice is not possible (such as travel to State tournament competition), the staff member responsible for such activity shall notify the athletic director of the activity and pertinent information.

### **Overnight Travel**

Overnight travel is defined as a field trip that involves one or more overnight stays. ~~Overnight travel includes foreign travel.~~ The District views overnight travel outside of the District related to the curriculum/program as an adjunct to that curriculum/program. As such it is an important feature of the overall educational program. The District recognizes the importance of overnight travel outside of the District to amplify and enhance studies that occur in the schools' classrooms through unique enrichment opportunities that are not available locally. Overnight travel shall first be approved by the Principal in accordance with the District's overnight travel guidelines.

### **Other District-Sponsored Trips**

Other District-sponsored trips shall be defined as any planned, student-travel activity which is approved as part of the District's total educational program, but not a part of a particular course and not expressly connected to an established extra-curricular/co-curricular activity. These trips may include such trips as summer trip programs, youth service trips, and other types of day trips that are organized by or through school staff or facilitated in some fashion through the District.

### **Trip Approval Process**

No staff member may offer or lead any trip as a District-sponsored trip no matter the type unless the trip has been approved in the manner prescribed in this policy.

Any staff member may propose a trip by presenting details of the proposed trip to the principal.

Proposals shall include the details of the trip, the cost of the trip, identify any third-party entities that will be involved in the trip, identify the curriculum-based purpose of the trip, identify what students will be eligible to participate, and any other pertinent information. If overnight, the proposal must describe how accommodations will be provided and how such arrangements will be properly supervised.

### **General Trip Provisions**

Students may be charged fees for District-sponsored trips.

Students on all District-sponsored trips remain under the supervision of this Board and are subject to the District's administrative guidelines.

The Board does not endorse, support, or assume liability in any way for any staff member, volunteer, or parent of the District who takes students on trips not approved by the Board or District Administrator. No staff member may solicit students of this District for such trips within the facilities or on the school grounds of the District without permission from the District Administrator. Permission to solicit neither grants nor implies approval of the trip. Such approval must be obtained in accordance with the District's Administrative Guidelines for Extended Trips.

The District Administrator shall prepare administrative guidelines for the operation of both field and other District-sponsored trips, including athletic trips, which shall ensure:

- A. the safety and well-being of students;
- B. parental permission is sought and obtained before any student leaves the District on a trip;
- C. each trip is properly planned, and if a field trip, is integrated with the curriculum, evaluated, and followed up by appropriate activities which enhance its usefulness;
- D. the effectiveness of field trip activities is judged in terms of demonstrated learning outcomes;
- E. each trip is properly monitored;

- F. student behavior while on all field trips complies with the Student Code of Conduct and on all other trips complies with an approved code of conduct for the trip.

A professional staff member shall not change a planned itinerary while the trip is in progress, except where the health, safety, or welfare of the students in the staff member's charge is imperiled or where changes or substitutions beyond their control have frustrated the purpose of the trip.

In any instance in which the itinerary of a trip is altered, the professional staff member in charge shall notify the administrative superior immediately.

### **Trips Not Sponsored by the District**

No staff member, volunteer, coach, or other individual acting in some capacity for the District may solicit students of this District to participate in any trip not sponsored by the District unless that staff individual has received approval of the principal to promote such trips within the facilities or on the school grounds. This includes summer trips abroad or other trips offered through a third-party organizer in which a staff member, volunteer, coach, or other individual acting in some capacity for the District is participating, as well as athletic activities outside the District's athletic program.

If approval is granted to solicit students to participate, that individual must clearly communicate to parents that the trip is not District-sponsored and that that individual is not participating within the staff individual's role representing the District. Coordination and/or participation in such a program shall be consistent with Policy 3210 - Staff Ethics/Policy 4210 - Support Staff Ethics.

### **Transportation for Field and other District Sponsored Trips**

The transportation for all field and other District-sponsored trips is to be by vehicles owned or approved by the District and driven by approved drivers.

The District shall assume transportation costs for approved field trips as specified in the District Administrator's administrative guidelines.

The District will assume the vehicle cost for all other trips including co-curricular, athletic, and other extra-curricular trips, but the cost of the driver shall be paid from the designated fund.

Transportation may be limited by the availability of vehicles, drivers, and scheduling and will not be available when needed for general school purposes.

All field trips shall be supervised by members of the staff. All other District-sponsored trips shall be supervised by either staff members or adults from the sponsoring organization. Any time students are on the vehicle, at least one (1) sponsor, chaperone, or staff member is expected to ride in the vehicle as well as to supervise students upon return to the District and while they are waiting for rides home.

All students are expected to ride the approved vehicle to and from each activity. A special request must be made to the staff member or sponsor by the parent, in writing or in person, to allow an exception.

District students not affiliated with the trip activity, nondistrict students, and/or children of preschool age shall not be permitted to ride on the trip vehicle without the approval of the Principal.

No student is allowed to drive on any trip. An exception may be made by the Principal on an individual basis provided the student has written parental permission and does not transport any other student.

Transportation by private vehicle shall be in accordance with Policy 8660 - Transportation by Private Vehicle for District-Sponsored Activities or Trips.

The District Administrator shall prepare administration guidelines to ensure that all transportation is in compliance with Board policy on use of District vehicles and/or use of private vehicles.

Revised 8/27/13

Revised 10/29/19

Revised 12/10/19

T.C. 8/2/22

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Legal

121.54(7), Wis. Stats.

Book	Policy Manual
Section	5000 Students
Title	THIRD GRADE PROMOTION AND RETENTION: AT-RISK STUDENTS
Code	PO5411*jjh
Status	Second Reading

## 5411 - THIRD GRADE PROMOTION AND RETENTION: AT-RISK STUDENTS

### Introduction

This policy governs the promotion of students from 3rd grade to 4th grade in accordance with 118.33, Wis. Stats. The policy applies to all students being considered for promotion from 3rd to 4th grade, effective on September 1, 2027.

The District intends to make promotion decisions based on a thorough and equitable process that considers individual student needs in reading. For any student who has not completed their personal reading plan by the end of 3rd grade, a team will determine whether retention or promotion to 4th grade, with intensive instructional support, progress monitoring, and supports to remediate the identified areas of deficiency, is in the student's best interest. The determination process will consider relevant factors such as reading proficiency, social and emotional development, and available supports.

### Definitions

**"Personal Reading Plan"** means a reading plan provided for five (5) year-old-kindergarten to third grade students that are identified as at risk based on a universal screening assessment or diagnostic assessment, in accordance with 118.016(5), Wis. Stats.

**"Limited English-Proficient Student"** means a student whose ability to use the English language is limited because of the use of a non-English language in the student's family or the student's daily, non-school surroundings, and who has difficulty in performing ordinary classwork in English as a result of such limited English proficiency.

**"Completed"** - means a student who has "completed" their personal reading plan if the student's parent(s) and the District agree that the student has met the goals outlined in the personal reading plan and the student scores at grade-level in reading on a summative assessment.

### Promotion of Third Grade Students with Personal Reading Plans

For any student who has not completed their personal reading plan by the end of the student's third grade year, the District will engage in a process to determine whether to promote that student to the fourth grade. The District will not promote a student from third to fourth grade who has not completed their personal reading plan by the end of third grade unless the District, in consultation with the student's parent(s), believes retention is not in the best interest of the student.

In reaching the decision to promote or retain the student, the District will carefully consider all relevant factors, including but not limited to:

- A. Whether a team of interested individuals, including the parent(s) of the student and school representatives who have knowledge of the reading instruction, supports, and interventions provided to the student, believe promotion is in the best interest of the student;
- B. All relevant and available data demonstrating the student's response or progress to reading instruction and intervention, and data demonstrating the student's progress towards meeting personal reading plan goals;
- C. Whether or which alternatives to retention can help support the student to achieve reading proficiency;
- D. Any other factor(s) relevant in deciding whether to retain or promote a student;
- E. Those factor(s) or conditions considered elsewhere in District policy or administrative guidelines pertaining to student promotion and retention;

- G. Whether the student is eligible for an exception contained under this policy;
- H. The potential long-term adverse risks of retention.

Based on the comprehensive evaluation of factors above, the District will make one of the following determinations:

- A. Promotion: Promotion to fourth grade with applicable supports and services is more appropriate than retention to third grade.
- B. Promotion: The student's non-completion of their personal reading plan was not primarily due to the student's lack of reading proficiency.
- C. Promotion: The District recommends retention with applicable supports and services but the student's parent(s) do not agree with the District's recommendation.
- D. Retention: The District determined that, in consultation with the student's parent(s), retention with applicable supports and services is more appropriate than promotion to fourth grade.

### **Promoting Students with Incomplete Personal Reading Plans**

If the District promotes a third-grade student who has not completed their personal reading plan by the end of third grade, the District shall conduct all of the following post-promotion requirements:

- A. In the following and subsequent school year(s) provide intensive instructional services, progress monitoring, and supports to remediate the identified areas of deficiency until the student scores at grade level in reading on a summative assessment;
- B. Notify the student's parent(s), in writing, that the student did not complete their personal reading plan, including a description of the instructional services and supports that will be provided to the student to remediate the identified areas of deficiency; and
- C. Provide the student with an intensive summer reading program each summer until the student scores at grade-level in reading on a summative assessment.

### **Exceptions to Post-Promotion Requirements**

The following are good cause exceptions. Any student who meets one or more of the following good cause exceptions may be exempt from the promotion policy, the intensive summer reading program, and/or the intensive reading intervention requirements:

- A. The student is identified as a Limited-English Proficient student as per the definition included in this policy;
- B. The student has an individualized education plan (IEP) that indicates that neither taking the universal reading screener nor the State summative assessment in reading is appropriate for the student;
- C. The student scores as proficient in reading on the alternative Statewide standardized summative assessment;
- D. The student has an IEP or Section 504 plan under the Rehabilitation Act of 1973 that indicates that the student has received intensive intervention in reading for more than two (2) years if the student continues to demonstrate a deficiency in reading and was previously retained in 5K, grades one, two, or three;
- E. The student has received intensive reading interventions for two (2) or more school years, continues to demonstrate a deficiency in reading, and was previously retained in 5K, grades one, two, or three for a total of two (2) years.

### **Mid-Year Enrollment/Transfers**

Any student who enrolls as a third-grade student late in the school term without any accompanying record of a personal reading plan shall be promoted to fourth grade under the criteria that the student did not have a personal reading plan in effect at the end of third grade.

If a student transfers into a school enrolled as a fourth-grade student and the provided records indicate the student may have met requirements to be retained in third grade (e.g., incomplete personal reading plan), the District shall provide all supports and services that the student would have otherwise received as a post-promotion requirement including intensive

instructional services, progress monitoring and supports to remediate the identified areas of deficiency, parent notification, and an intensive summer reading program each summer until the pupil scores at grade-level in reading on a summative assessment.

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Book	Policy Manual
Section	5000 Students
Title	ACADEMIC HONESTY
Code	po5505*jjh
Status	Second Reading
Adopted	March 12, 2024

## 5505 – ACADEMIC HONESTY

The Board values honesty and expects integrity in the District's students. Violating academic honesty expectations erodes the trust between teachers and students as well as compromises the academic standing of other students. So that each student learns the skills being taught, and is judged solely on their own merits, the Board prohibits any student from presenting someone else's work as their own, using artificial intelligence platforms in place of one's own work, providing unauthorized assistance to another student, and cheating in all its forms any manner.

All school work submitted for the purpose of meeting course requirements must be the individual student's original work or the original work of a group of students for group projects. It is prohibited for any student to unfairly advance their own academic performance or that of any other student. Likewise, no student may intentionally limit or impede the academic performance or intellectual pursuits of other students.

Academic dishonesty includes, but is not limited to:

- A. plagiarism (of ideas, work, research, speech, art, music, etc.);
- B. forgery of another's work;
- C. presenting the results from that are the product of an artificial intelligence (AI) platform as one's own where the use of AI was not specifically allowed by the teacher as part of the assignment. (–) (See Policy 7540.08 – Artificial Intelligence (AI));
- D. downloading or copying information from other sources and presenting it as one's own;
- E. using language translation work of someone else or using technology when the expectation is doing one's own translation;
- F. copying another person's work;
- G. allowing another person to copy one's own work;
- H. stealing another person's work;
- I. doing another person's work for them;
- J. distributing copies of one's work for use by others;
- K. distributing copies of someone else's work for use by others for academic gain or advantage;
- L. intentionally accessing another's work for the purpose of presenting it as one's own for academic gain or advantage;
- M. distributing or receiving answers to assignments, quizzes, tests, assessments, etc.
- N. distributing or receiving questions from quizzes, tests, assessments, etc.

### Use of Artificial Intelligence/Natural Language Processing Tools for School Work

In order to ensure the integrity of the educational process and to promote fair and equal opportunities for all students, except as outlined below, the use of Artificial Intelligence (AI) and Natural Language Processing (NLP) tools (collectively, "AI/NLP tools") is strictly prohibited for the completion of school work. The use of AI/NLP tools, without the express permission/consent of a teacher, undermines the learning and problem-solving skills that are essential to academic success.

and that the staff is tasked to develop in each student. Students are encouraged to develop their own knowledge, skills, and understanding of course material rather than relying solely on AI/NLP tools and they should ask their teachers when they have questions and/or need assistance. Unauthorized use of AI/NLP tools is considered a form of plagiarism and any student found using these tools without permission or in a prohibited manner will be disciplined in accordance with the Student Code of Conduct. (See Policy 7540.08 - Artificial Intelligence (AI))

Notwithstanding the preceding, students can use AI/NLP tools in the school setting if they receive prior permission/consent from their teacher, so long as they use the AI/NLP tools in an ethical and responsible manner. Teachers have the discretion to authorize students to use AI/NLP tools for the following uses:

A. Research assistance: AI/NLP tools can be used to help students quickly and efficiently search for and find relevant information for their school projects and assignments.

B. Data analysis: AI/NLP tools can be used to help students to analyze, understand, and interpret large amounts of data, such as text documents or social media posts. This can be particularly useful for research projects or data analysis assignments - e.g., scientific experiments and marketing research.

C. Language translation: AI/NLP tools can be used to translate texts of documents into different languages, which can be helpful for students who are learning a new language or for students who are studying texts written in a different language.

D. Writing assistance: AI/NLP tools can provide grammar and spelling corrections, as well as suggest alternative word choices and sentence structure, to help students improve their writing skills.

E. Accessibility: AI/NLP tools can be used to help students with disabilities access and understand written materials. For example, text-to-speech software can help students with specific learning disabilities or visual impairments to read texts and AI-powered translation tools can help students with hearing impairments understand spoken language.

**Faculty** and Administration have the responsibility for monitoring students' work for compliance with this policy.

All teachers, beginning in the elementary grades, will educate students as to what constitutes academic dishonesty and what is acceptable and unacceptable behavior in District schools regarding academic integrity.

Students who violate this policy are subject to disciplinary consequences.

Teachers are authorized, in consultation with their Principal, to apply appropriate consequences for violations of this policy. Disciplinary consequences for significant violations may include removal from the class with a failing grade, removal from student leadership positions, elimination of honors recognition, loss of membership in honor organizations, as well as other disciplinary consequences appropriate to the nature of the violation.

Parents shall be contacted as soon as practicable to report any alleged acts of academic dishonesty by their child.

Repeated violations of this policy at the high school level will result in additional disciplinary consequences, up to and including suspension and expulsion.

Student and/or parent appeals of disciplinary consequences resulting from violation of this policy may be made within five (5) business days to the Principal whose decision shall be final. If the Principal was the staff member responsible for the disciplinary consequence being appealed, then student and/or parent appeals should be directed within five (5) business days to the District Administrator whose decision shall be final.

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Legal 118.01, 118.164, 120.12, Wis. Stats.

Book	Policy Manual
Section	7000 Property
Title	ASSISTIVE TECHNOLOGY AND SERVICES
Code	po7540.05*jjh
Status	Second Reading
Adopted	October 22, 2013

#### 7540.05 - **ASSISTIVE TECHNOLOGY AND SERVICES**

Students with disabilities have special challenges and may need assistive technology in order to more fully participate in their classrooms, homes, communities and workplaces. Through the use of assistive technology and services these students will have the opportunity to become more independent and self-reliant.

Each IEP team must include in their deliberations consideration of whether the use of assistive technology devices and services to aid students with disabilities is appropriate for each specific student. The Board also directs that students who qualify under Section 504 of the Rehabilitation Act be provided with assistive technology devices and services when deemed necessary.

Students having special needs but not requiring a formal IEP or 504 Plan according to law, which may include but are not limited to migrant students, homeless students, students living with poverty, and English Language Learners, will also be considered for assistive technology devices and/or services.

"Assistive technology device" means any item, piece of equipment, or product system, whether acquired commercially off the shelf, modified, or customized, that is used to increase, maintain, or improve functional capabilities of a child with a disability. The term does not include a medical device that is surgically implanted, or the replacement of such device.

"Assistive technology service" means any service that directly assists a child with a disability in the selection, acquisition, or use of assistive technology devices. Assistive technology services include:

- A. the evaluation of needs including a functional evaluation, in the child's customary environment;
- B. purchasing, leasing, or otherwise providing for the acquisition of assistive technology devices;
- C. selecting, designing, fitting, customizing, adapting, applying, maintaining, repairing, or replacing of assistive technology devices;
- D. coordinating and using other therapies, interventions, or services with assistive technology devices, such as those associated with existing education and rehabilitation plans and programs;
- E. training or technical assistance for a child with disabilities, or where appropriate that child's family;
- F. training or technical assistance for professionals (including individuals providing education and rehabilitation services), employers or other(s) who provide services to employ, or are otherwise, substantially involved in the major life functions of that child.

The Board encourages the faculty to develop the appropriate skills necessary to effectively access, analyze, evaluate, and utilize assistive technology resources and assistive technology services.

**Assistive technology used in conjunction with a student's Individual Education Plan (IEP) shall be used with any external communication or recording function disabled, except as provided for in the student's IEP.**

The Board designates the District Administrator and the designee as the administrator(s) responsible for initiating, implementing, and enforcing this policy and its accompanying guidelines as they apply to the use of assistive technology and services in the District.

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Individuals with Disabilities Education Act (IDEA), as amended 20 U.S.C. 1401  
Section 504 Rehabilitation Act of 1973  
Assistive Technology Act (P.L. 105 – 394) 1998

Book	Policy Manual
Section	7000 Property
Title	USE OF SOCIAL MEDIA
Code	po7544*jjh
Status	Second Reading
Adopted	September 28, 2021
Last Revised	May 28, 2024

#### 7544 - **USE OF SOCIAL MEDIA**

Technology is a powerful tool to enhance education, communication, and learning.

The Board authorizes the use of social media to promote community involvement and facilitate effective communication with students, parents, staff, and the general public. Social media is defined in Bylaw 0100 - Definitions.

The District Administrator is charged with designating the District-approved social media platforms/sites which shall be listed on the District's website.

In designating District-approved social media platforms/sites, the District Administrator shall specify which platforms/sites are appropriate for use at the District-level, the building or department level, for extra-curricular activities, and at the individual level by employees for professional purposes consistent with the Board's authorization for the official use of social media by individual buildings, departments, activities, or staff members.

It is critical that students be taught how to use social media platforms safely and responsibly. Social media (as defined in Bylaw 0100 - Definitions) are a powerful and pervasive technology that affords students and employees the opportunity to communicate for school and work purposes and to collaborate in the delivery of a comprehensive education. Federal law mandates that the District provide for the education of students regarding appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms, and regarding cyberbullying awareness and response. See Board Policy 7540.03 – Student Technology Acceptable Use and Safety.

The District recognizes that employees may use social media for personal as well as professional reasons. The District neither encourages nor discourages employees' use of social media for personal purposes. The District regulates employees' use of social media for purposes related to their District assignment to the same extent as it regulates any other form of employee communication in that regard.

The District uses approved social media platforms/sites as interactive forms of communication and accepts public comments. The District-approved social media platforms/sites are considered limited public forums. As such, the District will monitor posted comments to verify they are on-topic, consistent with the posted rules for use of the forum, and in compliance with the platform's/site's applicable terms of service. The Board's review of posted comments will be conducted in a viewpoint-neutral manner, and consistent with State and Federal law. Employees' personal posts on the public platforms/sites are limited/restricted to matters of general public interest that are not related to the employee's specific employment and wholly unrelated to the employee's job responsibilities (i.e., matters where it is clear the individual is posting not in an official capacity, but simply as a member of the public). Employees in administrative positions are ordinarily not permitted to post personal comments on matters of general public interest because to do so could be misconstrued as Board-sponsored speech.

Each District-approved social media account/site must contain a statement that specifies its purpose(s) and limits those who access the social media account/site to use of the account/site only for that/those purpose(s), in accordance with any specified procedures and applicable terms of service. Users are personally responsible for the content of their posts.

The District Administrator shall maintain the District's social media presence with respect to general announcements, notices, or other such communications that are disseminated to the public at large or specific audiences within the community. To the extent individual staff members wish to post information or announcements to a District social media

platform, the staff member may request that the District Administrator approve and post such information. (This provision does not apply to social media communications that are related to instructional and school-sponsored activities.)

### **Social Media for Instructional and School-Sponsored Activities**

Staff may, with prior approval/authorization from the Principal, use social media platforms/sites for communications about classroom instruction or school-sponsored activities, as well as to support classroom instruction. When a staff member uses a District-approved social media platform/site for an educational purpose, it will be considered an educational activity and will not be considered a limited public forum. Students' use of District-approved social media platforms/sites must be consistent with the Student Code of Conduct, Policy 5722/AG 5722 – School-Sponsored Student Publications and Productions, Policy 7540.03/AG 7540.03 – Student Technology Acceptable Use and Safety, the instructor's directions/procedures, and the platform's/site's applicable terms of service. Students are prohibited from posting or releasing personally identifiable information about students, employees, and volunteers through District-approved social media without appropriate consent.

Staff members must provide parents of students involved in a school-sponsored activity the ability to opt out of having their child use social media platforms/sites for communication purposes associated with that activity, and arrange for an alternative method of communicating with the participating student concerning the school-sponsored activity.

### **Expected Standards of Conduct on District-Approved Social Media**

Employees who access District-approved social media platforms are expected to conduct themselves in a respectful, courteous, and professional manner. Students, parents, and members of the general public who access District-approved social media platforms are similarly expected to conduct themselves in a respectful, courteous, and civil manner.

District-approved social media sites shall not contain content that is obscene; is vulgar and lewd such that it undermines the school's basic educational mission; is libelous or defamatory; constitutes hate speech; promotes illegal drug use; is aimed at inciting an individual to engage in unlawful acts or to cause a substantial disruption or material interference with District operations; or interferes with the rights of others. The District may exercise editorial control over the style and content of student speech on District-approved social media if reasonably related to legitimate pedagogical concerns. Staff or students who post prohibited content shall be subject to appropriate disciplinary action.

The District is committed to protecting the privacy rights of students, parents/guardians, staff, volunteers, Board members, and other individuals on District-approved social media sites. District employees are prohibited from posting or releasing confidential information about students, employees, volunteers, or District operations through social media, without appropriate consent (i.e., express written consent from the parent of a student, the affected employee ~~or volunteer~~, or the District Administrator concerning District operations).

~~Employees and District approved volunteers~~ are prohibited from using District-approved social media platforms/sites to communicate privately (i.e., one-on-one) with individual students.

### **Retention of Public/Student Records**

District communications that occur through the use of District-approved social media platforms/sites – including staff members' use of social media with school-sponsored activities, and comments, replies, and messages received from the general public – may constitute public records or student records, and all such communications will be maintained (i.e., electronically archived) in accordance with the Board's adopted record retention schedule and all applicable State statutes. (See AG 8310A –Public Records)

Staff members cannot rely on social networking platforms (e.g., Facebook, Twitter, etc.) to sufficiently fulfill potential records retention requirements because these platforms, in general, do not guarantee retention and are unlikely to assist in the production of third-party comments and communications that have been edited, deleted, or are otherwise no longer available. Consequently, District employees who use such social media accounts for professional communications must operate them in accordance with the general archiving practices and technology instituted by the District so records remain within the District's control and are appropriately retained.

If a staff member uses District-approved social media platforms/sites in the classroom for educational purposes (i.e., classroom instruction), the staff member must consult with the Principal concerning whether such use may result in the creation of public and/or education records that must be maintained (i.e., electronically archived) for a specific period of time.

### **Employees' Use of District Technology Resources to Access Social Media for Personal Use**

Employees are permitted to use District technology resources (as defined in Bylaw 0100-Definitions) to access social media for personal use during breaks, ~~and~~ mealtimes, **and before and after scheduled work hours.**

They are reminded that the District may monitor their use of District technology resources.

### **Employees' Use of Personal Communication Devices at Work to Access Social Media for Personal Use**

Employees are permitted to use personal communication devices to access social media for personal use during breaks and mealtimes.

Employees are prohibited from posting or engaging in communication that violates State or Federal law, Board policies, or administrative guidelines. If an employee's/volunteer's communication interferes with their ability to effectively perform their job or violates State or Federal law, Board policies, or administrative guidelines, the District may impose disciplinary action and/or refer the matter to appropriate law enforcement authorities.

This policy and its corresponding administrative guideline will be reviewed and updated as necessary.

Revised 1/23/24

© Neola ~~2023~~**24**

Legal

Protecting Children in the 21st Century Act, Pub. L. No. 110-385, Title II, Stat. 4096 (2008)

Children s Internet Protection Act (CIPA), Pub. L. No. 106-554 (2001)

# **Sheboygan Public Education Foundation Board of Directors - MINUTES**

**Meeting - June 11th, 2025**

**Meeting location: Civic Room Lakeview Tower (US Bank building)**

## **In attendance:**

Kurt Kober (Phone), Jerry Jones, Anne Holzem, Kris Fritz, Laurie VanVeghel, Roxanne Pauls, Dave Freitag, Rayna Rokicki, Chris Conway, Jenn Scapellato, Jake Konrath

## **Absent:**

Tina Brunmeier, Chloe Renzelmann, Denise Wittstock

## **President's Report-**

May board meeting minutes were approved. (First by Dave Freitag, second by Kris Fritz)

New Board Member Bill Sachse was approved. (First Chris Conway, Second Dave Freitag). He will join us in August.

The Grant committee recommended that \$44,047.72 in grants be approved for the Spring Grant cycle, two of these (\$4500) are cornerstone projects for SPEF, day of Giving at South High and the car detailing project at South High. There were 7 Technology grants totaling \$16327.49 and 22 non-technology grants (including the cornerstone grants) totalling \$27,720.23 (Chris Conway abstained from voting due to her Grant request). There was a 1st from Laurie VanVeghel and a 2nd Dave Freitag to pass the Spring Grant proposals as presented, passed unanimously.

Request for board members to start seeking donations/sponsorship for our November 7th, All In For Education Raffle. The SPEF office has letters available to hand out to possible donors/sponsors. We are in need of a Grand Prize for the event, board members are asked to come up with ideas. Raffle tickets need to be printed at the end of July, please forward ideas to the office. A request was made to email out a list of last year's donor list and who contacted them so there is no overlap.

## **School Board Report - Denise Wittstock**

Denise is our new board rep and was at a conference and unable to attend this meeting. She will join us in August..

## **Superintendent's Report -Jake Konrath**

Prior to Jakes report, the SPEF board had several questions.

The grant committee is interested in the district's commitment to LEGO, since they announced an initiative last year to support funding of new LEGO kits. Jake mentioned that the district has invested in some initial LEGO kits for the schools. The grants SPEF is receiving are for the next level up in LEGO STEM kits based on school interest.

SPEF would like to send out 3 strategic emails to all staff throughout the year, informing them on what SPEF does, upcoming opportunities, events, grants, etc. in addition to reminder emails throughout the year. Jake thought this would be ok.

Jake reported that this year's graduation went really well. Jenn Scapellato got a great shoutout from South President Jansunee. Graduation rates are up and attendance rates are up. A very good end to the school year. The school budget for the 25-26 school year is still pending, waiting to see where the state comes back on numbers.

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

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

Operation Budget: SPEF is currently under budget thru April. 2024 - Treasurer's Report: approved.

The Financial reports were unanimously approved by the board.

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

**Scholarship Night Recap** - Rox shared some great numbers about scholarship applications and scholarships awarded. SPEF had 268 applicants in 2025 with 1589 applications. 196 from the district (124 North, 61 South, 11 Warriner) 72 County. 62 Scholarships were offered, with 7 getting no applications and 3 were no applications met requirements. \$1,530,420 in scholarships were presented, 108 individual awards, 77 different students.

### **Next year suggestions:**

- A suggestion was made to have the student sign-in table first and then donor table 2nd further down- maybe even across the aisle from the student table, to avoid the donors congregating in front of the table near the door, blocking the student table from view. There are more students than donors.
- It worked well to have scholarship donor representatives present in the first half of the program followed by SPEF presenters on behalf of donors unable to attend in the second half of the program. Keep that for next year.
- If older donors want to present, make sure they go first to make the night easy for them.
- A suggestion was made to call students to the stage first, talk about them as they walk to stage and then congratulate them while on stage to help move the night along. Jerry indicated we can suggest this, however, we also want each family to be able to present in a way that works best for them.
- Anne suggested running the SPEF speeches through AI to make them more speech ready, sometimes they don't read as well when spoken aloud.
- Shout-out to Dave and Sue Freitag who got up extra early to present scholarships at Oostburg High School at 7:30am on June 6th.

**Scholarship Digitization:** Rayna, Rox and Laurie are working with Mike Jaber and Amy Dekker from the district to digitize the scholarship application process for next year.

Rayna will be building out a google form prototype in July that Rayna, Laurie and Rox can test out and eventually link to our website.

**Pros to this digitization:** This will make the application process easier and less cumbersome for students. Students can work on it as they wish throughout the year (it will continually save). Each scholarship section will prompt them to upload and fill out what they need. No more paper applications :)

**Things to investigate:**

- How to make the applications more secure.
- Rayna mentioned that on the student info form, we were changing the parent AGI to be check-boxes instead of writing a specific number.
- Dave mentioned that Brandon could help with a security check.
- Kurt suggested that we talk to our insurance to make sure we are in alignment with practices for liability.
- Anne suggested some type of filtering device to help students identify which scholarships they are eligible for.
- Jenn suggested that somewhere on the application, there is a checkbox or statement which states that all scholarships must be original work, no AI.
- Recommended by the guidance depts, a disclaimer that SASD can share information about individual students with SPEF (Behavior, attendance, check)

**SPEF Scholarship Night next year will be Wednesday, May 6, 2026.** Due to the Symphony needing the entire week at the Weill Center. This date is one week earlier than our previous date. We will work with both high schools to make sure that date is not a conflict..

Sadly we had news that Janet Ross passed away. We will honor Mrs. Ross at our annual meeting, she was a long time supporter and generous donor for many many years. We are also having a tile made for her. Looking into someone presenting it at her memorial ceremony on July 25th.

Back to School Bash TBD

New Teacher Orientation TBD

**Jerry adjourned the meeting to a closed session to discuss the Office Reorganization.**

## **Hazardous Review Committee**

### **Minutes**

**June 16, 2025**

Members Present: Mark Boehlke, Peter Madden, Tanner Presutti, Steve Steinhardt, Joe Vollmer

The meeting of the Hazardous Review Committee was called to order at 1:06 p.m. on June 16, 2025, for the purpose of re-certifying currently designated hazardous areas for student transportation.

Committee members were introduced.

Mr. Madden moved to approve the June 5, 2024, minutes and Mr. Vollmer seconded the motion. Motion was approved.

Mr. Boehlke recommended that no changes be made to the plan for the 2025-26 school year. Changes to Weeden Creek Road in front of Pigeon River Elementary, including the addition of sidewalks, should be completed by the end of August. Possible changes to the 2026-27 hazardous areas will be discussed by the committee next summer.

Mr. Steinhardt moved to re-certify the designated hazardous areas with no changes for the 2025-26 school year and Mr. Madden seconded the motion. Motion was approved.

The 2025-26 school year hazardous areas approved by the committee will be taken to the full board on June 24, 2025, for possible action.

Mr. Madden moved to adjourn, and Mr. Steinhardt seconded the motion. Motion was approved and the meeting was adjourned at 1:15 p.m.

MJB

**2025-2026**

# Annual Hazardous Review

## *Areas to be Reviewed*

1. Pigeon River School Attendance Area
2. James Madison School Attendance Area & Private School Students (Grades 4K-8)
3. Horace Mann Middle School - West of School & Private School Students (Grades 4K-8)
4. Horace Mann Middle School - Town of Sheboygan
5. Private School Students - Town of Sheboygan
6. Jackson School Attendance Area
7. Cleveland School Attendance Area
8. Lincoln Erdman School Attendance Area
9. Longfellow Attendance Area - S. 8<sup>th</sup> Street Rotary
10. Private School Students (Grades 4K-5) - Indian Meadows and Cross Creek
11. Farnsworth Middle School - Sunnyside Area
12. Private School Students (Grades 4K-8) - Sunnyside Area
13. Private School Students (Grades 4K-8) - N 8th St & Pershing Ave and Eisner Ave Area





# ANNUAL HAZARDOUS REVIEW FOR WALKWAYS TO THE JAMES MADISON/HORACE MANN SCHOOL AREA & PRIVATE SCHOOLS (GRADES 4K-8)

## JAMES MADISON

### Indiana Avenue

- Speed Limit - 25 mph
- Heavy traffic volume
- Four lane road
- Little or no shoulder

### Georgia Avenue

- Speed Limit - 25 mph
- Narrow roadway
- Little or no shoulder
- Sight distance problem
- Heavy traffic volume

### Union Avenue

- Speed Limit - 25 to 35 mph
- Narrow roadway
- Little or no shoulder
- Heavy traffic volume

### Taylor Drive

- Speed Limit - 30 to 45 mph
- Heavy traffic volume
- No walkways

### Kohler Memorial Drive

- Speed limit—35 mph
- Four-lane highway
- Heavy traffic volume

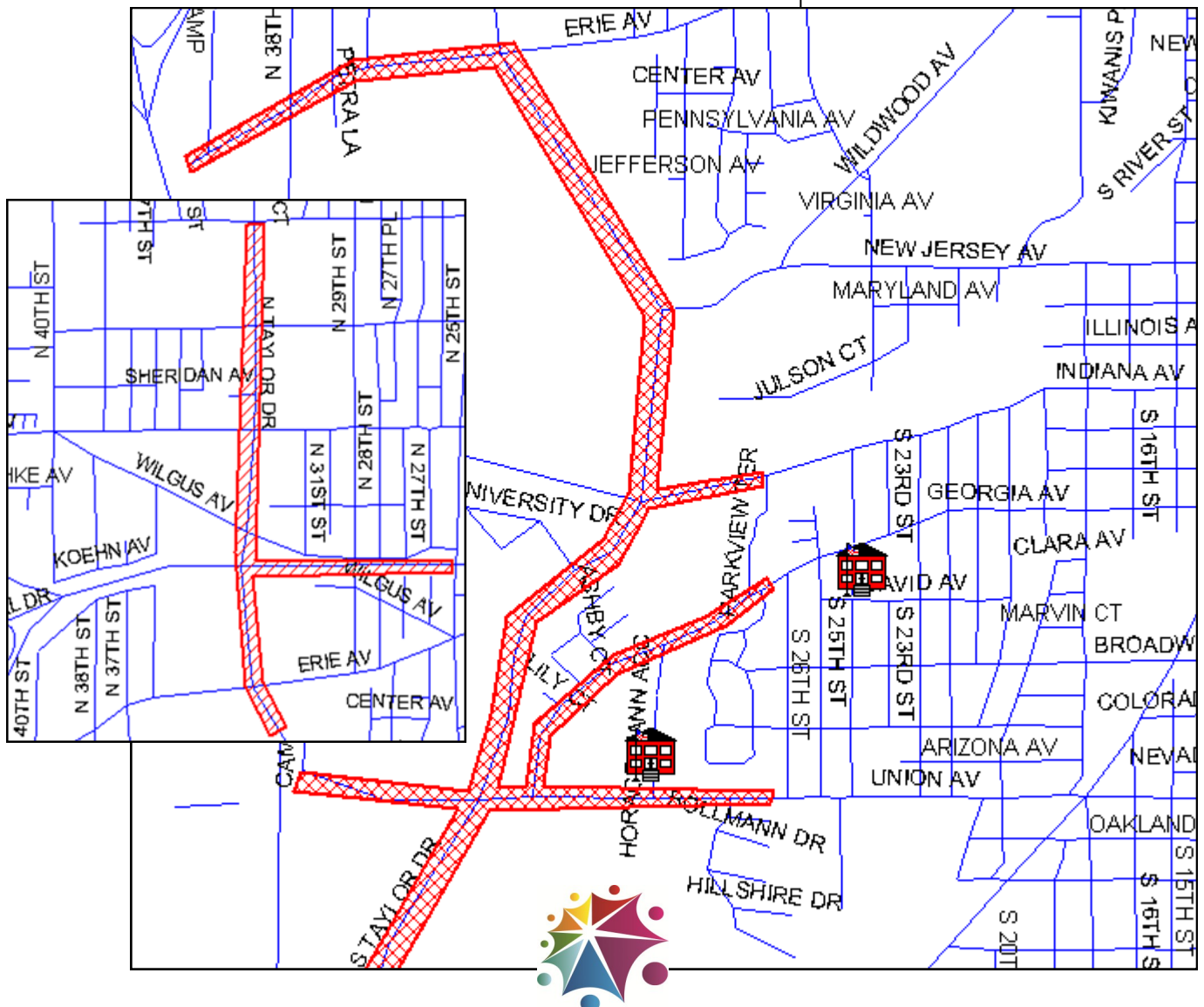
## HORACE MANN

### Taylor Drive

- Speed Limit - 30 to 45 mph
- Heavy traffic volume
- No walkways

### Indiana Avenue

- Speed Limit - 25 mph
- Heavy traffic volume
- Four lane road
- Little or no shoulder



# ANNUAL HAZARDOUS REVIEW FOR WALKWAYS TO THE TOWN OF SHEBOYGAN AREA FOR HORACE MANN MIDDLE SCHOOL & PRIVATE SCHOOLS

### Private School Students

# Superior Avenue

- Speed limit - 35 mph
- Little or no shoulders
- Narrow roadway
- Heavy traffic volume

North 40 Street

- Speed limit - 35 mph
- No shoulders
- Heavy traffic volume
- Sight distance problem

# Main Avenue

- Speed limit - 25 mph
- Little or no shoulder
- Heavy traffic volume

## Taylor Drive

- Speed limit - 30 to 45 mph
- Heavy traffic volume
- City truck route and  
throughway
- No sidewalks for most of  
Drive

Horace Mann Middle School

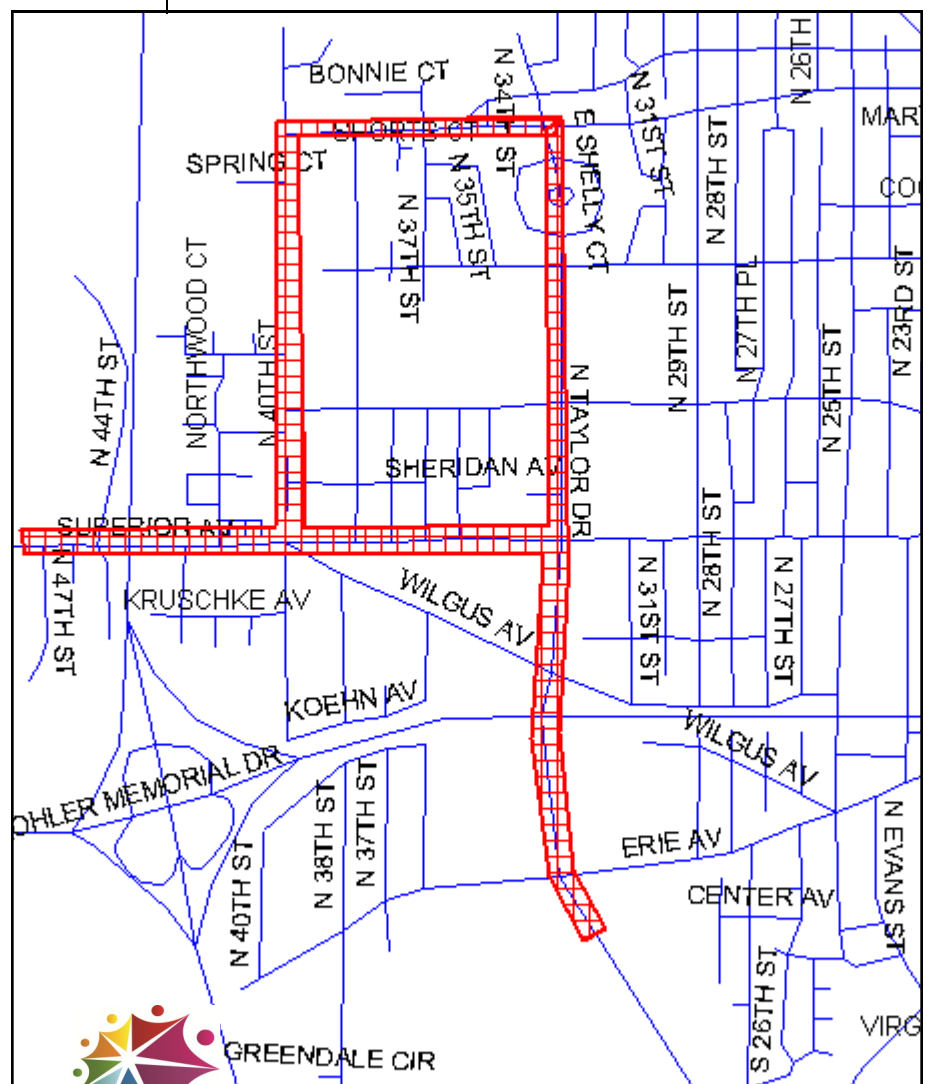
(Students living west of Taylor Dr & north of Superior Ave)

## Taylor Drive

- Speed limit - 30 to 45 mph
- Heavy traffic volume
- City truck route and throughway
- No sidewalks for most of Drive

Superior Avenue

- Speed limit - 35 mph
- Narrow roadway
- Heavy traffic volume



# ANNUAL HAZARDOUS REVIEW FOR WALKWAYS TO THE JACKSON SCHOOL/FOX MEADOWS AREA

## JACKSON

### South Business Drive

- Speed limit - 35 to 45 mph
- Little or no shoulder
- Heavy traffic volume

### South 12th Street

- Speed limit - 35 to 45 mph
- Little or no shoulder
- Heavy traffic volume

### Moenning Road

- Speed Limit - 35 mph
- Narrow roadway with little shoulder

### Weeden Creek Road

- Speed Limit - 35 mph
- Narrow roadway with little or no shoulder
- Heavy traffic volume

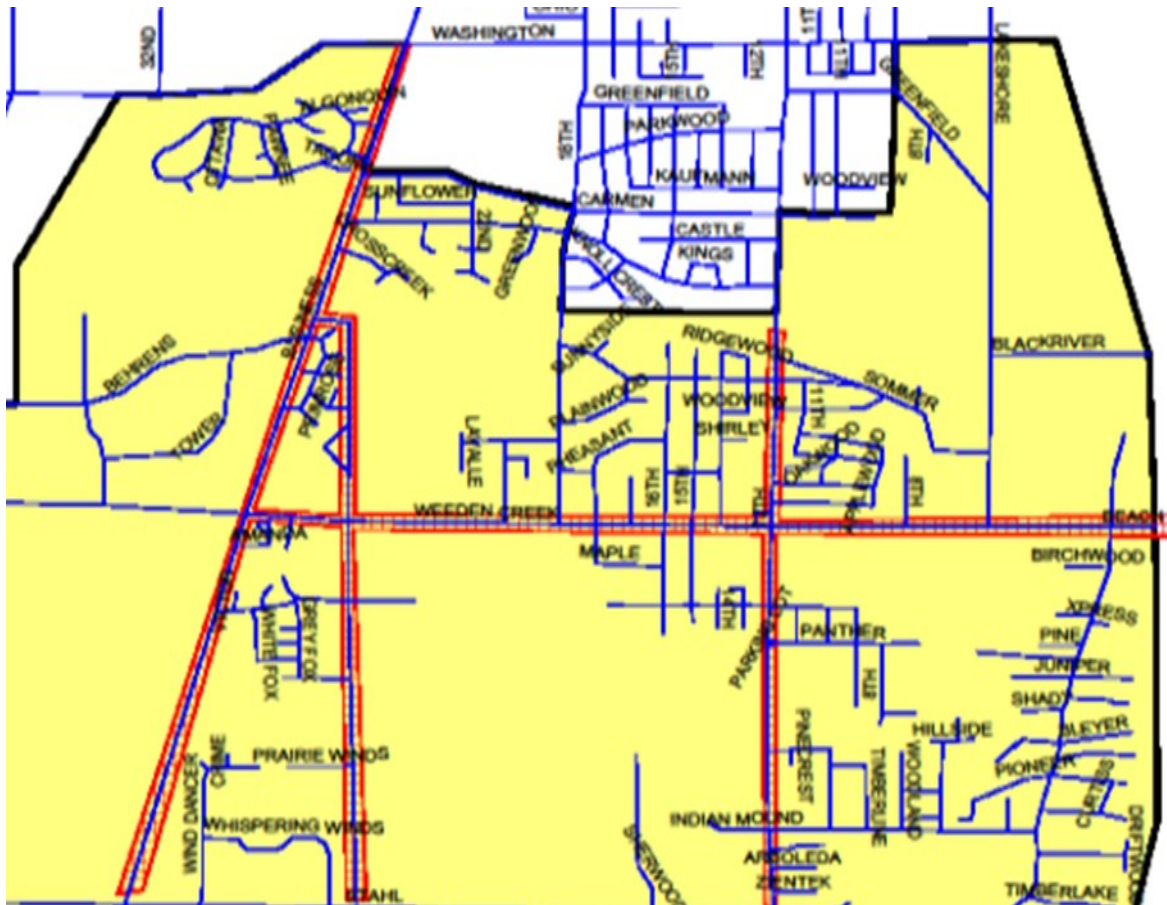
## FOX MEADOWS SUBDIVISION

### Moenning Road

- Speed Limit - 35 mph
- Narrow roadway with little shoulder

### Weeden Creek Road

- Speed Limit - 35 mph
- Little or no shoulder
- Heavy traffic volume



## ANNUAL HAZARDOUS REVIEW FOR WALKWAYS TO THE JACKSON SCHOOL/FOX MEADOWS AREA

### JACKSON

#### South Business Drive

- sidewalk east side only from Carmen Ave south to Weeden Creek Rd is not hazardous.
- West side of South Business Drive remains in the hazardous plan.

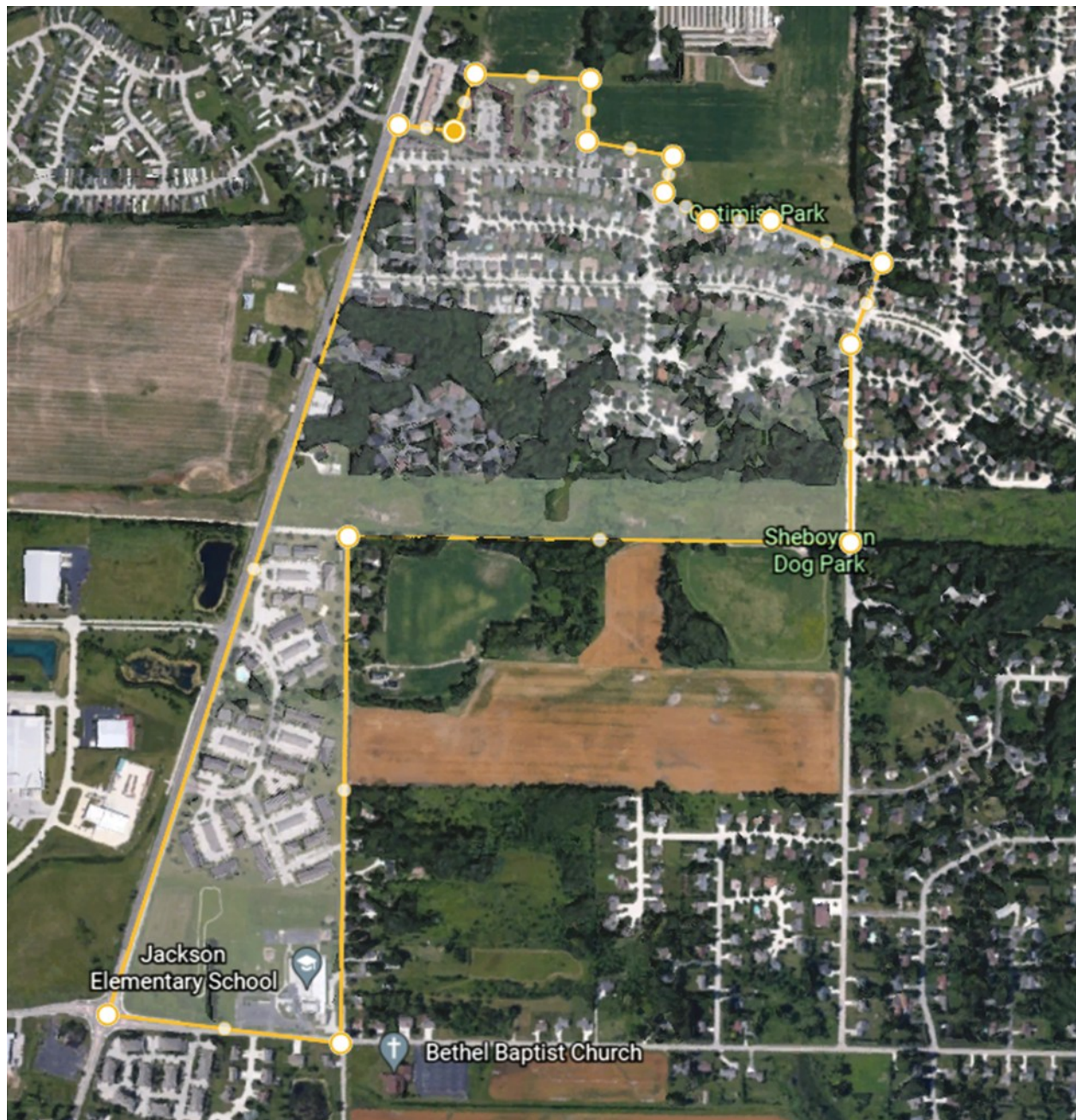
All the students that live east of South Business Drive from Carmen Ave to Jackson School including the Country Village students are no longer in hazardous area. This created a Jackson School walk zone for this area starting the 2021-22 school year as South Business Drive has a sidewalk on the east side for students to use.

**West side of South Business Drive and Weeden Creek Rd still remain hazardous and in the hazardous plan for Jackson School.**



## ANNUAL HAZARDOUS REVIEW FOR WALKWAYS TO THE JACKSON SCHOOL/FOX MEADOWS AREA

Area in yellow outline became the new Jackson walk zone. This area includes the east side of South Business Drive, Carmen Ave and Camelot Blvd to S 18th Street, Sunflower Ave, Country Place, Meadowbrook Ct, Creekside Ct, Brookfield Ct, Greenwood Ct, Cross Creek Drive Condos and County Village Apartment Complex.



## ANNUAL HAZARDOUS REVIEW FOR WALKWAYS TO THE CLEVELAND SCHOOL AREA

### Dairyland Drive

- Speed Limit—40 mph
- Shoulders—3 feet
- Heavy Traffic Volume

### Cty Hwy LS

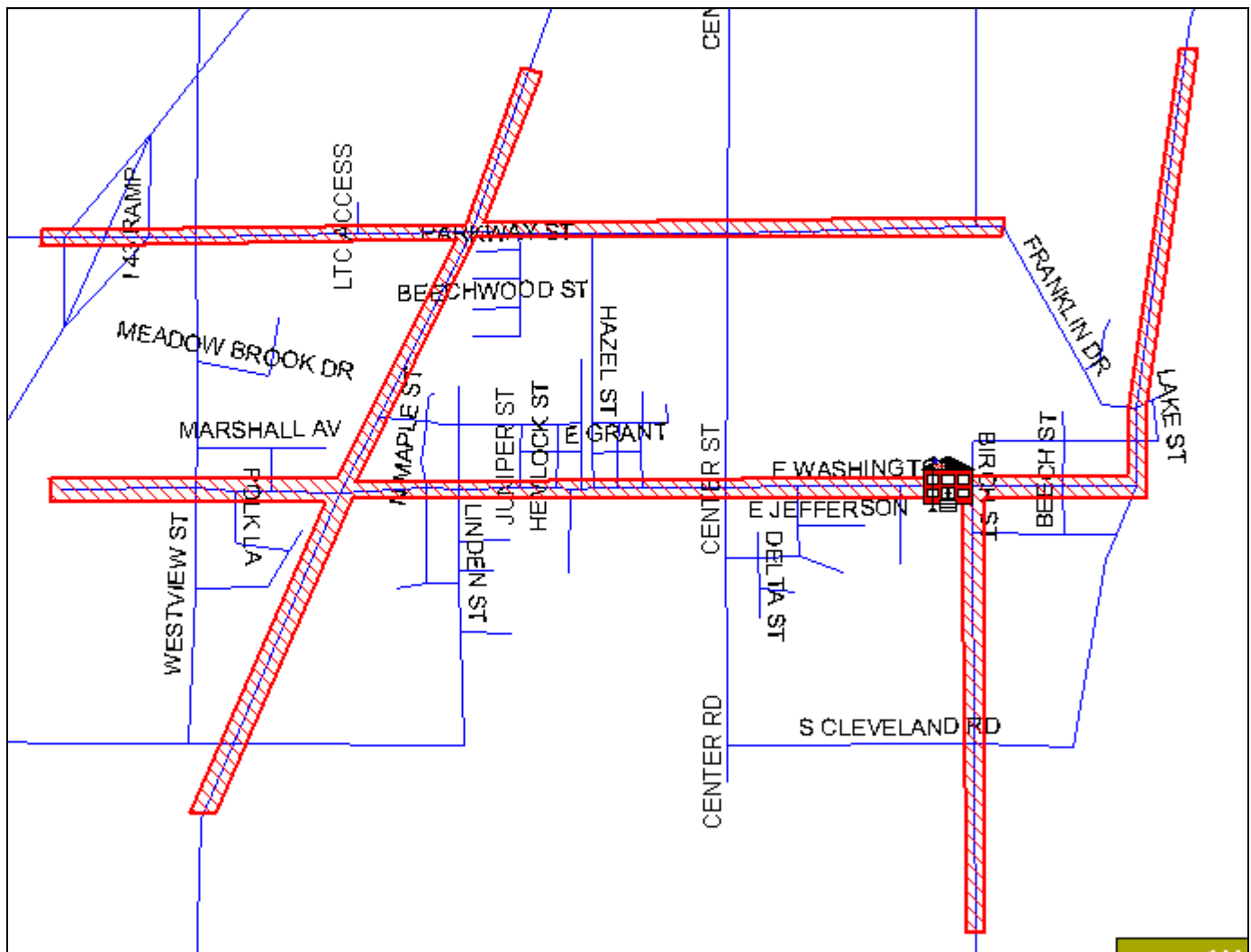
- Speed Limit—25 to 35 mph
- Little or No Shoulder
- Narrow Roadway
- Heavy Traffic Volume

### North Avenue

- Speed Limit—25 to 45 mph
- Wide Road—marked well
- East of Railroad Crossing
- Heavy Traffic Volume

### Washington Avenue

- Speed Limit—25 mph
- Narrow Shoulder
- Heavy Traffic Volume



## ANNUAL HAZARDOUS REVIEW FOR WALKWAYS TO THE LINCOLN-ERDMAN SCHOOL AREA

### County Highway J

- Speed limit - 35 mph
- Little or no shoulder
- Heavy traffic volume

### State Highway 42N

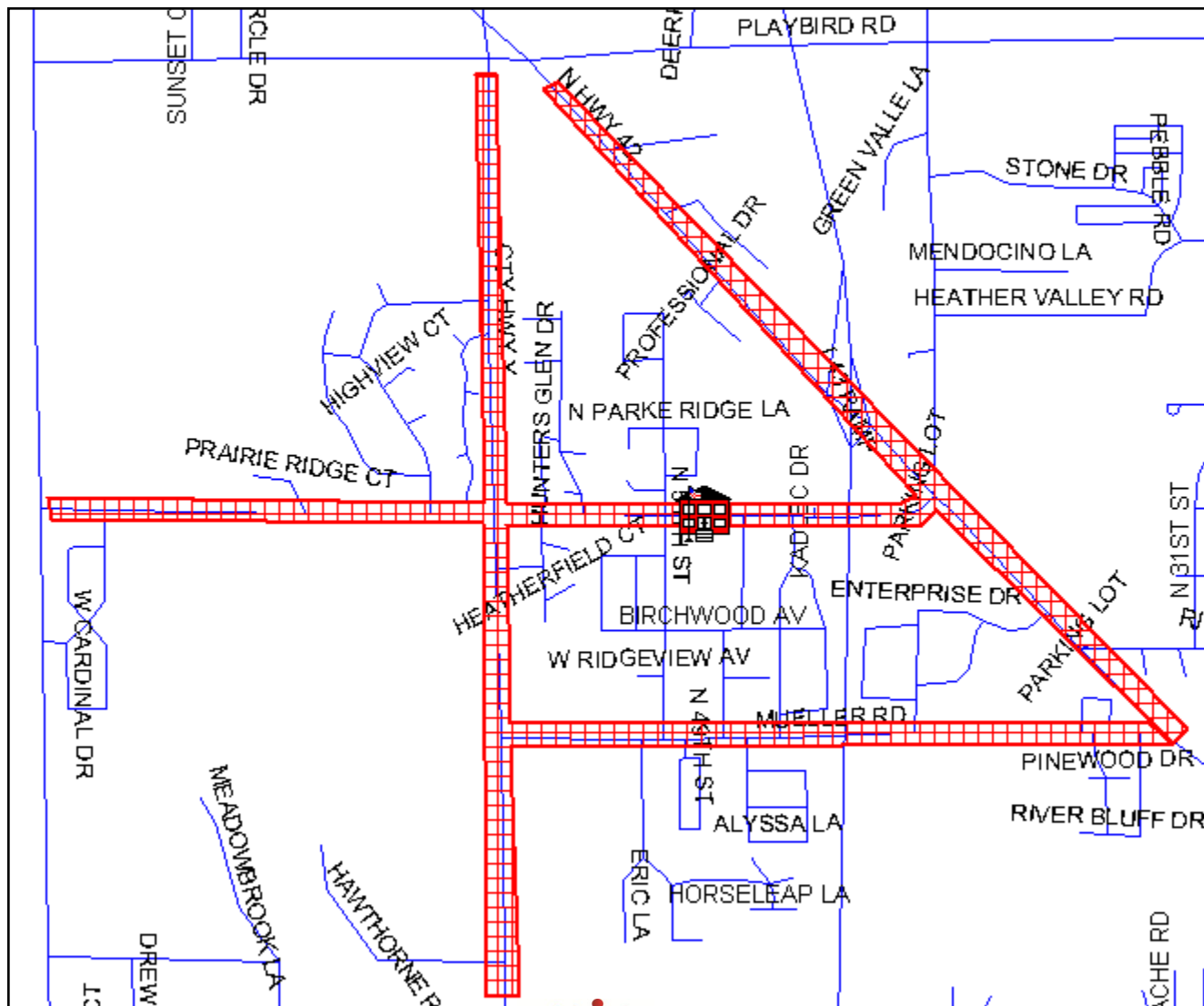
- Speed limit - 40 & 55 mph
- Little or no shoulder
- Heavy traffic volume
- Four lane highway

### County Highway Y

- Speed Limit - 45 mph
- Little or no shoulder
- Heavy traffic at times

### Mueller Road

- Speed Limit - 35 mph
- Little or no shoulder
- Moderate traffic



## ANNUAL HAZARDOUS REVIEW FOR WALKWAY TO THE LONGFELLOW SCHOOL - ROTARY AREA TO S 14th St

Rotary Circle has a number of intersecting roads.

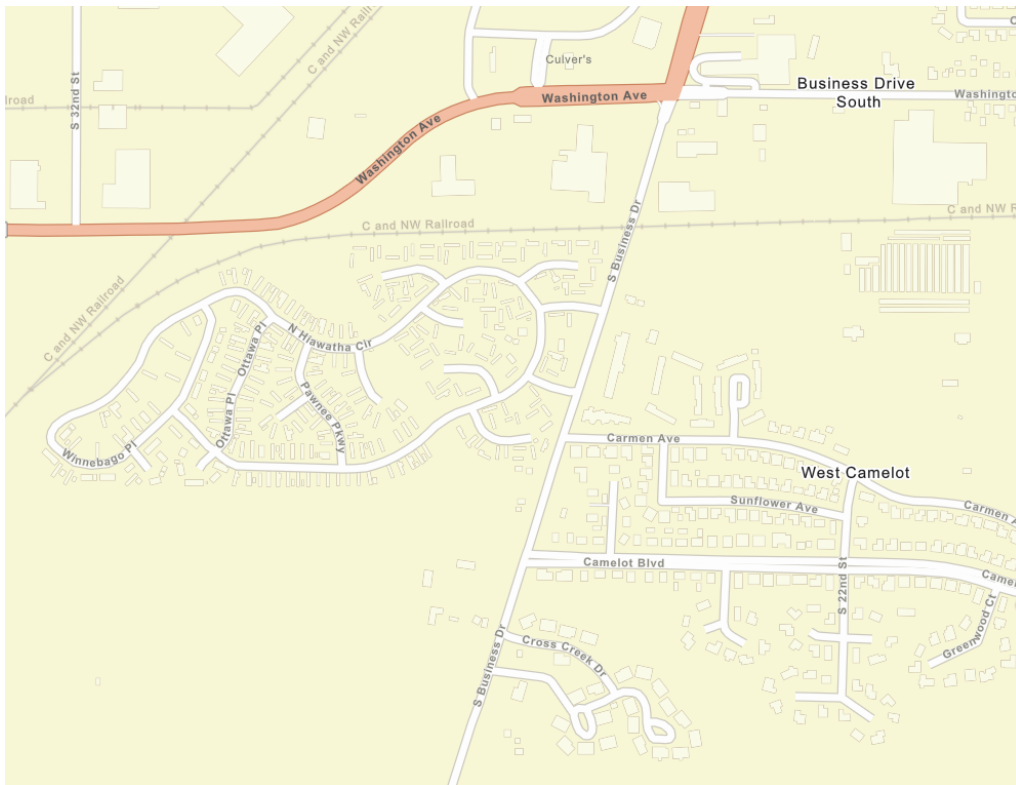
Indiana Ave between the Rotary and S 14th St has no controlled intersection and heavy traffic flow.



# ANNUAL HAZARDOUS REVIEW FOR WALKWAYS TO PRIVATE SCHOOLS (GRADES 4K-5) (INDIAN MEADOWS & CROSSCREEK AREA)

## South Business Drive

- Speed limit - 35 mph
- Heavy traffic volume



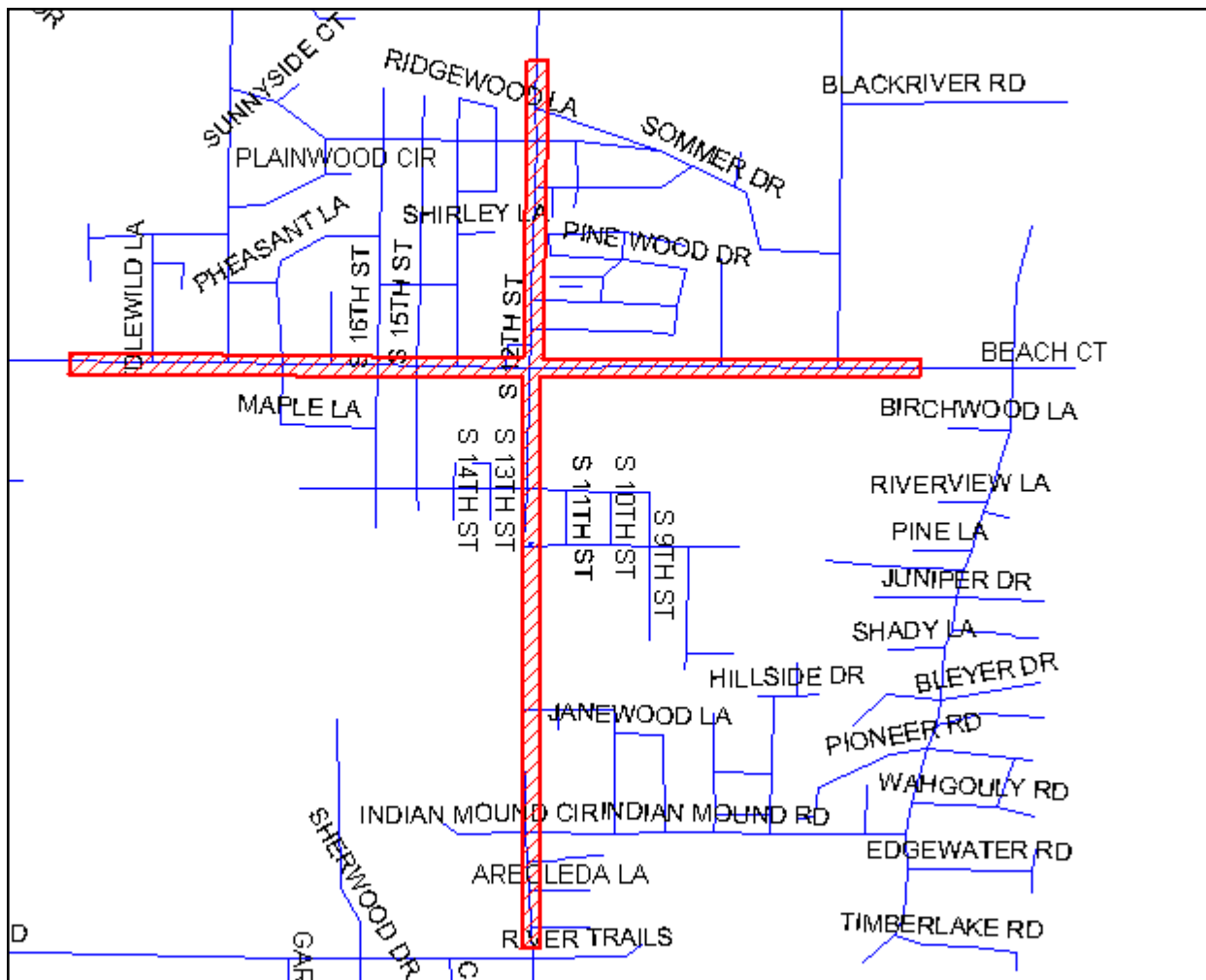
## ANNUAL HAZARDOUS REVIEW FOR WALKWAYS TO THE FARNSWORTH & PRIVATE SCHOOLS (GRADES 4K-8) SUNNYSIDE AREA

### Weeden Creek Road

- Speed limit - 35 mph
- Narrow road
- No shoulder
- Heavy traffic volume

### South 12th St

- Speed limit - 35 mph
- Wide road with curbs
- No sidewalk
- Heavy traffic volume



## ANNUAL HAZARDOUS REVIEW FOR WALKWAYS TO PRIVATE SCHOOLS (GRADES 4K-8)

### Eisner Avenue

- Speed Limit—25 mph
- Narrow Shoulders
- Heavy Traffic Volume

### N 8th St & Pershing Avenue

- Speed Limit—25 mph
- Narrow Shoulder
- Heavy Traffic Volume

