



SHEBOYGAN AREA

SCHOOL DISTRICT

BOARD OF EDUCATION SHEBOYGAN AREA SCHOOL DISTRICT Sheboygan, Wisconsin

REGULAR MEETING AGENDA Tuesday, September 23, 2025 6:00 p.m.

The regular meeting of the Board of Education of the Sheboygan Area School District will be held in the Board of Education meeting room, 3330 Stahl Road, Sheboygan, Wisconsin on **Tuesday, September 23, 2025, at 6:00 p.m.** The following items will be presented for consideration at that time:

Please note that Board members may be participating in this Board meeting via teleconference or other remote access technology. Members of the public who attend the meeting will be able to hear any open session dialogue between such members and the Board members present in the Boardroom. In addition, the District is offering audio and video access to the meeting via livestream <https://www.youtube.com/user/SheboyganSchools> at the scheduled meeting time.

(*times may vary)

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

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

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

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

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

Action on the Regular Board of Education meeting minutes of August 26, 2025.

6:05 **VI. 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.

6:06 **VII. SUPERINTENDENT’S REPORT – Dr. Jacob Konrath** (Information)

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

6:10 **VIII. MISCELLANEOUS**

20 min. **A. FARNSWORTH AND URBAN MIDDLE SCHOOLS REFERENDUM UPDATE – Mr. Nate Considine/Mr. Matt Quasius/Dr. Jacob Konrath/Mr. Mark Boehlke** (Information/Discussion)

Mr. Nate Considine, Bray Architects, Mr. Matt Quasius, Quasius Construction, and administration will provide an update on the Farnsworth and Urban Middle Schools referendum.

- 5 min. **B. CONFIRMATION OF SALE OF HOUSE CONSTRUCTION PROJECT – Mr. Mark Boehlke/Mr. Jason Duff**
(Information/Possible Action)
- Administration requests approval by the Board of Education of the Sheboygan Area School District, confirming the authority of the Board of Education to sell the residential property at 2825 Stonebrook Drive, Sheboygan, WI, which is owned by the school district and is no longer needed for school purposes. The accepted offer on the house is \$433,500, and closing is scheduled on or before October 3, 2025.
- 10 min. **C. STRATEGIC (LONG-RANGE) PLAN QUARTERLY REVIEW – Dr. Jacob Konrath/Ms. Rachel Ledezma/Mr. Mark Boehlke/Ms. Jami Hintz** (Information/Discussion)
- Administration will provide an update on the quarterly review of the Strategic (Long-Range) Plan.
- 2 min. **D. BOARD APPOINTED COMMITTEES – Dr. Jacob Konrath** (Information/Possible Action)
- Administration requests approval of the membership for all school board appointed committees.
- 5 min. **E. COMPLETION OF SCHOOL VIOLENCE DRILLS – Ms. Rachel Ledezma** (Discussion/Possible Action)
- Administration will provide information regarding the school violence drills for the 2025-2026 school year.
- 2 min. **F. INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 1100 – DISTRICT ORGANIZATION – Dr. Jacob Konrath** (Discussion/Possible Action)
- Administration recommends the introduction (first reading) of the following revised policy:
- Policy 1100 – Administration; District Organization
- 2 min. **G. INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 1241 – NON-REEMPLOYMENT OF THE DISTRICT ADMINISTRATOR – Dr. Jacob Konrath** (Discussion/Possible Action)
- Administration recommends the introduction (first reading) of the following revised policy:
- Policy 1241 – Administration; Non-Reemployment of the District Administrator
- 2 min. **H. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 5771 – SEARCH AND SEIZURE – Ms. Rachel Ledezma** (Discussion/Possible Action)
- Administration recommends the adoption (second reading) of the following revised policy:
- Policy 5771 – Students; Search and Seizure
- 2 min. **I. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 8531 – FREE AND REDUCED-PRICE MEALS – Mr. Mark Boehlke** (Discussion/Possible Action)
- Administration recommends the adoption (second reading) of the following revised policy:
- Policy 8531 – Operations; Free and Reduced-Price Meals
- 2 min. **J. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 8540 – VENDING MACHINES – Mr. Mark Boehlke** (Discussion/Possible Action)
- Administration recommends the adoption (second reading) of the following revised policy:
- Policy 8540 – Operations; Vending Machines
- 2 min. **K. ADOPTION (SECOND READING) OF NEW BOARD OF EDUCATION POLICY 8550 – COMPETITIVE FOOD SALES – Mr. Mark Boehlke** (Discussion/Possible Action)
- Administration recommends the adoption (second reading) of the following new policy:
- Policy 8550 – Operations; Competitive Food Sales

- 2 min. **L. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 8600 – TRANSPORTATION – Mr. Mark Boehlke** (Discussion/Possible Action)
- Administration recommends the adoption (second reading) of the following revised policy:
- Policy 8600 – Operations; Transportation
- 2 min. **M. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 8660 – TRANSPORTATION BY PRIVATE VEHICLE – Mr. Mark Boehlke** (Discussion/Possible Action)
- Administration recommends the adoption (second reading) of the following revised policy:
- Policy 8660 – Operations; Transportation by Private Vehicle
- 2 min. **N. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 8680 – BUS SERVICES CONTRACTS – Mr. Mark Boehlke** (Discussion/Possible Action)
- Administration recommends the adoption (second reading) of the following revised policy:
- Policy 8680 – Operations; Bus Services Contracts
- 7:10 **IX. REPORT OF COMMITTEES**
- A. CURRICULUM AND INSTRUCTION COMMITTEE – Ms. Kay Robbins, Chair**
1. Sheboygan Area School District Crisis Manual (Discussion/Possible Action)
 2. Introduction (First Reading) of Revised Board of Education Policy 5335 – Care of Students with Chronic Health Conditions (Discussion/Possible Action)
- B. HUMAN RESOURCES COMMITTEE – Ms. Leah Hibel, Chair**
1. Appointments (Confirming Action)
 2. Leave of Absence (Action)
 3. Separations (Information)
 4. Retirement (Action)
 5. Health Reimbursement Account (HRA) Contributions (Discussion/Possible Action)
- C. FACILITIES/RECREATION/THEATRE COMMITTEE – Mr. Peter Madden, Chair**
1. Sheboygan Theatre Company Grant Award (Information)
 2. Sheboygan Theatre Company Financial Report (Information)
 3. Community Recreation Department Financial Report (Information)
 4. Facility Permit Report (Information)
- D. FINANCE AND BUDGET COMMITTEE – Ms. Sarah Ruiz-Harrison, Chair**
1. Fund 41 Capital Projects (Information)
 2. Statement of Cash Flow (Information)
 3. Revenues and Expenditures Reports (Information)
 4. Budget Revisions and Transfers of Appropriations (Information)
 5. Confirmation of Sale of House Construction Project (See Miscellaneous)
 6. Gifts (Action)
- E. SPECIAL BOARD COMMITTEES/ASSIGNMENTS**
1. Legislative Roundtable – Dr. Jacob Konrath (Information)
Information from the September 15, 2025 meeting will be shared.
 2. Sheboygan Public Education Foundation – Ms. Denise Wittstock (Information)
Information from the August 13, 2025, and September 10, 2025 meetings will be shared.
 3. Human Growth and Development Citizens' Advisory Committee – Ms. Allie Tasche
Information from the September 8, 2025 meeting will be shared.

7:25

X. FUTURE MEETING DATES (Information/Possible Action)

October 14, 2025 – Committee meetings at 6:00 p.m.

October 28, 2025 - Regular Board of Education meeting at 6:00 p.m. with Public Hearing on the Proposed 2025-2026 Preliminary Budget

XI. Adjourn (Action)



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, August 26, 2025**

The regular meeting of the Board of Education of the Sheboygan Area School District was held on Tuesday, the 26th day of August, 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. Donohue, seconded by Ms. Hibl to approve the agenda. All ayes. Motion carried unanimously.

Present: Ms. Allie Tasche, Ms. Leah Hibl, Mr. Peter Madden, Mr. Santino Laster, Ms. Heidi Boehmer, Ms. Sarah Ruiz-Harrison (arrived at 6:05 p.m.), Ms. Denise Wittstock, Ms. Mary Lynne Donohue

Excused: Ms. Kay Robbins

APPROVAL OF MINUTES

Moved by Mr. Madden, seconded by Ms. Tasche to approve the Regular Board of Education meeting minutes of July 22, 2025, Closed Session meeting minutes of July 22, 2025, and Closed Session meeting minutes of August 12, 2025. All ayes. Motion carried unanimously.

DIPLOMAS

Moved by Ms. Tasche, seconded by Ms. Donohue to accept the Curriculum and Instruction Committee recommendation to award a high school diploma (early graduation) to Cole Guttmann, South High School Class of 2026. All ayes. Motion carried unanimously.

Moved by Ms. Tasche, seconded by Ms. Donohue to accept the Curriculum and Instruction Committee recommendation to award high school diplomas to Derrik Frasc and Schyler Kennedy, North High School Class of 2025, and Jamie Alarcon, Cameron Rommelfaenger, and Jose Salgado, South High School Class of 2025. All ayes. Motion carried unanimously.

COMMUNITY INPUT

There was no community input.

SUPERINTENDENT'S REPORT

Dr. Konrath reported on various district events including the Back to School Bash, Presession, New Teacher Orientation, and the TECHknow Conference. House Construction Groundbreaking will be held on September 9, and the first day of school is September 2.

MISCELLANEOUS

A. Board Review of Presession Materials

Dr. Konrath shared with the Board the presentation that was given as part of Presession and highlighted the dual enrollment partnership the District has with Lakeland University. Mr. Boehlke reviewed the budget and what happened, where the District is at currently, and the timeline going forward. Ms. Ledezma discussed the strategic vision for Student and

Instructional Services as well as their priorities. Dr. Konrath is most pleased with putting teachers in leadership positions with the schools as it ensures we have our leaders at the table. Mr. Laster was appreciative of the event, and Ms. Tasche commented that to take the time to connect all staff, so they are aware and understand what is happening in the District is important.

B. DAPES Formative Performance Report and Annual Goals

Moved by Ms. Hibl, seconded by Ms. Boehmer to approve Dr. Konrath's annual Goals 1-4 for the 2025-2026 school year. All ayes. Motion carried unanimously.

Dr. Konrath reported on his 2025-2026 annual goals which included graduation rate improvement, implementation of Act 20 reading standards, to create and maintain a succession plan for all administrative positions, utilize grow your own programs to promote the next group of SASD leaders, define the "We" mentality and how we work with employees to ensure high levels of staff retention, continue to engage the staff and community in the referendum planning, building, and eventual opening of two new middle schools as well as ensuring the building construction exceeds the expectations of the community, creating an annual district communication plan, an annual report, and a new district website.

Mr. Laster noted he would like one motion for agenda items C. through M. and asked if the Board had any questions on any of the policies. Mr. Madden had questions on agenda item G. – Policy 5540, and J. – Policy 5722. Mr. Madden asked if the police have a policy in conjunction with the District's Policy 5540 or whether they agree with our policies. Dr. Konrath responded that we have a Memorandum of Understanding (MOU) with the police department that corresponds with the policy. Mr. Madden asked who is monitoring students posting on social media and on what platforms per Policy 5722 and Dr. Konrath responded that the monitoring is only when students are in the presence of school and there is no list of platforms that students are using as we would be updating that list daily.

Moved by Mr. Laster, seconded by Ms. Wittstock to approve agenda items C., D., E., F., G., H., I., J., K., L., and M. All ayes. Motion carried unanimously.

C. Adoption (Second Reading) of Revised Board of Education Policy 2413 – Program; Health Education

D. Adoption (Second Reading) of Revised Board of Education Policy 5200 – Students; Attendance

E. Adoption (Second Reading) of Revised Board of Education Policy 5330 – Students; Administration of Medication/Emergency Care

F. Adoption (Second Reading) of Revised Board of Education Policy 5350 – Students; Student Suicide Prevention

G. Adoption (Second Reading) of Revised Board of Education Policy 5540 – Students; The Schools and Governmental Agencies

H. Adoption (Second Reading) of Revised Board of Education Policy 5610 – Students; Suspension and Expulsion

I. Adoption (Second Reading) of New Board of Education Policy 5610.03 – Students; Alternatives to Expulsion and Re-Entry Plans

J. Adoption (Second Reading) of Revised Board of Education Policy 5722 – Students; School-Sponsored Publications and Productions

K. Adoption (Second Reading) of Revised Board of Education Policy 7540 – Property; Technology

L. Adoption (Second Reading) of Revised Board of Education Policy 7540.03 – Property; Student Technology Acceptable Use and Safety

M. Adoption (Second Reading) of Revised Board of Education Policy 7540.04 – Property; Staff Technology Acceptable Use and Safety

Moved by Ms. Tasche, seconded by Ms. Wittstock to approve agenda items N., O., and P. All ayes. Motion carried unanimously.

N. Adoption (Second Reading) of Revised Board of Education Policy 6423 – Finances; Use of Credit Cards

O. Adoption (Second Reading) of Revised Board of Education Policy 8500 – Operations; Food Services

P. Adoption (Second Reading) of Revised Board of Education Policy 8510 – Operations; Wellness

REPORT OF COMMITTEES

A. CURRICULUM & INSTRUCTION COMMITTEE

1. Diploma (Early Graduation)

From the committee meeting:

Moved by Mr. Laster, seconded by Ms. Tasche to accept administration's recommendation that a high school diploma (early graduation) be awarded to Cole Guttman. All ayes. Motion carried unanimously.

2. Diplomas

From the committee meeting:

Moved by Ms. Hibl, seconded by Ms. Wittstock to accept administration's recommendation that high school diplomas be awarded to Jamie Alarcon, Derrik Frasc, Schyler Kennedy, Cameron Rommelfaenger, and Jose Salgado, Class of 2025. All ayes. Motion carried unanimously.

3. Student Health Services Report

From the committee meeting:

Mr. Ledermann explained the report, which is required per state statute to be presented to the school board annually, so the Board understands the services nurses provide in the Sheboygan Area School District. He added that the school nurse team provides a great service and makes sure there are no barriers to student learning. Ms. Hamilton reported that there are four school nurses and a secretary who have provided training to 546 secretaries, educational assistants, support staff and teachers in emergency medication administration. She spoke about the mass vision screenings for Pre-Kindergarten, 4K, 1st, 3rd, and 5th grades resulting in 314 vision referrals. She added they are exploring options to assist students with vision impairments who may not have the financial resources to obtain glasses. Ms. Hamilton reported that the school nurses have noticed an increase in younger students with diabetes. Currently, 24 students are not vaccinated against any vaccine-preventable communicable diseases. In the event of an outbreak, these students would be excluded from school until approval from the Public Health Department to return.

4. Seclusion and Restraint Report

From the committee meeting:

Mr. Ledermann reported that under state statute, the District is required to provide a Seclusion and Restraint Report annually to the school board. He added that the law permits the use of physical restraint or seclusion only in circumstances where a student's behavior presents a clear, present, and imminent risk to the physical safety of the student or others, and physical restraint or seclusion is the least restrictive intervention feasible. Mr. Ledermann explained that staff must be trained before they can seclude/restrain a student. Crisis Prevention Intervention (CPI) training emphasizes de-escalation techniques. He further noted that seclusion numbers are down 44% and restraint numbers are down 33%. Ms. Wittstock asked if there is seclusion/restraint data specifically for students with language barriers and if there could be a cultural misunderstanding? Ms. Ledezma responded that they continuously review data and will look into it. Mr. Ledermann added that the CPI teams have the most knowledge and protocols are adapted depending on the student and situation.

5. Introduction (First Reading) of Revised Board of Education Policy 5771 – Search and Seizure

Moved by Ms. Tasche, seconded by Ms. Hibl to accept the Curriculum and Instruction Committee recommendation to approve the introduction (first reading) of revised Board of Education Policy 5771 – Students; Search and Seizure. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Ms. Hibl, seconded by Ms. Wittstock to approve the introduction (first reading) of revised Board of Education Policy 5771 – Students; Search and Seizure. All ayes. Motion carried unanimously.

B. HUMAN RESOURCES COMMITTEE

1. Appointments

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

From the committee meeting:

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

Ms. Hintz explained that both of the special education teacher positions listed below, the individuals are not teachers; however, they are participating in the Residency in Teacher Education (RITE) program. They both do have bachelor degrees, but are not certified teachers, especially not in special education. Ms. Robbins questioned if these individuals would have mentoring and support. Ms. Hintz responded that there is a team of program support teachers under Jason Ledermann who will provide a lot of support and assist with writing Individual Education Plans (IEPs). There is also a possibility of hiring another program support teacher. There was further discussion pertaining to the RITE program and support of the special education positions.

TEACHERS

Kimberly Reed Cincinnati, Ohio	Cross-Categorical Farnsworth	Xavier University	Bachelor's Degree \$49,604.00
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Ms. Reed has been hired for the 2025-2026 school year. She will be participating in the RITE program with an anticipated completion date of December 2026. She will be certified in Cross-Categorical Special Education. She was one of two candidates interviewed.

Daniel TeSelle Sheboygan, WI	Special Education – EBD North High	Southern New Hampshire University	Bachelor's Degree \$48,104.00
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Mr. TeSelle has been hired for the 2025-2026 school year. He has been serving as an Educational Assistant with the District since February 2025. He will be participating in the RITE program with an anticipated completion date of December 2026. He will be certified in Cross-Categorical Special Education. He was one of three candidates interviewed.

COOKS

Toenisha Fortune	North High	August 25, 2025	\$16.39 per hour
Modell McCambry	North High	August 25, 2025	\$16.07 per hour

CUSTODIAN

Greg Koschak	Jackson	August 04, 2025	\$20.54 per hour
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EDUCATIONAL ASSISTANTS

Alyssa Girdaukas	Longfellow	August 25, 2025	\$17.23 per hour
Jarod Glander	Jackson	August 25, 2025	\$20.49 per hour
Maxine Greer	Jackson	August 25, 2025	\$19.56 per hour
Katie Hildebrand	James Madison	August 25, 2025	\$20.27 per hour
Sammantha Lewis	Longfellow	August 25, 2025	\$17.09 per hour
Justinne Lopez	Farnsworth	August 25, 2025	\$17.66 per hour
Mariajose Molina	North High	August 25, 2025	\$17.10 per hour
Crystal TenHaken	Jackson	August 25, 2025	\$17.35 per hour
Brianna Rickman	CHANGE Academy	August 25, 2025	\$17.66 per hour
Ashlyn Roecker	Horace Mann	August 25, 2025	\$17.40 per hour
Anika Sjollem	Horace Mann	August 25, 2025	\$17.66 per hour
Brooke Xong	Grant	August 25, 2025	\$17.23 per hour

*Relative of SASD employee

2. Leave of Absence

Moved by Ms. Hibl, seconded by Ms. Donohue to accept the Human Resources Committee recommendation to approve requests for personal leave of absences without compensation. All ayes. Motion carried unanimously.

From the committee meeting:

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

Emilia Garduno	Educational Assistant	North High	August 25, 2025 – December 19, 2025
Peggy Grimins	Educational Assistant	Lincoln-Erdman	August 25, 2025 – December 19, 2025
Elizabeth Raml	Teacher	Jackson	August 25, 2025 – June 5, 2026

3. Separations

From the committee meeting:

The following separations have been granted:

Carrie Doeblor	Educational Assistant	Jackson	July 08, 2025
Evangelina Ordonez	Cook	South High	July 16, 2025
Pa Vang	Educational Assistant	Jackson	July 16, 2025

C. FACILITIES/RECREATION/THEATRE COMMITTEE

1. Fall Community Recreation Department Marketing Insert

From the committee meeting:

Mr. Brooks presented the marketing insert in The Sheboygan Sun and noted that in addition, hardcopies of the fall program guide would be distributed throughout the community. Mr. Brooks shared that registration for the fall programs opened today with a strong start.

2. Community Recreation Department Partnership with Optimist International Club of Sheboygan

From the committee meeting:

Mr. Brooks reported that the Back to School Basics giveaway was held on August 9, 2025, at Longfellow Elementary School. There were 1,300 bags of supplies put together - 900 for elementary students and 400 for middle school students. Rockline donated two pallets of disinfecting wipes. Culver's fundraiser night raised over \$4,000 for supplies, and Noon Optimists donated 450 sets of Koss headphones which will be distributed to schools. Ms. Wittstock suggested that Mr. Brooks participate in a future meeting to discuss centralization of efforts, as several organizations in the area collect and donate school supplies and try to make the process more seamless between organizations.

3. Horace Mann Middle School Scoreboard Update

From the committee meeting:

Mr. Brooks provided an update on the Horace Mann Middle School scoreboard project. He highlighted that the new scoreboard was donated by Kohler Credit Union with a ten-year agreement that indicates if we want to make changes we can. The old scoreboard was relocated to the west field.

4. Sheboygan Theatre Company Financial Report

From the committee meeting:

There is no Sheboygan Theatre Company Financial Report until completion of the audit.

5. Community Recreation Department Financial Report

From the committee meeting:

There is no Community Recreation Department Financial Report until completion of the audit.

D. FINANCE & BUDGET COMMITTEE

Moved by Ms. Ruiz-Harrison, seconded by Ms. Wittstock to accept the Finance and Budget Committee recommendation to approve agenda items #6, #7, #8, #9, #10, and #11. All ayes. Motion carried unanimously.

1. Fund 41 Capital Projects

From the committee meeting:

No Fund 41 Capital Projects report until completion of the audit.

2. Fund 49 Referendum Projects

From the committee meeting:

Mr. Boehlke provided an update of the Revenue and Expenditure report through June 30, 2025, for the Fund 49 middle school referendum projects. He presented this report in May 2025 and will continue to do so on a quarterly basis. Mr. Boehlke explained that most of the expenses that occurred are for testing and construction design services. He highlighted there is a \$1 million interest earnings on the investments through the end of June. However, Mr. Boehlke reminded the committee that the District will not meet the arbitrage rules around those bonds that are tax free and require spending down monies in a certain time frame; and there will be an arbitrage rebate of the interest that the District will need to pay back. Baird and PMA investment advisors feel this is okay as we can earn more from the interest on the investments. Baird and PMA provide a report of where we are with interest and where they estimate we will be at the end of the borrow. They project on the first borrow, interest earnings of \$8.3 million, with an arbitrage rebate of \$1.3 million for a net interest earnings of \$7 million. Mr. Boehlke explained that the extra earnings will be used towards the solar and geothermal studies and costs for the new middle schools as well as for unexpected change order/expenses. Those costs were not included in the budget.

3. Statement of Cash Flow

From the committee meeting:

No Statement of Cash Flow report until completion of the audit.

4. Revenues and Expenditures Reports

From the committee meeting:

No Revenue and Expense reports until completion of the audit.

5. Budget Revisions and Transfers of Appropriations

Moved by Ms. Ruiz-Harrison, seconded by Ms. Donohue to accept the Finance and Budget Committee recommendation to approve the Budget Revisions and Transfers reports through June 30, 2025. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Ms. Donohue, seconded by Mr. Madden to approve the Budget Revisions and Transfers reports through June 30, 2025, as presented. All ayes. Motion carried unanimously.

GENERAL FUND (FUND 10)	Revised Budget 5-31-25	Revised Budget 6-30-25	Budget Increase (Decrease)
REVENUES			
100 Transfers-in	0.00	0.00	0.00
Local Sources			
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	434,967.60	436,487.29	1,519.69
270 School Activity Income	213,108.87	245,878.07	32,769.20
280 Interest on Investments	2,268,155.14	2,268,155.14	0.00
290 Other Revenue, Local Sources	235,155.58	244,121.23	8,965.65
Subtotal Local Sources	26,130,008.19	26,173,262.73	43,254.54
Other School Districts Within Wisconsin			
340 Payments for Services	1,899,944.00	1,899,944.00	0.00
Revenue from Intermediate Sources			
510 Transit of Aids	18,172.00	18,172.00	0.00
State Sources			
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	170,223.43	121,950.43
640 Payments for Services	130,000.00	130,000.00	0.00
650 Student Achievement Guarantee in Education	2,314,008.99	2,314,008.99	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
Subtotal State Sources	103,314,784.99	103,436,735.42	121,950.43
Federal Sources			
710 Transit of Aids	115,948.00	115,948.00	0.00
730 DPI Special Project Grants	2,912,814.00	2,912,814.00	0.00
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
Subtotal Federal Sources	5,404,735.00	5,404,735.00	0.00

Other Financing Sources			
860 Compensation, Fixed Assets	27,738.00	27,738.00	0.00
Other Revenues			
960 Adjustments	0.00	0.00	0.00
970 Refund of Disbursement	480,754.69	480,754.69	0.00
990 Miscellaneous	334,143.68	334,143.68	0.00
Subtotal Other Revenues	814,898.37	814,898.37	0.00
TOTAL REVENUES	137,610,280.55	137,775,485.52	165,204.97
EXPENDITURES	Revised Budget 5-31-25	Revised Budget 6-30-25	Budget Increase (Decrease)
Instruction			
110 000 Undifferentiated Curriculum	26,037,039.07	26,019,379.07	(17,660.00)
120 000 Regular Curriculum	31,187,187.66	31,175,807.66	(11,380.00)
130 000 Vocational Curriculum	3,228,223.11	3,285,174.23	56,951.12
140 000 Physical Curriculum	3,062,317.00	3,062,317.00	0.00
160 000 Co-Curricular Activities	1,567,687.07	1,580,608.33	12,921.26
170 000 Other Special Needs	527,987.00	527,810.00	(177.00)
Subtotal Instruction	65,610,440.91	65,651,096.29	40,655.38
Support Sources			
210 000 Pupil Services	6,226,170.06	6,245,360.06	19,190.00
220 000 Instructional Staff Services	6,096,422.96	6,150,779.96	54,357.00
230 000 General Administration	2,114,969.64	2,121,215.64	6,246.00
240 000 School Building Administration	8,233,588.59	8,234,759.79	1,171.20
250 000 Business Administration	18,220,393.48	18,306,826.29	86,432.81
260 000 Central Services	590,454.35	584,723.35	(5,731.00)
270 000 Insurance & Judgments	1,247,473.00	1,247,473.00	0.00
280 000 Debt Services	1,700.00	1,700.00	0.00
290 000 Other Support Services	3,225,371.11	3,225,371.11	0.00
Subtotal Support Sources	45,956,543.19	46,118,209.20	161,666.01
Non-Program Transactions			
410 000 Inter-fund Transfers	14,675,631.77	14,675,631.77	0.00
430 000 Instructional Service Payments	18,917,467.37	18,950,660.57	33,193.20
490 000 Other Non-Program Transactions	0.00	0.00	0.00
Subtotal Non-Program Transactions	33,593,099.14	33,626,292.34	33,193.20
TOTAL EXPENDITURES	145,160,083.24	145,395,597.83	235,514.59

SPECIAL EDUCATION (FUND 27)	Revised Budget 5-31-25	Revised Budget 6-30-25	Change in Budget
TOTAL REVENUES	24,133,484.77	24,133,484.77	-
100 000 Instruction	19,893,165.62	19,893,365.62	200.00
200 000 Support Services	4,168,069.15	4,167,869.15	(200.00)
400 000 Non-Program Transactions	72,250.00	72,250.00	-
TOTAL EXPENDITURES	24,133,484.77	24,133,484.77	-

6. Introduction (First Reading) of Revised Board of Education Policy 8531 – Free and Reduced-Price Meals

From the committee meeting:

Moved by Ms. Donohue, seconded by Mr. Madden to approve the introduction (first reading) of revised Policy 8531 – Operations; Free and Reduced-Price Meals. All ayes. Motion carried unanimously.

Mr. Boehlke explained that Neola is suggesting this revision for districts that have the Community Eligibility Provision (CEP), free meal eligibility for all students, to remove some of the free and reduced language and replace it with CEP language.

7. Introduction (First Reading) of Revised Board of Education Policy 8540 – Vending Machines

From the committee meeting:

Moved by Mr. Madden, seconded by Ms. Donohue to approve the introduction (first reading) of revised Policy 8540 Operations; Vending Machines. All ayes. Motion carried unanimously.

Mr. Boehlke explained that the revision is adding a nondiscrimination statement to the policy to be compliant. He highlighted that this nondiscrimination statement has been added to several policies.

8. Introduction (First Reading) of Revised Board of Education Policy 8550 – Competitive Food Sales

From the committee meeting:

Moved by Ms. Donohue, seconded by Mr. Madden to approve the introduction (first reading) of new Policy 8550 – Operations; Competitive Food Sales. All ayes. Motion carried unanimously.

Mr. Boehlke noted that this is a new policy, and that some of this language is included in the wellness policy, but Neola recommends that this should be a stand-alone policy with language stating that we do not allow competitive foods to be sold during lunch along with additional clarification. The nondiscrimination statement is also included in this policy.

9. Introduction (First Reading) of Revised Board of Education Policy 8600 – Transportation

From the committee meeting:

Moved by Mr. Madden, seconded by Ms. Donohue to approve the introduction (first reading) of revised Policy 8600 – Operations; Transportation. All ayes. Motion carried unanimously.

Mr. Boehlke explained that this policy has been updated to include language for district owned vehicles used for transporting students that those drivers should be under a written contract. Our attorneys have supplied that contract, which we started using a year ago. This is required by Wisconsin State Statutes.

10. Introduction (First Reading) of Revised Board of Education Policy 8660 – Transportation by Private Vehicle

From the committee meeting:

Moved by Ms. Donohue, seconded by Mr. Madden to approve the introduction (first reading) of revised Policy 8660 – Operations; Transportation by Private Vehicle. All ayes. Motion carried unanimously.

11. Introduction (First Reading) of Revised Board of Education Policy 8680 – Bus Services Contracts

From the committee meeting:

Moved by Mr. Madden, seconded by Ms. Donohue to approve the introduction (first reading) of revised Policy 8680 – Operations; Bus Services Contracts. All ayes. Motion carried unanimously.

12. Gifts

Moved by Ms. Ruiz-Harrison, seconded by Ms. Hibl to accept the Finance and Budget Committee recommendation to accept all gifts to the District. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Ms. Donohue, seconded by Mr. Madden 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	Team Excel Youth Wrestling Club	North	1,000.00
2002 Chevrolet Trailblazer	Ramon Ruiz	North (Tech Ed)	500.00
Monetary	Sully's Ride Shop	Sheboygan Theatre Company	592.00
Monetary	Travis/Kris Gross	Sheboygan Theatre Company	100.00

Monetary	Acuity	Sheboygan Theatre Company	1,500.00
Monetary	Panera Bread	Sheboygan Theatre Company	113.77
<u>Action</u>			
Monetary	Visit Sheboygan	Sheboygan Theatre Company	3,000.00

E. COMMITTEE OF THE WHOLE

1. Vice President Boehmer called the meeting to order at 6:48 p.m.
2. Vice President Boehmer requested that everyone stand and join her in the Pledge of Allegiance.
3. Moved by Mr. Madden, seconded by Mr. Laster to approve the agenda. All ayes. Motion carried unanimously.
4. Present: Ms. Allie Tasche, Ms. Leah Hibl, Mr. Peter Madden, Ms. Kay Robbins, Mr. Santino Laster, Ms. Heidi Boehmer, Ms. Mary Lynne Donohue, Ms. Denise Wittstock

Excused: Ms. Sarah Ruiz-Harrison

5. 2026 Wisconsin Association of School Boards (WASB) Resolutions

President Laster noted the 2025 WASB Resolutions booklet is available on the Board of Education SharePoint site for review. He noted that if a board member would like to make/edit any resolution, that the Board has until September 15, 2025, to submit the resolution, which would then get voted on at the Wisconsin State Education Convention in January.

6. Moved by Ms. Donohue, seconded by Ms. Wittstock to adjourn to Closed Session at 6:50 p.m. pursuant to Wisconsin State Statutes Sec. 19.85(1)(e) – To deliberate or negotiate the same 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 properties. A roll call vote was taken and carried unanimously (Tasche, Hibl, Madden, Robbins, Laster, Boehmer, Donohue, Wittstock).
7. Moved by Mr. Laster, seconded by Ms. Donohue to reconvene to Open Session at 6:58 p.m. All ayes. Motion carried unanimously.

Moved by Ms. Wittstock, seconded by Ms. Hibl to direct administration to pursue options to sell property [Parcel #59281512730 – 1230 S. 24th Street, Sheboygan, WI] and bring any offers back to the Board for consideration. All ayes. Motion carried unanimously.

8. Moved by Mr. Laster, seconded by Ms. Wittstock to adjourn at 7:05 p.m. All ayes. Motion carried unanimously.

FUTURE MEETING DATES

September 9, 2025 – Committee meetings at 6:00 p.m.
September 23, 2025 - Regular Board of Education meeting at 6:00 p.m.

ADJOURN

Moved by Ms. Donohue, seconded by Ms. Boehmer to adjourn at 7:05 p.m. All ayes. Motion carried unanimously.

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



board of education update

Sheboygan Area School District

09 23 25

QUASIUS | SMITH
BRAY ARCHITECTS

agenda

- Overview of project schedule
- Update on current plans
- Review of preliminary renderings
- Looking ahead

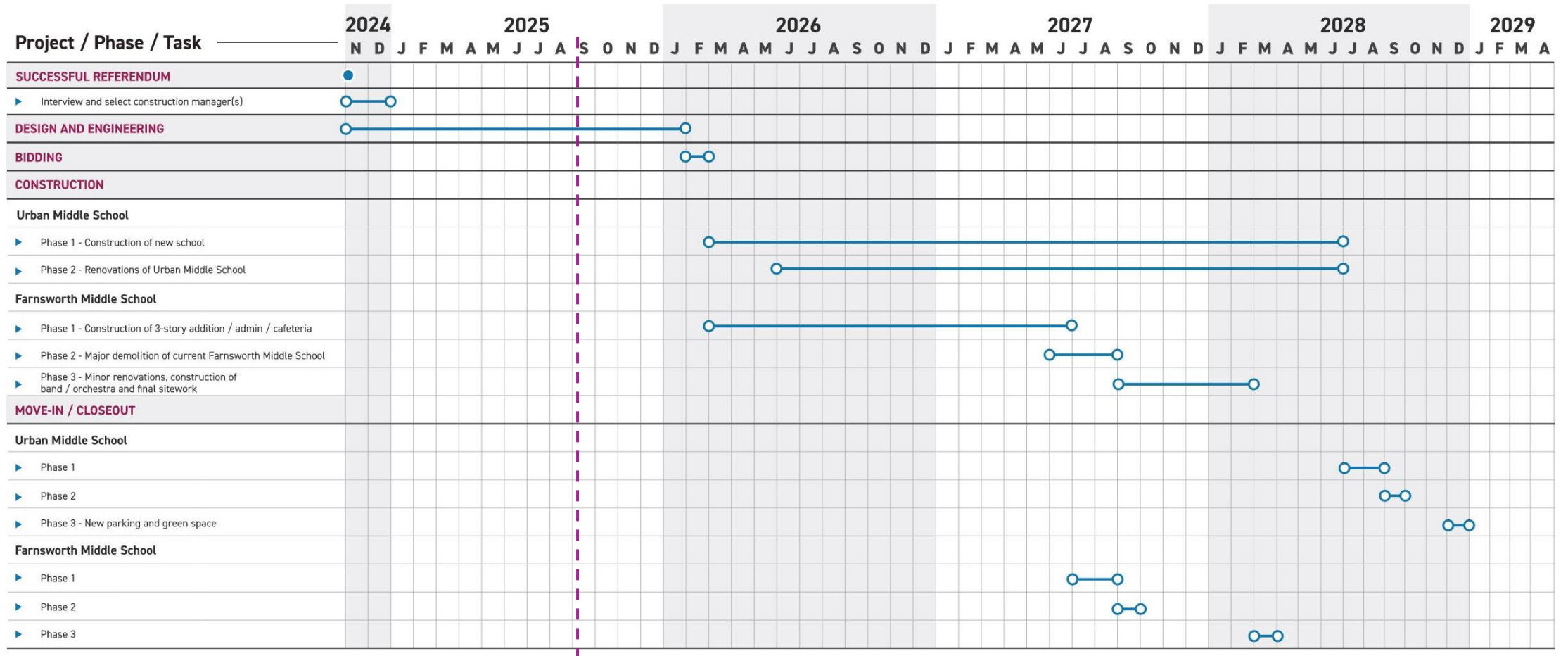


project schedule



Sheboygan Area School District | Preliminary Design & Construction Schedule

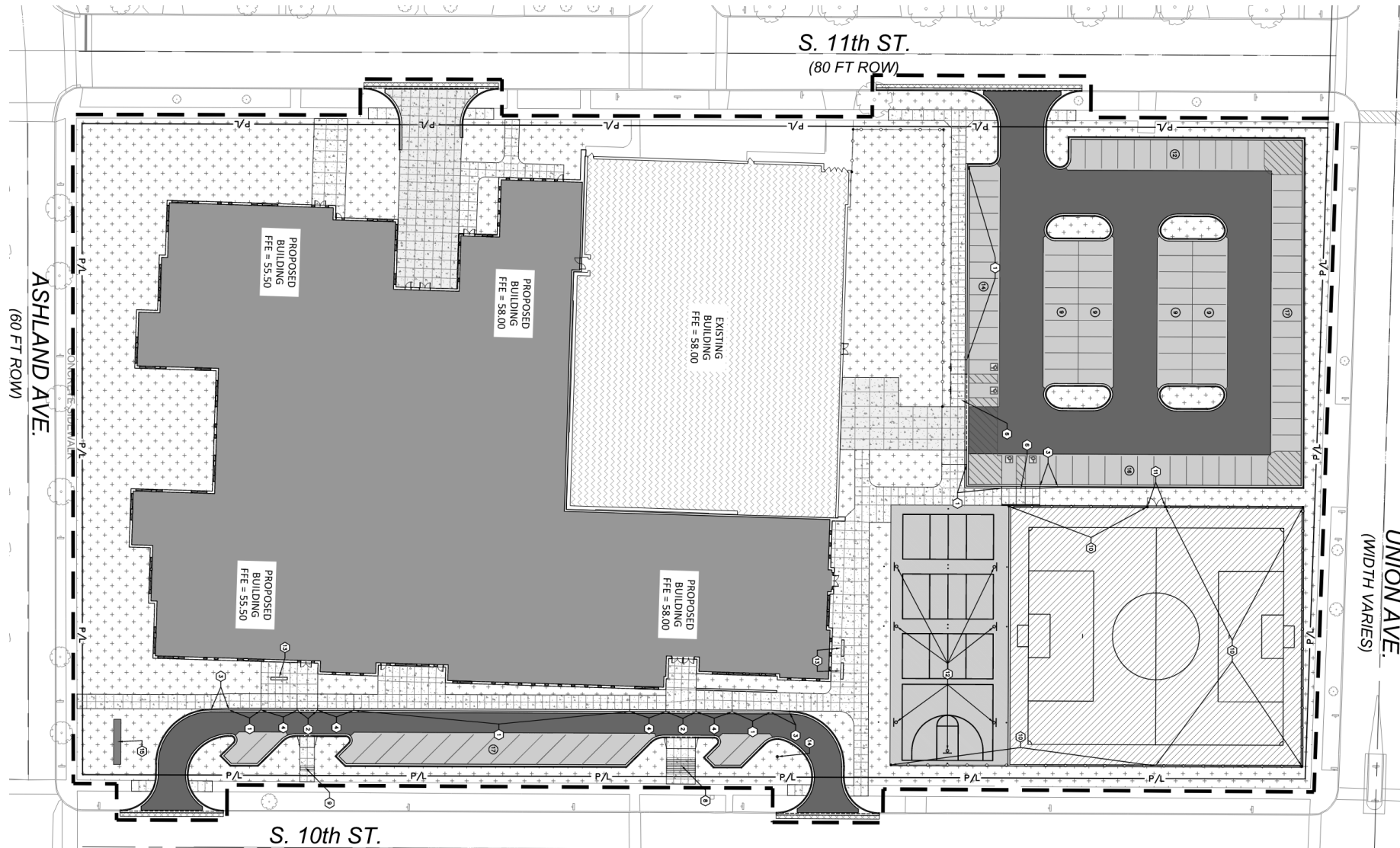
Like-New Urban Middle School on Existing Site | Like-New Farnsworth Middle School on Existing Site



site plans

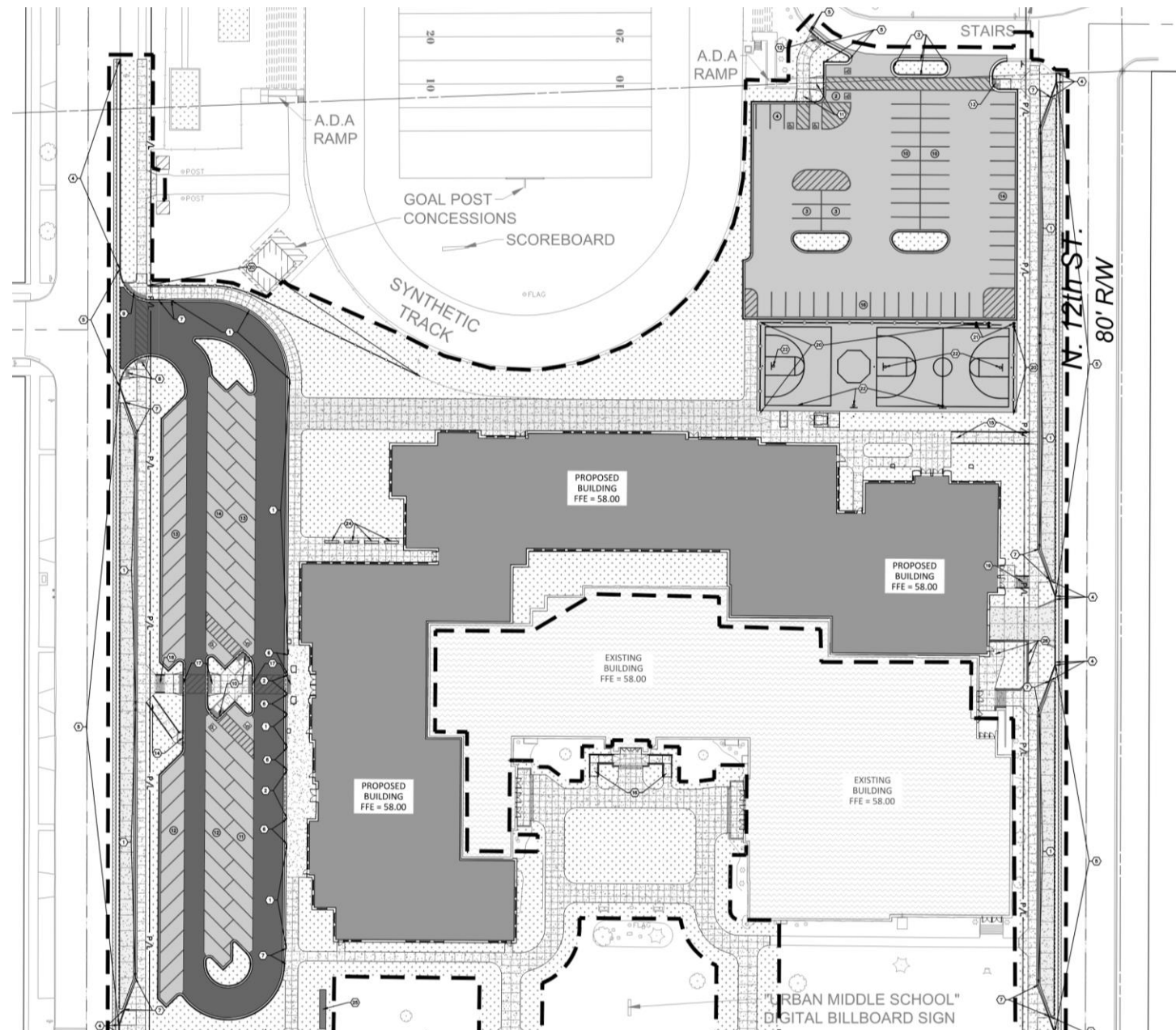
QUASIUS | SMITH
BRAYARCH

farnsworth middle



SITE PLAN

urban middle



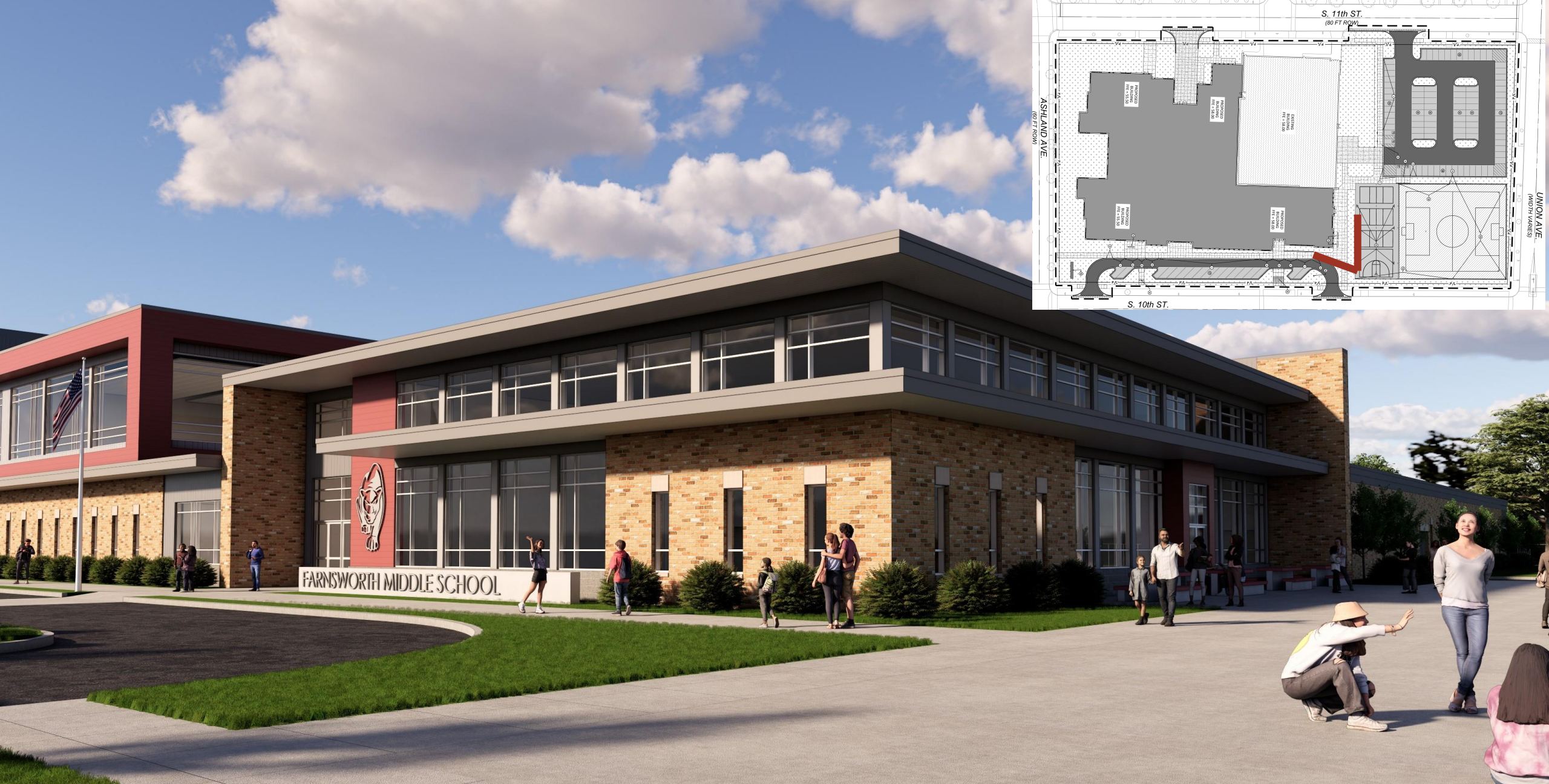
SITE PLAN

preliminary renderings Farnsworth MS

QUASIUS | SMITH
BRAYARCH

farnsworth middle school













preliminary interior renderings

QUASIUS | SMITH
BRAYARCH



MAIN CORRIDOR



MAIN OFFICE



TYPICAL SCIENCE
CLASSROOM



TYPICAL
CLASSROOM

preliminary renderings Urban MS



QUASIOUS | SMITH
BRAYARCH

urban middle school













preliminary interior renderings



QUASIUS | SMITH
BRAYARCH



URBAN
MIDDLE SCHOOL

MAIN OFFICE



TYPICAL
CLASSROOM



COLLABORATION
AREA

A photograph of a modern school hallway. On the left, a large red geometric wall design is visible. In the center, a person is walking away from the camera. On the right, a display case contains several trophies. The ceiling features a circular light fixture. The floor has red and white striped markings.

looking ahead

QUASIUS | SMITH
BRAYARCH

looking ahead

- Continued sustainability study
 - Overall building design
 - Geothermal
 - Solar
- Budget remains on track
- Interior design conversations ongoing
- City of Sheboygan site plan submission
- Plans completed by January of 2026

Any Questions?





Thank you!

QUASIUS | SMITH

BRAYARCHITECTS

Approved by the Wisconsin Real Estate Examining Board
5-1-22 (Optional Use Date) 7-1-22 (Mandatory Use Date)

The Kramer Group LLC

WB-40 AMENDMENT TO OFFER TO PURCHASE

**CAUTION: Use a WB-40 Amendment if both Parties will be agreeing to modify the terms of the Offer.
Use a WB-41 Notice if a Party is giving a Notice which does not require the other Party's agreement.**

1 Buyer and Seller agree to amend the Offer dated August 26, 2025, and accepted on August 28, 2025,
2 for the purchase and sale of real estate at 2825 Stonebrook Dr, Sheboygan, WI
3 _____, Wisconsin as follows:
4 Closing date is changed from _____, to _____.
5 Purchase price is changed from \$ 465,000.00 to \$ 443,000.00.
6 Other: _____
7 **SELLER CONCESSIONS**
8 Line 130 in the RANW ADD A to read: \$9,500
9 _____
10 **BUYER AGENCY COMPENSATION**
11 Line 544 in the Offer To Purchase to read: 1.6% of \$433,500
12 _____
13 _____
14 _____
15 _____
16 _____
17 _____
18 _____
19 _____
20 _____
21 _____
22 _____
23 _____
24 _____
25 _____
26 _____
27 _____
28 _____
29 _____
30 _____
31 The attached Appraisal is/are made part of this Amendment.
32 ALL OTHER TERMS OF THE OFFER TO PURCHASE AND ANY PRIOR AMENDMENTS REMAIN THE SAME.
33 This Amendment is binding upon Seller and Buyer only if a copy of the accepted Amendment is delivered to the Party
34 offering the Amendment on or before September 12, 2025 2025-09-12 (Time is of the Essence). Delivery
35 of the accepted Amendment may be made in any manner specified in the Offer to Purchase, unless otherwise provided
36 in this Amendment.
37 **NOTE: The Party offering this Amendment may withdraw the offered Amendment prior to acceptance and**
38 **delivery as provided at lines 33-34.**
39 This Amendment was drafted by Cindy Lee, The Kramer Group on 09/11/2025
40 _____ Licensee and Firm _____ Date _____
41 This Amendment was presented by [Signature] CENTURY 21 MOVES on 9-11-2025
42 _____ Licensee and Firm _____ Date _____
43 (x) [Signature] Sara Chang 09/11/2025 (x) [Signature] Jason Duff, ACP Coordinator SASD 09/12/2025
44 Buyer's Signature _____ Date _____ Seller's Signature _____ Date _____
45 Print name ▶ Sara Chang Print name ▶ _____
46 (x) [Signature] Ther Vang 09/11/2025 (x) _____
47 Buyer's Signature _____ Date _____ Seller's Signature _____ Date _____
48 Print name ▶ Ther Vang Print name ▶ _____
49 This Amendment was rejected _____
50 _____ Party Initials _____ Date _____

Report to Board of Education on District Goals

Date: September 23, 2025

Pillar 1: Student Success – Upon graduation, all students will be prepared to successfully take the next step in their self-defined career pathway as defined by our College and Career Readiness Accountability Report Card

Goal 1: All students will be engaged in a rigorous and relevant curriculum

On Target

Watch

Deadline

Finished

We are on track to deliver project

We are not on track to deliver project, but we have a plan to get back on track

We are not on track and have no plan to get plan back to green

Project is complete!

2025-2026					
Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Each school will engage in school improvement efforts focused on monitoring key performance areas related to: Reading achievement, social emotional well-being/attendance, college and career readiness, and multi-level systems of supports	<ul style="list-style-type: none">Each school will utilize our 4-step continuous improvement process (data reflection, goal setting, progress monitoring, and plan implementation)Each school will hold a data retreat with their school leadership team to analyze academic screener data, standardized assessment results, attendance data, behavioral data, and school climate survey information before the start of the 2025-2026 school yearEach school will utilize their data analysis from the data retreat to develop school improvement goals/Student Learning Objectives (SLO) for the 2025-2026 school year that are aligned to the District’s Long-Range Plan and the Educator Effectiveness process – a math, reading, and climate behavior related goal should be included in the school’s Student Learning Objectives (SLO)Each school will progress monitor their school improvement goal/SLO at the mid-year and end-of-year mark	<ul style="list-style-type: none">Each school has completed the initial steps of the continuous improvement process by holding a data retreat with their school leadership teams and setting annual goalsEach school will share a school improvement goal/SLO progress update by February 2026 for the mid-year update and by May 2026 for the end-of-year updateContinuous improvement results from individual schools will be reviewed regularly at principal meetings throughout the school year	June 2026	

		<ul style="list-style-type: none"> Schools will use longitudinal data from the College and Career Readiness Accountability Report Card to measure growth <p>Note: During the first semester, we will gather a team to assess our survey tools and process</p>			
2	Deliver Benchmark Advance as the universal English Language Arts (ELA) curriculum for grades K5-5 instruction with fidelity	<ul style="list-style-type: none"> Provide foundational training in Benchmark Advance for all K5–5 classroom teachers Establish instructional pacing guides aligned to the scope and sequence of the curriculum Facilitate grade-level team collaboration to promote consistent use of aligned resources and instructional strategies Monitor and support implementation to ensure fidelity and address instructional needs 	<ul style="list-style-type: none"> Foundational training in Benchmark Advance for all K5–5 classroom teachers was provided during summer 2025 and presession. All K5-5 classroom teachers were trained before the start of the 2025-2026 school year. A professional development calendar has been established that targets time for K5-5 educators to establish pacing guides and allows for grade-level team collaboration - teams will continue to meet throughout the 2025-2026 school year Coordinators, principals and instructional coaches will conduct rounding sessions to solicit feedback and provide targeted supports 	June 2026	
3	Utilize a walkthrough tool to systematically observe and assess instructional practices across all K-8 schools during learning walks	<ul style="list-style-type: none"> Launch a standardized walkthrough tool to ensure consistency in observing instructional practices Train all school leaders on conducting effective walkthroughs with a focus on student engagement, instructional rigor, and alignment to grade-level standards Establish a regular schedule for school leaders to complete walkthroughs across classrooms Collect and analyze walkthrough data to identify instructional trends and areas for growth Use walkthrough data to inform and guide professional learning at the school and district levels 	<ul style="list-style-type: none"> A tool has been developed for K5-5 teams to use during walkthroughs All school leaders have been trained on best practices related to effective walkthroughs K5-5 will focus on the implementation of Benchmark Curriculum Middle school administration will conduct an assessment of our middle schools based on the American Middle Level Education Association's (AMLE) model of a Successful Middle School Middle school administration will use the results of this assessment to develop a standardized walkthrough tool to use during the second semester 	June 2026	
4	Continue to provide targeted learning opportunities related to data-driven decision making and instruction for Professional Learning Communities (PLCs)	<ul style="list-style-type: none"> Engage Professional Learning Community (PLC) experts to provide professional learning focused on effective data analysis and application within collaborative team structures 	<ul style="list-style-type: none"> On 9/26/2025, districtwide department teams will participate in a PLC at work professional learning experience facilitated by an external consultant These teams will update their collaborative learning team action plans 	June 2026	




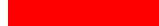
		<ul style="list-style-type: none"> • Train teacher leaders and administrators on developing high-quality common formative assessments and collecting student learning evidence aligned to essential standards • Support PLC teams in using data protocols to analyze assessment results, identify trends, and determine root causes of learning gaps • Guide teams in applying data findings to adjust Tier 1 instruction, develop targeted interventions, and enrich learning opportunities for all students • Establish a system for ongoing monitoring and reflection to evaluate how data-informed PLC practices are impacting student achievement and instructional quality 	<ul style="list-style-type: none"> • The teams will explore the use of common formative assessments and data protocol tools 		
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Report to Board of Education on District Goals



Date: September 23, 2025

Pillar 1: Student Success – Upon graduation, all students will be prepared to successfully take the next step in their self-defined career pathway as defined by our College and Career Readiness Accountability Report Card

Goal 2: Student and Instructional Services will support schools to ensure school and district initiatives are aligned to support and promote student success

Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project, but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

2025-2026




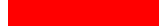
Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Instructional Technology will continue to engage educators in the exploration of a standardized classroom plan option	<ul style="list-style-type: none"> Ongoing collaboration between Instructional Technology and Information Technology Consult with the Technology Governance Committee (TAG) and/or a representative team on final decision Report update to school board Upon approval launch phased implementation Provide training and ongoing support 	<ul style="list-style-type: none"> There were sessions provided at TECHknow 2025 that discussed the Standardized Classroom and the next steps that we are taking to investigate the possibility/feasibility of this initiative We are reviewing the tariff impact for Newline boards and Chromebooks since this may negatively impact the original budget projections The team will continue to evaluate the budget impact 	June 2026	
2	Student and Instructional Technology will support the implementation of the NextPath data visualization platform to support Data Analysis Teams (DAT)	<ul style="list-style-type: none"> Launch infrastructure and training Pilot implementation at selected schools Transition to full implementation across all school sites Monitor implementation and evaluate impact 	<ul style="list-style-type: none"> We continue to work on getting all of the NextPath features operationalized We have identified 5 key tasks that we want every education and school administrator to be able to perform independently 	June 2026	

Report to Board of Education on District Goals


Date: September 23, 2025

Pillar 1: Student Success – Upon graduation, all students will be prepared to successfully take the next step in their self-defined career pathway as defined by our College and Career Readiness Accountability Report Card

Goal 3: School Culture/Climate – All students will thrive in schools that promote respect, safety, and a positive learning environment

Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project, but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

2025-2026




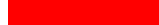
Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Engage our Pupil Services team to review the effectiveness of our universal curriculum and instruction to ensure that all students receive comprehensive social-emotional and Academic and Career Planning (ACP) support	<ul style="list-style-type: none"> Assess use of current universal SEL curriculum (counselor-created for K-5 and Second Step for 6-8) Research other universal curriculums Complete a pilot cycle of universal SEL curriculum options Make a final recommendation Action plan ways that school counselors can support districtwide academic and SEL goals 	<ul style="list-style-type: none"> In September, the team convened to review the strengths and gaps of the current curriculum and to establish priorities for a new curriculum 	June 2026	

Report to Board of Education on District Goals





Date: September 23, 2025

Pillar 2: Exceptional Staff – Build a strong, connected workforce to positively impact student learning and support the broader needs of our school community

Goal 1: Cultivate a more positive district culture by fostering a sense of pride, appreciation, and belonging among our workforce, highlighting the unique advantages and rewards of being part of our school community

Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project, but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!




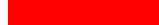
2025-2026

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Ensure positive and transparent communication to all staff using multiple channels, grounded in the 'we mentality' – a guiding philosophy that reflects our commitment to listening to and engaging with all employees as valued members of the SASD community	<ul style="list-style-type: none"> HR ensures that all staff have access to district information and opportunities to share input, supporting transparency, consistency, and a sense of belonging 	<ul style="list-style-type: none"> Hosted a Welcome Back Bash to connect with all staff, build community, and reinforce engagement at the start of the school year The Employee Experience Specialist is participating in a creation-lab with the Wellness Council of Wisconsin and a workplace culture consultant to develop and test a belonging toolkit designed to actively foster organizational culture and staff value 	June 2026	
2	Ensure that our compensation and benefits package are comparable to or better than other similar districts	<ul style="list-style-type: none"> Staff feel fairly compensated; HR confirms alignment with similar districts 		June 2026	
3	Promote employee engagement and recognition through celebrations and ongoing acknowledgment of contributions	<ul style="list-style-type: none"> Staff are regularly acknowledged through formal or informal recognition; celebrations occur throughout the year 		June 2026	
4	Address staff absenteeism proactively through improved tracking, support, and accountability measures	<ul style="list-style-type: none"> Absences are addressed promptly; supervisors and HR are aware of attendance concerns and support measures are implemented 	<ul style="list-style-type: none"> Educating staff on district policies and available time off options, engaging in discussions with principals and supervisors regarding attendance concerns, promoting EAP resources when appropriate, and closely monitoring absenteeism trends to ensure timely support and accountability 	June 2026	



5	Equip principals and supervisors with tools and knowledge to promote positive work environments and elevate staff morale	<ul style="list-style-type: none"> Principals and supervisors use provided tools to foster positive work environments; staff feel supported 	Delivered a presentation to principals on belonging, mattering, and the importance of supportive leadership, incorporating research and best practices from organizational psychologists and leadership experts	June 2026	
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Report to Board of Education on District Goals

Date: September 23, 2025
Pillar 2: Exceptional Staff – Provide extraordinary service to meet the needs of our students and community by recruiting and retaining exceptional staff
Goal 2: Strengthen our workforce by implementing targeted strategies to attract, recruit, and retain talent




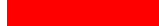
Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project, but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

2025-2026



Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Promote our district as an ideal destination, with diverse schools, innovative programs, and an ideal place to grow your career	<ul style="list-style-type: none"> Recruitment materials, website, and social media reflect diverse schools and innovative programs; outreach events and partnerships taking place as opportunities arise 		June 2026	
2	Improve hiring and retention strategies for high-need areas, particularly Special Education, by examining targeted compensation, pipeline development, and support systems tailored to the demands of these roles	<ul style="list-style-type: none"> The District remains prepared to act quickly on supports or targeted incentives for high-need areas, especially Special Education, within current or expanded resources 	<ul style="list-style-type: none"> Exploring strategies to support Special Education staffing and workload, including additional support roles, longevity bonuses, or targeted assistance for unlicensed teachers Maintain ongoing communication with S&I and Special Education teams to ensure needs and concerns are acknowledged and addressed where feasible 	June 2026	

Report to Board of Education on District Goals

Date: September 23, 2025
Pillar 3: Families and Community – Foster family and community relationships in order to collaboratively work together to provide support and resources to meet identified needs
Goal 1: Provide clear communication between parents and schools regarding educational progress

Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

2025-2026





Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Expand the effectiveness of mass communication with families.	<ul style="list-style-type: none">Implement an improved mass communication system for district/school to family communications (emergency notifications, school event information, attendance, etc.)	<ul style="list-style-type: none">Messages XR is live - This allows for real-time translation and simultaneous communications via email, text, voice, and social media	June 2026	
2	Expand methods and opportunities for 2-way communication with families.	<ul style="list-style-type: none">Implement communication tools and develop an onboarding plan for a 2-way communication app to support teacher-to-family communication	<ul style="list-style-type: none">App work is tied directly to the website process and is ongoing - Timeline for implementation remains 1st semester of this school year	June 2026	

Report to Board of Education on District Goals



Date: September 23, 2025

Pillar 3: Families and Community – Foster family and community relationships in order to collaboratively work together to provide support and resources to meet identified needs

Goal 2: Enhance communication efforts between the school district and community members regarding the District’s educational opportunities, outcome measures, personnel data, and financial information




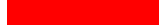
Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

2025-2026



Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Implement a communication and engagement plan to ensure accurate and timely updates on the progress of referendum projects with our community	<ul style="list-style-type: none"> Community awareness of the construction process Involvement of the community in the referendum process through special events 	<ul style="list-style-type: none"> Update shared with Board and community on 9/23 Construction process remains on time and within the budget contingencies Communication continues to be updated on the website, social media, and in the parent newsletter 	June 2026	
2	Develop and launch new district and school websites	<ul style="list-style-type: none"> District and school websites launched and are functioning effectively 	<ul style="list-style-type: none"> Website development continues with implementation timeline for the 1st semester of the 2025-2026 school year 	June 2026	

Report to Board of Education on District Goals

Date: September 23, 2025
Pillar 4: Finance and Resource Systems – District finance and resources systems are aligned to maximize student learning and staff productivity
Goal 1: Identify and prioritize capital needs of the District




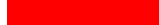
Status Key		
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2025-2026

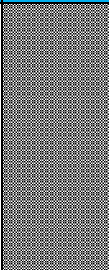

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Implement action plan for the design and rebuild of Farnsworth and Urban Middle Schools	<ul style="list-style-type: none"> Referendum borrowing Building and site design and engineering Project bidding and awarding of contracts Construction 	<ul style="list-style-type: none"> Board approved borrowing resolution on 11-26-2024 Kickoff meeting with Bray Architects for school design process on 11-27-2024 12-30-2024 \$93m bond proceeds received Core Planning Team toured middle schools on 1-17-2025 Updated plans and exterior renderings shared at the 5-27-2025 Board meeting 	June 2026	
2	Identify and implement energy savings opportunities throughout the District	<ul style="list-style-type: none"> Electric usage monitoring and analysis Energy sustainability education and awareness Explore alternative energy options for new middle schools 	<ul style="list-style-type: none"> Contracted with Data Wrangler on 8-13-24 to install electric meter monitoring and analysis software at middle schools and high schools 8-13-24 meeting with South High School student advisor of Renewable Redwings Michael Aprill and SASD retiree Steve Griffith to discuss student involvement with energy sustainability and awareness campaign in our school buildings Data Wrangler installations completed 11-14-2024 meeting with Data Wrangler to look at initial usage reports 2-19-2025 Data Wrangler presentation to NHS Interact Club 4-30-2025 Geothermal discussion with Bray, Quasius/Smith, and HGA HGA feasibility Contract signed for study 8-11-25 custodial training on the Data Wrangler energy portal 	June 2026	

Report to Board of Education on District Goals

Date: September 23, 2025
Pillar 4: Finance and Resource Systems – District finance and resources systems are aligned to maximize student learning and staff productivity
Goal 2: Enhance security and infrastructure for data storage and the fiber optic network




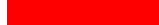
Status Key		
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	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

2025-2026



Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Establish a secondary data center	<ul style="list-style-type: none"> Needed hardware for data center located at Administrative Services Building (ASB) purchased and installed Setup and manage off-site data server and storage systems to provide redundant access to critical IT services 	<ul style="list-style-type: none"> E-Rate application completed for data center hardware E-Rate application approved 5-15-2025 Implementation meeting with vendor for installation and configuration Secondary internet connection installed at the ASB 7-25 Equipment installed and configured for secondary data center 8-25 	June 2026	
2	Update the District's Cyber Security Plan and implement the Plan's proactive strategies	<ul style="list-style-type: none"> Continue employee security awareness and training on identifying phishing emails and other cyber risks Implement Network Access Control (NAC) system Update security for Wi-Fi infrastructure 	<ul style="list-style-type: none"> Specifications developed for Network Access Control (NAC) system Implemented the mandatory Skyward Multi-Factor Authentication for Skyward Financial users Implemented staff cybersecurity education program Expanded Multi-Factor Authentication with Google MFA 	June 2026	

Report to Board of Education on District Goals

Date: September 23, 2025
Pillar 4: Finance and Resource Systems – District finance and resources systems are aligned to maximize student learning and staff productivity
Goal 3: Build supports for schools, students and parents around transportation challenges

Status Key		
	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project, but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

2025-2026

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Support schools in minimizing the impact of transportation disruptions	<ul style="list-style-type: none"> Assist in Prigge driver recruitment Install Wi-Fi on busses Implement Wayfinder student bus attendance tracker Begin replacement of bus cameras 	<ul style="list-style-type: none"> Wi-Fi installation completed 8-16-24 Began piloting Wayfinder with 9 drivers starting in 2-25 3-25 tested student RFID cards with two elementary schools Replaced camera systems on 5 buses 8-25 	June 2026	
2	Update policies and procedure guidelines for employees transporting students with district owned vehicles	<ul style="list-style-type: none"> Update board policies to align with state statutes and best practices Update administrative guidelines to align with state statutes and best practices 	<ul style="list-style-type: none"> Driver background checks are up to date Employee driver contracts sent out 8-14-25 	June 2026	



SHEBOYGAN AREA

— SCHOOL DISTRICT —

2025-2026 SCHOOL BOARD APPOINTED COMMITTEES

Human Growth and Development Citizens' Advisory Committee

Tracy Allee – Parent (2028)
Jeff Leismer – Parent (2027)
Beth Lipman – Parent (2026)
Allison Oliphant – Parent (2028)
Jen Cruz – Parent (2027)
Anna Seeboth – High School Student (2026)
Maria Sager – High School Student (2027)
Lauren Wingender – Health Care (2027)
Bailey Winkel – Health Care (2027)
Rev. Julie A. Mavity Maddalena – Clergy (2026)
Rev. Jeremy Hylen – Clergy (2028)
Christina Singh – Community Member (2027)
Megan Smillie – Community Member (2026)

Ex-Officio Members

Amy Teunissen – High School Teacher
Allie Tasche – School Board Member
Eric Spielman – Financial Services Coordinator

Office of the Superintendent

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www.sheboygan.k12.wi.us



SHEBOYGAN AREA

— SCHOOL DISTRICT —

Sheboygan Theatre Company Advisory Council

Michael Daehn
Candice Boldt
Roberto D. Bobonis
Brittany Schneider
Louisa Johns
Jessica Freeman
Tracie Wessles
Jesse Ramos
Sheila Ryan
Daniel Hennell

Consultants/Ex-Officio Member

Jody Brooks, Director of Community Recreation
Tricia Roberts, Sheboygan Theatre Company Executive Director

Hazardous Review Committee

Mark Boehlke – Asst. Supt. Business & Operational Services
Tanner Presutti – Supervisor, Student Transportation
Joe Vollmer – Coordinator of Facilities Services
Jason Boettner – Prigge's School Bus Service
Steve Steinhardt – Sheboygan County Director of Emergency Management

Ex-Officio Member

Peter Madden – School Board Member

Office of the Superintendent

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SHEBOYGAN AREA

— SCHOOL DISTRICT —

Community Recreation Department Advisory Committee

Ryan Kautzer, Chair
Ted DiStefano – Cleveland Elementary School Principal
Darren Opel
John Knowles
Kevin Formolo – South High School Principal
Amy Buffington – Sheridan Elementary School Principal
Laura Donnelly – Jackson Elementary School Secretary
Bob Konrad
Emily Rendall-Araujo

Ex-Officio Members

Joe Kerlin
Jody Brooks, Community Recreation Director
Stacy Hayon, Community Recreation Supervisor
Austin Coss, Community Recreation Supervisor
Ryan Pawlisch, Community Recreation Supervisor
Hannah Martin, Child Care Coordinator
Tricia Roberts, Sheboygan Theatre Company Executive Director

Heritage School Council

Holly Hansen-Grotbeck, Coordinator - SASD Grant Elementary School Teacher
Pat Dinolfo
JoAnn Gadicke
Brenda Gephart – Lincoln-Erdman Elementary School Teacher
Karen Grace
Patti Holmes
Sue Mrdjenovich
Jim Renzelmann – Coordinator of Student & Instructional Services
Karen Rowan-Lieser
Sue Zylman

Advisory Group

Joe Vollmer - Coordinator of Facilities Services
Eric Spielman – Financial Services Coordinator
Robert Burns – Attorney
Brett Lobello – Sheboygan County Historical Museum
Jacob Konrath – Superintendent

Office of the Superintendent

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SHEBOYGAN AREA

SCHOOL DISTRICT

Date: September 23, 2025
To: Sheboygan Area School District, Board of Education
 Dr. Jake Konrath, Superintendent
From: Rachel Ledezma, Assistant Superintendent of Student & Instructional Services
Re: Notification of School Safety Training & Drills Completion

The Sheboygan Area School District (SASD) continually evaluates, plans ahead, and applies best practices to ensure a safe and secure learning environment. Wisconsin Act 143 (2017) establishes uniform accountability measures for school safety. Each year, by January 1st, all school districts are required to submit the following to the Office of School Safety:

1. A copy of its School Safety Plan, including the most recent date on which the school board reviewed and approved the school safety plan.
2. The most recent date on which the school district consulted with a local law enforcement agency to conduct required, on-site safety assessments.
3. The date of the most recent school training on school safety and the number of attendees.
4. The date of the required annual safety drill or drills held during the previous year with certification that the school board reviewed a written evaluation of the drills.

Each year, the administration ensures that these four requirements are met. An update on the crisis manual/ school safety plan and site assessments was shared at the September 9, 2025 Student & Instructional Services Committee meeting. Administration indicated that two of the four required school safety measures had been completed at that time. Since the last update, the other two requirements have now been completed.

School Safety Training

During the first few weeks of school, each school building principal leads a school safety training for staff utilizing the Standard Response Protocol (SRP)/ ALICE training. ALICE proactively prepares people with options to respond in an active shooter or violent intruder situation. The acronym stands for Alert, Lockdown, Inform, Counter, and Evacuate. Using ALICE as a guide, the principal walks staff through hands-on exercises to practice alertness, lockdown procedures, and evacuation methods.

Department of Student and Instructional Services

3330 Stahl Road • Sheboygan, WI 53081 • PHONE: 920-459-3781 • FAX: 920-459-6465



SHEBOYGAN AREA

SCHOOL DISTRICT

The Standard Response Protocol (SRP)/ ALICE training for students covers the same key concepts, and it is delivered in a developmentally appropriate and trauma-informed way. School staff use simple and reassuring language for younger students while offering more detailed explanations for older students. We use social stories and practice safety routines with our youngest learners. While older students receive classroom and advisory lessons. All staff and students then apply their learning during a drill.

School Safety Drills

Following the Standard Response Protocol (SRP)/ ALICE training, students and staff participate in a carefully designed annual drill. All training and drills are developed in collaboration with teachers, pupil services staff, administration, and law enforcement. The overarching purpose is to empower staff and students with basic actions they can take during an emergency to stay safe. The training avoids graphic details and instead emphasizes preparedness and practice in accordance with the school safety plan for that school building. Communication is sent home to families informing them of the training that students receive and that a drill will be conducted.

Following the drill, the school administration works collaboratively with staff and law enforcement to gather feedback about the drill experience. Principals submit a brief written evaluation of the drill to the Assistant Superintendent of Student & Instructional Services within 30 days of completion. This information is used for the continuous improvement of school safety. Safety training with students and drills occurred over the period of 9/2/25-9/15/25.

A drill completion and evaluation report will be shared with the Board at the September 23, 2025 Board Meeting. Following the Board review, the Assistant Superintendent of Student & Instructional Services will then submit the drill evaluation report and other required information to the Department of Justice prior to January 1st.

Our district remains committed to maintaining a comprehensive and effective school safety framework that addresses all phases of emergency operations planning. The requirements under Wisconsin Act 143 (2017) are one component of our overall school safety framework.

Department of Student and Instructional Services

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Safety Drill (ALICE) 2025-2026

School	Date Safety Drill Completed	Remarks
Central High School	9/11/2025	We discovered some classrooms that needed adjustments to their PA speakers.
Cleveland	9/12/2025	Using the intercom system and then followed up with the walkie-talkies, the emergency lockdown/intruder announcement was made. Classrooms locked doors and covered windows, turned off lights, and then left the building for our rally point. Each letter of ALICE was reviewed with the counselor during the lessons this week. We then ended with a class circle of feelings and the most important student job during any drill or emergency (stop and listen to adult directions).
Cooper	9/11/2025	SRP/ ALICE lesson was provided to students. The drill was completed as trained. Teachers debriefed with students.
Early Learning Center	9/12/2025	We completed the school safety drill Evacuate as part of the Standard Response Protocol (A.L.I.C.E.). All classroom teachers provided developmentally appropriate lessons in thier classrooms to support their ECSE and 4K students developmental levels and understanding.
Etude Elementary School	9/10/2025	Each teacher presented powerpoint and video to class then they physically practiced evacuation to the muster point of the Sheboygan Food Pantry
Etude High School	9/10/2025	A whole school presentation was given to students followed by an opportunity to practice a barricade and an evacuation.
Etude Middle School	9/10/2025	A whole school presentation was given to students followed by an opportunity to practice a barricade and an evacuation.
Farnsworth Middle School	9/12/2025	Most spaces quiet and windows covered (address needed spaces w/adults), use radio in addition to loudspeaker to broadcast directions
Warriner High School	9/11/2025	Students convened in Advisory with their Advisor. Staff played a slide show with voiceover by the principal, pausing to share points of emphasis, and answer questions. At 8:30 AM, the principal used the school public address to simulate a lockdown. SRO was present to observe and provide feedback to students and staff at the conclusion of the drill.
Warriner Middle School	9/11/2025	Students convened in Advisory with their Advisor. Staff played a slide show with voiceover by the principal, pausing to share points of emphasis, and answer questions. At 8:30 AM, the principal used the school public address to simulate a lockdown. SRO was present to observe and provide feedback to students and staff at the conclusion of the drill.
Grant	9/12/2025	Info/lessons shared with classes/students followed by walking field trip to our evac. spot, Seton.

Horace Mann Middle School	9/10/2025	All went well. Rachel attended to support. Had admin and SRO present to facilitate. Provided feedback to teachers that needed it. Teachers did a debrief with students as well.
Jackson	9/9/2025	PD was in the vicinity during the drill, but was there specifically for traffic control as we walked to the rally point.
Jefferson	9/5/2025	Annual ALICE practice. Each level was placed on Lockdown, while the other level was evacuated. Once all students and staff had evacuated and were counted at our safety location, we returned back to the school.
Lake Country Academy	9/4/2025	All homerooms discussed at a grade appropriate level and walked to our reunification site. Included SRP language
Sheboygan Leadership Academy	9/11/2025	Violent Intruder All School Evacuation Drill
Lincoln-Erdman	9/12/2025	Students practiced our ALICE drill. Most classrooms chose to use lockdown and stayed in their classrooms in a secure location. A few classrooms were evacuated based on the information they had about the intruder. A follow-up with teachers was done to point out any points for improvement. Students were shown the ALICE protocols by their classroom teacher the week of 9/8.
Longfellow	9/11/2025	Drill went as planned. Students and staff did an outstanding job.
James Madison	9/11/2025	Using the intercom system and then followed up with the walkie talkies, the emergency lockdown/intruder announcement was made. Classrooms locked doors and covered windows, turned off lights, blocked the view of windows, and went to an out of sight location within the classroom etc. We reviewed the evacuation point and each letter of ALICE (Alert, Lockdown, Inform, Counter and Evacuate). We then ended with a class circle of feelings and the most important student job during any drill or emergency (stop and listen to adult directions.) At the end of the drill the all clear announcement was made to resume normal school activities.
North High School	9/8/2025	Practice drill with all students and lessons covered in 1-2 days prior to drill. Student told intruder was outside their area and barricade was only option. Students and staff then discuss evacuation plans, routes, and options when safe to do so and always a first option.
Pigeon River	9/12/2025	SRP and ALICE protocol were age appropriately reviewed with students. Students then walked with their teacher to the rally point and back to Pigeon River following the lesson to practice for an intruder.
Sheridan	9/9/2025	SRM and ALICE protocols were reviewed with students. Students walked with their teacher to the rally point and back to Sheridan following an age-appropriate intruder drill.

South High School	9/9/2025	Students and faculty were given specific intruder information over the intercom and had to respond by evacuating or locking down in their rooms. The drill took place when all students were in their grade-level advisory classroom. When the drill was completed, students returned to their advisory or reorganized their advisory to participate in a debriefing with their advisor teachers.
CHANGE	9/9/2025	Students were talked to about Standard Response Protocol and what to do in an emergency situation. Practiced having an dangerous threat in the school. Students and staff went into Lockdown. SRO went around and checked all the doors to make sure they were locked and it was quiet in the room. Everything went as it should.
Urban Middle School	9/9/2025	Drill ran smoothly. No major issues. One Classroom needs to review ALICE training. 6th grade did an amazing job.
Wilson	9/9/2025	Annual School Safety Drill
https://docs.google.com/spreadsheets/d/1VgJ_Ar5		

Book	Policy Manual
Section	1000 Administration
Title	DISTRICT ORGANIZATION
Code	po1100*jjh
Status	First Reading
Adopted	October 22, 2013

1100 - **DISTRICT ORGANIZATION**

The Board ~~of Education~~ recognizes that the grouping of grades and services within the facilities of the District can assist the efficient operation of the District and help achieve a more effective instructional program.

The District Administrator shall continually monitor the effectiveness of the District organizational plan and recommend to the Board such modifications in the plan which are in the best interests of the students, make ~~the~~ **wisest efficient** use of District resources, and serve the educational goals of the Board. **Any reconfiguration of the grouping of grades, the use of buildings, or revision of services as part of the District's instructional program shall require Board approval.**

~~Modifications in the organizational plan of the schools may be made by the Board upon the recommendation of the District Administrator.~~

The District Administrator shall be the ~~chief executive officer~~ **administrative head** of the ~~School~~ District. The District Administrator shall define and recommend those administrative positions required to implement the educational system and program of learning established by the Board. ~~In each case, the Board will approve the broad purpose and function of the position in harmony with State law and regulations.~~ **Any revision of the District's administrative organizational structure shall require Board approval.**

Responsibility shall flow clearly from the District Administrator through ~~the administrative staff~~ **administrators** to the operational personnel **in a manner consistent with the District's plan of supervision for staff.**

It shall be the responsibility of the District Administrator to determine the need for and define operational requirements sufficient to ensure the ~~smooth~~ **effective** functioning of the District. ~~Maintenance of an efficient, skilled, operational staff is essential to the effective performance of the system.~~

~~It is the Board's intent to maintain an operational and technical staff with a high level of competence.~~

~~On occasion, the District Administrator may find it necessary to recommend to the Board the employment of specialists or consultants to maintain or support programs implemented by the District in areas requiring specialized knowledge. These positions will be considered by the Board on the merits of their potential contribution to the School District and the specific conditions of the stated contract or agreement.~~

Legal	118.24, Wis. Stats.
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Book	Policy Manual
Section	1000 Administration
Title	NON-RENEWAL OR TERMINATION OF THE DISTRICT ADMINISTRATOR'S CONTRACT
Code	po1241*jjh
Status	First Reading
Adopted	October 22, 2013
Last Revised	July 28, 2020

1241 - ~~NON-REEMPLOYMENT~~ RENEWAL OR TERMINATION OF THE DISTRICT ADMINISTRATOR ADMINISTRATOR'S CONTRACT

The Board has an obligation to the students, parents, and residents of this District to employ the professional leadership the Board feels best suited to meet the educational needs of the students. The Board shall meet this obligation through recruitment, hiring, and supervision efforts designed to assure that the District Administrator is highly qualified and meeting performance standards while in the position.

If the District Administrator's performance is found to be unsatisfactory by the Board, the District Administrator shall be notified in writing by the President. The District Administrator shall be given an opportunity to ~~correct the condition~~ address identified deficiencies in performance.

If the Board intends to consider non-renewal of the District Administrator's contract, it shall give the District Administrator written preliminary notice by October 15 and a notice by registered mail at least five (5) months prior to the expiration of the contract.

If the District Administrator files a written request with the Board within seven (7) days after receiving such notice, the District Administrator has a right to a hearing prior to being given the notice of non-renewal of the contract. The District Administrator may request a public or private-hearing and request that the Board provide its reasons for non-renewal, in writing, prior to the hearing.

At least four (4) months prior to the expiration of the contract of the District Administrator, the Board shall provide notice, in writing, of either renewal of the contract or refusal to renew such contract. No person may be employed or dismissed except by a majority vote of the full membership of the Board.

Non-renewal or unilateral termination of the District Administrator's contract shall be consistent with State law and with the provisions of the employment contract between the Board and the District Administrator. The Board President, with the assistance of Board legal counsel, shall be responsible for compliance with non-renewal or termination procedural requirements.

By mutual agreement of the Board and the District Administrator, the employment contract may be modified or terminated. Policy 3140 - Non-Renewal, Resignation, and Termination applies to administrators other than the District Administrator.

Revised 11/24/15

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Legal 118.24(6) and (7), Wis. Stats.

Book	Policy Manual
Section	5000 Students
Title	SEARCH AND SEIZURE
Code	po5771*jjh
Status	Second Reading
Adopted	October 22, 2013
Last Revised	January 23, 2024

5771 - **SEARCH AND SEIZURE**

The Board has charged school authorities with the responsibility of safeguarding the safety and well-being of the students in their care. In the discharge of that responsibility, school authorities may search school property such as lockers used by students or the person or property, including vehicles, of a student, in accordance with the following policy.

School Property

The Board acknowledges the need for in-school storage of student possessions and shall provide storage places, including desks and lockers, for that purpose. Desks and lockers are public property and school authorities may make reasonable regulations regarding their use. The District retains ownership and possessory control of student desks and lockers and the same may be searched at random by school personnel at any time. A showing of reasonable cause or suspicion is not a necessary precondition to a search under this paragraph. Students shall not have an expectation of privacy in lockers, desks, or other school property as to prevent examination by a school official. The Board directs the principal to provide students with written notice of this policy at least annually and that routine inspections be done at least annually of all such storage places.

The Board directs that the searches may be conducted by the District Administrator, building principals, assistant principals, School Resource Officers, and School Security Officers.

Student Person and Possessions

The Board recognizes that the privacy of students or their belongings may not be violated by unreasonable search and seizure and directs that no student be searched without reasonable suspicion that the search will turn up evidence that the student has violated or is violating either a particular law or a particular rule of the school. Any search under this paragraph must be reasonable in scope and reasonable in the manner in which it is conducted. The extent of the search will be governed by the seriousness of the suspected infraction, the student's age and gender, the student's disciplinary history, and any other relevant circumstances or information.

The principal may arrange for a breath test for blood-alcohol to be conducted on a student whenever they have individualized reasonable suspicion to believe the student has consumed or is under the influence of an alcoholic beverage while on school premises or while participating in a school-sponsored activity. If the result indicates a violation of school rules as described in the student handbook, the disciplinary procedure described in the student handbook will be followed. If the student refuses to take the test, the principal will inform the student that refusal to participate implies admission of guilt leading to disciplinary action consistent with the student handbook.

This authorization to search shall also apply to all situations in which the student is under the jurisdiction of the Board.

In a situation in which a search of a student's person or possessions is appropriate, school administrators should first attempt to contact the school resource officer to conduct the search under the administrator's direction. If the school does not have a school resource officer or if the officer is not available, the administrator may proceed with the search, unless the information justifying the search suggests that the student is in possession of dangerous materials whereby the expertise of law enforcement is necessary. In such a case, the school official shall contact law enforcement and request their assistance.

Under no circumstances shall a school official ever conduct a strip search of a student.

Except as provided below (Use of Dogs), a request for the search of a student or a student's possessions will be directed to the Principal or an available Administrator. The Administrator shall attempt to obtain the freely-offered, consent, in writing if possible, of the student to the inspection; however, provided there is reasonable suspicion pursuant to the above paragraphs, the search may be conducted without such consent. Whenever possible, a search will be conducted by the Principal in the presence of the student and a staff member other than the administrator conducting the search. A search prompted by the reasonable suspicion that health and safety are immediately threatened will be conducted with as much speed and dispatch as may be required to protect persons and property. Whenever feasible, the Administrator may secure the assistance of a school resource officer in conducting searches.

Search of a student's person or intimate personal belongings shall be conducted by a person of the student's gender, in the presence of another staff member of the same gender, and in a manner that is minimally intrusive to the student based on the reasonable suspicion justifying the search.

Parking Permit Required

Permission for a student to bring a vehicle on school property shall be conditioned upon written consent of the search of the vehicle and all containers inside the vehicle by ~~a school administrator~~ an Administrator with reasonable suspicion to believe the search will produce evidence of a violation of a particular law, a school rule, or a condition that endangers the safety or health of the student driver or others; ~~should request written consent to search the vehicle and all containers inside the vehicle. If an administrator determines a search is necessary, the administrator should request consent to search the vehicle and all containers inside the vehicle. If consent is not given, a school administrator~~ the Administrator should contact the school resource officer, may proceed with the search. An administrator may contact the police liaison officer or law enforcement agency for assistance in conducting a search.

Parking Permit Not Required

Where a student may bring a vehicle on school property without a permit, an Administrator with reasonable suspicion to believe the search will produce evidence of a violation of a particular law, a school rule, or a condition that endangers the safety or health of the student driver or others, should request written consent to search the vehicle and all containers inside the vehicle. If consent is not given, the Administrator should contact law enforcement.

~~Except as provided below, a request for the search of a student or a student's possessions will be directed to the principal. The principal shall attempt to obtain the freely offered, written consent of the student to the inspection; however, provided there is reasonable suspicion pursuant to the above paragraphs, the principal may conduct the search without such consent. Whenever possible, a search will be conducted by the principal in the presence of the student and a staff member other than the principal. A search prompted by the reasonable suspicion that health and safety are immediately threatened will be conducted with as much speed and dispatch as may be required to protect persons and property.~~

~~Search of a student's person or intimate personal belongings shall be conducted by a person of the student's gender, in the presence of another staff member of the same gender, and in a manner that is minimally intrusive to the student based on the reasonable suspicion justifying the search.~~

Use of Dogs

The Board authorizes the use of specially-trained dogs to detect the presence of drugs and devices such as bombs on school property under the following conditions:

- A. ~~The~~the presence of the dogs on school property is authorized in advance by the District Administrator, except in emergency situations, or is pursuant to a court order or warrant.;
- B. ~~The~~the dog must be handled by a law enforcement officer or certified organization specially trained to safely and competently work with the dog.;
- C. ~~The~~the dog is represented by the Sheriff or Chief of the law enforcement agency providing the service as capable of accurately detecting drugs and/or devices.

The pPrincipal shall be responsible for the prompt recording in writing of each student search, including the reasons for the search; information received that established the need for the search and the name of informant, if any; the persons present when the search was conducted; any substances or objects found and the disposition made of them; and any subsequent action taken. The principal shall be responsible for the custody, control, and disposition of any illegal or dangerous substance or object taken from a student.

The District Administrator may request the assistance of a law enforcement agency in implementing any aspect of this policy. Where law enforcement officers participate in a search on school property or at a school activity pursuant to a request from the District Administrator, the search shall be conducted by the law enforcement officers at the direction of a District official. Law enforcement searches conducted independent of any District official request or direction shall be conducted based on standards applicable to law enforcement.

Anything found in the course of a search, pursuant to this policy which constitutes evidence of a violation of a particular law or school rule or which endangers the safety or health of any person, shall be seized and properly cataloged for use as evidence if appropriate. Seized items shall be returned to the owner if the items may be lawfully possessed by the owner. Seized items that may not lawfully be possessed by the owner shall be turned over to law enforcement.

The District Administrator shall prepare administrative guidelines to implement this policy and shall provide students and staff with written notice of this policy and guidelines at least annually.

Revised 2/24/15

Revised 12/12/17

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Legal 118.32, 118.325, 118.45, Wis. Stats.
 948.50, Wis. Stats.
 Wisconsin Const. Art. 1 Section 11
 U.S. Constitution, 4th Amendment

Book	Policy Manual
Section	8000 Operations
Title	FREE AND REDUCED-PRICE MEALS
Code	po8531*jrm
Status	Second Reading
Adopted	October 22, 2013
Last Revised	October 22, 2024

8531 - **FREE AND REDUCED-PRICE MEALS**

The Board recognizes the importance of good nutrition to each student's educational performance.

~~The Board shall provide eligible children with breakfast and lunch at a reduced rate or at no charge to the student.~~

~~Children, eligible for free or reduced price meals, shall be determined by the criteria established by the Child Nutrition Program. These criteria are issued annually by the Federal government through the State Department of Public Instruction's administration of the School Nutrition Programs.~~

~~The Board designates the Assistant Superintendent of Business and Operational Services to determine in accordance with Board standards, the eligibility of students for free and/or reduced price meals.~~

~~The District shall annually notify all families of the availability, eligibility requirements, and/or application procedure for free and reduced price meals by distributing an application to the family of each student enrolled in the school.~~

~~In addition, the District shall seek out and apply for such Federal, State, and local funds as may be applied to the District's program of free and reduced price meals.~~

~~The schools shall annually notify all families of the availability, eligibility requirements, and/or applications procedure for free and reduced price meals.~~

The District has received approval to extend free meals to all students through the Community Eligibility Provision (CEP). Participation in CEP means that all students receive free meal service on an equal basis, and that no individual household applications may be collected, except as frequently as required by law to continue CEP eligibility. If any school is found in any fourth year of CEP to have a free or reduced lunch eligible student percentage less than twenty-five percent (25%) but more than fifteen percent (15%), the Coordinator of Nutritional Services shall notify DPI and request an additional year of CEP eligibility prior to recertification.

Unless exempted by DPI, annually prior to date established by the Department of Agriculture and/or the DPI, the Coordinator of Nutritional Services shall notify DPI of any school in the District that has twenty-five percent (25%) free and reduced lunch eligible or that has less than twenty-five percent (25%) but more than fifteen percent (15%) identified student percentage.

Nondiscrimination Statement

The following statement applies to all programs administered by the District that are funded in whole or in part by the U.S. Department of Agriculture (USDA):

In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, ~~the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, sex, disability, age, or reprisal or retaliation for prior civil rights activity in any program or activity conducted or funded by USDA.~~ this institution is prohibited from discriminating on the basis of race, color, national origin, sex (including gender identity and sexual orientation), disability, age, or reprisal

or retaliation for prior civil rights activity. The District's nondiscrimination statement below is complementary to the District's nondiscrimination policies, including Policy 2260 - Nondiscrimination and Access to Equal Opportunity and Policy 1422/Policy 3122/Policy 4122 - Nondiscrimination and Equal Employment Opportunity.

Program information may be available in languages other than English. Persons with disabilities who require alternative means of communication to obtain program information (e.g., Braille, large print, audiotape, American Sign Language), should contact the responsible state or local agency that administers the program or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339.

To file a program discrimination complaint, a Complainant should complete a Form AD-3027, USDA Program Discrimination Complaint Form which can be obtained online at: <https://www.usda.gov/sites/default/files/documents/ad-3027.pdf>, from any USDA office, by calling (866) 632-9992, or by writing a letter addressed to USDA. The letter must contain the complainant's name, address, telephone number, and a written description of the alleged discriminatory action in sufficient detail to inform the Assistant Secretary for Civil Rights (ASCR) about the nature and date of an alleged civil rights violation. The completed AD-3027 form or letter must be submitted to USDA by:

1. Mail: U.S. Department of Agriculture
Office of the Assistant Secretary for Civil Rights
1400 Independence Avenue, SW
Washington, D.C. 20250-9410; or
2. Fax: (833) 256-1665 or (202) 690-7442; or
3. E-mail: program.intake@usda.gov.

This Institution is an equal opportunity provider.

Revised 10/24/17
T.C. 4/11/23
7 C.F.R. Part 245

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Legal 115.34-115.345, 120.10(16), 120.13(10), Wis. Stats.
42 U.S.C. 1771 et seq.

Book	Policy Manual
Section	8000 Operations
Title	VENDING MACHINES
Code	po8540*jrm
Status	Second Reading
Adopted	October 22, 2013

8540 - **VENDING MACHINES**

The Board of Education recognizes that vending machines can produce revenues which are useful to augment programs and services to students and staff. It will, therefore, authorize their use in District facilities providing that the following conditions are satisfied:

- A. The installation, servicing, stocking, and maintenance of each machine is contracted for with a reputable supplier of vending machines and their products;
- B. The District's share of the revenues is managed by the District in accordance with relevant Board policies and administrative guidelines;
- C. No products are vended which would conflict with or contradict information or procedures contained in the District's educational programs on health and nutrition;
- D. No food or beverages are to be sold or distributed which will compete with the District's food-service program;

The District Administrator shall develop and implement administrative guidelines which will ensure these conditions are adhered to on a continuing basis.

Nondiscrimination Statement

In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, this institution is prohibited from discriminating on the basis of race, color, national origin, sex (including gender identity and sexual orientation), disability, age, or reprisal or retaliation for prior civil rights activity. The District's nondiscrimination statement below is complementary to the District's nondiscrimination policies, including Policy 2260 - Nondiscrimination and Access to Equal Opportunity and Policy 1422/Policy 3122/Policy 4122 - Nondiscrimination and Equal Employment Opportunity.

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(833) 256-1665 or (202) 690-7442; or

3. E-mail:
program.intake@usda.gov.

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Legal

42 U.S.C. 1779

Book	Policy Manual
Section	8000 Operations
Title	COMPETITIVE FOOD SALES
Code	po8550*jrm
Status	Second Reading

8550 - **COMPETITIVE FOOD SALES**

The food-service program will comply with the provisions set forth in Federal law regarding sale of competitive food and foods of minimal nutritional value.

The food-service program shall be the sole provider of food and beverage items sold in all schools until thirty (30) minutes following the last lunch period, at which time student clubs and organizations and/or District support organizations may request approval to sell foods and beverage items in accordance with the Board's policies. Accordingly, all food items and beverages for sale to students for consumption on campus from vending machines, from school stores, or as fundraisers by student clubs and organizations and/or District support organizations shall comply with the current USDA Dietary Guidelines for Americans and Smart Snack Rules, and shall only be available between thirty (30) minutes following the last school lunch period and thirty (30) minutes after the close of the regular school day.

Nondiscrimination Statement

In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, this institution is prohibited from discriminating on the basis of race, color, national origin, sex (including gender identity and sexual orientation), disability, age, or reprisal or retaliation for prior civil rights activity. The District's nondiscrimination statement below is complementary to the District's nondiscrimination policies, including Policy 2260 - Nondiscrimination and Access to Equal Opportunity and Policy 1422/Policy 3122/Policy 4122 - Nondiscrimination and Equal Employment Opportunity.

Program information may be made available in languages other than English. Persons with disabilities who require alternative means of communication to obtain program information (e.g., Braille, large print, audiotope, American Sign Language), should contact the responsible state or local agency that administers the program or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339.

To file a program discrimination complaint, a Complainant should complete a Form AD-3027, USDA Program Discrimination Complaint Form which can be obtained online at: <https://www.usda.gov/sites/default/files/documents/ad-3027.pdf>, from any USDA office, by calling (866) 632-9992, or by writing a letter addressed to USDA. The letter must contain the complainant's name, address, telephone number, and a written description of the alleged discriminatory action in sufficient detail to inform the Assistant Secretary for Civil Rights (ASCR) about the nature and date of an alleged civil rights violation. The completed AD-3027 form or letter must be submitted to USDA by:

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3. E-mail:
program.intake@usda.gov.

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Book	Policy Manual
Section	8000 Operations
Title	TRANSPORTATION
Code	po8600*jrm
Status	Second Reading
Adopted	October 22, 2013
Last Revised	September 26, 2023

8600 - **TRANSPORTATION**

It is the policy of the Board to provide transportation for those students, of any age, whose distance from their school makes this service necessary within the limitations established by State law and the regulations of the Department of Public Instruction or other appropriate agency.

School buses and student-transportation vehicles shall be purchased, housed, and maintained by the District or the District shall contract for transportation services in accordance with Policy 8680 - Bus Services Contracts for the transportation of resident students between their home areas and the schools of the District to which they are assigned. However, no vehicle with a capacity of more than fifteen (15) shall be purchased or used to transport students for which there is no applicable, passenger-protection, Federal motor-vehicle safety standards.

All school buses and student-transportation vehicles, whether purchased, leased, or contracted for as provided in Policy 8680 - Bus Services Contracts shall comply with specifications defined in State and Federal law. Each operator of a school vehicle used to transport students of the District shall be licensed for the purpose for which the vehicle is being used and shall operate the vehicles in accordance with Federal and State laws.

The Sheboygan Area School District shall utilize the following types of transportation:

- A. Vehicles owned and operated by the School District.
- B. Transportation on a contract basis. The Board of Education, the Superintendent of Schools, and the Director of Business Services shall contract with each carrier selected. The contract shall specify the exact services to be performed and the exact payment. Such contractual arrangements shall comply with the transportation code of the Wisconsin Department of Transportation and the regulations of the State Department of Public Instruction. Subcontracting without the permission of the Board of Education will not be permitted.
- C. Taxi service for special students depending on handicap and transportation situation.
- D. Cars owned and driven by school personnel on special occasions.
- E. Rented, leased and/or other vehicles necessary for transportation not specified in the contract.
- F. Parent contracts.

Eligible riders:

- A. Students of the Sheboygan Area School District are eligible for bus transportation by the School District if:
 1. they are in grades 9-12, live outside the corporate limits of the city of Sheboygan, and live more than two (2) miles from their assigned school. Private school students, in addition to the above regulations, must reside within the "attendance area" of the school they attend to receive transportation.
 2. They are in grades K-5 or 6-8, live outside the corporate limits of the city of Sheboygan and live more than two (2) miles from school, or less than two (2) miles where there are conditions of unusual hazard in the judgment of the Board of Education, per recommendation of the Hazardous Review Board. Private school

students, in addition to the above regulations, must reside within the "attendance area" of the school they attend to receive transportation.

3. They are physically, mentally, emotionally, or learning disabled children in special classes, where transportation has been recommended by a multi-disciplinary team or qualified physician.
4. They are in grades 9-12 and live within the corporate limits of the City of Sheboygan and live more than four (4) miles from their assigned school. Private school students, in addition to the above regulations, must reside within the "attendance area" of the school they attend to receive transportation.
5. They are K-5 or 6-8, live within the corporate limits of the City of Sheboygan and live more than four (4) miles from their assigned school, or less than four (4) miles from their assigned school where there are conditions of unusual hazard in the judgment of the Board of Education, per recommendation of the Hazardous Review Board. Private school students, in addition to the above regulations, must reside within the "attendance area" of the school they attend to receive transportation.
6. They are assigned at school district discretion to a different attendance center for an educational program appropriate to his or her special needs.

B. Matrons, chaperones, aides, or other authorized school personnel, including members of the Wisconsin Department of Public Instruction and Department of Transportation. (The preceding stipulations are in accordance with Section 121.54 Wisconsin Statutes.)

Transportation for private school students, eligible for transportation under State law, shall be provided on the same basis as for District students.

Transportation of eligible students with exceptional educational needs or attending a technical education program shall be arranged through the use of District-owned vehicles, through cooperation with other districts, through commercial carriers, and/or by other means in the most efficient and economical manner.

Transportation privileges may be revoked if the student's conduct is in violation of the District Administrator's administrative guidelines or the Code of Conduct pertaining to student transportation. Such revocation shall be in accord with statutorily-required procedures.

The Board authorizes the District Administrator to install and operate video and audio surveillance on District buses to enhance student safety and well-being. S/He shall establish appropriate administrative guidelines for the proper use of the cameras.

The District Administrator shall establish administrative guidelines to ensure proper implementation of this policy.

District-Owned Vehicles Used for Transporting Students

All drivers of motor vehicles owned by the District and used for transportation of students shall be under written contract with the Board as required by 121.52, Wis. Stats.

All operators of motor vehicles owned by the District and used for transportation of students shall be subject to the provisions of 121.555, Wis. Stats. and may be subject to the District's employee drug testing policy in accordance with Policy 8601 - Controlled Substance and Alcohol Policy for Employees that Transport Students.

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Legal 120.13(27m), 121.52, 121.53, 121.54 et seq., 121.555(1)(a) Wis. Stats.
Wis. Admin. Code Trans 300.81

Book	Policy Manual
Section	8000 Operations
Title	TRANSPORTATION BY PRIVATE VEHICLE
Code	po8660*jrm
Status	Second Reading
Adopted	October 22, 2013
Last Revised	December 21, 2021

8660 - **TRANSPORTATION BY PRIVATE VEHICLE**

The Board authorizes the transportation by private vehicle of students of the District in a vehicle transporting (9) or fewer passengers in addition to the operator unless emergency permission to use a larger capacity vehicle is obtained in writing from the Wisconsin Department of Transportation.

Any transportation of students in a private vehicle must be approved in advance and in writing by an administrator in accordance with the District's administrative guidelines.

The parent of ~~the~~ participating student will be given, on request, the name of the driver and ~~the~~ description of the vehicle.

A person may be approved for the transportation of students in a private vehicle if the person is an employee of this Board, an approved volunteer, or the parent of a student enrolled in this District, the holder of a currently valid license to operate a motor vehicle in the State of Wisconsin, ~~and~~ is at least eighteen (18) years of age, be physically capable of operating a vehicle including use of both hands and foot required to operate the vehicle, or has medical certification or has such ~~requirement~~ waived by the Board upon proof of modified vehicle and Department of Transportation driving test completion, and has signed the form provided by the District.

Any person otherwise qualified to transport students shall agree not to carry a concealed weapon while transporting students, other than the person's own children, even if they are a holder of a concealed carry permit. This does not apply to law enforcement personnel.

~~No~~ A person shall be permitted to transport students ~~who is not~~ ~~only if that person is~~ the holder of automobile liability and personal injury insurance in the amount required by applicable law. The District Administrator may withdraw the authorization of any private vehicle driver or vehicle whose insurance is not adequate.

Any private vehicle used for the transportation of students must be owned or leased by the approved driver, ~~of the parent of the approved driver, or~~ the spouse of the approved driver and must conform to registration requirements of the State.

The responsibility of professional staff members for the discipline and control of students will extend to their transportation of students in a private vehicle. Drivers who are not professional staff members are requested to report student misconduct to the ~~p~~Principal.

Revised 3/23/21
T.C. 12/21/21

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Legal 121.52, 121.53, Wis. Stats.

Book	Policy Manual
Section	8000 Operations
Title	BUS SERVICES CONTRACTS
Code	po8680*jrm
Status	Second Reading
Adopted	October 22, 2013

8680 - BUS SERVICES CONTRACTS

The Board of Education policy regarding fulfillment of its obligation to provide transportation to students within the District is defined in Policy 8600 - Transportation and AG 8600. For student safety, State law requires that the District to take certain measures to ensure regarding the competence of those operating the buses to assure student safety transportation drivers.

The owner or lessee of all privately owned motor vehicles used by the District to transport students shall be under written contract with the Board of the District for which such transportation is provided. The contract must specify that the owner or lessee is obligated to perform any action necessary to fulfill its obligation under Wis. Stats. Section 121.555, Wis. Stats.

All contracts for bus services, either between the District and its employees, or between the District and a private entity contracted for the purpose of providing transportation services, must be in the form prescribed by the Wisconsin Department of Transportation and specify that all parties to the contract are at all times subject to the rules adopted by the Secretary of the Wisconsin Department of Transportation under Wis. Stats. 110.06(2), Wis. Stats. and by the Wisconsin Department of Transportation.

All contracts for transportation services between the District and a private entity shall contain provisions requiring that the owner or lessee of the privately owned motor vehicles assure that all operators of said vehicles are subject to drug testing in accordance with U.S. Department of Transportation regulation. The contract shall require that the owner or lessee provide the District with its drug testing policy for approval.

District Owned Vehicles Used for Transporting Students

All drivers of motor vehicles owned by the District and used for transportation of students shall be under written contract with the Board.

All operators of motor vehicles owned by the District and used for transportation of students shall be subject to the provisions of 121.555, Wis. Stats. (See Policy 4124).

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Legal	110.06, 121.52, 121.555, Wis. Stats. 49 C.F.R. Chapter 40
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Sheboygan Public Education Foundation

Board of Directors - MINUTES

Meeting - Aug. 13th, 2025

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

In attendance:

Kurt Kober, Jerry Jones, Anne Holzem, Kris Fritz, Laurie VanVeghel, Roxanne Pauls, Denise Wittstock, Rayna Rokicki, Chris Conway, Jenn Scapellato, Chloe Renzelmann

Absent:

Tina Brunmeier, Dave Freitag, Jake Konrath, Bill Sachse

President's Report-

June board meeting minutes were approved unanimously (Motion by Kurt Kober, second Jen Scapellato).

Jerry gave an update on SPEF's investment policy. It was last updated in 2019 and needs to be revisited and updated.

Jerry and Rox met with our US Bank investment managers to go over fees and performance. Jerry mentioned a need to increase the SPEF administrative fee we charge for managing donor's money from 1% to 2%. Other groups who manage money for scholarships charge anywhere from 2%-10%. Jerry stated that SPEF needs to restart a finance committee that meets 2x a year with our money managers.

US Bank is looking at our total investment at this time and will get back to us with any fee reductions they are able to provide. Jerry stated that Ann at US Bank does a lot of work for us, with our many accounts, however, we may look at RFP next year to assure we are being good stewards of the funds.

Jerry encouraged everyone to keep seeking donations (items and experiences) for our November "All-In" for Education Fundraiser. Each SPEF Board member was given \$200 worth of raffle tickets to sell for our grand raffle prize \$1000 gas card from Kwik Trip (generously donated by O'Hare Wealth Management.)

A clipboard was passed around with sign-ups to help before, during and after for our November 7th All In Fundraiser.

School Board Report - Denise Wittstock

Denise joined us as our new school board representative.

Denise reported that a preliminary budget has been approved for the next school year. Its been a waiting game with changing formulas for state and federal funding. The middle school projects are going well, the architects were asked to cut about \$10 million from the current design, mostly dealing with the square footage of certain spaces, according to them these are actually

minor changes. There may be a concern as the projects move forward about price increases if certain tariffs go into effect. There has been positive community feedback surrounding the new middle schools.

Kurt asked if there had been any consideration into naming rights for the new middle schools.

Denise hadn't heard anything but wanted to bring it up with the school board. There was discussion about SPEF originally being allowed to pursue naming rights for the new HS fieldhouses (the money collected became a large part of SPEF's endowment).

Denise reported that hiring of new teachers is going well aside from Special Ed. Also looking into the idea of involving retired teachers to mentor younger teachers to help them stay longer in the teaching profession.

Finance Committee - Anne Holzem

Anne reviewed the Treasurer's Report, Variance Report and Operation Budget for May and June. Operation Budget: SPEF is currently under budget thru June. 2024 - Treasurer's Report: approved.

The Financial reports were unanimously approved by the board.

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

SPEF Staff Appreciation - Rox shared how she, Rayna and Laurie were very appreciative of the new roles and salaries for their positions.

Communication Boards for all SASD Elementary schools were approved and the schools are excited to receive them. Rox mentioned that we need to find the best way to work with the school district on this project to not step on any toes as we need to utilize the district carpenters and printers.

Raffle Tickets at North/South Game - Rox reached out to SPEF board members to help sell Raffle tickets at the North/South Annual Football game on Friday, September 26th, 2025. Jerry volunteered to sell raffle tickets. Chris Conway and Keith might also be available to help. Rox mentioned that we need to reach out to Dan Stengel to make sure we have approval for selling at the game.

Digital Scholarship Applications: Rox mentioned that we are finalizing our digital scholarship application. Rayna worked through July to build it out as a Google Form for students. Rox, Rayna and Laurie met with SASD Tech Staff Amy Dekker and Mike Jaber to review the form and how it would work as a spreadsheet. They seemed optimistic about this option working well for both students and SPEF staff. Rox indicated that Rayna did an exceptional job with this project. Students will now have Sept - Feb to research scholarships they can apply for and begin writing essays and obtaining letters of recommendation. Around Jan. 20th, the digital SPEF Scholarship Portal will open and students will be able to upload all of their saved work (essays, letters of rec, ACT scores, etc) and officially apply.

The scholarship deadline has been moved up to Tuesday, Feb. 17th at 11:00pm.

Rayna will send out the link for the SPEF scholarship portal to SPEF board members who are interested in testing it out and gather feedback to make any necessary changes.

New Computers: Rox reported that now that Rayna has officially joined SPEF, she will be getting a computer and two screens. We will be working with Dave Freitag and Brandon to connect the server to each computer for easier office communication.

Back to School Bash - Ten \$100 vouchers for teachers to spend money in their classrooms was voted on and approved by the SPEF board. This is a raffle for teachers that SPEF does annually at the Back To School Bash, this year's event is held on Tuesday, August 19th from 10am - 2pm at South.

Needy students: There was discussion of how needy students can obtain school supplies at the start of the year. Aside from the Optimist Club's School Supply Giveaway on Aug.9th at Longfellow, needy students can also reach out to their guidance counselors or shop for inexpensive school supplies at Hello Happiness (art thrift store - corner of New Jersey Ave and 15th street).

Rox asked the board to approve our annual funding of yearbooks for seniors who cannot afford them. She mentioned difficulty in having the counselors get back to her with numbers, it usually is around 10-12 books per high school.

Rayna and Roxanne will be briefly meeting with new teachers at the SASD New Teacher Orientation on Thursday, Aug. 21st, to share how teachers can benefit from SPEF and how to get involved. Jenn mentioned that a good idea to get new building reps or more involvement would be to seek out teachers who recently received grants from SPEF.

Rox mentioned that Staff Solicitation is the 1st week of October with a Nov. 14th deadline.

Jerry mentioned that the new SPEF Scholarship Night will be the first Wednesday of May at the Stefanie H. Weill Center. This year it will be held on Wednesday, May 6th, 2026. The Weill Center will continue to hold this date for us for years to come.

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

Sheboygan Public Education Foundation

Board of Directors - MINUTES

Meeting - Sept. 10th, 2025

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

In attendance:

Kurt Kober, Anne Holzem, Kris Fritz, Laurie VanVeghel, Roxanne Pauls, Denise Wittstock, Rayna Rokicki, Chris Conway, Jenn Scapellato, Dave Freitag, Bill Sachse, Jake Konrath

Absent:

Tina Brunmeier, Chloe Renzelmann, Jerry Jones

Kurt called the meeting to order (stepping in as Jerry recovers from surgery)

School Board Report - Denise Wittstock

Denise discussed how the first few weeks of school have been spent going over a variety of safety protocols with students ranging from fire prevention and safety to practicing active shooter drills.

She mentioned that Presession was a success with great attendance and energy. She recently was at the groundbreaking ceremony for the 28th house that the SASD students help to build.

Superintendent's Report - Jake Konrath

Jake discussed how budget uncertainty continues to be a theme in the 2025-26 school year. The district is down about 150-160 kids but they had projected to be down 220, so this was better than expected. Some students are transferring to neighboring districts like Oostburg, Kohler and Sheboygan Falls. Jake mentioned that voucher schools are not the issue as the numbers associated with this have been stagnant for many years. Jake mentioned that when MPS had financial issues recently, it did impact the public's view of public schools even though SASD was not involved.

That being said, SASD made #19 out of 75 in Forbes best places to work in Wisconsin. SASD continues to be a vibrant diverse district with over 9000 students and 35 different languages. SASD will break ground on the two new middle schools, Farnsworth and Urban, sometime this spring. Costs may fluctuate as the issue of tariffs and other factors can come and go.

President's Report- led by Vice-President Kurt Kober

August board meeting minutes were approved unanimously (Motion by Chris, second Bill)

Kurt briefly discussed the need to find more "experiences" for our silent auction as those tend to do very well.

Finance Committee - Anne Holzem

Anne reviewed the Treasurer's Report, Variance Report and Operation Budget for July and the preliminary budget for 2025-26. Kurt asked if the fees for US Bank are net or gross, they have always been net. As discussed last meeting there is a request with US Bank to lower the rate we are paying on investments. Ann from the bank did point out that the new threshold is 10 million dollars and we are not there yet, however, she would see what she and Suzanne can do. The Financial reports were approved by the board - Kris approved the motion, Jenn seconded it.

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

Rayna reported that the Back to School Bash was a big success - great attendance and support for SPEF. Kris shared a touching story about a teacher's daughter who fell in love with a plant she was offering to teachers. There were 212 teachers that entered the drawing for ten \$100 vouchers to help with classrooms.

Rayna, Rox and Laurie attended the New Teacher Orientation to speak about SPEF. There were 60 new teachers. Jenn suggested trying to get a new time slot for speaking that doesn't occur before lunch as that is a hard time to maintain attention and focus.

Rayna reported that retired SASD teachers were recognized with an Ad in the Sheboygan Beacon on Aug. 26 and Sept 2nd.

Two donations of new school supplies came in. One was from Samantha Kluck from the Wisconsin Plastic Products in Plymouth - who collected 355 items. Another was a variety of school supplies from an anonymous donor which included a \$100 Ross Gift which we passed on to a SASD Social Worker who had applied for a Grant to help with student chronic attendance issues. Both donors found us through our website. Chris Conway shared that at Grant Elementary, each classroom had several backpacks ready to go stocked with school supplies. This was very helpful for teachers. She was going to investigate who helped to coordinate this. Ann shared that she likes to buy school supplies in bulk and then prepare an extra set of supplies for the same grade her children are in.

SPEF continues to develop a positive rapport with SASD Teachers. Rox shared that SPEF received a charity honorarium of \$500 from North High Botany Teacher David Miller. Miller was recognized by the Lake Michigan Stakeholders Alliance for his work in protecting the Great Lakes and chose SPEF as his designated charity.

Rox mentioned that we need board members to continue to sell raffle tickets, seek out silent auction donations and also find sponsors for our All In for Education Fundraiser. Kurt mentioned the need to continue to develop relationships with the develop heads of our local key businesses such as Acuity, Johnsonville, etc.

SPEF will be selling raffle tickets at the North/South Football game on Friday, September 26th. This is also a homecoming game - another great reason to sell tickets. Jerry and Laurie will sell

at one entrance, Chris and Keith Conway will sell at another. Rayna will see about making a big sign that advertises the raffle ticket prize of a \$1000 Kwik Trip Gas Card.

Rox gave an update on the scholarships that have been claimed and not claimed for 2025. There were 47 students who have not yet claimed their scholarship for this semester. Some of these students are on a multiyear scholarship, where they may have claimed the money the first year but not the second. All the necessary information is given to the students in their folder and in a letter they receive after the first installment, but they are having difficulty following the instructions. SPEF is not in the habit of chasing students down but we do want to make sure that they understand the process and reach out to let us know their status. There was some discussion of putting more effort toward teaching the students how to claim their money when they are awarded the scholarship. Kurt mentioned creating a social media post letting scholarship recipients know they have until Oct. 15th to claim their scholarship money - Rayna agreed to put this out on SPEF social media.

Rayna mentioned the need to upgrade the Google Business Plan to Business Plan Plus which offers more security, encryption and compliance. The board approved this \$10 a month increase.

There were two new scholarships added to the 2025-26 school year: South High Class of 1967 Scholarship and the Sheboygan Contractors Association Scholarship.

Rayna mentioned that she and Rox will be meeting with North and South Counselors in September and then the seniors in October to go over the new digital scholarship process. We will be sharing our social media handles and ask them to follow us to get up to date information.

Rayna is working on a weekly social media plan on Facebook, Instagram, TikTok, and LinkedIn. She shared the social media handles for each and asked the SPEF board to follow the platform of their choice and make sure to share posts from time to time for further audience reach.

Laurie shared that she was in the process of getting 1700 mailings ready for the SASD staff solicitation which goes out the first week of October with a November 14th deadline.

Dave shared that he will contact Brandon to get a new computer set up quote ready for Rayna in the office.

Kurt asked for the meeting to be adjourned. It was unanimously approved.

Human Growth & Development Citizens' Advisory Committee
Sheboygan Area School District
Monday, September 8, 2025; 4:00pm

The meeting of the Human Growth and Development Citizens' Advisory Committee of the Sheboygan Area School District will be held on Monday, September 8, at 4:00pm. The items below will be presented for consideration at that time. This meeting will be held in room 224 at Sheboygan North High School, 2926 N. 10th St. For those who are unfamiliar with North's layout, please plan to meet in the Main Office at 4:00 to be escorted to room 224. The office is located through door 2, off the large parking lot on N 10th St. In addition, the committee is offering video access to the meeting via the following:

Meeting ID

meet.google.com/gdb-gckv-sjr

Phone Numbers

1-504-941-9773

PIN: 384 554 154#

Voting Members:

Tracy Allee - SASD Parent (2028)
Jeff Leismer - SASD Parent (2027)
Beth Lipman - SASD Parent (2026)
Allison Oliphant - SASD Parent (2028)
Jen Cruz - SASD Parent (2027)
Anna Seeboth - HS Student (2026)
Maria Sager- HS Student (2027)
Lauren Wingender - Health Care (2028)
Bailey Winkel - Health Care (2027)
Rev. Julie A. Mavity Maddalena - Clergy (2026)
Rev. Jeremy Hylen - Clergy (2028)
Christina Singh - Community Member (2027)
Megan Smillie - Community Member (2026)

Ex-Officio Members

MS Teacher -
Amy Teunissen - HS Teacher
Allie Tasche - SASD Board Member
Eric Spielman - SASD Coordinator

I. Call to Order - Beth

- 4:08pm

II. Approval of the Agenda (Action) - Beth

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

III. Roll Call (Informal) - Beth/ Eric

- Present (Tracy, Jeff, Beth, Allison, Jen, Anna, Maria, Lauren, Jeremy, Christina, Allie, Eric)
- Not Present (Bailey, Julie, Megan, Amy)

IV. Approval of Minutes (Discussion / Action) - Beth

- [HG&D Meeting Notes 5/12/25](#)
- Motion (Tracy) / Second (Jeff); 10 (Yes); 0 (No)

V. Welcome and Introductions - Beth

VI. Review of Committee Operating Procedures / Recap of Past Work (Information) - Eric

- Eric highlighted the state statute and reminded the committee that their role is to advise the school board on the design and implementation of the human growth and development curriculum.
- Eric specifically reminded the committee of the composition of the committee (Article V, B), the residency, service, and relation policy (Article V, C), the repercussions of missing 3 consecutive meetings (Article V, G), the terms of office (Article V, H).
- Eric also reminded the committee that it is important to communicate absences to ensure a quorum (Article VI, C) and the importance of not having email discussions regarding committee business to ensure the committee is operating in accordance with Open Meeting Laws (Article VIII, A). Agenda items should be shared with the committee chair for discussion at an upcoming meeting.
- Eric recapped the committee's work from 2024-2025
- [Link to Committee Procedural Rules](#)

VI. Election of Officers- Eric

- Eric reviewed the roles of the officers as outlined in the Committee Operating Procedures.
- The committee referred to the discussion from last year and reminded the group that "Chair-Elect" does not mean that the position will automatically become the next chair.
- Nominations for Committee Chair
 - Beth Lipman nominated; Motion (Jen) / Second (Jeremy)
 - Vote = Beth (unanimous); 10-0
- Nominations for Vice Chair
 - Jeff Leisner nominated; Motion (Beth) / Second (Jen)
 - Vote = Jeff (unanimous); 10-0
- Nominations for Secretary
 - Tracy Allee nominated; Motion (Jeff) / Second (Jen)
 - Vote = Tracy (unanimous); 10-0

VIII. Overview of Process (Discussion) - Eric/Chair

- The committee discussed the process for reviewing the curriculum. It was determined that they would review topics vertically, starting with Anatomy and Physiology in October and Puberty in November. This will allow the committee to see how content flows between grade levels and be

more efficient with their time. In the initial run through, the committee also agreed to focus on content rather than format.

- The committee discussed the goal of transparency and the parents' ability to opt out of the curriculum.
- Allie noted the importance of accessibility for all students and offered to bring that perspective to the curriculum review.
- The committee also noted that once a curriculum is approved, there is still the opportunity to revisit or update it in future years.

IX. Review of Slides/Content - All

- This will start at the October meeting

X. Next Steps (Action)- Chair

- Future meeting dates (Plan for 4:00-6:00)
- October 13, November 3, December 8, January 12, February 9, March 9, April 13, May 12

XI. Adjournment (Action)- Chair

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



SHEBOYGAN AREA

— SCHOOL DISTRICT —

Committee Meeting Minutes, September 9, 2025

CURRICULUM & INSTRUCTION COMMITTEE – Ms. Kay Robbins, Chair

Ms. Kay Robbins, Chair, convened the meeting at 6:00 p.m.

Ms. Kay Robbins, Ms. Allie Tasche, Ms. Denise Wittstock, and Ms. Leah Hibl were present.

1. SHEBOYGAN AREA SCHOOL DISTRICT CRISIS MANUAL – Mr. Rachel Ledezma (Discussion/Possible Action)

Moved by Ms. Hibl, seconded by Ms. Wittstock to approve the 2025-2026 Sheboygan Area School District Crisis Manual. All ayes. Motion carried unanimously.

Ms. Ledezma reported that this is an annual requirement resulting from the Wisconsin 2017 Act 143 that standardizes accountability measures for school safety planning and drills. She reviewed the requirements every school district is required to file with the Office of School Safety each year and that administration must ensure the four requirements are met. The crisis manual serves as the District's safety plan and is updated each year. There is close collaboration with administrators, staff, first responders, professional organizations, as well as best practices for school safety.

2. INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 5335 – CARE OF STUDENTS WITH CHRONIC HEALTH CONDITIONS – Ms. Rachel Ledezma (Discussion/Possible Action)

Moved by Ms. Tasche, seconded by Ms. Wittstock to approve the introduction (first reading) of revised Board of Education Policy 5335 – Students; Care of Students with Chronic Health Conditions. All ayes. Motion carried unanimously.

Meeting adjourned at 6:20 p.m.



SHEBOYGAN AREA

SCHOOL DISTRICT

Committee Meeting Minutes of September 9, 2025

HUMAN RESOURCES COMMITTEE – Ms. Leah Hibl, Chair

Ms. Leah Hibl, Chair, called the meeting to order at 6:21 p.m.

Present: Ms. Leah Hibl, Ms. Mary Lynne Donohue, Ms. Kay Robbins, Ms. Heidi Boehmer

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

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

TEACHERS

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

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

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

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

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

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

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

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

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

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

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

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

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

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

ASSISTANT COOK

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

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

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

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

FACILITIES SERVICES

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

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

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

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

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

The following separations have been granted:

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

4. RETIREMENT – Ms. Jami Hintz (Action)

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

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

Moved by Ms. Donohue, seconded by Ms. Boehmer to approve administration's recommendation to end Health reimbursement Account (HRA) contributions for all employees hired after September 30, 2025. Motion carried 3-0-1 (Donohue, Hibl, Boehmer-Yes; Robbins-Abstained)

Mr. Boehlke explained that the executive summary for this item includes historical background regarding the Health Reimbursement (HRA) contributions. He further noted that administration is making this recommendation as this is a large budget item of \$1.1 million. He added that the purpose of what the HRA contributions was originally set up to

do, it is not for the new employees and is not keeping pace with the high medical inflation costs. He explained at the time this was implemented, it was an important benefit for employees that were with the District before the Governmental Accounting Standards Board (GASB) statement No. 45 was implemented, and it served those employees well. By ending this benefit for new employees who are employed after September 30, 2025, these funds can be used towards salaries and benefits. This will not be an immediate \$1.1 million savings to the budget, but it will affect future budgets as employees retire there will be less contributions. Mr. Boehlke again stated that the current employees would continue to receive this benefit. He further explained that the District has a trust fund account set up with Cooperative Educational Service Agency (CESA) that can be used to help fund this benefit, and the District can draw down on that account, which currently has a balance of \$1.5 million. He noted that the consumer price index (CPI) next year is estimated at 2.8% and the money gained from sunseting the HRA will be a bigger benefit to meet some of the salary and benefit requirements. Ms. Robbins questioned if this was presented to our employees. Mr. Boehlke responded that every spring there is a presentation on this, that includes new employees. It has been determined that this benefit does not help with recruitment, as it comes down to salary, or retaining employees, as there have been employees who have forfeited large amounts. Ms. Robbins questioned if the idea of this cost savings is for future budgets, how is moving the money from one area to another area reducing the budget? Mr. Boehlke explained that administration's priority is always to do steps for teachers and to meet CPI, putting these funds towards salaries and benefits is less money we need to try to come up with. Mr. Konrath stated that nothing will change for the current employees.

The meeting adjourned at 6:40 p.m.



SHEBOYGAN AREA

— SCHOOL DISTRICT —

Committee Meeting Minutes, September 9, 2025

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

Mr. Peter Madden, Chair, convened the meeting at 6:21 p.m.

Mr. Peter Madden, Ms. Denise Wittstock, Ms. Allie Tasche, and Ms. Sarah Ruiz-Harrison were present.

1. SHEBOYGAN THEATRE COMPANY GRANT AWARD – Mr. Jody Brooks (Information)

Ms. Patricia Roberts reported that the Sheboygan Theatre Committee applied for a creative communities grant along with 34 applicants and tied for first place. The grant request was for \$6k and \$5,780 was awarded. The grant monies will be used to bring more awareness of art into the community by offerings workshops at a low cost.

2. SHEBOYGAN THEATRE COMPANY FINANCIAL REPORT – Mr. Jody Brooks (Information)

There is no Sheboygan Theatre Company Financial Report until completion of the audit.

3. COMMUNITY RECREATION DEPARTMENT FINANCIAL REPORT – Mr. Jody Brooks (Information)

There is no Community Recreation Department Financial Report until completion of the audit.

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

Mr. Brooks presented the Facility Permit Report for information.

Meeting adjourned at 6:25 p.m.



SHEBOYGAN AREA

SCHOOL DISTRICT

Committee Meeting Minutes of September 9, 2025

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

Ms. Ruiz-Harrison, Chair called the meeting to order at 6:00 p.m.

Present: Ms. Sarah Ruiz-Harrison, Ms. Heidi Boehmer, Mr. Peter Madden, Ms. Mary Lynne Donohue

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

No Fund 41 Capital Projects report until completion of the audit.

2. STATEMENT OF CASH FLOW – Mr. Mark Boehlke (Information)

No statement of cash flow report until completion of the audit.

3. REVENUES & EXPENDITURES REPORTS – Mr. Mark Boehlke (Information)

No revenue and expense reports until completion of the audit.

4. BUDGET REVISIONS & TRANSFERS OF APPROPRIATIONS – Mr. Mark Boehlke (Information)

No budget revisions and transfers of appropriations until approval of the original budget.

5. CONFIRMATION OF SALE OF HOUSE CONSTRUCTION PROJECT – Mr. Mark Boehlke/Mr. Jason Duff (Information/Possible Action)

Moved by Ms. Donohue, seconded by Ms. Boehmer to approve administration's request to sell the residential property at 2825 Stonebrook Drive, Sheboygan, WI, which is owned by the school district and is no longer needed for school purposes, for the amount of \$441,750. All ayes. Motion carried unanimously.

Mr. Duff explained this is for the sale of last year's house construction project. The closing price is \$441,750, the list price was \$439,900. Any revenues generated will go back to the program to purchase more land. This is the last Sheboygan Area School District house construction project in this subdivision.

6. GIFTS – Mr. Mark Boehlke (Action)

Moved by Mr. Madden, seconded by Ms. Donohue 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	St. Luke United Women in Faith	SASD/McKinney-Vento	81.00
Monetary	Kohler Credit Union	North/Girls Soccer	852.00
Monetary	Van Horn Automotive Group	North	500.00
Monetary	Knowles Chiropractic, LLC	North/Boys Soccer	1,000.00
Monetary	Rockline	North/Boys Soccer	1,000.00
Gift Cards (Grocery Only)	Kwik Trip	SASD/McKinney-Vento	2,000.00
Monetary	Sheboygan Pediatric Association	North/Dance Team	250.00
Monetary	Sheboygan Jaycee Foundation	North/Dance Team	750.00
Monetary	Michael Daehn	Sheboygan Theatre Company	100.00
Monetary	Jason Shokey	Sheboygan Theatre Company	700.00
Monetary	Watershed Hotel Group, LLC	Sheboygan Theatre Company	250.00

Monetary	Rita Horstmeier	Sheboygan Theatre Company	230.00
Monetary	John Reitz	Sheboygan Theatre Company	310.00
Monetary	Johnsonville	Sheboygan Theatre Company	1,000.00
Monetary	Mike Rienbold	Sheboygan Theatre Company	330.00
Monetary	Wisconsin Public Service Foundation	Sheboygan Theatre Company	1,000.00
Monetary	Sandra Lorenz	Sheboygan Theatre Company	230.00
<i><u>Action</u></i>			
Monetary	Kohler Company	North/Red Raider Robotics	33,000.00
Monetary	EMD Millipore Corp.	North Red Raider Robotics	5,000.00
		(2024-2025/Rec'd 7/2024)	
Monetary	Community Playlist/Paradigm	Sheboygan Theatre Company	3,908.00
Monetary	Acuity Insurance	Sheboygan Theatre Company	10,000.00
Monetary	Kohler Company	Sheboygan Theatre Company	3,000.00

The meeting adjourned at 6:03 p.m.