Monday, March 10, 2025
Board of Education Meeting

APPLETON AREA SCHOOL DISTRICT
BOARD OF EDUCATION MEETING
Scullen Leadership Center-Community Room
131 E. Washington Street, Suite 1A
Appleton, WI 54911
Time: 6:00 PM

Some participants may join remotely, and both members of the media and the public can attend the meeting in person or watch the live stream on the Appleton Area School District YouTube Channel:https://www.youtube.com/channel/UCHo-l09YGgt4uKnCWYvt8Pw
Any special needs or any requests for accommodations related to accessing the meeting should be sent to Kayla Malott, at malottkayla@aasd.k12.wi.us or (920) 852-5300 ext.60111, at least 24-hours in advance of the meeting.

1. Meeting Opening

Subject	**A. Roll Call**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	1. Meeting Opening
Type	Procedural

Subject	**B. Pledge of Allegiance**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	1. Meeting Opening
Type	Procedural

2. Approval of Agenda (GC-2: Governing Commitments)

Subject	**A. Board Member Request to Remove Consent Agenda Item(s) for Separate Consideration**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	2. Approval of Agenda (GC-2: Governing Commitments)
Type	Procedural

Subject	**B. Approval of Agenda**
Meeting	Mar 10, 2025 - Board of Education Meeting

Category	2. Approval of Agenda (GC-2: Governing Commitments)
Type	Action, Procedural
Recommended Action	Motion to approve the Board Agenda as presented.

Motion & Voting

Motion to approve the Board Agenda as presented.

Motion by Kristine Sauter, second by James Bacon.
Final Resolution: Motion Carried
Aye: Kay Eggert, Kristine Sauter, Edward Ruffolo, James Bacon, Pheng Thao, Jason Kolpack, Nick Ross

3. Special Presentation

Subject	**A. Student School Board Representative Report**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	3. Special Presentation
Type	Discussion, Information, Presentation

Student School Board Representative, Anthony Lindenstruth, will provide updates from East High School.

File Attachments
Board Presentation - March 2025.pdf (6,428 KB)

4. Public Input (GC-3.3: Initiate and maintain effective communication with the citizens.)

Subject	**A. Public Input**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	4. Public Input (GC-3.3: Initiate and maintain effective communication with the citizens.)
Type	Procedural

Public Input:

Members of the public wishing to address the Board may speak during public input or provide written comments in accordance with the procedures posted on the District's website and state law. The Wisconsin Open Meetings Law requires that Board of Education members do not discuss topics or respond to questions that are not listed on the agenda. The practice of the Board is to not respond to public comments during the meeting; however, when appropriate the Board may request the administration to reach out to a citizen regarding a concern they may have. Speakers will be bound by the guidelines and responsibilities outlined on the District's website and established in policy. The Board reserves the right to terminate remarks of any individual who does not adhere to established rules, whose comments are unduly repetitive of previous comments, who makes comments that are

obscene, threatening, harassing, or defamatory, or whose conduct is otherwise disorderly. Comments that introduce complaints or concerns that are directed toward and that identify individual staff members or individual students are not permissible.

The Board reserves the right to amend and adjust processes and procedures relating to public input as necessary to accomplish the business of the Board, which includes the ability of the Board to limit (in a viewpoint-neutral manner) the total time allotted for public input or the amount of time allotted to individual topics.

Policy References:

Board Policy and Rule 187 - Public Input at School Board and Board Subcommittee Meetings

Board Policy 188 - Virtual Board Meetings in Emergency Situations

5. Board Development (GC-2.2: The Board will assure that its members are provided with training and professional support necessary to govern effectively.)

Subject	**A. None**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	5. Board Development (GC-2.2: The Board will assure that its members are provided with training and professional support necessary to govern effectively.)
Type	

6. Information for Board Decision Preparation (OE-8.4: Assure that the Board has adequate information from a variety of internal and external viewpoints to assure informed Board decisions.)

Subject	**A. Business Services Update(s): AP Check Register-February 2025**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	6. Information for Board Decision Preparation (OE-8.4: Assure that the Board has adequate information from a variety of internal and external viewpoints to assure informed Board decisions.)
Type	Discussion, Information, Report

Executive Director of Finance, Holly Burr, will report on the Business Services item for consideration.

Subject	**B. School/Student Services Update(s): Summer School Courses for 2025**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	6. Information for Board Decision Preparation (OE-8.4: Assure that the Board has adequate information from a variety of internal and external viewpoints to assure

	informed Board decisions.)
Type	Discussion, Information, Report

Assistant Superintendent, Sheree Garvey, will report on the School/Student Services item for consideration.

File Attachments
IFC Summer School Course Approval 2025.docx (1).pdf (113 KB)
2025 Summer Course Offerings-3.10.25.pdf (254 KB)

Subject	**C. Personnel Services Update(s): Professional Educator New Hire(s) and Contract Change(s) based on Professional Growth; Professional Educator Contract(s) 2025-2026; Professional Educator Resignation(s); and Administrative Resignation(s)**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	6. Information for Board Decision Preparation (OE-8.4: Assure that the Board has adequate information from a variety of internal and external viewpoints to assure informed Board decisions.)
Type	Discussion, Information, Report

Chief Human Resources Officer, Julie King, will report on the Personnel Services items for consideration.

File Attachments
IFC Professional Educator New Hires 3-10-25.pdf (130 KB)
IFC-Professional Educator Contract Change(s) (Based on Professional Growth).pdf (126 KB)
IFC Professional Educator Contracts 2025-2026 3-10-25.pdf (75 KB)
IFC Professional Educator Resignations 3-10-25 (1).pdf (76 KB)
IFC-Administrative Resignation(s) 3.10.25.pdf (102 KB)

7. Board's Consent Agenda (GC-2.4: The Board will use a consent agenda as a means to expedite the disposition of routine matters and dispose of other items of business it chooses not to discuss.)

Subject	**A. Board Meeting Minutes from February 24, 2025**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	7. Board's Consent Agenda (GC-2.4: The Board will use a consent agenda as a means to expedite the disposition of routine matters and dispose of other items of business it chooses not to discuss.)
Type	Action, Minutes

Minutes aren't official until they are approved at the Board meeting.

Subject	**B. Expulsion Meeting Minutes from March 5, 2025**

Meeting	Mar 10, 2025 - Board of Education Meeting
Category	7. Board's Consent Agenda (GC-2.4: The Board will use a consent agenda as a means to expedite the disposition of routine matters and dispose of other items of business it chooses not to discuss.)
Type	Action, Minutes
Recommended Action	Motion to approve the Expulsion Meeting Minutes from March 5, 2025 as presented.

Minutes aren't official until they are approved at the Board meeting.

Motion & Voting

Motion to approve the Expulsion Meeting Minutes from March 5, 2025 as presented.

Motion by Pheng Thao, second by James Bacon.
Final Resolution: Motion Carried
Aye: Kay Eggert, Kristine Sauter, Edward Ruffolo, James Bacon, Pheng Thao, Jason Kolpack, Nick Ross

8. Superintendent's Consent Agenda (OE-8.10: Provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board.)

Subject	**A. Summer School Courses for 2025**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	8. Superintendent's Consent Agenda (OE-8.10: Provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board.)
Type	Action

File Attachments
IFC Summer School Course Approval 2025.docx (1).pdf (113 KB)
2025 Summer Course Offerings-3.10.25.pdf (254 KB)

Subject	**B. Professional Educator New Hire(s)**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	8. Superintendent's Consent Agenda (OE-8.10: Provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board.)
Type	Action

File Attachments
IFC Professional Educator New Hires 3-10-25.pdf (186 KB)

Subject	**C. Professional Educator Contract Change(s) Based on Professional Growth**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	8. Superintendent's Consent Agenda (OE-8.10: Provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board.)
Type	Action

File Attachments
IFC-Professional Educator Contract Change(s) (Based on Professional Growth).pdf (126 KB)

Subject	**D. Professional Educator Contract(s) 2025-2026**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	8. Superintendent's Consent Agenda (OE-8.10: Provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board.)
Type	Action

File Attachments
IFC Professional Educator Contracts 2025-2026 3-10-25.pdf (75 KB)
Professional Educator Contract List 2025-2026 BOARD.pdf (240 KB)

Subject	**E. Professional Educator Resignation(s)**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	8. Superintendent's Consent Agenda (OE-8.10: Provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board.)
Type	Action

File Attachments
IFC Professional Educator Resignations 3-10-25.pdf (76 KB)

Subject	**F. Administrative Resignation(s)**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	8. Superintendent's Consent Agenda (OE-8.10: Provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board.)
Type	Action
Recommended Action	Motion to approve the Administrative Resignation(s) as presented.

File Attachments

IFC-Administrative Resignation(s).pdf (102 KB)

Motion & Voting

Motion to approve the Administrative Resignation(s) as presented.

Motion by Jason Kolpack, second by James Bacon.
Final Resolution: Motion Carried
Aye: Kay Eggert, Kristine Sauter, Edward Ruffolo, James Bacon, Pheng Thao, Jason Kolpack, Nick Ross

9. Reports (OE-8.2: Provide for the Board, in a timely manner, information about trends, facts and other information relevant to the Board's work.)

Subject	**A. Business Services Report: Current Financial Outlook**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	9. Reports (OE-8.2: Provide for the Board, in a timely manner, information about trends, facts and other information relevant to the Board's work.)
Type	Discussion, Information, Report

Superintendent Greg Hartjes and Executive Director of Finance, Holly Burr, will report and discuss the Current Financial Outlook.

File Attachments
Budget Structural Deficit 24-25 through 26-27 (1).pdf (9 KB)

Subject	**B. Personnel Services Report: None**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	9. Reports (OE-8.2: Provide for the Board, in a timely manner, information about trends, facts and other information relevant to the Board's work.)
Type	

Subject	**C. School/Student Services Report: None**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	9. Reports (OE-8.2: Provide for the Board, in a timely manner, information about trends, facts and other information relevant to the Board's work.)
Type	

10. Board Business

Subject	**A. Final Debt Issuance for the November 2022 Capital Referendum**

Meeting	Mar 10, 2025 - Board of Education Meeting
Category	10. Board Business
Type	Discussion, Information, Presentation

Executive Director of Finance Holly Burr and Erik Kass, a representative from PMA Securities will report on the Final Debt Issuance for the November 2022 Capital Referendum item of information.

File Attachments
IOI Referendum Debt Issue 2025.pdf (55 KB)
Debt Issuance Discusstion - Appleton ASD final 3.10.25.pdf (775 KB)

Subject	**B. Board Policy Committee Updates**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	10. Board Business
Type	Discussion, Information

Members of the Board Policy Committee will present/discuss their latest updates.

Subject	**C. Policy Update: Policy 151- Adoption, Revision, Maintenance & Dissemination of Board Policies (Board Policy Development)**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	10. Board Business
Type	Discussion, Information

Board President, Kay Eggert will present the Policy Update on Policy 151-Adoption, Revision, Maintenance & Dissemination of Board Policies (Board Policy Development) item of information.

File Attachments
IOI - Policy 151-Board Policy Development.pdf (89 KB)
DRAFT-Adoption, Revision, Maintenance & Dissemination of Board Policies, 151.pdf (89 KB)
_RETIRED-Board Policy Development 151 and 151-Rule .docx.pdf (79 KB)
RETIRED-Policy Revision or Retirement 151.1.docx.pdf (61 KB)
RETIRED- Policy Dissemination 151.3.docx.pdf (53 KB)

Subject	**D. Policy Review: Policy 151.2- Administration in the Absence of Board Policy and Policy 152- Goal Setting**

Meeting	Mar 10, 2025 - Board of Education Meeting
Category	10. Board Business
Type	Discussion, Information

Board President, Kay Eggert will present the Policy Update on Policy 151.2- Administration in the Absence of Board Policy and Policy 152- Goal Setting item of information.

File Attachments
IOI - Review of Policies 151.2 & 152.pdf (80 KB)
Administration in the Absence of Board Policy 151.2.docx.pdf (53 KB)
Goal Setting-152 .docx.pdf (41 KB)

Subject	**E. Policy Update: Policy 154- School Board Advocacy**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	10. Board Business
Type	Discussion, Information

Board President, Kay Eggert will present the Policy Update on Policy 154- School Board Advocacy item of information.

File Attachments
_IOI - 154 & Rule- School Board Advocacy .pdf (81 KB)
DRAFT School Board Advocacy 154 AND 154-RULE.docx.pdf (139 KB)

Subject	**F. AP Check Register-February 2025**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	10. Board Business
Type	Action
Fiscal Impact	Yes
Budgeted	Yes
Recommended Action	Motion to approve AP Check Register-February 2025 as presented.

Motion & Voting

Motion to approve AP Check Register-February 2025 as presented.

Motion by Kristine Sauter, second by Pheng Thao.
Final Resolution: Motion Carried

Aye: Kay Eggert, Kristine Sauter, James Bacon, Pheng Thao, Jason Kolpack, Nick Ross
Abstain: Edward Ruffolo

Subject	**G. Kaleidoscope Academy (KA) Contract Renewal**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	10. Board Business
Type	Action, Discussion, Information
Recommended Action	Motion to approve the Kaleidoscope Academy (KA) Contract Renewal as presented.

File Attachments
IFC-KA Five-year Renewal.pdf (72 KB)
AASD Charter School Contract - KA.docx (1).pdf (788 KB)
KA - 5 year Charter Contract Renewal Goal Review - KA Goal Achievement.pdf (60 KB)

Motion & Voting

Motion to approve the Kaleidoscope Academy (KA) Contract Renewal as presented.

Motion by Edward Ruffolo, second by James Bacon.
Final Resolution: Motion Carried
Aye: Kay Eggert, Kristine Sauter, Edward Ruffolo, James Bacon, Pheng Thao, Jason Kolpack, Nick Ross

Subject	**H. Appleton Public Montessori (APM) Contract Renewal**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	10. Board Business
Type	Action, Discussion, Information

File Attachments
IFC- APM Five-year Renewal.pdf (79 KB)
APM AASD Charter School Contract 2025.pdf (746 KB)

Subject	**I. Consent Agenda Item(s) Removed for Separate Consideration**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	10. Board Business
Type	Action, Discussion

Motion & Voting

(not specified)

Motion by Kristine Sauter, second by James Bacon.
Final Resolution: Motion Carried
Aye: Kay Eggert, Kristine Sauter, Edward Ruffolo, James Bacon, Pheng Thao, Jason Kolpack, Nick Ross

11. Items of Information

Subject	**A. None**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	11. Items of Information
Type	Information

12. Future Meetings

Subject	**A. Board Work Session: Wednesday, March 19, 2025 7:30AM**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	12. Future Meetings
Type	Information

Subject	**B. Board Meeting: Monday, March 31, 2025 6:00PM**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	12. Future Meetings
Type	Information

13. Adjourn

Subject	**A. Motion to Adjourn the Meeting**
Meeting	Mar 10, 2025 - Board of Education Meeting
Category	13. Adjourn
Type	Action,Procedural
Recommended Action	Motion to adjourn the meeting.

Motion & Voting

Motion to adjourn the meeting.

Motion by Nick Ross, second by James Bacon.
Final Resolution: Motion Carried
Aye: Kay Eggert, Kristine Sauter, Edward Ruffolo, James Bacon, Pheng Thao, Jason Kolpack, Nick Ross

AASD Board of Education Update

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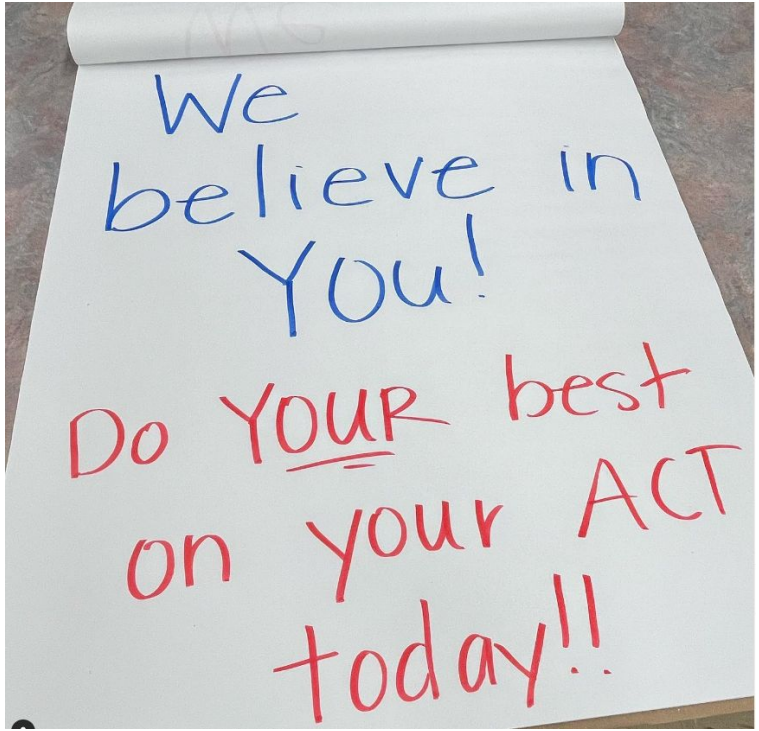


Varsity Dance State

Cheer - State Qualifiers

Appleton East Tradition - Send off to State

Adaptive Sports League - Floor Hockey

Boys Swim and Dive

Patriot Pit

Deca International Qualifiers

Forensics - 1st Place!

Future Patriots - Dance Clinic

Math Team

Child Development Class

Robotics

BAND
HOME
TWIST
TOGETHER, WOMEN IN STEM THRIVE
PRESENTED BY
FIRST
ROBOTICS
COMPETITION
2024

Hockey

BADGERLAND
ALL-CONFERENCE
Birk Kozlowicz
DEFENSE
HONORABLE MENTION
Brandon Tobak
GOALIE
HONORABLE MENTION
HOCKEY
HOCKEY

Wrestling

Boys Basketball

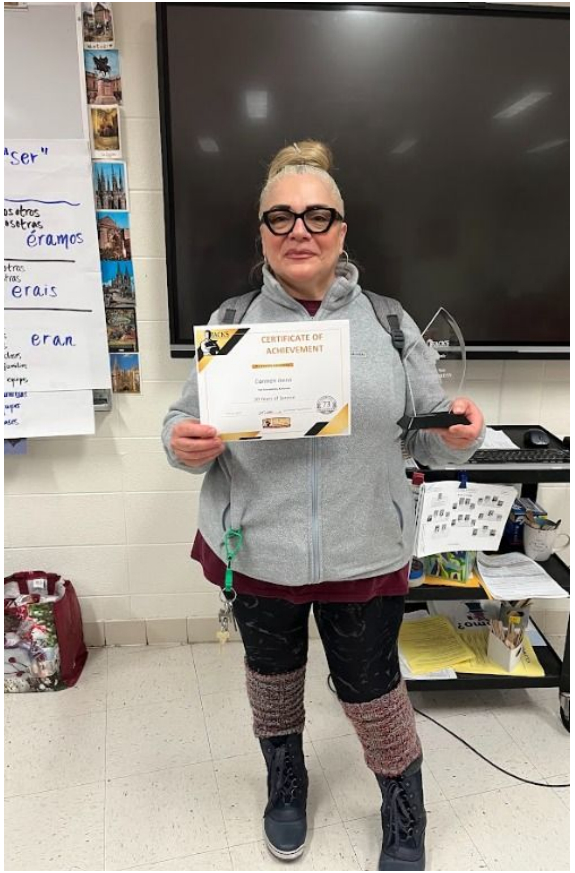
Girls Basketball - State Bound!

Scholarship Awards

YMCA - Volunteer of the Year

Appleton East NHS students

Commendable Service to East - Thank you!



Future Concerts

All Freshman Concert - March 10
Choir Concert - March 13

Thank you!

PUBLIC INPUT AT SCHOOL BOARD AND BOARD SUBCOMMITTEE MEETINGS

The Board of Education encourages citizens of the Appleton Area School District to attend its meetings so that they may become better acquainted with the operations and programs of the schools and so that the Board may have an opportunity to hear the views and concerns of the public regarding educational issues.

A period of public input shall be noticed and scheduled at School Board meetings and Public Hearings, except as otherwise specifically directed by the Board.

Public input is also allowed at Board Subcommittee meetings with respect to items of business on the publicly-noticed agenda.

At other meetings of District governmental bodies that may be required by State Statute or held pursuant to District Policy, written input will be accepted.

Cross References: Policy 170, School Board Meetings
Policy 870, Public Concerns and Complaints

Legal References: Wisconsin State Statutes 19.81, 19.83(2), 19.84(2), 19.85, and 120.43

Adoption Date: September 14, 1987

Amended Dates: January 9, 2012 and March 12, 2018

PUBLIC INPUT AT SCHOOL BOARD AND BOARD SUBCOMMITTEE MEETINGS

Procedures

Meetings of the Board may receive information and comments from members of the public on issues or topics.

Please note the following in the Procedures below:

- ✓ School Board meetings are run by the Board President or other presiding officer if the President is absent.
- ✓ Board Subcommittee meetings are run by the Subcommittee Chair or other Subcommittee member if the Chair is absent.
- ✓ Public Hearings are run by the Board President or other presiding officer if the President is absent.
- ✓ Other meetings of District governmental bodies that may be required by State Statute or held pursuant to District Policy are run by a Lead Administrator or another administrator if Lead Administrator is absent.

I. School Board Meetings

A period for public input will be set aside during School Board meetings. No public input will be allowed during Closed Sessions.

Members of the public wishing to speak during the public input period are required to register to speak. Comments may address topics related to District operations and programs and are not limited exclusively to agenda items.

II. Board Subcommittee Meetings

Members of the public wishing to speak at Board Subcommittee meetings are required to register to speak and may only make comments related to items on the meeting agenda. Members of the public wishing to speak will be recognized by the Board Subcommittee Chair as that agenda item is reached.

III. Public Hearings

Members of the public wishing to speak at Public Hearings of the Board (e.g. annual budget discussions) are required to register to speak and may only make comments or request clarification related to specific items included on the agenda and during the public input portion of the hearing.

IV. Other Meetings of District governmental bodies that may be required by State Statute or held pursuant to District Policy

A designated period for public input will not be a part of the agenda for these meetings. Work completed at most of these meetings will ultimately be shared at Board Subcommittee and School Board meetings where public input is allowed. At any time, signed written communication is encouraged and will be accepted by the Lead Administrator of these meetings.

Guidelines for Speaking at School Board and Board Subcommittee Meetings

- Meeting agendas that are subject to the Open Meetings law are available on the District's website (via BoardDocs) before each meeting and hard copies are available at the meeting.
- Members of the public wishing to speak must complete and submit a registration form stating his/her name, address, and topic for comments prior to speaking. If a spokesperson is speaking on behalf of a group, he/she needs to indicate that on the registration form as well.
- The District respectfully requests that speakers refrain from presenting comments at public meetings that introduce complaints or concerns that are directed toward and that identify individual staff members or individual students. As such personnel-related and student-related matters implicate a variety of rights that require careful attention, the District has established a variety of alternative procedures for appropriately addressing such complaints. If a speaker persists in presenting a complaint about an individual staff member's conduct or an individual student's conduct or performance, the District officials who are present at the meeting will not attempt to resolve or respond to the speaker's complaint in that setting. Any person with such a complaint or concern may contact the Office of the Superintendent for information on the most appropriate means of raising or pursuing his/her complaint. Generally, such complaints or concerns should be channeled through the AASD Complaint Procedure (Policy 870 and 870-Rule).
- The Board President or Chair shall recognize all speakers who have registered to speak and will share the Public Input Disclaimer (see Appendix 1). The Board President, Chair, or the Board by motion, may limit (in a viewpoint-neutral manner) the total time allotted for public input or the amount of time allotted to individual topics.

Speaker Responsibilities at School Board and Board Subcommittee Meetings

- A speaker should be as brief as possible and only speak once during the period for public input. Unless additional time is granted, a speaker shall limit his/her presentation to a maximum of three minutes. A timer will be used.
- A group spokesperson may speak for up to five minutes on behalf of a group present at the meeting as indicated on the registration form. A timer will be used.
- Individuals or groups requiring greater length of time should communicate in writing. Written correspondence to Board members may be directed to the Board through its Executive Assistant or directly to their home addresses.
- A speaker's comments are limited to the public input period (e.g., either during the designated public input period during a School Board meeting or Public Hearing, or during a portion of the topic-specific discussion that occurs at a Board Subcommittee meeting).
- During periods of public input that are not limited to the meeting's agenda topics, a speaker's comments still must be reasonably germane to some aspect of the school district's policies, practices, programs, or operations.
- A speaker should not be unduly repetitious. For example, a speaker who attends multiple meetings should only sign up to speak if presenting new or additional information.
- A speaker retains all liability for his/her comments and conduct (i.e., the public input period does not offer any speaker any exemption from legal liability or from other lawful consequences that may result from the speaker's comments or conduct).

- A speaker shall avoid conduct that is disorderly or speech that is obscene, threatening, harassing, or defamatory.
- A speaker should avoid engaging in political advocacy with respect to candidates for any elected office. Political advocacy related to specific candidates for office is not sufficiently germane to the meetings or to the public responsibilities of the bodies.
- No individual may present his/her verbal public input by proxy except as permitted as a reasonable accommodation for an individual with special needs. A person who is unable to attend a meeting in person may submit written comments to the District.

Authority and Responsibility of the Board President or Chair

To promote the lawful, orderly, and efficient progress of each meeting, the Board President or Chair shall have the authority to enforce the requirements of this policy and he/she shall conduct any period of public input according to established procedures.

- The Board President or Chair may call any registrant (or other attendee) to order and direct the individual to cease conduct, which violates any applicable law, policy, or procedure.
- The Board President or Chair may terminate remarks of any individual who does not adhere to established rules, whose comments are unduly repetitive of previous comments, who makes comments that are obscene, threatening, harassing, or defamatory, or whose conduct is otherwise disorderly.
- If necessary, the Board President or Chair may contact law enforcement for assistance in maintaining order or safety.

School Board Meetings

When the School Board receives public input on topics/issues that are not part of the publicly-noticed meeting agenda, Board members shall not engage in any extensive discussion or debate on any such topic/issue, and shall not take any action addressing the merits of any such topic/issue. However, in exceptional cases, the Board President, a Board member who has been recognized by the Chair, or the Superintendent may briefly respond to the registrant (e.g., to ask a clarifying question or to provide a brief clarification or correction of information that was presented by the registrant). The Board President, Chair, or the Board by motion may refer an off-agenda topic/issue that is raised by a registrant to a future agenda or for follow-up by the administration.

Cross References: Policy 170, School Board Meetings
Policy 870, Public Concerns and Complaints

Legal References: Wisconsin State Statutes 19.81, 19.83(2), 19.84(2), 19.85, and 120.43

Adoption Date: September 14, 1987

Amended Dates: January 9, 2012 and March 12, 2018

Appendix 1

Public Input Disclaimer

The School Board welcomes public input. We thank you for being here. Your opinions and ideas are important to us. However, there are a few cautions we want to share with you.

The School Board respectfully requests that speakers refrain from presenting comments at public meetings that introduce complaints or concerns that are directed toward and that identify individual staff members or individual students. As such personnel-related and student-related matters implicate a variety of rights that require careful attention, the District has established a variety of alternative procedures for appropriately addressing such complaints. If a speaker persists in presenting a complaint about an individual staff member's conduct or an individual student's conduct or performance, the District officials who are present at the meeting will not attempt to resolve or respond to the speaker's complaint in that setting. Any person with such a complaint or concern may contact the Office of the Superintendent for information on the most appropriate means of raising or pursuing his/her complaint. Generally, such complaints or concerns should be channeled through the AASD Complaint Procedure (Policy 870 and 870-Rule). False statements or stigmatizing charges may subject the individual making such statements to legal repercussions, including, but not limited to, defamation claims. Conduct that is disorderly or any speech that is obscene, threatening, harassing, or defamatory is not permitted.

Again, we appreciate your input and support for our efforts to create the best learning environment for our students.

VIRTUAL MEETINGS AND BOARD MEMBER PARTICIPATION IN MEETINGS VIA TECHNOLOGY

REMOTE PARTICIPATION IN BOARD MEETINGS BY SCHOOL BOARD MEMBERS

The School Board strongly encourages all individual Board members to be physically present at all Board meetings in which they intend to participate in any capacity.

Pursuant to state law, no individual Board member may be excluded from any meeting of the Board. The Board implements the right of non-exclusion by directing that, unless a community, state, or national emergency situation requires otherwise, a physical meeting location that is sufficient to accommodate all Board members shall normally be designated for each regular and special meeting of the Board.

As a general rule, and assuming that a physical location sufficient to accommodate all Board members has been designated for a meeting, no individual member of the Board member has an enforceable legal right to insist upon the ability to attend or participate, in any capacity, in any Board meeting from a remote location via telephone conference, video conference, or another communications technology. This policy is not intended to independently create any such rights. However, as to any Board meeting for which a physical meeting location has been designated and which is not subject to the section of this policy, below, regarding virtual meetings during emergencies, the Board authorizes individual Board members to voluntarily elect to participate in certain Board meetings from a remote location under the following conditions and limitations:

1. Unless otherwise required by law or unless otherwise expressly provided under Board policy in specific circumstances, a Board member who chooses to participate (or to attempt to participate) in a meeting remotely via communications technology acknowledges all of the following:

    a. Such choice is the voluntary exercise of a privilege, and the Board reserves discretion to limit, suspend, or terminate such privilege for any lawful reason.

    b. The Board member assumes all risks of any unavailability, inadequacy, or failure of any communications technology that is intended to enable remote participation. Such risks include, but are not limited to, the possibility that the Board member's remote access and participation may become unavailable, limited, or disabled and that the meeting may continue without the Board member's participation.

    c. The inability to participate in a meeting remotely using communications technology does **not** constitute an unlawful exclusion from the meeting.

2. A Board member does not have a right to individually choose or dictate the method(s) of remote access that may be offered for or used at any meeting.

3. The privilege of remote participation by Board members in a Board meeting that is directly and affirmatively authorized by this policy extends only to **open sessions** of regular and special Board meetings. The privilege **includes** being counted in the quorum requirement for such meetings, participating in discussion on items of business, and making and voting upon motions. However, to the extent a Board member is not permitted to vote on a matter before the Board due to the Board member's status as a remote attendee of the meeting, then such Board member shall not be included in the quorum count for such meeting or for the applicable portion of the meeting.

4. Unless the Board takes additional formal action (i.e., via a vote, as further detailed in the Authorizing Additional Remote Participation by Board Members section of this policy) to grant further affirmative authorization for remote participation via communications technology, the privilege of remote participation in Board meetings shall <u>not</u> extend to remote participation in any of the following:

    a. A closed session portion of any meeting.

    b. Even if occurring in open session, due process hearings or similar evidentiary hearings, including those relating to employment matters, as well as any deliberations or decision-making based upon such hearings.

    c. The election of Board Officers by secret ballot. However, this limitation may be rendered moot by the Board either (1) choosing, at its discretion, not to use secret ballots for such an election; or (2) authorizing a Board member who is participating remotely to voluntarily cost a non-secret vote for the applicable Board Officer position(s) even though Board members who are physically present at the meeting are using secret ballots.

5. Any remote participation that is authorized at the discretion of the Board, whether by this policy or by additional formal action, is subject to express decisions of the Board that may deny, limit, or revoke the privilege as applied to specific meetings. In addition, upon an order of the presiding officer of the meeting, a Board member's remote participation may be limited (e.g., video feed turned off, microphone muted except when the Board member has obtained the floor, etc.) or terminated during a meeting if any of the following apply:

    a. The Board member's attempted remote participation in the meeting is unreasonably interfering with conducting an orderly and efficient meeting.

    b. The communications technology being used is not enabling appropriate participation, including, at a minimum, the sufficient opportunity for reliable, simultaneous aural communication among all participating Board members.

c. For a reason that is directly related to the remote participation, there is uncertainty regarding the Board's compliance with the Open Meetings Law, including the requirement that the meeting must be sufficiently accessible to public observers.

Any order of the presiding officer under this provision shall be announced and recorded in the minutes of the meeting and is subject to an appeal for a final decision by the Board. The appeal may be made by any Board member who is then participating in the meeting.

6. Unless otherwise required by law or unless otherwise expressly provided under Board policy in specific circumstances, no Board meeting needs to be delayed, cancelled, or rescheduled solely to accommodate a Board member's request or attempt to exercise the privilege of remote participation via communications technology.

7. The authorization for a Board member's voluntary remote participation in Board meetings does not obligate the Board to arrange for the communications technology that is necessary to enable such remote participation for each and every Board meeting.

AUTHORIZING ADDITIONAL REMOTE PARTICIPATION BY BOARD MEMBERS

Notwithstanding any contrary voting standard that may be called for under any parliamentary authority, a motion to authorize any Board member's remote participation, in any capacity, in a closed session or in any other portion of a meeting that is not already affirmatively authorized for remote participation under Board policy shall require a standard majority vote in order to be approved.

1. Any motion and vote to consider granting additional affirmative authorization for a Board member's remote participation shall be taken up only if consideration of the question is sufficiently included in the public notice of the meeting. Accordingly, a Board member may need to provide the chief presiding officer and Superintendent with reasonable advance notice of their desire to request consideration of such exceptional authorization.

2. If the chief presiding officer and Superintendent receive a Board member's request to include consideration of such additional authorization for remote participation on a meeting agenda prior to the posting or publication of the public notice of the meeting, then the item shall be included in the meeting notice in the absence of exceptional circumstances that the presiding officer determines constitute lawful and sufficient reason for denying the request.

3. The Board member(s) seeking such additional, exceptional authorization to participate in a meeting remotely shall be entitled to make or second the relevant motion and may participate in the discussion and the vote on the motion.

4. As to any motion and vote relating to authorizing remote participation in a **closed session,** the motion and vote shall be taken up **prior to** the Board's consideration of the motion to convene in the applicable closed session. Therefore, any decision to authorize a Board member's remote participation in a closed session shall be contingent on a subsequent decision to actually convene in the closed session.

5. Confidentiality concerns and potential legal barriers and legal risks to a Board member's remote participation in such additional situations are relevant to the consideration of granting such authorization.

VIRTUAL MEETINGS AND REMOTE PARTICIPATION IN EMERGENCIES

Subject to any superseding determination by the Board, the Board President (or other acting chief presiding officer) is authorized to make a determination that a community, state, or national emergency exists in connection with any Board meeting and, based on such determination, structure one or more Board meetings as emergency virtual Board meetings under this section.

For purposes of this section of this policy, an emergency means (1) a situation in which an applicable law, order, or formal decree or declaration of a governmental authority disallows the Board members' simultaneous in-person attendance at a designated physical meeting location; or (2) some other community-level emergency situation exists (i.e., not specific to any individual's unique personal circumstances) such that designating a physical meeting location and expecting Board members to attend at that physical location would substantially and unreasonably endanger the health and safety of the Board members or District employees.

The distinguishing characteristics of an emergency virtual Board meeting under this section are the following:

1. Unless the Board itself directed the holding of an emergency virtual Board meeting, the Board President or other chief presiding officer, or their designee, shall notify all Board members that the meeting will be held as an emergency virtual Board meeting.

2. Even if a physical meeting location is designated and offered as an option to some Board members and/or to any members of the public, the Board members' participation in an emergency virtual meeting from a remote location via communications technology **shall not** be considered to be voluntary.

3. The public notice of the emergency virtual meeting shall include applicable information about public access to the meeting.

4. The Board President or other acting chief presiding officer is responsible for determining whether it is necessary or appropriate to include information in the public notice of the meeting that addresses the virtual structure of the meeting and/or the nature of the emergency situation.

5. Notwithstanding any other Board policy that may address the Board's normal approach to public comment periods during Board meetings, and unless otherwise expressly directed by the Board in connection with the specific emergency, the Board President or other acting chief presiding officer is authorized to determine whether an emergency virtual meeting will include a public comment period and, if so, the scope of such public comment period and the method(s) by which the public may address the Board.

6. For an emergency virtual meeting, this policy authorizes the remote participation by Board members while the Board is convened in any **open session or closed session** portion of such a meeting, subject to the limitation that, upon a request by the Board President or any Board member, each Board member who is participating in such a meeting from a remote location must affirm that he/she is taking adequate steps to safeguard the confidentiality of any closed session. A Board member's failure or unwillingness to so affirm is grounds for the Board, by a majority vote, to revoke authorization to participate in the closed session.

7. If a Board member is attempting to participate in an emergency virtual meeting from a remote location and is having difficulty establishing or maintaining a sufficient connection to the communications platform, the Board may need to make a decision whether the meeting will continue without such Board member's participation. Before making a decision that would limit or terminate any Board member's remote access to an emergency virtual meeting or allow the meeting to continue without a Board member's participation:

    a. The presiding officer of the meeting may call, or any Board member may request, a temporary recess in the meeting to allow the Board member a reasonable opportunity to establish or restore his/her access and participation.

    b. The presiding officer or a designee may attempt to contact the Board member to determine whether the Board member is willing to consent to voluntary non-participation in the remainder of the meeting.

    c. The Board must evaluate whether, under the specific circumstances, a decision to continue the meeting without the Board member's participation would constitute an unlawful exclusion of the Board member.

REMOTE PUBLIC ACCESS TO BOARD MEETINGS

For any Board meeting for which sufficient public access to the meeting is provided at a specific physical location that is identified in the public notice of the meeting, this policy:

1. Neither requires the Board to offer nor prohibits the Board from offering the public any additional means of accessing and observing the meeting from remote locations using a communications technology platform. However, to the extent any such additional means of public access to a meeting is offered, it shall normally be

considered optional and supplemental such that any unavailability of such supplemental public access, or any lack of a complete or consistent transmission, shall not affect the Board's authority to proceed with the meeting.

2. Neither requires the Board to conduct nor prohibits the Board from conducting a public comment period or public hearing in a manner that permits members of the public to address the Board from a remote location using communications technology.

To the extent permitted by law, including in certain emergency situations where there is a health and safety danger to the in-person, physical attendance of members of the public at a Board meeting, the Board may arrange for lawful methods of remote public access to Board meetings using communications technology as a primary (i.e., not merely supplemental) means of complying with the public access requirements of the Open Meetings Law or other applicable legal obligations. In any such situation, the public notice of the meeting shall include adequate information regarding the applicable options for the public's remote access.

APPLICATION TO COMMITTEES AND OTHER GOVERNMENTAL BODIES

Subject to any superseding directive established by the Board, a committee created by a policy, resolution, rule, or order of the Board, as well as any other governmental body of the District, may hold virtual meetings and authorize remote access and remote participation in its meetings to the extent authorized for Board meetings under this policy. As applied to such committees and other governmental bodies of the District, references to individual Board members within this policy shall be understood to refer to the individual members of such bodies, and all duties and authority held by the Board and by the Board President under this policy shall be held by the relevant body and by its chief presiding officer. Likewise subject to any superseding directive established by the Board, a District governmental body may also vote to require all members of the body to be physically present at meetings in order to participate in the body's meetings.

Legal References:

Wisconsin Statutes

Subch. IV of Ch. 19	[open meetings of governmental bodies; including public accessibility requirements, closed session exemptions, and other provisions]
Section 19.81(2)	[public accessibility of board meetings]
Section 19.89	[no member of a governmental body may be excluded from any meeting of such body]
Section 120.11(1)	[school board meetings and definition of quorum in common and union high school districts] {Editor's Note: Unified school districts should delete this reference.}
Section 120.43	[school board meetings in unified school districts]

Adoption Date: August 22, 2022

ITEM FOR CONSIDERATION

Topic: AASD Summer School Courses for 2025

Background Information: Each year the AASD Board of Education approves the course offerings for summer school. We will be offering academic support, credit recovery, enrichment and credit classes in 2025. As a part of the Fox Valley Summer School Consortium, students in any of the member school districts may attend summer school in any member school district.

Key points for the 2025 summer school program:

A. Initial online registration using Infinite Campus for elementary and middle school students begins April 14th, 2025. High school registration also begins on April 14th through the guidance counselors.

B. The basic dates are June 10th -July 3rd, (no school on June 19th) for elementary and middle school students. Credit recovery classes for high school students will run from June 9th-27th (no school on June 19th) at East High School. Credit recovery will also be held throughout the summer at each High School utilizing a computer based instruction platform, as well as an option to complete some of the credits from spring semester by working with current teachers. There are also various Camps scheduled throughout the summer, including A-Tech Camp, Band Camp, Choir Camp, Golf Camp, Hmong Culture classes, Music Lessons, Summer Fitness and Conditioning, and Tesla Engineering Camps.

C. Procedures are in place to follow Act 20 Guidelines to offer an intensive summer reading program for students that have not completed their personal reading plan.

D. Boys and Girls Club of the Fox Valley will have programs at Badger Elementary, Columbus Elementary, Edison Elementary, Foster Elementary, Highlands Elementary, Kaleidoscope Academy, and Madison Middle. The YMCA will offer programs at Janet Berry Elementary, Dunlap Elementary, Ferber Elementary, Franklin Elementary, Horizons Elementary, Jefferson Elementary, Johnston Elementary, McKinley Elementary and Richmond Elementary. The summer school aftercare information is available on the AASD website.

E. Free breakfast and lunch will be available for any child 18 years and under at Badger, Columbus, Dunlap, Edison, Foster, Franklin, Highlands, Horizons, Huntley, Jefferson, Johnston, McKinley, Richmond, Kaleidoscope, Madison, Wilson, East and West. (This list is still tentative and may be subject to change)

Fiscal Note: The AASD receives FTE aid based on the Department of Public Instruction's established summer school aid formula. The aid received offsets the annual summer school program budget. Billable expenses for students attending any consortium school district have been established by the Fox Valley Summer School Consortium. The basic rates are $24.10/hour of instruction for teachers, and $12.90 per hour for paraprofessionals. The agreement allows rates for AASD contracted employees to be higher, at $28.50/ hour for teachers and $16.00/ hour for paraprofessionals.

Administrative Recommendation: Approve as submitted.

Instructional Impact: Summer school class offerings provide additional learning opportunities for students of all grade levels to succeed in the classroom during the regular school year. AASD curriculum is followed and enriched in the course offerings.

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BOE: March 10, 2025

ADDITIONAL INFORMATION FOR ITEM FOR CONSIDERATION

Site Coordinators: The site coordinators for the 2025 Summer School are:

Elementary Coordinators

SCHOOL	COORDINATOR
ABS at Columbus	Robert McInnes
Badger	Joshua Crabb
Berry	Abby Danforth
Classical	Stacey Foley
Dunlap	Alissa Paul
Edison	Carly Verstegen
Ferber	Lisa Head
Foster	Aaron Shoemaker
Franklin	Anne Koehnke
Highlands	Dawn Price
Horizons	Pam West
Houdini	Stephanie Malaney
Huntley	Amber Cittadino
Jefferson	Cathy Porter
Johnston	Patricia Israel
McKinley	Kris Sherry
Richmond	Brianna Tetzlaff

EL Elem Coordinator Haley Schwanebeck

Middle School Coordinators

Einstein	Danielle Hjerstedt
KA at Roosevelt	Annette Schwalenberg
Madison	Anthony Sonetti
Wilson	Pannayiota Guigley

High School Coordinators

East	Rachel Brick and Olivia Jenkinson
Central	Andy Protheroe

Summer School Assistant Coordinators

Shane Knudsen
Nicole Nelson

Camp Coordinators

ATech Camp	Paul Endter
Band Camp	Amanda Balane and Matt DiPietro
Choir Camp	Danielle Hjerstedt
Strings Lessons	Rachel Richards
Engineering Camp	Zachary Eckrose
Hmong Culture	Khang Vang

2025 AASD Summer School Offerings

Elementary School Summer Classes

Advanced Woodshop **$10.00** **Grades 4-6**
Advanced woodworking is for those children who are pretty capable of using a hammer and hand saw to make things out of wood. Parents are encouraged to provide leather gloves for their child to help guard against splinters and abrasions.

Appleton Bilingual Summer School **$15.00** **Grade 5K-5**
Students will continue the curriculum from their previous grade level, doing enriching math, reading, writing, science, social studies, computers, physical education, and art activities. *Class meets from 8:30-11:30*

Beginning Woodshop **$10.00** **Grades 2-4**
Basic use of non-power woodworking tools for sawing, sanding, assembling, and finishing. The beginner class is for those children with little or no experience with using hand tools. Parents are encouraged to provide leather gloves for their child to help guard against splinters and abrasions. Projects done last year may be repeated again this year.

Behind the Scenes **$10.00** **Grades 4-6**
In this class, students will explore the facets of crew. Time will be spent learning about costumes, makeup and hair, sets, properties, lights, and sound. Students will assist in the performance of "On with the Show."

"Board" Silly **$5.00** **Grades 2-5**
No technology here! Remember the good old-fashioned board game? Use your strategy and thinking skills while learning to play a variety of different board games from the classics to some you may have never played before. Use what you've learned to create and build your own game to share with the class. This is your chance to be clever, create challenges, and fill your games with surprises, suspense, and traps!

Books, 'Bots, and Makerspace **$5.00** **Grade 2-4**
Students will program multiple types of robots including Bee Bots, Ozobots, and Sphero. The coding challenges are based on stories read in class. Makerspace will be used to try new things and work on a project with the green screen! Students will develop their literacy skills along with technology, problem-solving, and teamwork skills from this class.

Brain Games & Math Challenges **$5.00** **Grades 3-8**
Learn the skills of logic while playing board games and working on activities that will challenge and test your skills of logic, memory and reasoning! Designed for students who enjoy mathematics challenges and problem solving.

Building Instruments and Music **$10.00** **Grades 2-3**
In this class, students will study and craft instruments from the four instrument families of the orchestra. Students will explore the sounds their instruments make and compose a piece of music to perform each week in class. This class will also watch professional instrument building for inspiration.

Chef's Cooking & Baking **$15.00** **Grades 5-6**
The next level up from no-bake cooking! Learn how to follow recipes, use the oven/stove, and create some real works of art-to eat! Curriculum may deviate from the standards of AASD nutrition policy. Healthy foods will be prepared when possible.

Computer Fun! **$5.00** **Grades 2-3**
Students will learn about Google apps and how to use them to share ideas and have fun. Google Drive, Drawings, and Slides will be used to create digital and hand-on projects. Through the activities, students will enhance their knowledge of technology and skills needed for use in the classroom.

Cooking Around the World **$10.00** **Grades 2-3**
This course is a delectable class for those with a taste for learning about new countries and introducing young chefs to new foods and tastes. Each class, children will learn about a country, create projects, learn words from a new language, and prepare a recipe to experience a new culture. Curriculum may deviate from the standards of AASD nutrition policy. Healthy foods will be prepared when possible.

Craft Club **$10.00** **Grades 4-6**
Unleash your creativity and imagination by focusing on various art forms such as painting, fiber and mixed media! Students will create cool arts and crafts and projects geared toward their age group.

Crafts, Jewelry, and More **$10.00** **Grades 2-3**
Students will create a variety of crafts and jewelry. Projects might include colorful bracelets, necklaces, or even pins using a variety of materials. They may also design their own beads and use them to create original jewelry works of art.

Crafty Kids **$10.00** **Grades 2-3**
Students will explore a wide variety arts and crafts projects using various supplies. Activities will range from step-by-step instructions to imaginative art. Instructors will assist in developing fine motor skills and fostering self-expression while cultivating a love for art!

Cribbage and Cards **$5.00** **Grades 4-6**
Students will learn and play classic card games including cribbage and many others. They will then use the knowledge from those games to create a whole new card game of their own to share with the share with the class.

Creative Reading, Writing, Drawing **$10.00** **Grades 4-6**
Want to have fun creating works of art that go with written works? This class is for those students that love to read, write, and draw, and who love to create their own worlds, characters, and places. The sky is the limit! All that is needed is an imagination!!

Curiosity Club **$10.00** **Grades 2-6**
Inquisitive students wanted! Join us for a class of wonders where each day we will explore something new. Topics will range from crafts, playacting, outdoor adventures, history, math, games, and more! Each day will present a new learning surprise.

First Grade Here I Come **$15.00** **Grade 1**
A course designed for children who have completed kindergarten. Students will continue the curriculum from kindergarten, doing enriching math, reading, writing, science, social studies, computers, physical education, and art activities. *Class meets from 8:30-11:30*

Gym & Playground Games **$5.00** **Grades 2-6**
Students will experience a variety of physical education games, activities, and skills. Sportsmanship, team cooperation, as well as skills will be emphasized.

Instrument Exploration **$5.00** **Grades 3-6**
Students will have experiences with various classroom instruments. They will learn playing techniques and have the opportunity for some composition. The focus will be on beat, rhythm, and form (patterns) in music.

Intro to Coding **$5.00** **Grades 4-6**
Students will learn the basics of coding to program their own interactive stories, games, and animations using online and other interactive activities. Through experimentation, they will build skills in sequencing, counting, problem solving, logical thinking, cause and effect, and critical thinking. Topics include variables, algorithms, loops, functions, conditionals, and debugging. No previous coding experience is needed.

Introductory Keyboarding & More **$5.00** **Grades 4-8**
The ability to type is an important skill in today's technology-driven world. This computer keyboarding class is designed for students with little or no previous keyboarding (typing) experience. In this course the student will learn the alphabetic keyboarding technique. The class will emphasize the development of typing speed and accuracy. Younger students enrolling in this class must have the ability to concentrate for long periods of time.

Jump! Stomp! Jam! **$5.00** **Grades 2-6**
Come and enjoy a summer musical adventure! Sing a song, do a dance, beat a drum and more. We will even create our very own take-home instruments. Join this class for musical memories this summer.

Kindergarten Here I Come **$15.00** **Grade 5K**
This course is designed to introduce and/or reinforce basic readiness skills for kindergarten. *Class meets from 8:30-11:30*

Lego Discovery **$10.00** **Grades 2-4**
Students will read, write, and create a variety of pieces related to Legos. Each class will start with a read aloud that begins the Lego challenge of the day. Students will become engineers when they design, build and document challenges using a journal to help make predictions, design projects and document findings.

Magic: the Gathering for Beginners **$5.00** **Grades 3-6**
Students will learn all about the game of Magic: The Gathering, they'll learn how to build decks, the playthrough, participate in a tournament and even have the opportunity to make and take their own starter deck home. Best for those just starting out or never having played the game.

Making Memories **$10.00** **Grades 3-6**
Students will explore the art of preserving thoughts and memories by learning to write in a journal or diary, and create various picture frames, photo magnets, and scrapbook. Students will be provided with a daily journal prompt, discuss the importance of expressing oneself, and have the opportunity to engage in discussion to share thoughts.

Marvelous Math Minds **$5.00** **Grade 2-6**
Students will participate in fun and engaging math experiences designed to engage mathematical thinking and exploration through Number Talks, Math Stories and Games. This course is designed for all levels of learners.

Mindful Kids **$5.00** **Grade 2-4**
Mindful kids have a strong mind and body! Students will learn about the different areas of SEL (Social Emotional Learning) including self-awareness, self-management, social awareness, relationship skills and responsible decision making through games, books, crafts, writing and movement. Class may include school beautification projects and end daily with a mindfulness activity.

On with the Show! **$10.00** **Grades 3-6**
Students will learn the art of performance through the mediums of song, dance, and drama. In the last week of summer school, students will perform for their peers and invited family members to celebrate their learning.

Passport to Adventure **$10.00** **Grades 2-4**
Let your imagination travel as you learn about how children live in other parts of the world. We will share food, recipes, sports, games, crafts and songs from other countries. Come and join the fun as we travel the world!

Reading Adventures **$5.00** **Grade 2-6**
Students will be immersed in fun and engaging activities to read, discuss, and write about books. Students will sharpen their skills in grade level word study. This course is designed for all levels of learners.

Running Club **$5.00** **Grades 2-6**
Students will learn about the importance of healthy lifestyles and being physically active. Every day, students will warm up, RUN/JOG, and cool down. By the end of the course, students will run 1 mile around the track.

School Pride **$10.00** **Grades 4-6**
Students will work collaboratively to research, develop, and deliver a beautification project for the school. Students will use organizational and decision making skills to choose a cause and develop a plan to carry out a project. Examples include but are not limited to: a food drive, adopting the school grounds, painting a mural, maintaining a garden space, or building and painting a bench, etc.

Science Fun! **$10.00** **Grades 3-5**
Activities are designed to get kids out of their seat to explore the exciting world of nature through unique hands-on learning experiences, emphasizing plants, animals and insects.

Stars & Space **$5.00** **Grades 3-5**
Students will have the opportunity to explore our vast solar system, and learn about such things as planets, constellations, the moon phases, among other topics. There will be opportunities to make and take activities home.

STEM Innovation **$10.00** **Grades 3-6**
Students will have the opportunity to participate in an innovative, engaging and fun learning class designed around Science, Technology, Engineering, and Math (STEM). This class is all about creating, building, problem solving, and working together to solve a challenge using everyday items. **Example:** Use the following items to launch a marshmallow peep the farthest distance: string, mouse trap, rubber bands, popsicle sticks, paper plates, plastic spoons, and tape. Time will be allotted for planning, research, construction, and testing.

STEM Starters **$10.00** **Grades 2-3**
Students will have the opportunity to participate in an innovative, engaging and fun learning class designed around Science, Technology, Engineering, and Math (STEM). This class is all about creating, building, problem solving, and working together to solve a challenge using everyday items. **Example:** Use the following items: rubber bands, popsicle sticks, paper plates, plastic spoons, and tape to build bridges and more. Time will be allotted for planning, research, construction, and testing.

Stories and Snacks **$10.00** **Grades 2-3**
This course is a delectable class for those with a taste for good books and good food!. Each day, children will read and respond to quality children's literature, and make a snack or craft based on the theme of the book. Curriculum may deviate from the standards of AASD nutrition policy. Healthy foods will be prepared when possible.

Summer Safety **$5.00** **Grades 4-6**
This class will help prepare children to be safe and responsible when home alone. Students will gain a better understanding of how to prevent problems, handle real-life situations, and remain safe. Topics will include home safety, first aid, fire escape, severe weather plans, internet safety, kitchen safety and healthy eating. Instructors will highlight some fun activities to keep kids busy while home alone, along with basic phone skills including how to make an emergency call.

Tasty Travels **$10.00** **Grades 3-6**
Learn about the basics of cooking while experiencing the cultures from other countries. Students may read books, learn words from other languages, explore art or games and make no-bake recipes popular in places around the world. Curriculum may deviate from the standards of AASD nutrition policy. Healthy foods will be prepared when possible.

Theater **$10.00** **Grades 2-6**
This course is designed for the student who likes to put on plays, do improvisations, act out dramatic situations, and pantomime. Basic stage and theatre concepts will be taught while encouraging an outlet for the dramatically creative side of the children's personalities. Music may also be part of the fun! Class will end with a final sharing for parents and students.

The Ọmọladé Academy Kindergarten/First Grade Here I Come **$15.00** **Grade 5K-1**
This course is designed to introduce and/or reinforce basic readiness skills for kindergarten and first grade students, including enriching math, reading, writing, science, social studies, computers, physical education, and art activities with an emphasis on African centered culture, traditions, and curriculum. *Class meets from 8:30-11:30*

The Ọmọladé Academy Summer Enrichment **$5.00** **Grade 2-6**
Students will participate in fun, hands-on STREEAM (Science, Technology, Reading, Engineering, Entrepreneurship, Arts, and Mathematics) centered activities with an emphasis on African centered culture, traditions, and curriculum.

Middle School Summer Classes

Art Studio **$15.00**
Students will participate in an advanced art making environment that will help fine tune their visual art skills. Studio time will be spent diving deep into a variety of art avenues including drawing, painting and sculpture while enhancing problem solving and creative thinking skills. Projects will include those that are lead by the instructor and free choice.

Athletics **No fee**
The focus of this course will be on participating in team/individual sports and fitness activities. Basic skills, rules and strategies for each activity will be taught to enhance participants' understanding of different sports and fitness activities. Activities may include, but are not limited to: football, volleyball, basketball, cross country, soccer, dance, and personal fitness. Students who complete this class should be able to confidently participate in recreational activities that will enhance their lifelong fitness.

Backstage Crew **$10.00**
Participants will learn the ins and the outs of putting on plays and other performances. Special attention will be paid to lights, sound and set construction. The class will culminate in the support of performances by the Dance and Theater classes.

Cooking **$15.00**
Learn the basics of cooking and baking while discovering some simple healthy substitutions. Come see what new dishes we will be preparing this year! Any of these delicious foods will be great to bring to a gathering of family or friends! Students will create a cookbook filled with recipes so they can recreate their favorite dishes at home. Curriculum may deviate from the standards of AASD nutrition policy. Healthy foods will be prepared when possible.

Creative Writing Club **$5.00**
In this class, an important life skill comes alive as students learn to write epic stories, create stilly tales, explore poetry, essays, lyrics and journaling. Designed for students who love to read, write and use imagination to create their own worlds, characters, and places. Daily journaling prompts will be provided, and students will have the ability to engage in conversation to discuss their thoughts.

Dance **$5.00**
Participants will learn and practice multiple methods of dance. This class will culminate in a performance in conjunction with the Theater and Backstage Crew classes.

English Language Arts **$5.00**
Ever want to be someone else? Ever want to explore new worlds? Ever want to try something you never thought possible? This summer, through high-interest teen literature, you'll have an adventure of a lifetime alongside your peers! Our adventure will include reading a chapter book, writing, and may end with an integrated arts project to share at the end of summer school.

English Language Arts for English Language Learners **$5.00**
(2 hour class)- Open to ELL students entering grades 6- 8 who have an English language proficiency level of 1 or 2. ELL students in this class will continue to develop their oral language, vocabulary and literacy skills by engaging in a variety of high-interest texts. Students will have opportunities to read, write, share their ideas, and listen to others as they explore books and topics from all content areas.

English Language Learners Literature Exploration **$5.00**
(1 hour class)- Open to ELL students entering grades 6-8 who have an English language proficiency level of 3- 5. ELL students in this class will immerse themselves in a variety of high-interest texts, including poetry, literature, and informational texts that represent many perspectives. Students will dig deep into the books, exploring the stories and characters to support their written reflections and collaborative conversations.

Extraordinary Experiments **$10.00**
Students will explore the ideas and concepts of science through many different activities and experiments, which may include making their own silly putty or bouncy balls. Students will create many different chemical reactions, explore different scientific ideas through projects, and begin to understand the science involved in so many common situations and objects we see every day.

Fitness Fun **$5.00**
Students will learn the fundamentals of cardio training, resistance training and stretching. Students will learn with a variety of methods and equipment to reach their peak performance. This class is for beginners both male and female to gain muscle tone, burn some calories, and promote a healthy life style.

Forensics- Speech and Debate **$5.00**
Students will explore the two genres of forensics in WI (Interpretation of Literature and Public Speaking). They will use plays, stories, poems, or their own writings to focus on the details of preparing a quality performance using various communication skills including speaking and listening. Learn how to play with different acting techniques that address line interpretation, character development, stage fright, body language, and improvisational theater in a solo, partner, or group setting. Leave this class ready to perform on your school's forensics team having explored the 15 different events available to middle school students in our state.

Free Choice Art **$10.00**
Students will utilize the TAB (Teaching the Artistic Behavior) process of free choice art for their chosen medium. They will learn to envision, plan, and practice to create! They will have access to create with all mediums in the art room (paint, wire, clay, beads, etc.).

Fun Run Club **$5.00**
Students will learn about the importance of healthy lifestyles and being physically active. Students will warm up, jog/run, cool down, set goals, document their progress, and celebrate their achievements.

Graphic Novels, Comics and Bullet Journals **$5.00**
Students will read, explore and create their own graphic novels, comics, and journals to support their reading and writing skills. They will be provided with writing prompts, and mya be encouraged to share some of their work with the class.

Group Drumming, Drum Set & Gamelan **$10.00**
Students will explore rhythm and music making utilizing body percussion and bucket drumming in small and large groups on established pieces and new creations, with notation and learning by rote. Instruments of focus will include Buckets and other Group Percussion, Balinese Gamelan Anklung, and Drum Set.

Gym & Outdoor Games **$5.00**
Gym and outdoor games such as soccer, softball, kickball, and more provide an excellent activity for coeducational play in which social skills, sportsmanship, cooperation, and team play can easily be developed. Whether you are trying out for your school team or just want to meet new friends, this course will meet your needs. Learn and practice skills, participate in friendly competition, and put your skills into game action FUN!

Hand-Sewing **$10.00**
In this creative and hands-on class, students will learn varying techniques to sew by hand. You will learn how to create functional items such as accessories, jewelry, and other small items to brighten up your wardrobe and bedroom!

Keyboards, Boomwhackers & Handbells **$10.00**
Students will dive into pitched instruments such as Keyboard/Piano, Boomwhackers and Handbells with group and individual learning. Students will also get a taste of more serious practicing, personal planning and decision making, and performance along with the introduction/use of pitch/melody/note-reading and more.

Let's Get Crafting! **$15.00**
Students will be introduced to a variety of two and three-dimensional projects, including painting, drawing, and designing unique creations to decorate lockers, display at home, or give as gifts. Samples will be used to teach techniques. Emphasis is on creativity and self-expression.

Math Games **$5.00**
Various fun math games, problem solving strategies and hand on practice will be used in class to reinforce math skills from the prior year.

Math Reinforcement **$5.00**
For students who need assistance and practice with the math concepts from the prior year. Small group and individual instruction will include hands-on practice, math games, and problem-solving strategies.

Memory Makers **$10.00**
Students will integrate critical social skills by learning the art of preserving thoughts and memories, expressing themselves through writing and art, and engage in discussion by sharing thoughts. Students will be provided with a daily prompt for their journal or diary, will create various picture frames and photo magnets, and learn scrapbooking.

Mindful Arts and Games **$5.00**
Learn how to have a strong mind and body! This class will help students identify, express and name feelings through hands-on activities, journaling and literature. Students will create their own personal "tool box" for dealing with tough emotions. Students will learn yoga poses, the importance of relaxation and balance, work on social and friendship skills through role play and games and practice supporting each other.

Rocket Building and Launching **$15.00**
Students will build air pressured rockets as well have the option of building air pressured rocket launchers that they will be able to keep and use for years to come. Students will also build rockets that are powered by a solid fuel engine. Fees include the cost of one rocket and one solid fuel engine as well assembly materials for the air pressured rockets.

School Spirit **$10.00**
Students will work collaboratively to research, develop, and deliver a beautification project for the school. With the teacher as the facilitator, students will use organizational and decision-making skills to choose a cause and develop a plan to carry out a project. Examples include but are not limited to: a food drive, adopting the school grounds, creating locker signs, planting flowers, painting a mural, building and painting benches, etc.

Science Exploration **$10.00**
Students will explore biology, chemistry, physics and astronomy through experiments, scientific observation, games, and critical thinking. Science topics may include genetics, ecology, evolution, marine biology, human body systems, astronomy, zoology, experiments, and more!

Strategy Games **$5.00**
Use strategy and thinking skills while learning to play a wide range of games like chess, Settlers of Catan, Risk, Farkel, UNO, Phase 10, cards, dominoes and dice. Students will work on critical thinking, problem solving, social skills, and concentration. They will use what they've learned to create and build their own game to share with the class. This is a chance to be clever, create challenges, and fill their games with surprises, suspense, and traps!

Summer STEM **$10.00**
Solar Vehicles! Bridges! Hovercrafts and more! This class is for students that are creative and like to design and build. Join this workshop to design, build and test out various structures and machines. This is a great way to put into practice math, science and technology skills at all levels. Time will be allotted for planning, research, construction, and testing.

Theater **$10.00**
This class will focus on performance skills and putting on a production. At the end of summer school, participants will perform a play in conjunction with the Costume Design, Dance and Backstage Crew classes.

Tied Trends **$10.00**
In this creative and hands-on class, students will learn varying ways to work with fibers, which may include macramé, crocheting amigurumi, hand-sewing, knitting, weaving, and more!

Ukulele & Guitar **$10.00**
Students will study both melodic and harmonic/accompaniment playing on stringed instruments with guitars and ukuleles. Strumming patterns, chords, chord charts, tab, and standard music notation, and the physics of string instruments will all be explored!

Valley New School Summer Enrichment **no fee**
Explore the world of student-driven project-based learning as you pick a topic of interest and learn all about it! Students will be guided through a personalized process, resulting in the creation of a unique and personal project on their chosen topic. Students will complete all phases of the VNS project process: proposal, research, planning, production, and assessment.

Video Game Design **$5.00**
Students will learn how to write, design and create their own video game using various platforms. Students will learn the different aspects of video game design and increase their writing skills in an exciting and interactive way.

Volleyball **$5.00**
Volleyball is an excellent activity for coeducational play in which social skills, sportsmanship, cooperation and team play can easily be developed. Whether a student is trying out for the school team or just wants to meet new friends-this course will meet their needs. Learn and practice skills; participate in friendly competition, and put the skills into game action FUN!

Welcome to Kaleidoscope Academy **$5.00**
This course is for incoming 6th graders, or any students that are new to KA next year that have passions they want to learn and research more about. Incoming middle school students will be introduced to their school environment through tours and school-specific procedures. Students will be introduced to project and inquiry-based learning through this course. It is intended to prepare incoming or new students for project-based learning at KA but all students are welcome! The project topics will be driven by the students' passions and interests.

Welcome to Middle School **$5.00**
Incoming middle school students will be introduced to their school environment through tours and school specific procedures. They will also gain an understanding of the study skills that are necessary to be successful. Topics will include learning what resources will help them succeed in their classes, organization skills, general study skills and/or technology, and test taking strategies. Skills will be taught through lecture and videos, while being reinforced through discussion, activities, and games.

Yoga and Mindfulness **$10.00**
Students will practice breathing exercises, yoga poses, games, visualizations, and relaxation activities. They will pay attention to thoughts and environment to help meet daily challenges with more openness, care and compassion.

AASD Moving to the Middle School Orientation

Description: Get a head start on middle school! Come and tour the building, get help with your locker combination, walk your schedule, and learn daily routines. You will get some tips about middle school life while meeting your future classmates! The staff can't wait to meet and welcome you!
Cost: no fee

Choose the school site that the student will attend in the fall:

Fly Like an Eagle 2.0:
Where: Einstein Middle School
When: Incoming 6th: August 12th 8:00-9:30 AM, 10:00-11:30 AM
Incoming 6th or any NEW to Einstein 7th -8th: August 12th 1:00-2:30 PM

Cardinal Day:
Where: Kaleidoscope Academy
When: Any new students: August 14th from 8:30 AM-11:30 AM
There will be a new-to-KA family orientation at the same time for parents/guardians

Wildcat Way:
Where: James Madison Middle School
When: Incoming 6th: August 12th or 13th from 8:00 AM-11:00 AM or 12:30 PM-3:30 PM
Additional time for students that have attended one of these sessions will be available on August 14th from 8:00 AM-11:00 AM or 12:30 PM-3:30 PM

Raider Readiness:
Where: Wilson Middle School
When: Incoming 6th: August 12th, 13th or 14th from 8:00 AM-11:00 AM or 12:30 PM-3:30 PM

High School Summer School-Credit Recovery

Option 1: Grade replacement for students who have already taken and completed the class and received a D or F. Students needing to recover credit for the following courses, instruction will be available:

1000 English Language Arts 9
1020 English Language Arts 10
1110 American Lit & Comp
0010 Fit 4 You (failures for PE9, Fit 4 You, and Creating Physical Literacy)
4990 Health Education
3000 Civics
3070 US History
3170 World History
3520 Global Studies
4000 Physical Science
4807 Earth Science
4110 Biology
9000A Algebra 1B
9050 Foundations of Algebra
9100 Algebra
9200 Geometry
9260 Algebra 2

Option 2: Students who are currently working with Alternative Ed staff or those willing to add a grade through Computer Based Instruction courses for a failed/ incomplete class instead of replacing the existing grade.

Option 3: Students who have teacher recommendation to complete coursework for a failed/ incomplete class. Students may earn a passing grade, but the grade would be limited to a D-.

Option 4: Summer School Courses for new credit or enrichment

AH202 EL Academic Skills .5 credit per session
These course options are available to Level 1 or low Level 2 students. It is open to students entering grades 9-12 in the fall. ELL students in this class will continue to develop their oral language, vocabulary and literacy skills by engaging in a variety of high-interest texts. Students will have opportunities to read, write, share their ideas, and listen to others as they explore books and topics from all content areas.

1670 Summer Shakespeare Theatre .5 credit per session/ must take both sessions
Students in this course will learn about Shakespeare, his times, and theatre of English Renaissance by preparing and presenting one of his plays for public performance. Students will also gain knowledge and experience in a variety of theatre skills such as scenic design, costumes, set construction, lighting, publicity, and direction. There are no auditions required. Class sessions/rehearsals and performances will be held at North High School. There will be performances scheduled the weekend after the class concludes.

Nursing Assistant .5 credit
A nursing assistant is an essential member of the healthcare team. This program will help you learn how to provide for the personal care and comfort of people with health problems. You will learn to bathe, dress, feed, mobilize and transport people; obtain pulse and temperature; and report observations and reactions to the health care team. Nursing assistants prepare equipment, take care of the patient's room and keep patient records. In this role, you may assist clients with dementia and rehabilitation needs, and provide restorative care to help them maintain their independence. Upon completion, you'll be ready to take the certification exam. You will have a variety of employment options as a CNA.

Paint the City .5 credits
Students will participate in a 2 week long mural painting project. Paint the City is focused on centering identity and belonging through public art.

Valley New School .5 credits
This course allows current VNS students who are behind in high school credits for graduation to develop and complete an individual research project in an area of their choice, thereby earning up to 0.5 AASD high school credit. Students will create personalized learning plans in order to identify needs and work toward project completion. Students and teacher will meet each morning for an "advisory" time to plan the day. Worktime will be used to complete the VNS project process: proposal, research, planning, production, and assessment. Project-based learning allows students to explore areas of academic interest in a non-traditional school setting.

eSchool Summer Interim Courses .5 credit per session
Various class offerings.See website at: https://eschool.aasd.k12.wi.us/summer-interim

Getting Ready for 9th Grade at East HS no credit
A course to provide additional support and direct instruction in reading and writing; to develop organizational and study skills to be a successful high school student.

Summer Fitness and Conditioning no credit
This class will provide you with the knowledge to live a healthy lifestyle through cardiovascular conditioning and strength training. It will teach proper techniques with emphasis on improved cardiovascular conditioning, body toning and a better understanding of physical fitness and wellness. This class is for the beginner, intermediate or advanced male or female student.

ITEM FOR CONSIDERATION

Topic: Professional Educator New Hire(s)

Background Information: The Professional Educators listed below are recommended for a contractual position for the 2024-2025 school year:

Name	***Position***	***Location***	***FTE***	***Effective Date***
Samantha R. Conness	Special Ed-Cross Cat	Badger	100%	3/5/25
Enya I.M. Roach	School Counselor	Omolade	100%	3/3/25

The Professional Educators listed below are recommended for a contractual position for the 2025-2026 school year (effective August 25, 2025):

Name	***Position***	***Location***	***FTE***
Baylee L. Clark	Speech & Language Pathologist	TBD	100%
Madelyn M. Kruckeberg	Speech & Language Pathologist	TBD	100%

Instructional Impact: The candidates listed above are recommended by the administrator to whom they will report as the best candidates for the position.

Fiscal Impact: Salary will be commensurate with education and experience.

Administrative Recommendation: Approval

Contact Person(s): Julie King, (920) 852-5302.

BOE: March 10, 2025

ITEM FOR CONSIDERATION

Topic: Professional Educator Contract Change(s) (Based on Professional Growth)

Background Information: The District recognizes the importance of continued professional development which directly affects student success. Through a Master's program coursework, educators learn new strategies and best practices to incorporate in their classrooms. In addition, they have the opportunity to collaborate with other professionals to connect theory, practice, and student outcomes. As a result, educators gain knowledge and experience to enhance their teaching skills and provide high quality educational experiences for students.

The Employee Handbook (p. 74) outlines additional compensation for educators who have completed a pre-approved Master's degree program.

Instructional Impact: None

Fiscal Impact: The total cost to the budget for this fiscal year is $15,200 for Master's degree compensation increases for 6 educators effective the second semester of the 2024-2025 school year.

Administrative Recommendation: Approval

Contact Person(s): Julie King (920) 852-5302

BOE: March 10, 2025

ITEM FOR CONSIDERATION

Topic: Professional Educator Contracts (2025-2026 School Year)

Background Information: The recommended professional educator contract list for the 2025-2026 school year will be shared as a separate document attached to the Board Item. Individual contracts will be distributed by March 14, 2025. These contracts must be signed and returned or declined by the individual professional educators no later than April 15, 2025. Employment of these staff members provides for the continued education of the student population for the 2025-2026 school year.

Administrative Recommendation: Approval

Contact Person(s): Julie King, (920) 852-5302

BOE: March 10, 2025

ITEM FOR CONSIDERATION

Topic:	Professional Educator Resignation(s)
Background Information:	The following Professional Educators have submitted a letter of resignation effective at the end of the 2024-2025 school year, unless otherwise noted: **Danielle C. DeBruin** has been with the District for thirteen and one-half years, most recently as a Special Education Teacher at Dunlap Elementary School. Danielle's resignation is effective at the close of the workday on Friday, March 21, 2025. **Thai Xiong** has been with the District for seven years, most recently as the Impact Director at Hmong American Immersion School as part of a one-year, grant funded position.
Instructional Impact:	Qualified replacements will be procured.
Fiscal Impact:	Dependent upon replacements
Administrative Recommendation:	Approval
Contact Person(s):	Julie King, (920) 852-5302

BOE: March 10, 2025

ITEM FOR CONSIDERATION

Topic: Administrative Resignation(s)

Background Information: The following administrator has submitted notice of their resignation:

Corene L. Strohfedlt has been the Principal at Huntley Elementary for the past four (4) years. Mrs. Strohfeldt's resignation from her Administrator role is effective June 30, 2025.

Instructional Impact: A qualified replacement will be procured.

Fiscal Impact: Dependent upon replacement.

Administrative Recommendation: Approval

Contact Person(s): Julie King, (920) 852-5302

BOE: March 10, 2025

ITEM FOR CONSIDERATION

Topic: AASD Summer School Courses for 2025

Background Information: Each year the AASD Board of Education approves the course offerings for summer school. We will be offering academic support, credit recovery, enrichment and credit classes in 2025. As a part of the Fox Valley Summer School Consortium, students in any of the member school districts may attend summer school in any member school district.

Key points for the 2025 summer school program:

A. Initial online registration using Infinite Campus for elementary and middle school students begins April 14th, 2025. High school registration also begins on April 14th through the guidance counselors.

B. The basic dates are June 10th -July 3rd, (no school on June 19th) for elementary and middle school students. Credit recovery classes for high school students will run from June 9th-27th (no school on June 19th) at East High School. Credit recovery will also be held throughout the summer at each High School utilizing a computer based instruction platform, as well as an option to complete some of the credits from spring semester by working with current teachers. There are also various Camps scheduled throughout the summer, including A-Tech Camp, Band Camp, Choir Camp, Golf Camp, Hmong Culture classes, Music Lessons, Summer Fitness and Conditioning, and Tesla Engineering Camps.

C. Procedures are in place to follow Act 20 Guidelines to offer an intensive summer reading program for students that have not completed their personal reading plan.

D. Boys and Girls Club of the Fox Valley will have programs at Badger Elementary, Columbus Elementary, Edison Elementary, Foster Elementary, Highlands Elementary, Kaleidoscope Academy, and Madison Middle. The YMCA will offer programs at Janet Berry Elementary, Dunlap Elementary, Ferber Elementary, Franklin Elementary, Horizons Elementary, Jefferson Elementary, Johnston Elementary, McKinley Elementary and Richmond Elementary. The summer school aftercare information is available on the AASD website.

E. Free breakfast and lunch will be available for any child 18 years and under at Badger, Columbus, Dunlap, Edison, Foster, Franklin, Highlands, Horizons, Huntley, Jefferson, Johnston, McKinley, Richmond, Kaleidoscope, Madison, Wilson, East and West. (This list is still tentative and may be subject to change)

Fiscal Note: The AASD receives FTE aid based on the Department of Public Instruction's established summer school aid formula. The aid received offsets the annual summer school program budget. Billable expenses for students attending any consortium school district have been established by the Fox Valley Summer School Consortium. The basic rates are $24.10/hour of instruction for teachers, and $12.90 per hour for paraprofessionals. The agreement allows rates for AASD contracted employees to be higher, at $28.50/ hour for teachers and $16.00/ hour for paraprofessionals.

Administrative Recommendation: Approve as submitted.

Instructional Impact: Summer school class offerings provide additional learning opportunities for students of all grade levels to succeed in the classroom during the regular school year. AASD curriculum is followed and enriched in the course offerings.

Contact Person(s): Sheree Garvey, 920-852-5300, garveysheree@aasd.k12.wi.us Todd Kadolph, 920-852-5332, kadolphtodd@aasd.k12.wi.us Karrie Kadolph, 920-852-5332, kadolphkarrie@aasd.k12.wi.us

BOE: March 10, 2025

ADDITIONAL INFORMATION FOR ITEM FOR CONSIDERATION

Site Coordinators: The site coordinators for the 2025 Summer School are:

Elementary Coordinators

SCHOOL	COORDINATOR
ABS at Columbus	Robert McInnes
Badger	Joshua Crabb
Berry	Abby Danforth
Classical	Stacey Foley
Dunlap	Alissa Paul
Edison	Carly Verstegen
Ferber	Lisa Head
Foster	Aaron Shoemaker
Franklin	Anne Koehnke
Highlands	Dawn Price
Horizons	Pam West
Houdini	Stephanie Malaney
Huntley	Amber Cittadino
Jefferson	Cathy Porter
Johnston	Patricia Israel
McKinley	Kris Sherry
Richmond	Brianna Tetzlaff

EL Elem Coordinator Haley Schwanebeck

Middle School Coordinators

Einstein	Danielle Hjerstedt
KA at Roosevelt	Annette Schwalenberg
Madison	Anthony Sonetti
Wilson	Pannayiota Guigley

High School Coordinators

East	Rachel Brick and Olivia Jenkinson
Central	Andy Protheroe

Summer School Assistant Coordinators

Shane Knudsen
Nicole Nelson

Camp Coordinators

ATech Camp	Paul Endter
Band Camp	Amanda Balane and Matt DiPietro
Choir Camp	Danielle Hjerstedt
Strings Lessons	Rachel Richards
Engineering Camp	Zachary Eckrose
Hmong Culture	Khang Vang

2025 AASD Summer School Offerings

Elementary School Summer Classes

Advanced Woodshop **$10.00** **Grades 4-6**
Advanced woodworking is for those children who are pretty capable of using a hammer and hand saw to make things out of wood. Parents are encouraged to provide leather gloves for their child to help guard against splinters and abrasions.

Appleton Bilingual Summer School **$15.00** **Grade 5K-5**
Students will continue the curriculum from their previous grade level, doing enriching math, reading, writing, science, social studies, computers, physical education, and art activities. *Class meets from 8:30-11:30*

Beginning Woodshop **$10.00** **Grades 2-4**
Basic use of non-power woodworking tools for sawing, sanding, assembling, and finishing. The beginner class is for those children with little or no experience with using hand tools. Parents are encouraged to provide leather gloves for their child to help guard against splinters and abrasions. Projects done last year may be repeated again this year.

Behind the Scenes **$10.00** **Grades 4-6**
In this class, students will explore the facets of crew. Time will be spent learning about costumes, makeup and hair, sets, properties, lights, and sound. Students will assist in the performance of "On with the Show."

"Board" Silly **$5.00** **Grades 2-5**
No technology here! Remember the good old-fashioned board game? Use your strategy and thinking skills while learning to play a variety of different board games from the classics to some you may have never played before. Use what you've learned to create and build your own game to share with the class. This is your chance to be clever, create challenges, and fill your games with surprises, suspense, and traps!

Books, 'Bots, and Makerspace **$5.00** **Grade 2-4**
Students will program multiple types of robots including Bee Bots, Ozobots, and Sphero. The coding challenges are based on stories read in class. Makerspace will be used to try new things and work on a project with the green screen! Students will develop their literacy skills along with technology, problem-solving, and teamwork skills from this class.

Brain Games & Math Challenges **$5.00** **Grades 3-8**
Learn the skills of logic while playing board games and working on activities that will challenge and test your skills of logic, memory and reasoning! Designed for students who enjoy mathematics challenges and problem solving.

Building Instruments and Music **$10.00** **Grades 2-3**
In this class, students will study and craft instruments from the four instrument families of the orchestra. Students will explore the sounds their instruments make and compose a piece of music to perform each week in class. This class will also watch professional instrument building for inspiration.

Chef's Cooking & Baking **$15.00** **Grades 5-6**
The next level up from no-bake cooking! Learn how to follow recipes, use the oven/stove, and create some real works of art-to eat! Curriculum may deviate from the standards of AASD nutrition policy. Healthy foods will be prepared when possible.

Computer Fun! **$5.00** **Grades 2-3**
Students will learn about Google apps and how to use them to share ideas and have fun. Google Drive, Drawings, and Slides will be used to create digital and hand-on projects. Through the activities, students will enhance their knowledge of technology and skills needed for use in the classroom.

Cooking Around the World **$10.00** **Grades 2-3**
This course is a delectable class for those with a taste for learning about new countries and introducing young chefs to new foods and tastes. Each class, children will learn about a country, create projects, learn words from a new language, and prepare a recipe to experience a new culture. Curriculum may deviate from the standards of AASD nutrition policy. Healthy foods will be prepared when possible.

Craft Club **$10.00** **Grades 4-6**
Unleash your creativity and imagination by focusing on various art forms such as painting, fiber and mixed media! Students will create cool arts and crafts and projects geared toward their age group.

Crafts, Jewelry, and More **$10.00** **Grades 2-3**
Students will create a variety of crafts and jewelry. Projects might include colorful bracelets, necklaces, or even pins using a variety of materials. They may also design their own beads and use them to create original jewelry works of art.

Crafty Kids **$10.00** **Grades 2-3**
Students will explore a wide variety arts and crafts projects using various supplies. Activities will range from step-by-step instructions to imaginative art. Instructors will assist in developing fine motor skills and fostering self-expression while cultivating a love for art!

Cribbage and Cards **$5.00** **Grades 4-6**
Students will learn and play classic card games including cribbage and many others. They will then use the knowledge from those games to create a whole new card game of their own to share with the share with the class.

Creative Reading, Writing, Drawing **$10.00** **Grades 4-6**
Want to have fun creating works of art that go with written works? This class is for those students that love to read, write, and draw, and who love to create their own worlds, characters, and places. The sky is the limit! All that is needed is an imagination!!

Curiosity Club **$10.00** **Grades 2-6**
Inquisitive students wanted! Join us for a class of wonders where each day we will explore something new. Topics will range from crafts, playacting, outdoor adventures, history, math, games, and more! Each day will present a new learning surprise.

First Grade Here I Come **$15.00** **Grade 1**
A course designed for children who have completed kindergarten. Students will continue the curriculum from kindergarten, doing enriching math, reading, writing, science, social studies, computers, physical education, and art activities. *Class meets from 8:30-11:30*

Gym & Playground Games **$5.00** **Grades 2-6**
Students will experience a variety of physical education games, activities, and skills. Sportsmanship, team cooperation, as well as skills will be emphasized.

Instrument Exploration **$5.00** **Grades 3-6**
Students will have experiences with various classroom instruments. They will learn playing techniques and have the opportunity for some composition. The focus will be on beat, rhythm, and form (patterns) in music.

Intro to Coding **$5.00** **Grades 4-6**
Students will learn the basics of coding to program their own interactive stories, games, and animations using online and other interactive activities. Through experimentation, they will build skills in sequencing, counting, problem solving, logical thinking, cause and effect, and critical thinking. Topics include variables, algorithms, loops, functions, conditionals, and debugging. No previous coding experience is needed.

Introductory Keyboarding & More **$5.00** **Grades 4-8**
The ability to type is an important skill in today's technology-driven world. This computer keyboarding class is designed for students with little or no previous keyboarding (typing) experience. In this course the student will learn the alphabetic keyboarding technique. The class will emphasize the development of typing speed and accuracy. Younger students enrolling in this class must have the ability to concentrate for long periods of time.

Jump! Stomp! Jam! **$5.00** **Grades 2-6**
Come and enjoy a summer musical adventure! Sing a song, do a dance, beat a drum and more. We will even create our very own take-home instruments. Join this class for musical memories this summer.

Kindergarten Here I Come **$15.00** **Grade 5K**
This course is designed to introduce and/or reinforce basic readiness skills for kindergarten. *Class meets from 8:30-11:30*

Lego Discovery **$10.00** **Grades 2-4**
Students will read, write, and create a variety of pieces related to Legos. Each class will start with a read aloud that begins the Lego challenge of the day. Students will become engineers when they design, build and document challenges using a journal to help make predictions, design projects and document findings.

Magic: the Gathering for Beginners **$5.00** **Grades 3-6**
Students will learn all about the game of Magic: The Gathering, they'll learn how to build decks, the playthrough, participate in a tournament and even have the opportunity to make and take their own starter deck home. Best for those just starting out or never having played the game.

Making Memories **$10.00** **Grades 3-6**
Students will explore the art of preserving thoughts and memories by learning to write in a journal or diary, and create various picture frames, photo magnets, and scrapbook. Students will be provided with a daily journal prompt, discuss the importance of expressing oneself, and have the opportunity to engage in discussion to share thoughts.

Marvelous Math Minds **$5.00** **Grade 2-6**
Students will participate in fun and engaging math experiences designed to engage mathematical thinking and exploration through Number Talks, Math Stories and Games. This course is designed for all levels of learners.

Mindful Kids **$5.00** **Grade 2-4**
Mindful kids have a strong mind and body! Students will learn about the different areas of SEL (Social Emotional Learning) including self-awareness, self-management, social awareness, relationship skills and responsible decision making through games, books, crafts, writing and movement. Class may include school beautification projects and end daily with a mindfulness activity.

On with the Show! **$10.00** **Grades 3-6**
Students will learn the art of performance through the mediums of song, dance, and drama. In the last week of summer school, students will perform for their peers and invited family members to celebrate their learning.

Passport to Adventure **$10.00** **Grades 2-4**
Let your imagination travel as you learn about how children live in other parts of the world. We will share food, recipes, sports, games, crafts and songs from other countries. Come and join the fun as we travel the world!

Reading Adventures **$5.00** **Grade 2-6**
Students will be immersed in fun and engaging activities to read, discuss, and write about books. Students will sharpen their skills in grade level word study. This course is designed for all levels of learners.

Running Club **$5.00** **Grades 2-6**
Students will learn about the importance of healthy lifestyles and being physically active. Every day, students will warm up, RUN/JOG, and cool down. By the end of the course, students will run 1 mile around the track.

School Pride **$10.00** **Grades 4-6**
Students will work collaboratively to research, develop, and deliver a beautification project for the school. Students will use organizational and decision making skills to choose a cause and develop a plan to carry out a project. Examples include but are not limited to: a food drive, adopting the school grounds, painting a mural, maintaining a garden space, or building and painting a bench, etc.

Science Fun! **$10.00** **Grades 3-5**
Activities are designed to get kids out of their seat to explore the exciting world of nature through unique hands-on learning experiences, emphasizing plants, animals and insects.

Stars & Space **$5.00** **Grades 3-5**
Students will have the opportunity to explore our vast solar system, and learn about such things as planets, constellations, the moon phases, among other topics. There will be opportunities to make and take activities home.

STEM Innovation **$10.00** **Grades 3-6**
Students will have the opportunity to participate in an innovative, engaging and fun learning class designed around Science, Technology, Engineering, and Math (STEM). This class is all about creating, building, problem solving, and working together to solve a challenge using everyday items. **Example:** Use the following items to launch a marshmallow peep the farthest distance: string, mouse trap, rubber bands, popsicle sticks, paper plates, plastic spoons, and tape. Time will be allotted for planning, research, construction, and testing.

STEM Starters **$10.00** **Grades 2-3**
Students will have the opportunity to participate in an innovative, engaging and fun learning class designed around Science, Technology, Engineering, and Math (STEM). This class is all about creating, building, problem solving, and working together to solve a challenge using everyday items. **Example:** Use the following items: rubber bands, popsicle sticks, paper plates, plastic spoons, and tape to build bridges and more. Time will be allotted for planning, research, construction, and testing.

Stories and Snacks **$10.00** **Grades 2-3**
This course is a delectable class for those with a taste for good books and good food!. Each day, children will read and respond to quality children's literature, and make a snack or craft based on the theme of the book. Curriculum may deviate from the standards of AASD nutrition policy. Healthy foods will be prepared when possible.

Summer Safety **$5.00** **Grades 4-6**
This class will help prepare children to be safe and responsible when home alone. Students will gain a better understanding of how to prevent problems, handle real-life situations, and remain safe. Topics will include home safety, first aid, fire escape, severe weather plans, internet safety, kitchen safety and healthy eating. Instructors will highlight some fun activities to keep kids busy while home alone, along with basic phone skills including how to make an emergency call.

Tasty Travels **$10.00** **Grades 3-6**
Learn about the basics of cooking while experiencing the cultures from other countries. Students may read books, learn words from other languages, explore art or games and make no-bake recipes popular in places around the world. Curriculum may deviate from the standards of AASD nutrition policy. Healthy foods will be prepared when possible.

Theater **$10.00** **Grades 2-6**
This course is designed for the student who likes to put on plays, do improvisations, act out dramatic situations, and pantomime. Basic stage and theatre concepts will be taught while encouraging an outlet for the dramatically creative side of the children's personalities. Music may also be part of the fun! Class will end with a final sharing for parents and students.

The Ọmọladé Academy Kindergarten/First Grade Here I Come **$15.00** **Grade 5K-1**
This course is designed to introduce and/or reinforce basic readiness skills for kindergarten and first grade students, including enriching math, reading, writing, science, social studies, computers, physical education, and art activities with an emphasis on African centered culture, traditions, and curriculum. *Class meets from 8:30-11:30*

The Ọmọladé Academy Summer Enrichment **$5.00** **Grade 2-6**
Students will participate in fun, hands-on STREEAM (Science, Technology, Reading, Engineering, Entrepreneurship, Arts, and Mathematics) centered activities with an emphasis on African centered culture, traditions, and curriculum.

Middle School Summer Classes

Art Studio **$15.00**
Students will participate in an advanced art making environment that will help fine tune their visual art skills. Studio time will be spent diving deep into a variety of art avenues including drawing, painting and sculpture while enhancing problem solving and creative thinking skills. Projects will include those that are lead by the instructor and free choice.

Athletics **No fee**
The focus of this course will be on participating in team/individual sports and fitness activities. Basic skills, rules and strategies for each activity will be taught to enhance participants' understanding of different sports and fitness activities. Activities may include, but are not limited to: football, volleyball, basketball, cross country, soccer, dance, and personal fitness. Students who complete this class should be able to confidently participate in recreational activities that will enhance their lifelong fitness.

Backstage Crew **$10.00**
Participants will learn the ins and the outs of putting on plays and other performances. Special attention will be paid to lights, sound and set construction. The class will culminate in the support of performances by the Dance and Theater classes.

Cooking **$15.00**
Learn the basics of cooking and baking while discovering some simple healthy substitutions. Come see what new dishes we will be preparing this year! Any of these delicious foods will be great to bring to a gathering of family or friends! Students will create a cookbook filled with recipes so they can recreate their favorite dishes at home. Curriculum may deviate from the standards of AASD nutrition policy. Healthy foods will be prepared when possible.

Creative Writing Club **$5.00**
In this class, an important life skill comes alive as students learn to write epic stories, create stilly tales, explore poetry, essays, lyrics and journaling. Designed for students who love to read, write and use imagination to create their own worlds, characters, and places. Daily journaling prompts will be provided, and students will have the ability to engage in conversation to discuss their thoughts.

Dance **$5.00**
Participants will learn and practice multiple methods of dance. This class will culminate in a performance in conjunction with the Theater and Backstage Crew classes.

English Language Arts **$5.00**
Ever want to be someone else? Ever want to explore new worlds? Ever want to try something you never thought possible? This summer, through high-interest teen literature, you'll have an adventure of a lifetime alongside your peers! Our adventure will include reading a chapter book, writing, and may end with an integrated arts project to share at the end of summer school.

English Language Arts for English Language Learners **$5.00**
(2 hour class)- Open to ELL students entering grades 6- 8 who have an English language proficiency level of 1 or 2. ELL students in this class will continue to develop their oral language, vocabulary and literacy skills by engaging in a variety of high-interest texts. Students will have opportunities to read, write, share their ideas, and listen to others as they explore books and topics from all content areas.

English Language Learners Literature Exploration **$5.00**
(1 hour class)- Open to ELL students entering grades 6-8 who have an English language proficiency level of 3- 5. ELL students in this class will immerse themselves in a variety of high-interest texts, including poetry, literature, and informational texts that represent many perspectives. Students will dig deep into the books, exploring the stories and characters to support their written reflections and collaborative conversations.

Extraordinary Experiments **$10.00**
Students will explore the ideas and concepts of science through many different activities and experiments, which may include making their own silly putty or bouncy balls. Students will create many different chemical reactions, explore different scientific ideas through projects, and begin to understand the science involved in so many common situations and objects we see every day.

Fitness Fun **$5.00**
Students will learn the fundamentals of cardio training, resistance training and stretching. Students will learn with a variety of methods and equipment to reach their peak performance. This class is for beginners both male and female to gain muscle tone, burn some calories, and promote a healthy life style.

Forensics- Speech and Debate **$5.00**
Students will explore the two genres of forensics in WI (Interpretation of Literature and Public Speaking). They will use plays, stories, poems, or their own writings to focus on the details of preparing a quality performance using various communication skills including speaking and listening. Learn how to play with different acting techniques that address line interpretation, character development, stage fright, body language, and improvisational theater in a solo, partner, or group setting. Leave this class ready to perform on your school's forensics team having explored the 15 different events available to middle school students in our state.

Free Choice Art **$10.00**
Students will utilize the TAB (Teaching the Artistic Behavior) process of free choice art for their chosen medium. They will learn to envision, plan, and practice to create! They will have access to create with all mediums in the art room (paint, wire, clay, beads, etc.).

Fun Run Club **$5.00**
Students will learn about the importance of healthy lifestyles and being physically active. Students will warm up, jog/run, cool down, set goals, document their progress, and celebrate their achievements.

Graphic Novels, Comics and Bullet Journals **$5.00**
Students will read, explore and create their own graphic novels, comics, and journals to support their reading and writing skills. They will be provided with writing prompts, and mya be encouraged to share some of their work with the class.

Group Drumming, Drum Set & Gamelan **$10.00**
Students will explore rhythm and music making utilizing body percussion and bucket drumming in small and large groups on established pieces and new creations, with notation and learning by rote. Instruments of focus will include Buckets and other Group Percussion, Balinese Gamelan Anklung, and Drum Set.

Gym & Outdoor Games **$5.00**
Gym and outdoor games such as soccer, softball, kickball, and more provide an excellent activity for coeducational play in which social skills, sportsmanship, cooperation, and team play can easily be developed. Whether you are trying out for your school team or just want to meet new friends, this course will meet your needs. Learn and practice skills, participate in friendly competition, and put your skills into game action FUN!

Hand-Sewing **$10.00**
In this creative and hands-on class, students will learn varying techniques to sew by hand. You will learn how to create functional items such as accessories, jewelry, and other small items to brighten up your wardrobe and bedroom!

Keyboards, Boomwhackers & Handbells **$10.00**
Students will dive into pitched instruments such as Keyboard/Piano, Boomwhackers and Handbells with group and individual learning. Students will also get a taste of more serious practicing, personal planning and decision making, and performance along with the introduction/use of pitch/melody/note-reading and more.

Let's Get Crafting! **$15.00**
Students will be introduced to a variety of two and three-dimensional projects, including painting, drawing, and designing unique creations to decorate lockers, display at home, or give as gifts. Samples will be used to teach techniques. Emphasis is on creativity and self-expression.

Math Games **$5.00**
Various fun math games, problem solving strategies and hand on practice will be used in class to reinforce math skills from the prior year.

Math Reinforcement **$5.00**
For students who need assistance and practice with the math concepts from the prior year. Small group and individual instruction will include hands-on practice, math games, and problem-solving strategies.

Memory Makers **$10.00**
Students will integrate critical social skills by learning the art of preserving thoughts and memories, expressing themselves through writing and art, and engage in discussion by sharing thoughts. Students will be provided with a daily prompt for their journal or diary, will create various picture frames and photo magnets, and learn scrapbooking.

Mindful Arts and Games **$5.00**
Learn how to have a strong mind and body! This class will help students identify, express and name feelings through hands-on activities, journaling and literature. Students will create their own personal "tool box" for dealing with tough emotions. Students will learn yoga poses, the importance of relaxation and balance, work on social and friendship skills through role play and games and practice supporting each other.

Rocket Building and Launching **$15.00**
Students will build air pressured rockets as well have the option of building air pressured rocket launchers that they will be able to keep and use for years to come. Students will also build rockets that are powered by a solid fuel engine. Fees include the cost of one rocket and one solid fuel engine as well assembly materials for the air pressured rockets.

School Spirit **$10.00**
Students will work collaboratively to research, develop, and deliver a beautification project for the school. With the teacher as the facilitator, students will use organizational and decision-making skills to choose a cause and develop a plan to carry out a project. Examples include but are not limited to: a food drive, adopting the school grounds, creating locker signs, planting flowers, painting a mural, building and painting benches, etc.

Science Exploration **$10.00**
Students will explore biology, chemistry, physics and astronomy through experiments, scientific observation, games, and critical thinking. Science topics may include genetics, ecology, evolution, marine biology, human body systems, astronomy, zoology, experiments, and more!

Strategy Games **$5.00**
Use strategy and thinking skills while learning to play a wide range of games like chess, Settlers of Catan, Risk, Farkel, UNO, Phase 10, cards, dominoes and dice. Students will work on critical thinking, problem solving, social skills, and concentration. They will use what they've learned to create and build their own game to share with the class. This is a chance to be clever, create challenges, and fill their games with surprises, suspense, and traps!

Summer STEM **$10.00**
Solar Vehicles! Bridges! Hovercrafts and more! This class is for students that are creative and like to design and build. Join this workshop to design, build and test out various structures and machines. This is a great way to put into practice math, science and technology skills at all levels. Time will be allotted for planning, research, construction, and testing.

Theater **$10.00**
This class will focus on performance skills and putting on a production. At the end of summer school, participants will perform a play in conjunction with the Costume Design, Dance and Backstage Crew classes.

Tied Trends **$10.00**
In this creative and hands-on class, students will learn varying ways to work with fibers, which may include macramé, crocheting amigurumi, hand-sewing, knitting, weaving, and more!

Ukulele & Guitar **$10.00**
Students will study both melodic and harmonic/accompaniment playing on stringed instruments with guitars and ukuleles. Strumming patterns, chords, chord charts, tab, and standard music notation, and the physics of string instruments will all be explored!

Valley New School Summer Enrichment **no fee**
Explore the world of student-driven project-based learning as you pick a topic of interest and learn all about it! Students will be guided through a personalized process, resulting in the creation of a unique and personal project on their chosen topic. Students will complete all phases of the VNS project process: proposal, research, planning, production, and assessment.

Video Game Design **$5.00**
Students will learn how to write, design and create their own video game using various platforms. Students will learn the different aspects of video game design and increase their writing skills in an exciting and interactive way.

Volleyball **$5.00**
Volleyball is an excellent activity for coeducational play in which social skills, sportsmanship, cooperation and team play can easily be developed. Whether a student is trying out for the school team or just wants to meet new friends-this course will meet their needs. Learn and practice skills; participate in friendly competition, and put the skills into game action FUN!

Welcome to Kaleidoscope Academy **$5.00**
This course is for incoming 6th graders, or any students that are new to KA next year that have passions they want to learn and research more about. Incoming middle school students will be introduced to their school environment through tours and school-specific procedures. Students will be introduced to project and inquiry-based learning through this course. It is intended to prepare incoming or new students for project-based learning at KA but all students are welcome! The project topics will be driven by the students' passions and interests.

Welcome to Middle School **$5.00**
Incoming middle school students will be introduced to their school environment through tours and school specific procedures. They will also gain an understanding of the study skills that are necessary to be successful. Topics will include learning what resources will help them succeed in their classes, organization skills, general study skills and/or technology, and test taking strategies. Skills will be taught through lecture and videos, while being reinforced through discussion, activities, and games.

Yoga and Mindfulness **$10.00**
Students will practice breathing exercises, yoga poses, games, visualizations, and relaxation activities. They will pay attention to thoughts and environment to help meet daily challenges with more openness, care and compassion.

AASD Moving to the Middle School Orientation

Description: Get a head start on middle school! Come and tour the building, get help with your locker combination, walk your schedule, and learn daily routines. You will get some tips about middle school life while meeting your future classmates! The staff can't wait to meet and welcome you!
Cost: no fee

Choose the school site that the student will attend in the fall:

Fly Like an Eagle 2.0:
Where: Einstein Middle School
When: Incoming 6th: August 12th 8:00-9:30 AM, 10:00-11:30 AM
Incoming 6th or any NEW to Einstein 7th -8th: August 12th 1:00-2:30 PM

Cardinal Day:
Where: Kaleidoscope Academy
When: Any new students: August 14th from 8:30 AM-11:30 AM
There will be a new-to-KA family orientation at the same time for parents/guardians

Wildcat Way:
Where: James Madison Middle School
When: Incoming 6th: August 12th or 13th from 8:00 AM-11:00 AM or 12:30 PM-3:30 PM
Additional time for students that have attended one of these sessions will be available on August 14th from 8:00 AM-11:00 AM or 12:30 PM-3:30 PM

Raider Readiness:
Where: Wilson Middle School
When: Incoming 6th: August 12th, 13th or 14th from 8:00 AM-11:00 AM or 12:30 PM-3:30 PM

High School Summer School-Credit Recovery

Option 1: Grade replacement for students who have already taken and completed the class and received a D or F. Students needing to recover credit for the following courses, instruction will be available:

1000 English Language Arts 9
1020 English Language Arts 10
1110 American Lit & Comp
0010 Fit 4 You (failures for PE9, Fit 4 You, and Creating Physical Literacy)
4990 Health Education
3000 Civics
3070 US History
3170 World History
3520 Global Studies
4000 Physical Science
4807 Earth Science
4110 Biology
9000A Algebra 1B
9050 Foundations of Algebra
9100 Algebra
9200 Geometry
9260 Algebra 2

Option 2: Students who are currently working with Alternative Ed staff or those willing to add a grade through Computer Based Instruction courses for a failed/ incomplete class instead of replacing the existing grade.

Option 3: Students who have teacher recommendation to complete coursework for a failed/ incomplete class. Students may earn a passing grade, but the grade would be limited to a D-.

Option 4: Summer School Courses for new credit or enrichment

AH202 EL Academic Skills .5 credit per session
These course options are available to Level 1 or low Level 2 students. It is open to students entering grades 9-12 in the fall. ELL students in this class will continue to develop their oral language, vocabulary and literacy skills by engaging in a variety of high-interest texts. Students will have opportunities to read, write, share their ideas, and listen to others as they explore books and topics from all content areas.

1670 Summer Shakespeare Theatre .5 credit per session/ must take both sessions
Students in this course will learn about Shakespeare, his times, and theatre of English Renaissance by preparing and presenting one of his plays for public performance. Students will also gain knowledge and experience in a variety of theatre skills such as scenic design, costumes, set construction, lighting, publicity, and direction. There are no auditions required. Class sessions/rehearsals and performances will be held at North High School. There will be performances scheduled the weekend after the class concludes.

Nursing Assistant .5 credit
A nursing assistant is an essential member of the healthcare team. This program will help you learn how to provide for the personal care and comfort of people with health problems. You will learn to bathe, dress, feed, mobilize and transport people; obtain pulse and temperature; and report observations and reactions to the health care team. Nursing assistants prepare equipment, take care of the patient's room and keep patient records. In this role, you may assist clients with dementia and rehabilitation needs, and provide restorative care to help them maintain their independence. Upon completion, you'll be ready to take the certification exam. You will have a variety of employment options as a CNA.

Paint the City .5 credits
Students will participate in a 2 week long mural painting project. Paint the City is focused on centering identity and belonging through public art.

Valley New School .5 credits
This course allows current VNS students who are behind in high school credits for graduation to develop and complete an individual research project in an area of their choice, thereby earning up to 0.5 AASD high school credit. Students will create personalized learning plans in order to identify needs and work toward project completion. Students and teacher will meet each morning for an "advisory" time to plan the day. Worktime will be used to complete the VNS project process: proposal, research, planning, production, and assessment. Project-based learning allows students to explore areas of academic interest in a non-traditional school setting.

eSchool Summer Interim Courses .5 credit per session
Various class offerings.See website at: https://eschool.aasd.k12.wi.us/summer-interim

Getting Ready for 9th Grade at East HS no credit
A course to provide additional support and direct instruction in reading and writing; to develop organizational and study skills to be a successful high school student.

Summer Fitness and Conditioning no credit
This class will provide you with the knowledge to live a healthy lifestyle through cardiovascular conditioning and strength training. It will teach proper techniques with emphasis on improved cardiovascular conditioning, body toning and a better understanding of physical fitness and wellness. This class is for the beginner, intermediate or advanced male or female student.

ITEM FOR CONSIDERATION

Topic: Professional Educator New Hire(s)

Background Information: The Professional Educators listed below are recommended for a contractual position for the 2024-2025 school year:

Name	***Position***	***Location***	***FTE***	***Effective Date***
Samantha R. Conness	Special Ed-Cross Cat	Badger	100%	3/5/25
Enya I.M. Roach	School Counselor	Omolade	100%	3/3/25

The Professional Educators listed below are recommended for a contractual position for the 2025-2026 school year (effective August 25, 2025):

Name	***Position***	***Location***	***FTE***
Baylee L. Clark	Speech & Language Pathologist	TBD	100%
Madelyn M. Kruckeberg	Speech & Language Pathologist	TBD	100%

Instructional Impact: The candidates listed above are recommended by the administrator to whom they will report as the best candidates for the position.

Fiscal Impact: Salary will be commensurate with education and experience.

Administrative Recommendation: Approval

Contact Person(s): Julie King, (920) 852-5302.

BOE: March 10, 2025

ITEM FOR CONSIDERATION

Topic: Professional Educator Contract Change(s) (Based on Professional Growth)

Background Information: The District recognizes the importance of continued professional development which directly affects student success. Through a Master's program coursework, educators learn new strategies and best practices to incorporate in their classrooms. In addition, they have the opportunity to collaborate with other professionals to connect theory, practice, and student outcomes. As a result, educators gain knowledge and experience to enhance their teaching skills and provide high quality educational experiences for students.

The Employee Handbook (p. 74) outlines additional compensation for educators who have completed a pre-approved Master's degree program.

Instructional Impact: None

Fiscal Impact: The total cost to the budget for this fiscal year is $15,200 for Master's degree compensation increases for 6 educators effective the second semester of the 2024-2025 school year.

Administrative Recommendation: Approval

Contact Person(s): Julie King (920) 852-5302

BOE: March 10, 2025

ITEM FOR CONSIDERATION

Topic: Professional Educator Contracts (2025-2026 School Year)

Background Information: The recommended professional educator contract list for the 2025-2026 school year will be shared as a separate document at the meeting. Individual contracts will be distributed by March 14, 2025. These contracts must be signed and returned or declined by the individual professional educators no later than April 15, 2025. Employment of these staff members provides for the continued education of the student population for the 2025-2026 school year.

Administrative Recommendation: Approval

Contact Person(s): Julie King, (920) 852-5302

BOE: March 10, 2025

ITEM FOR CONSIDERATION

Topic: Professional Educator Resignation(s)

Background Information: The following Professional Educators have submitted a letter of resignation effective at the end of the 2024-2025 school year, unless otherwise noted:

Danielle C. DeBruin has been with the District for thirteen and one-half years, most recently as a Special Education Teacher at Dunlap Elementary School. Danielle's resignation is effective at the close of the workday on Friday, March 21, 2025.

Thai Xiong has been with the District for seven years, most recently as the Impact Director at Hmong American Immersion School as part of a one-year, grant funded position.

Instructional Impact: Qualified replacements will be procured.

Fiscal Impact: Dependent upon replacements

Administrative Recommendation: Approval

Contact Person(s): Julie King, (920) 852-5302

BOE: March 10, 2025

ITEM FOR CONSIDERATION

Topic: Administrative Resignation(s)

Background Information: The following administrator has submitted notice of their resignation:

Corene L. Strohfedlt has been the Principal at Huntley Elementary for the past four (4) years. Mrs. Strohfeldt's resignation from her Administrator role is effective June 30, 2025.

Instructional Impact: A qualified replacement will be procured.

Fiscal Impact: Dependent upon replacement.

Administrative Recommendation: Approval

Contact Person(s): Julie King, (920) 852-5302

BOE: March 10, 2025

ITEM FOR CONSIDERATION

Topic: Professional Educator Contract Change(s) (Based on Professional Growth)

Background Information: The District recognizes the importance of continued professional development which directly affects student success. Through a Master's program coursework, educators learn new strategies and best practices to incorporate in their classrooms. In addition, they have the opportunity to collaborate with other professionals to connect theory, practice, and student outcomes. As a result, educators gain knowledge and experience to enhance their teaching skills and provide high quality educational experiences for students.

The Employee Handbook (p. 74) outlines additional compensation for educators who have completed a pre-approved Master's degree program.

Instructional Impact: None

Fiscal Impact: The total cost to the budget for this fiscal year is $15,200 for Master's degree compensation increases for 6 educators effective the second semester of the 2024-2025 school year.

Administrative Recommendation: Approval

Contact Person(s): Julie King (920) 852-5302

BOE: March 10, 2025

ITEM FOR CONSIDERATION

Topic: Professional Educator Contracts (2025-2026 School Year)

Background Information: The recommended professional educator contract list for the 2025-2026 school year will be shared as a separate document attached to the Board Item. Individual contracts will be distributed by March 14, 2025. These contracts must be signed and returned or declined by the individual professional educators no later than April 15, 2025. Employment of these staff members provides for the continued education of the student population for the 2025-2026 school year.

Administrative Recommendation: Approval

Contact Person(s): Julie King, (920) 852-5302

BOE: March 10, 2025

PROFESSIONAL EDUCATOR CONTRACT LIST (2025-2026)

EMPLOYEE	FTE
ABDERHOLDEN, KATHARINA	0.85
ABEL, KELLY M	1.00
ABSHIRE, ROBERT J	1.00
ACY, CAITLYNN S	1.00
ADAMS, KATHERINE L	1.00
ADAMS, MATTHEW J	1.00
ADESSO, ANNA R	0.80
AERTS, ALYSSA J	1.00
AERTS, TERESSA M	1.00
AGUILAR DE ENRIQUEZ, NANCY	1.00
AGUILAR, STEVIE M	1.00
ALBA, KRISTY M	1.00
ALBERS, JORDAN T	1.00
ALBERTSON, RAEANNE L	0.80
ALBRECHT, STEPHANIE S	1.00
ALBRIGHT, CORRINA A	0.80
ALDANA, SARA L	1.00
ALESON, EAN A	1.00
ALFT OTTO, CHRISTINE L	1.00
ALIOTA, TRACY M	1.00
ALLEN, MICHAEL T	1.00
ALLINGER, ALEXANDER D	1.00
ALLINGER, JANE K	1.00
ALLISON, SARA G	1.00
ALLWARDT, ASHLEY A	1.00
ALVAREZ, YAZMIN	1.00
AMAN, ASHTIN R	1.00
AMBROSE, KELLY J	1.00
ANDERSEN, MIRANDA L	1.00
ANDERSON, MICHELLE S	1.00
ANDREWS, DOREEN B	1.00
ANDREWS, SARAH A	1.00
ANNOYE, CAMRYN V	1.00
APLIN, BROOKE L	1.00
APRIESNIG, CHRISTOPHER J	1.00
ARMSTRONG, SARA M	1.00
ARMSTRONG, TANYA L	1.00
ARNDT, BARBARA A	1.00
ARNOLD, ALYSSA W.	1.00
ARNOLD, TIMOTHY L	1.00
ARPS, TANYA R	1.00
ASHMAN, RAISSA V	1.00
AUGUSTINE, KRISTIN L	1.00
AUMANN, LUKE J	1.00
AURES, SHELLY A	1.00
AUSTIN, DANA A	1.00
AUSTIN, GREGORY F	1.00
BABCOCK, DAVID A	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2025-2026)

EMPLOYEE	FTE
BAEB, MARGARET A	1.00
BAERENWALD, CAYLEE J	1.00
BAHR, AUBREE M	1.00
BAILEY, KASEY A	1.00
BALANE, AMANDA J	1.00
BALDA, KYLE J	1.00
BAPTIST, AMANDA M	1.00
BARKER, EMILY E	1.00
BARLOW, ALYSON C	1.00
BARTEL, BRIAN B	1.00
BARTEL, TRINA K	1.00
BARTLETT, DAKOTA L	1.00
BARTLETT, MICHELE L	1.00
BASLER, DALE J	1.00
BATES, THOMAS D	1.00
BAUER, EMILY J	1.00
BAUER, SARAH J	1.00
BAUM, JADA J	1.00
BAUMAN, TIFFANY A	1.00
BAUMGART, KATHERINE L	1.00
BAYE, MICHELLE M	1.00
BAZALDUA, MARK	1.00
BEAMAN, LINDSEY R	1.00
BECKMAN, ELIZABETH AR	1.00
BEDNAR, JARRETT J	1.00
BEDOR GRIFFITHS, JANEL M	1.00
BEHNKE, ALISON I	1.00
BEHNKE, KAISER B	1.00
BEHNKE, KALI E	1.00
BEHNKE, MICHELLE C	1.00
BEHNKE, TARA A	1.00
BEHRMANN, KAITLYN M	1.00
BELANGER, CASEY N	1.00
BELLIN, TAMMY L	1.00
BELTER, BROOKE B	1.00
BENDER, OLIVIA K	1.00
BERINGER, KEVIN M	1.00
BERLOWSKI, TERI A	1.00
BERNDT, JENNIFER A	1.00
BERNIER, BROOKE M	1.00
BERTOG, KATE M	1.00
BETHE, MILISSA B	1.00
BEYER, JENNIFER L	1.00
BIDWELL, LAURA E	1.00
BIESE, JENNIFER L	1.00
BIRCH, JAMES T	1.00
BISHOP, DIANE L	1.00
BJORK, KIMBERLY M	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2025-2026)

EMPLOYEE	FTE
BLAIR, KELLY A	1.00
BLANK, STEVEN J	1.00
BLASKOWSKI, MARIA R	1.00
BLATTNER, JENNIFER M	1.00
BLECK, JENNIFER A	1.00
BLENKER, LISA R	1.00
BLEVINS, AMY M	1.00
BLOHOWIAK, TIMOTHY J	1.00
BOEGH, KATHRYN E	1.00
BOHM, GWENDOLYN L	0.80
BOLD, HAYLEY C	0.75
BOLDT, JODI L	1.00
BOLWERK, JACQUELINE M	1.00
BOMANN, GWENDOLYN J	1.00
BONGERT, CHELSEA D	1.00
BONSON, MATTHEW D	1.00
BOOKS, LINDA M	1.00
BOUSHELE, BRIAN D	1.00
BOUSLEY, ABBY M	1.00
BOWE, JULIE M	1.00
BRANNER, JULIE N	1.00
BRATSCH, SUSAN L	1.00
BRAUN, KATHRYN L	1.00
BRAUNREITER, AMANDA M	1.00
BREWTON, LAURIE L	1.00
BRICK, RACHEL A	1.00
BROKAW, MARGARET M	1.00
BROLSMA, AMANDA E	1.00
BROOKS, CARINA M	1.00
BROWN, JULIE K	1.00
BROWN, LARISSA A	1.00
BROWN, RENEE L	1.00
BROYLD, KATIE L	1.00
BRUCH, JESSICA J	1.00
BRUNER, ANGIE K	1.00
BRUNNER, JEWEL A	1.00
BRUSDA, RACHEL M	0.80
BRYAN, CAROLINE M	1.00
BRZEZINSKI, MADISON J	1.00
BUBOLZ, SARAH L	1.00
BUCHBERGER, ALEX J	1.00
BUCHHOLZ, MICHAEL J	1.00
BUCHINGER, MIKENNA M	1.00
BUCHINGER, ROSS B	1.00
BUCHTA, KATHLEEN B	0.60
BUCK, CARI M	1.00
BUCKSON, HANNAH E	1.00
BUECHEL, EMILIE D	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2025-2026)

EMPLOYEE	FTE
BUECHLER, BRIELLE L	1.00
BUECHLER, REBECCA L	1.00
BURDEAU, KRISTIN M	1.00
BURKERT, KELLY G	1.00
BURKERT, TYLER J	1.00
BURMEISTER, ANNE M	1.00
BURT, ALISIA M	1.00
BURT, SCOTT M	1.00
BURTON MAHONEY, MARNI S	1.00
BUSCH, KATHERINE M	1.00
BUSCH, WILLIAM G	1.00
BUSS, JENNIFER A	1.00
BUSSE, HEATHER G	1.00
CACHU, MARIA C	1.00
CAMBER, KELLY A	1.00
CAMPBELL, AMIE L	1.00
CAREY, AMANDA L	1.00
CARLSON, MADELINE G	1.00
CARNEY, LISA L	1.00
CARPENTER, KELLEY K S	1.00
CARSON, DARREN K	1.00
CASE, RICHARD A	1.00
CASTELLION, TRACI J	1.00
CEBULSKI, BREANNE M	1.00
CENDEJAS RUIZ, ALMA L	1.00
CERANSKI, JENNA A	1.00
CHAN, JENNIFER L	1.00
CHANG, PANIHIA	1.00
CHANG, SUZANNE	1.00
CHAPMAN, CHRISTINE A	1.00
CHAPMAN, SARAH F	1.00
CHICQUETTE, KATHERINE A	1.00
CHOINSKI, KAILEE R	1.00
CHOJNACKI, AMANDA J	1.00
CHOUDOIR, TAMI J	1.00
CHRISTIE, CARLA F	1.00
CHROGE, CAROL A	1.00
CHYNOWETH, MAGGIE O	1.00
CISKE, EMMA J	1.00
CITTADINO, AMBER L	1.00
CLARK, NILES L	1.00
CLARK, TIMOTHY M	1.00
CLEAR, HAILEY B	1.00
CLEMENS, LISA J	1.00
CLEMONS, ELIZABETH J	1.00
CLIFFORD, REBECCA	1.00
CLOUGH, AIMEE M	1.00
CLOUGH, SCOTT D	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2025-2026)

EMPLOYEE	FTE
COENEN, JACOB S	1.00
COENEN, RACHAEL S	1.00
COENEN, SARAH E	1.00
COLE, ELIZABETH A	1.00
COLEY, JULIE A	1.00
COMBS, ORIEL R	1.00
COMBS, RYAN M	1.00
CONDE, MEGAN M	0.80
CONFORTI, PAMELA M	1.00
CONN, CHRISTINA J	1.00
CONNESS, SAMANTHA R	1.00
CONWAY, AMY L	1.00
COONEN, JAY P	1.00
COOPER, COLLIN D	1.00
COOPER, STACY L	1.00
CORRIE, SARAH J	1.00
CRABB, JOSHUA A	1.00
CRABTREE, SARA M	1.00
CROSS, KELLI L	1.00
CROSS, MARK G	1.00
CROWNHART, JESSICA E	1.00
CUMMINGS, JASON A	1.00
CURRY, HAILEY HS	1.00
CURTIN, CHRISTOPHER C	1.00
DAANE, LOREN C	1.00
DAANE, MELISSA M	1.00
DAANE, NINA K	1.00
DAHMS, ERIK S	1.00
DAILEY, MELISSA L	1.00
DALKE, KATHRYN M	1.00
DALTON, ALYSSA M	1.00
DANE, JOANNA K	1.00
DANFORTH, ABBY J	1.00
DANIELS, TARYN L	1.00
DANIELS, TAYLOR M	1.00
DAUBERT, ELISABETH F	1.00
DAUN, CHELSEA D	1.00
DAVIS, GRACE E	1.00
DAVIS, LAUREN G	1.00
DAVIS, SANDRA A	1.00
DAVIS, SHANNAN M	1.00
DE ARTEAGA, LAURA K	1.00
DE BRUIN, ASHLEY M	1.00
DEBRUIN, CADEN P	0.90
DEBRUIN, DANIELLE C	1.00
DECHANT, SHEA E	1.00
DEERING, KYLE J	1.00
DEGOEY, STACI A	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2025-2026)

EMPLOYEE	FTE
DEJARLAIS, KRISTA A	1.00
DELVEAUX, HEATHER M	0.60
DELZER, JAMIE L	1.00
DEMORET, ALISA P	1.00
DENZIN, LYDIA JP	1.00
DEPAGTER, ALICIA K	1.00
DEQUAINE, CRYSTAL M	1.00
DERCKS, DEANNA S	0.50
DERIDDER, KRISTA M	1.00
DETERT, JAMIE L	1.00
DIEDRICH VASQUEZ, JENNIFER L	1.00
DIPIETRO, MATTHEW J	1.00
DODEN, JONATHAN J	1.00
DONALDSON, LORI L	1.00
DORDEL, JENNIFER O	1.00
DOUCETTE, KAYLA M	1.00
DOYEN, MIKAYLA M	1.00
DRAHEIM, LESLIE A	1.00
DREIER, OLIVIA M	1.00
DRESANG, GINA M	1.00
DREYER, LEAH E	1.00
DRIESSEN, HANNAH M	1.00
DRIESSEN, JOHANNA M	1.00
DRIESSEN, MARK T	1.00
DUESTERHAUS, SUSAN A	1.00
DUPONT, MOLLY M	1.00
DURAN, MIKKI L	1.00
DUTSCHECK, SAMANTHA K	1.00
DUTTER, NICOLE A	1.00
DUVERNELL, EMILY C	1.00
DVORACHEK, CORTNEY J	1.00
DVORAK, BRENDA S	1.00
EARL, JENNIFER A	1.00
EASTMAN, JENNIFER K	1.00
ECKROSE, LAURA S	1.00
ECKROSE, ZACHARY E	1.00
EHMKE, ALLISON N	1.00
EICHSTAEDT, BRANDI L	1.00
ELLENBECKER, TARA R	1.00
ELLSWORTH, JILL P	1.00
EMANUEL, BRIANNA J	0.80
ENDRES, CHAD M	1.00
ENDRES, LISA G	1.00
ENDTER, KATHLEEN M	1.00
ENDTER, PAUL P	1.00
ENGLUND, SCHELBY A	1.00
ENNIS, KATHY LS	1.00
EVERS, ALICIA L	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2025-2026)

EMPLOYEE	FTE
FAFNIS, EMMA C	1.00
FAGER, MATTHEW W	1.00
FAHRNEY, JENNY A	0.80
FALK, WENDY L	1.00
FAUST, SARA L	1.00
FECHTER, TERI L	1.00
FELDKAMP, KRISTY A	1.00
FELDT, MARGRET R	1.00
FELTON, ALEXIS E	1.00
FERGUSON, SONJA R	0.50
FERRITO, KATHLEEN M	1.00
FERRY, CAITLIN M	1.00
FEUERHELM, BRITTANI L	1.00
FIDLIN, IRELAND A	1.00
FIELDS, MELISSA A	1.00
FIGURIN, KATHERINE E	1.00
FINK, HAILEY J	1.00
FISCHER, ANN E	1.00
FISCHER, SAMANTHA L	1.00
FISHER, RACHEL G	1.00
FLANNERY BOSIN, JENNIFER L	1.00
FOLEY, STACEY C	1.00
FORD, KATHREEN L	1.00
FORS, VICTORIA B	0.60
FORSETH, HEATHER D	1.00
FORSETH, JULIE A	1.00
FORSETH, KRISTA L	1.00
FOSS, BRADEN R	1.00
FOURNESS, ANDREA K	1.00
FOURNESS, DANIEL J	1.00
FOWLER, JODY L B	1.00
FRALIN, DARRELL J	1.00
FRANCIS, HANNAH L	1.00
FRANKE, TONI A	1.00
FRANKLIN, STEPHEN T	1.00
FREDRICKS, REBECCA F	1.00
FREUND, BRITTANY A	1.00
FREUND, TANNER W	1.00
FREVILLE, STEPHANIE	1.00
FRIDAY, THOMAS R	1.00
FRIESEN, NICOLE L	1.00
FRISCH, LAURIE JEAN L	1.00
FUCIK, STEFANIE J	1.00
FUDE, STEFANIE M	1.00
FULCER, APRIL E	1.00
FULMER, KELSEY J	1.00
GALANTE, DAWN M	1.00
GALLAGHER, KATHLEEN E	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2025-2026)

EMPLOYEE	FTE
GALLAGHER, SARA J	1.00
GALLAGHER, STEPHANIE V	1.00
GANNON, ABIGAIL AW	1.00
GARDNER, KATHRYN A	1.00
GARR, ANDREW C	1.00
GARRETT, BROOKE A	1.00
GARVENS, ANDREA S	1.00
GASSNER, DAVID K	1.00
GAY, KAYLA G	1.00
GBUREK, ELIZABETH M	1.00
GEERTS, JILL R	1.00
GEERTS, MEGAN E	1.00
GEFFERS, MEGAN A	1.00
GEHL, ELLIE S	1.00
GEHRING, TIM P	1.00
GEIGER, ALISSA M	1.00
GENIESSE, CHERI L	1.00
GENTRY, STEPHANIE J	1.00
GEORGE, EMILY I	1.00
GEORGE, KRISTIE L	1.00
GERMAN, ANN MARIE	1.00
GERMAN, NICHOLAS P	1.00
GHIGLIERI, NATHAN M	1.00
GIAUQUE, CARRIE A	1.00
GIBSON, CAMERON KW	1.00
GIBSON, REBECCA L	1.00
GIESE, NICKOLAS J	1.00
GILBERT, BENJAMIN M	1.00
GILBERT, JENNIFER A	1.00
GITTER, ANNESTASHIA C	1.00
GITZLAFF, CHRISTINA M	1.00
GLEASON, SARAH L	1.00
GLENN, KRISTINE J	0.43
GLOUDEMANS, KIM M	1.00
GORGES, STEPHANIE A	1.00
GORSHE, MARK D	1.00
GOSKA, REBECCA L	1.00
GRAHAM, REBECCA N	0.80
GRANATELLI, DAVID A	1.00
GRECO, ANGELA N	1.00
GRETHER, MICHAEL T	1.00
GRETZINGER, BRIANNA M	1.00
GRETZINGER, LAURA L	1.00
GRIFFITH, JENNIFER S	1.00
GROENJES, KIMBERLY A	1.00
GROFF, LISA M	1.00
GROVER, ELIJAH E	1.00
GROVER, MELISSA M	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2025-2026)

EMPLOYEE	FTE
GRUSZYNSKI, AMANDA N	1.00
GUIGLEY, PANNAYIOTA	1.00
GUILBEAULT, BRIAN W	1.00
GUNDRUM, TAMIE S	1.00
GURHOLT, MELISSA A	1.00
GUYETTE, TRACY A	1.00
GYSAN, LEA D	1.00
HACKER, PAULA S	1.00
HAHNKE, SETH M	1.00
HALL, GREGORY M	1.00
HALL, SARAH A	1.00
HALLER, PAUL T	1.00
HANNEMANN, KRISTA M	1.00
HANSEN, ADRIAN N	1.00
HANSEN, AMMIE L	1.00
HANSEN, TRISTA N	1.00
HANSON, ERIK L	1.00
HANSON, HAYDEN M	1.00
HANSON, HEATHER M	1.00
HARDING, RACHEL A	1.00
HARN, CATHERINE M	1.00
HARRISON, AMY L	1.00
HARRY, DUSTIN J	1.00
HARTMAN, MICHAEL J	1.00
HATLAK, ALEXANDRIA M	1.00
HAUPT, FAITH C	1.00
HAWLEY, CATHERINE E	1.00
HAYES, MICHAEL T	1.00
HAZEN, NATHAN J	1.00
HEAD, LISA M	1.00
HECHEL, MATTHEW M	1.00
HECKNER, CRAIG A	1.00
HEDBERG, KIRSTEN J	0.83
HEIDEN, SAMUEL J	1.00
HEINEMAN BERGER, JANET L	1.00
HEINEMEYER, JACOB J	1.00
HEINZ, STACY M	1.00
HEISE, JANELLE M	1.00
HEISE, MELISSA M	1.00
HEISLER, HEATHER A	1.00
HEITING, AMBER M	1.00
HEITL, GAIL R	1.00
HENDRICK, JOHN J	1.00
HENDRICK, REBECCA A	1.00
HENZEL, SALLY K	1.00
HERMAN, AUSTIN S	1.00
HERMANS, ASHLEY A	1.00
HERMANSEN, JOEL T	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2025-2026)

EMPLOYEE	FTE
HERMANSEN, MARY ANN	1.00
HERMES, CARLEY R	1.00
HERMUS, ANDREW K	1.00
HERMUS, LISA A	1.00
HERNANDEZ NAGREEN, ROBYN J	1.00
HERNANDEZ, MELISSA H	1.00
HERRERA, ALLY M	1.00
HERRICK, AMY M	1.00
HERRMANN, MAXWELL T	1.00
HERRMANN, SAMUEL E	1.00
HEURKENS, CHARLES A	1.00
HICKS, ANDREW A	1.00
HIETPAS, JAMIE S	1.00
HIETPAS, JESSALYNN E	1.00
HILL, KRISTI S	1.00
HILLESHEIM, AMY G	1.00
HJERSTEDT, DANIELLE G	1.00
HOEFS, KIMBERLY M	1.00
HOERNER, HEIDI T	1.00
HOFFMAN, PATRISHA M	1.00
HOFFMAN, SAVANNA L	1.00
HOFFMANN, HAYDEN J	1.00
HOHENSEE, MATTHEW W	1.00
HOKS, KERRI A	1.00
HOOYMAN, STEPHANIE M	1.00
HOPFENSPERGER, JENNIFER L	1.00
HOPPE, KAREN R	1.00
HOULE, SARA J	1.00
HOVICK, HALEY A	0.50
HOWARD, CASSANDRA A	1.00
HOWARD, SUMMER R	0.80
HUCK, TIFFANY S	0.40
HUENINK, GREGORY M	1.00
HUFF, MARY F	1.00
HUGHES, ARLENE M	1.00
HUNT, MORIAH G	1.00
HUNTINGTON, ALEXI L	1.00
HUTH, SHALENE L	1.00
IHDE, ERIC M	1.00
IMES, ZACHARY J	1.00
INGELS, MICHAEL J	1.00
INGLIS, SHANNON R	1.00
ISRAEL, PATRICIA K	1.00
JACK, SYDNEY J	1.00
JACOBS, NYLA D	1.00
JACOBSEN, MACKENZIE A	1.00
JACOBSON, JESSICA R	1.00
JACOBSON, REBECCA M	0.80

PROFESSIONAL EDUCATOR CONTRACT LIST (2025-2026)

EMPLOYEE	FTE
JADIN, LUCAS N	0.75
JAHNKE, KATIE J	1.00
JAKOBER, RACHEL E	1.00
JANSSEN, ALEXIS J	1.00
JANSSEN, ASHLEY F	1.00
JAROLIMEK, BENJAMIN M	1.00
JENKINS WERNER, JESSICA M	0.80
JENKINSON, OLIVIA P	1.00
JESTER, BROOKE A	1.00
JIMENEZ, CASSANDRA S	1.00
JOHNSON, ANN MARIE	1.00
JOHNSON, KAIJA K	1.00
JOHNSON, KATIE L	0.60
JOHNSON, LISA A	1.00
JOHNSON, MEREDITH L	1.00
JOHNSON, MICHELLE E	1.00
JOHNSON, RILEY R	1.00
JOHNSTON, JENNIFER L	1.00
JONES, CARLA J	1.00
JONES, DAWN S	1.00
JORGENSEN, DREW J	1.00
JOYCE, JOHN CORMAC	1.00
JUHL, STACY M	1.00
KAFKA, ANNA E	1.00
KANE, JAMES A C	1.00
KANGAS, LAUREN S	0.50
KAPHINGST, MARGERY D	1.00
KARL, STAFANI M	1.00
KARLL, BO J	1.00
KAROLEWICZ, ALLISON K	1.00
KARRELS, ABIGAIL L	1.00
KASPAR, DANIELLE E	0.80
KASPER, JOANN M	1.00
KAUTZ, JEREMY L	1.00
KELLENBERGER, CRAIG H	1.00
KELLY, PAUL L	1.00
KEMMETER, SETH B	1.00
KEMPF COHEN, SHANDEE L	1.00
KENNEDY, SARA A	1.00
KERSTEN, MEGAN L	1.00
KETTER, TIMOTHY N	1.00
KEYZER, AMY R	1.00
KICKLAND, ALEXA R	1.00
KIEKHAEFER, NICHOLAS J	1.00
KIERZEK, MATTHEW D	1.00
KILSDONK, JESSICA K	1.00
KIMBALL, JACQUELINE F	1.00
KIMBALL, KELLY J	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2025-2026)

EMPLOYEE	FTE
KIMBALL, SHAYLA R	1.00
KING, DEBBIE J	1.00
KING, JOLENNE M	1.00
KINNEY, JILL E	1.00
KINOWSKI, HANNAH L	1.00
KINZENBAW, KATHERINE C	1.00
KISCHNICK, THERESA A	1.00
KLEIST, SHARI A	1.00
KLEMP, JENNIFER A	1.00
KLITZKE, AMY K	1.00
KLUZ, ANGELICA M	1.00
KNAPP, AMANDA L	1.00
KNEPFEL, CHRISTA J	1.00
KNUDSEN, GENEVEIVE S	1.00
KNUDSEN, SHANE T	1.00
KOCH, NICHOLE M	1.00
KOEHLER, LORI A	1.00
KOEHNKE, ANNE M	1.00
KOEHNKE, DENISE R	1.00
KOEPKE, ANNETTE G	1.00
KOERNER, ANGELA L	0.80
KOFFI, JESSICA A	1.00
KOLAKOWSKI, SARA J	1.00
KONKLE, KELLY P	1.00
KONKOL, TESSA E	1.00
KOPKE, PAIGE E	1.00
KOSLOSKI, JENNIFER L	1.00
KOSS, KAREN M	1.00
KRATZ, ANDREW J	1.00
KRAUSE, BARBARA M	1.00
KRAUSE, KENNETH J	1.00
KRAUSE, MICHELLE R	1.00
KREJCIE, EDWIN J	1.00
KRIEWALDT, AMANDA S	1.00
KROMM, JULIE E	1.00
KRUEGER, AMBER L	1.00
KRUEGER, CORISSA L	1.00
KRUEGER, JUSTIN R	1.00
KRUEGER, LORI J	1.00
KRUEGER, MEGAN O	1.00
KRUG, MITCHELL P	1.00
KRUZICK, BRIANNA A	1.00
KUBIAK, DEANNA L	1.00
KUEHL, TRACY L	1.00
KUETHER, MOLLY G	1.00
KUHN, STEPHANIE L	1.00
KUHNKE, SAMMANTHA J	1.00
KUPPERNUS, ELIZABETH K	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2025-2026)

EMPLOYEE	FTE
KURTH, BRIAN J	1.00
KUSSMANN, JENNIFER L	1.00
KUTSKA, SKYLEE K	1.00
KVALVIK, PRERNA J	1.00
LABARGE, NICOLE R	1.00
LABARRE, RYAN R	1.00
LABORDE, TAMMY M	1.00
LADE, EMILY A	1.00
LAMB, JODI L	1.00
LAMENSKY, MILES P	1.00
LAMERS, CRYSTAL L	1.00
LAMERS, JENNIFER M	1.00
LAMERS, MARKE J	1.00
LANG, SHANNON N	1.00
LANGE, PAYTON K	1.00
LANGE, TAYLOR L	1.00
LANSING, CAITLYN S	1.00
LARA, BRENNA E	1.00
LARSH, RACHAEL M	1.00
LARSON, AMY L	1.00
LASZEWSKI, MALLORY M	1.00
LATHROP, ILSE L	1.00
LAUBER DE GARZA, ALLISON B	1.00
LAUMER, ABIGAIL G	1.00
LAWRENCE STEINER, DENISE K	1.00
LECKER, DANIELLE M	0.80
LEDERER, MATTHEW Z	1.00
LEE, AI B	1.00
LEE, CHIA V	1.00
LEE, LILLIE N	1.00
LEE, LOR B	1.00
LEE, SOUA B	1.00
LEFEVRE, ALLISON M	1.00
LEFEVRE, KELLY M	1.00
LEHL, JENNIFER A	1.00
LEHMAN, CHELSEA R	1.00
LEIDALL, AVERY R	1.00
LEINTZ, SARA R	1.00
LEMKE, BRYAN W	0.77
LEMKE, ROBERT C	1.00
LEONARD, ANN C	1.00
LESAGE, JACLYN R	1.00
LETENDRE, EMILY M	1.00
LEVKNECHT, ANNIE	1.00
LICHTTENEGGER, CASSANDRA M	1.00
LIDBURY, LEAH A	1.00
LIEBERGEN, THOMAS D	1.00
LILLO, EMILY JJ	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2025-2026)

EMPLOYEE	FTE
LINDSAY, JESSICA B	1.00
LISOWE, MEGAN M	1.00
LIVINGSTON, NICHOLAS J	1.00
LODICO, SOPHIA A	1.00
LODOEN, ANDREA L	1.00
LOFGREN, MELANIE M	1.00
LONECHILD, BARBARA A	1.00
LONG, JOY E	1.00
LOOMANS, CAMBRIA C	1.00
LOPEZ CORTES, LORETO A	1.00
LOPEZ LARA, ALMA	1.00
LOR, AMENDA	1.00
LOR, PA STACIE	1.00
LOR, YER L	1.00
LOR, ZONG D	1.00
LORITZ, AMY S	1.00
LOSTOCCO, GWEN M	1.00
LOUX, EMILY L	1.00
LOVELAND, ALLISON J	1.00
LUCAS, ELYSE C	1.00
LUCHSINGER, REESE N	1.00
LUDVIGSEN, LAUREN G	1.00
LUEBKE, JENNIFER M	1.00
LUEDTKE, ALLISON P	1.00
LUEDTKE, ANNE M	1.00
LUEDTKE, MEGAN J	1.00
LUEDTKE, NICOLE L	1.00
LUKE, CHRISTINE R	1.00
LUND, ALEXIS J	1.00
LYNAUGH, TIMOTHY M	1.00
LYNCH, NATHANIEL P	1.00
MACIEJEWSKI, AMBER L	0.60
MADER, NICOLE A	1.00
MADER, STACY A	1.00
MADSEN, LISA S	1.00
MADSON, KATLYN R	1.00
MAGNUSON, BRETT L	1.00
MAHONY, DALINDA A	1.00
MALLINGER, COURTNEY P	0.80
MALM, MELANIE A	1.00
MALONE, HANNAH M	1.00
MAMMENGA, KELLI M	1.00
MANGIAN, CHELSEA K	1.00
MANGOLD, KORI A	1.00
MANTEUFFEL, PAYTON M	1.00
MARCH, JODI C	1.00
MARKO, ROBERT A, IV	1.00
MARQUEZ MUNOZ, CRISTOPHER A	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2025-2026)

EMPLOYEE	FTE
MARROQUIN, REESE M	1.00
MARSH WORDE, JESSICA J	1.00
MARTA, STEPHANIE M	1.00
MARTELL, AMY B	0.40
MARTIN, JACQUELINE K	1.00
MARTIN, SANDIE L	1.00
MARTIN, TONY J	1.00
MARX, MARISSA M	1.00
MARX, RYAN P	1.00
MASSOT, KATHRYN A	1.00
MATHIS, KRISTINA M	1.00
MATTER, KATIE R	0.60
MAUTHE, COLLEEN A	1.00
MAVES, GUSTAVE A B	1.00
MAYER, JULIE T	1.00
MAYER, THERESA R	0.80
MCALOON, AMY L	1.00
MCCALLUM, MATTHEW V	1.00
MCCALLUM, MEGHAN R	1.00
MCCANN, JEAN M	1.00
MCCLONE, ELISSA C	1.00
MCCLOY, KELLY M	1.00
MCCONNELL, KYLE A	1.00
MCCURDY, NICOLE K	1.00
MCDERMOTT MARZULLO, HEATHER A	1.00
MCDONALD, ALISON K	1.00
MCDONALD, ARIELLE E	1.00
MCGINN, JUDITH S	1.00
MCGRATH, KELLY J	1.00
MCGREGOR, MOLLY J	1.00
MCINNES, LORI A	1.00
MCINNES, ROBERT J	1.00
MCKEE, OLIVIA R	1.00
MCLAREN, CAMERON B	1.00
MCMONAGLE, ANASTASSIA K L	1.00
MCNEELY, WENDY A	1.00
MCNERNEY, PATRICK A	1.00
MCQUILLAN, LINDSEY V	1.00
MECIKALSKI, BRENT J	1.00
MEIXL, CHRISTINE A	1.00
MEIXL, DAVID B	1.00
MEIXL, STEVEN A	1.00
MELCHERT, KIMBERLY A	0.80
MENTING, AMANDA M	1.00
MERCKX, LINDSAY A	1.00
MERONK, GREGORY R	1.00
MESSAGE, MATTHEW B	1.00
METKO, SUSANNA L	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2025-2026)

EMPLOYEE	FTE
METZGER, MICHELLE L	1.00
MEUER, MEGAN L	1.00
MEULEMANS, ASHLEY R	1.00
MEULEMANS, SAMANTHA L	1.00
MEYER, DYLAN M	1.00
MEYER, LINDA S	1.00
MEYERS, AUTUMN R	1.00
MEYLINK, TERI A	1.00
MICK, LAURA A	1.00
MILBACH, ASHLEE S	1.00
MILLER, BRETT G	1.00
MILLER, DANIELLE M	1.00
MILLER, JOHN P	1.00
MILLER, KENDRA K	1.00
MILLER, LAURA L	1.00
MILLER, LEANNA R	0.40
MILLER, MICHELLE A	1.00
MILLER, PAUL H	1.00
MODER, KRISTIE L	1.00
MOHR, ERIN L	1.00
MOLITOR, HALLIE K	1.00
MONIGAL, AMY B	1.00
MORAINE, MORGEN	1.00
MORALES, JULIO V, III	1.00
MORAN, PAULINE L	1.00
MORIEN, BRITTANY E	1.00
MORKIN, JENNIFER L	1.00
MOROIS, BROOKE P	1.00
MOROIS, CRAIG M	1.00
MORRIS, LINNEA G	1.00
MORRISON, TERRI L	1.00
MOSCINSKI, MATTHEW R	1.00
MOSENG, VALERIE A	1.00
MOUA, KABAO	1.00
MOUA, PHENG	1.00
MUDRAK, NOELLE A	1.00
MUELLER, ALLISON M	1.00
MULLEN, MICHAEL P	1.00
MULLEN, STEPHANIE M	0.80
MULLEN, YVONNE K	1.00
MUNSON, KATHRYN S	1.00
MURPHY, WENDI A	1.00
MURRAY, ANNE M	1.00
MURTHY, NICOLE M	1.00
MUTHIG, ERIN R	1.00
NACKERS, DIANE L	1.00
NADLER, CASSIE J	1.00
NAGAN, JACLYN K	0.60

PROFESSIONAL EDUCATOR CONTRACT LIST (2025-2026)

EMPLOYEE	FTE
NAVIS, TONY A	1.00
NELSON, ABRAHAM N	1.00
NELSON, AMY M	1.00
NELSON, ANNA M	1.00
NELSON, HANS H	1.00
NELSON, MARI J	1.00
NELSON, NICOLE M	1.00
NICHOLS, MITCHELL D	1.00
NIENHAUS, CAMRYN L	1.00
NILSSON JAROLIMEK, AMANDA C	1.00
NITKA, STACEY R	1.00
NOE, LISA A	1.00
NOLAN, JEREMIAH J	1.00
NYGARD, JENNIFER EL	1.00
O BRIEN, ASHLYN K	1.00
O ROURKE, KELLY J	1.00
OATMAN, JENNIFER L	1.00
ODEMAN, HANNAH K	1.00
OLANDER, JENNIFER A	0.50
OLEARNICK, KRISTA P	1.00
OLIVANTI, LAWREN S	1.00
OLSON, ANGELA M	0.80
OLSON, DARIEN T	1.00
OLSON, HEATHER N	1.00
OPSTEEN, NICOLE A	1.00
ORABUTT, MEAGAN A	0.80
OSBORNE, LIAM C	1.00
OSORIO, BRIDGETTE M	1.00
OSSMANN, NATHAN R	1.00
OTIS, COREY W	1.00
OTIS, KRISTIN L	1.00
OTT, LAUREN E	1.00
OTT, MARY K	1.00
OTTESTAD VALLAFSKEY, SHAYA S L	1.00
OVERESCH, CORI B	1.00
OZSVATH, MAGGIE S	1.00
PALMA, ANTHONY G	1.00
PALZEWICZ, STEPHANIE R	1.00
PARKER, CASEY D	1.00
PARKER, KARISA M	0.93
PARKER, KATHRYN J	1.00
PARKER, RONALD C	1.00
PATRYKUS, ELIZABETH M	1.00
PATSCHKE, SARAH L	1.00
PAUL, ELISA A	1.00
PAULSON, SHANNON B	1.00
PEARSON, MADYSON T	1.00
PECHA, ZACHARY M	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2025-2026)

EMPLOYEE	FTE
PECK, ANNA M	1.00
PECK, CAILIN A	1.00
PEDRONI, SOPHIA E	1.00
PEEBLES, KELLY E	1.00
PELLINGER, ELIZABETH M	1.00
PENKALA, DANIEL A	1.00
PENNEBECKER, CHARLE P	1.00
PENNEWELL, ROBERT J	1.00
PERULLO, CAROLINE A	1.00
PETERMANN, ISABELLA G	1.00
PETERS, ARISTOTLE P	1.00
PETERS, CHERYL R	1.00
PETERS, DAYNE M	1.00
PETERSON, ERIC R	1.00
PETERSON, GRACE B	1.00
PETERSON, HALEY A	1.00
PETERSON, JENNIFER A	1.00
PEVONKA, HOLLY L	1.00
PHELPS, SARAH T	1.00
PICKART, SHANNON M	1.00
PIERCE, COURTNEY D	1.00
PIERCE, SARAH M	1.00
PINKERT, DAVID R	1.00
PISCITELLI, MATTHEW A	1.00
PITTS, WENDY S	1.00
PLASTER, CARRIE A	1.00
PLATH, VALERIE A	1.00
PLATT, ALEXIS A	1.00
PLATTEN, ELIZABETH A	1.00
PLOSCZYNSKI, GINA L	0.40
PODLASEK, ELIZABETH L	1.00
POKWINSKI, MOLLY A	1.00
POLCYN, BROOKE E	0.75
POLLARI, JOSEPH DD	1.00
POLMAN, RYLEE M	1.00
POLSTER, LIZA B	1.00
POLZIN, MICHELLE L	1.00
POMUSH, ANN M	1.00
POPP, MALINDA L	1.00
POREMBA, TIMOTHY F	1.00
PORTER, CATHERINE J	1.00
PORTER, SHAYNE S	1.00
POSS, LISA K	1.00
PRAST, MELISSA L	1.00
PRESTIDGE, SAMANTHA L	1.00
PRESTIGIACOMO, JENNY A	1.00
PRICE, DAWN E	1.00
PRICE, EMMA A	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2025-2026)

EMPLOYEE	FTE
PRITZL, AMY M	1.00
PRITZL, THOMAS J	1.00
PULS, JOSHUA E	1.00
PUTMAN, MARIE E	1.00
PYLE, JESSICA R	1.00
PYNENBERG, SASHA M	1.00
QUINN, JORDAN J	1.00
QUIROGA, DANIEL A	1.00
QUIROGA, KELLY N	1.00
RADDATZ, ABIGAIL M	1.00
RADL, NICOLE M	1.00
RADTKE, ALYSSA A	1.00
RALEIGH, JOELENE M	1.00
RAMAGOPAL PERTL, LEILA A	0.30
RAMIREZ TIERRAFRIA, ERIKA P	1.00
RAMPONI, AARON	1.00
RAMSEY, SHERI L	1.00
RANA, SAURAV P	1.00
RANKIN, DANIEL J	1.00
RASMUSSEN, EMILY S	1.00
RAUDABAUGH, WILLIAM A	1.00
REBMAN, TRAVIS J	1.00
REED, RANDALL K	0.80
REICHELT, JAIME A	0.80
REIERSON, CHLOE A	1.00
REINEKING, LISA H	0.80
REIS, SARAH A	1.00
REISNER, SYDNEY R	1.00
REISWEBER, PHILLIP, IV	1.00
REMMEL, SARAH L	1.00
RENARD, JENNIFER K	1.00
RESOP, KELLY G	1.00
RETZLAFF, DAWN M	1.00
RICE, ANNIKA H	1.00
RICHARDS, GRETCHEN S	1.00
RICHARDS, JOHN C	1.00
RICHARDS, RACHEL A M	1.00
RICK, BRITTANY M	1.00
RIEGERT, KIMBERLY M	1.00
RIETVELD, JILL C	1.00
RING, KARISSA K	1.00
RIPLEY, JORDAN L	1.00
RIVERA, ALMA C	1.00
ROACH, ENYA I M	1.00
ROBERTS, ERICA M	1.00
ROBINSON, MIKAYLA A	1.00
ROECKER, AARON J	1.00
ROENZ, ELIZABETH A	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2025-2026)

EMPLOYEE	FTE
ROGERS, BROOKE M	1.00
ROHR, KRISTY S	1.00
ROMENESKO, MELISSA A	1.00
ROMERO, MAYRA	1.00
ROSENBAUM, KATHRYN R	0.80
ROSENCRANS, SONJA M	1.00
ROSETTI, SHAWNA L	1.00
ROSSMEISSL, ASHLEY A	0.91
ROTHBAUER, REBECCA G	1.00
ROTTIER, VANESSA L	1.00
ROZEK, BROOKE A	1.00
RUBSAM, LEAH J	1.00
RUDIE, KELLY M	1.00
RUDIE, PARKER E	1.00
RUDIE, REED M	1.00
RUDIG, STACY L	1.00
RUDOLF, JULIAN M	1.00
RUNKE, JULIA A	1.00
RUSHKOFSKE, JILL M	1.00
RUSSELL, MAUREEN H	1.00
RYDER, JANE E	1.00
RYDZEWSKI, JENNIFER R	1.00
SALM, ANDI M	1.00
SALM, CURTIS M	1.00
SALM, JENNIFER E	1.00
SALM, NICOLE L	0.60
SALM, ROBERT E, JR	1.00
SANTOS, HILDA	1.00
SARGENT, MARY K	0.50
SASS, MELISSA J	1.00
SAUER, MEGAN E	0.50
SAUGSTAD, BRITTANY L	1.00
SAUNDERS, DANA A	1.00
SAVARD, HANNAH E	1.00
SAVATSKI, JANE A	0.50
SCHADRIE, LYNN E	1.00
SCHAEFER, TERRY K	1.00
SCHALLER, JORDAN M	1.00
SCHARENBROCK, PAMELA J	1.00
SCHAUER, MATTHEW R	1.00
SCHEER, ALEXA J	1.00
SCHEFFLER, MARGARET C	1.00
SCHEIVERT, JENNIFER M	1.00
SCHERER, KATHERINE M	1.00
SCHEUER, JILL E	1.00
SCHICKERT, KATHRYN R	1.00
SCHINDEL, SHANNON I	1.00
SCHLAFER, ABIGAIL E	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2025-2026)

EMPLOYEE	FTE
SCHMALZ, ASHLEY M	0.60
SCHMIDT, ABBY L	1.00
SCHMIDT, AMANDA R	1.00
SCHMIDT, JENNIFER A	1.00
SCHMIDT, MEADOW A	1.00
SCHMIDT, MELISSA L	1.00
SCHMIEDEL, ALLISON L	1.00
SCHMITZ, MICHELLE L	0.40
SCHMITZ, STACY L	1.00
SCHNEIDER, JACOB D	1.00
SCHNEIDER, KRISTINE A	1.00
SCHNEIDER, NICOLE M	1.00
SCHOOL, JACQUELINE S	1.00
SCHRADER, MARISSA M	1.00
SCHRIMPF, ALYSSA A	1.00
SCHROEDER, DELLA K	1.00
SCHROEDER, KARA J	0.80
SCHROEDER, MICHAEL L	1.00
SCHROEDER, SAMANTHA S	1.00
SCHROEDER, SARA K	1.00
SCHUETTPELZ, CAROLYN R	1.00
SCHUFF, SEAN L	1.00
SCHULTEK, NICHOLAS W, JR	1.00
SCHULTZ, JOSEPH W	1.00
SCHULTZ, TORI A	1.00
SCHUMACHER, JAMIE L	1.00
SCHUPBACH, JESSICA R	1.00
SCHWALENBERG, ANNETTE F	1.00
SCHWAN, EMILY S	1.00
SCHWAN, JASON R	1.00
SCHWANEBECK, HALEY C	1.00
SCHWANKE THOMAS, EMILY L	1.00
SCHWANKE VELICER, MAGGIE A	1.00
SCHWINDENHAMMER, ANNA M	0.40
SCHWOERER, KAREN P	1.00
SEDENQUIST, KATELYN R	1.00
SEELIG, SHANNON L	1.00
SEIDL, STACY A	1.00
SEVERING, NICOLE M	1.00
SHACKELFORD, SAMUEL A	1.00
SHADICK, ANDREW T	1.00
SHARPLESS, MATTHEW P	1.00
SHAW, AARON J	1.00
SHAW, MACY J	1.00
SHAW, REVA S	1.00
SHEA, JAYME N	1.00
SHEPTOSKI, JEFFREY T	1.00
SHERRY, KRIS A	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2025-2026)

EMPLOYEE	FTE
SHIMEK, DANIEL J	1.00
SHIMURA, DAWN M	1.00
SHINNERS, SUSAN A	1.00
SHOEMAKER, AARON C	0.80
SHOEMAKER, SAMANTHA M	1.00
SHUFELT, KRISTOFER R	1.00
SHULFER, ROSAMOND J	1.00
SIEBER, KAREN M	0.50
SIGL, JACLYN A	1.00
SILHA, AMY M	1.00
SIMENSON, MEGAN K	1.00
SIX FRONEK, JAMES A	1.00
SJOSTROM, ERIN K	1.00
SKARDA, PAUL F	1.00
SKIFF, EMMA C	1.00
SKIFTON, BENJAMIN R	1.00
SKRYPCZAK, LAURA E	1.00
SLEETER, LEXIE R	0.70
SMESTAD, LORI M B	1.00
SMITH, ASHLEY L	1.00
SMITH, DANIEL L	1.00
SMITH, KADIE L	1.00
SMITH, MADISEN A	1.00
SMITH, SHANNON L	1.00
SMITH, TERESA C	1.00
SMUDDE, DENISE A	1.00
SNYDER, MELISSA J	1.00
SODDY, JOSEPH T	1.00
SOKEL, MICHELLE S	1.00
SONETTI, ANTHONY J	1.00
SONNEMANN, AMANDA M	1.00
SONNTAG, DEBRA L	1.00
SORENSEN, BOBBIE JO	1.00
SPANBAUER, PAYTON	1.00
SPARKMAN, KRISTIN L	1.00
SPARKS, JEREMY D	0.40
SPECHT, LAUREN N	1.00
SPENCER, MOLLIE C	1.00
SPERBERG, BRITTANY J	1.00
SPICER, BETH A	0.45
SPINDLER, JILL C	1.00
SPOMER, NICOLE M	1.00
SPRANGERS, LISA L	1.00
SPRING, JANEAL K	1.00
SPRINGSTROH, KIARRA S	1.00
SPRTEL, LAURA J	0.40
STANGLER, SARA J	1.00
STANLEY, KATHRYN E	0.90

PROFESSIONAL EDUCATOR CONTRACT LIST (2025-2026)

EMPLOYEE	FTE
STASCAK, AARON R	1.00
STEGEMAN, NICHOLAS S	1.00
STEINEKE, HEATHER M	1.00
STELLMACHER, JASON A	1.00
STELSEL, ABIGAIL M	1.00
STERN, AMY I	1.00
STERNHAGEN, SAMANTHA L	1.00
STEVENS, NATALIE N	1.00
STICKNEY, CHRISTINA A	1.00
STIDHAM GEBERT, SHERYL F	1.00
STRAND, SARAH L	1.00
STRASSBURG, ANDREW W	1.00
STRATTON, CHRISTOPHER J	1.00
STRATTON, MOLLIE R	1.00
STRECK, NICOLE L	1.00
STREY, TESHARA L	1.00
STROHFELDT, CORENE L	1.00
STROM, MICHELLE L	1.00
STRUBE, STEPHANI L	1.00
STRUENSEE, SARAH J	0.50
STUTZMAN, RACHEL E	0.50
SUMMERS, CHRISTINA M	1.00
SUNKE, AMY T	1.00
SUNKE, DOUGLAS M	1.00
SUTTON, LAURA K	1.00
SWAAGMAN, ABBY L	0.80
SWANSON, LISA M	1.00
SWEENEY, TRICIA L	1.00
SYLLA, JILLIAN E	0.61
SZEKERES, AMBER M	1.00
TALABAC, LAUREN K	1.00
TECHMEIER, SAMANTHA E	1.00
TERRY, STEPHANIE A	1.00
TESCH, DANYELL R	1.00
TESCH, KEVIN E	1.00
TESKE, HEATHER J	0.70
TESKE, KELLY L	1.00
TETZLAFF, BRIANNA K	1.00
THALMANN, TEGWEN H	1.00
THAO, MAI JEE	1.00
THAO, SOR K	1.00
THAO, SOUA P	1.00
THAO, ZOA	1.00
THEIMER, BLANCA L	1.00
THEISS, AMYAH I	1.00
THEISS, JULIA N	1.00
THIEL, AMIE A	1.00
THIEL, LANA C	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2025-2026)

EMPLOYEE	FTE
THIEL, MELISSA A	1.00
THOMAS, JENNIFER L	1.00
THOMPSON, KYLE V	1.00
THOR, GAO GNIA C	1.00
THOR, HER MEE	1.00
THURSTON, RACHEL L	1.00
THYSSEN, BRETT E	1.00
TIBBETS, BRIAN M	1.00
TIEDE, ERIN L	1.00
TIERNEY, NICOLE A	1.00
TIMM BALLARD, DANA A	1.00
TIMMONS, JACOB S	1.00
TOLLEFSON, KYLE G	1.00
TOMAZEVIC, SARA J	1.00
TOTH, CHERYL T	1.00
TOUCHET, CARTER M	1.00
TRACY, ROBERT L	1.00
TRCKA, KATHARINE E	1.00
TREAGER, ERIC M	1.00
TREJO, AMANDA M	1.00
TRETTIN, ELIZABETH M	1.00
TRUEBLOOD, MARGARET B	1.00
TRUETTNER, KELLY A	1.00
TURZINSKI, HALEY K	1.00
USLABAR, KATHY J	1.00
VALIANT, KELLY J	1.00
VAN DEHY, LAURA J	1.00
VAN DER LOOP, NANCY S	1.00
VAN EPEREN, CAREY A	1.00
VAN HOOF, WHITNEY N	1.00
VAN LAANEN, CHAD M	1.00
VAN SICKLE, DANIEL J	1.00
VAN STIPPEN, ERIN L	1.00
VAN THIEL, JENNIFER L	1.00
VAN ZEELAND, AMANDA T	0.50
VAN ZEELAND, AMY M	1.00
VANDAALWYK, CARRIE R	1.00
VANDEHEY, COLLEEN A	1.00
VANDEHEY, JAMIE J	1.00
VANDEN HEUVEL, JACCI L	1.00
VANDEN LANGENBERG, MORGAN K	1.00
VANDENBERG, STACEY A	1.00
VANDENENG, JENNIFER M	0.80
VANDER HEIDEN, JAIME L	1.00
VANDER LOGT, BENJAMIN T	1.00
VANDER LOOP, AMY M	1.00
VANDER VELDEN, KATHERINE G	0.80
VANDERLOOP, ABBY B	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2025-2026)

EMPLOYEE	FTE
VANDERLOOP, KATHLEEN M	1.00
VANDERPAS, CATHERINE A	1.00
VANEVENHOVEN, ABBY M	1.00
VANG, CHIA	1.00
VANG, PA HOUA VUE	1.00
VANG, PA HUA	1.00
VANG, YER THAO	1.00
VANHAASTER, SONYA J	0.90
VARGA, ALAINA J	0.50
VAUGHN, SAMANTHA M	1.00
VELPEL, COURTNEY M	1.00
VER KUILEN, OLIVIA C	0.80
VERBOOMEN, BETH L	1.00
VERBOOMEN, CHAD D	1.00
VERHAGE, ANTHONY J	1.00
VERHAGEN, TIFFANY A	1.00
VERHEYEN, BRYCE S	1.00
VERKUILEN, KYRA L	1.00
VERSTEGEN, CARLY L	1.00
VIETH, HEATHER E	1.00
VIETH, SCOTT D	1.00
VILLAGOMEZ, ASHLEY E	1.00
VISSERS, SARAH J	0.60
VOIGT, TINA M	1.00
VOS, STEPHANIE D	1.00
VOSS, AMANDA N	1.00
WAGNER, MADELYN G	0.84
WAGNER, SANDRA K	1.00
WALDVOGEL, ANDREW J	1.00
WALKER, AMANDA R	1.00
WALLACE, NEIL M	1.00
WALLACE, REBECCA E	1.00
WALTERS, EMILY C	1.00
WARAX, GRACE P	0.60
WARKENTHIEN, CARLY R	1.00
WARKENTHIEN, DUSTIN C	1.00
WAUTERS, KERRY S	1.00
WAYLAND, SARA L	1.00
WAYNER, AMANDA L	1.00
WEBER, NICOLE A	1.00
WECKER, MARA K	1.00
WEGAND, AARON J	1.00
WEIDNER, AMANDA J	1.00
WEIJOLA, TONI KUO	1.00
WEILAND HESTRES, SARAH J	1.00
WEINZETL, JORDAN M	1.00
WEIS, TIMOTHY J	1.00
WEISGERBER WESTPHAL, MICHELLE L	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2025-2026)

EMPLOYEE	FTE
WELCH, JILLIAN E	0.50
WELHOUSE, MOLLY M	1.00
WELSH, GINA M	1.00
WENDLAND, LILY M	1.00
WENDT, TAMI R	1.00
WENZEL, LILIAN A	0.50
WERTMAN, PAIGE M	1.00
WEST, MAGGIE A	1.00
WESTFALL, LAURA J	1.00
WESTMORELAND, MARGIE G	0.30
WESTPHAL, AMY E	1.00
WESTPHAL, BROOKE R	1.00
WESTPHAL, JULIE J	1.00
WHITE, KARI J	1.00
WHITTLE, REBECCA L	1.00
WICH, ELIZABETH A	1.00
WICK, KELLY L	1.00
WICKERSHIEM, STACY A	1.00
WICKMAN, ANNIKA J	1.00
WIDI, JENNIFER L	0.40
WIDMAN, DEANNA E	1.00
WIERSCHKE, AMY M	1.00
WIERSCHKE, JASON L	1.00
WILD, JILL R	1.00
WILHELMS, SARAH A	1.00
WILLEMS, MEGAN E	1.00
WILLES, STEPHANIE J	1.00
WILLIAMS, ADELLE E	1.00
WILSON, TIERNAN J	1.00
WILTZIUS, EMILY J	1.00
WILZ, LESLEY J	1.00
WIMMER, TIFFANY A	1.00
WINGENDER, BRIGETTA K M	1.00
WINKEL, KENDRA M	1.00
WINKLER, CHRISTINE M	1.00
WINSOR, GRETCHEN E	1.00
WIRTZ, CHRISTINE M	0.80
WITTHUHN, BETSY A	1.00
WLOSZCZYNSKI, MELISSA M	1.00
WOJAHN, LESA J	1.00
WOLF, OLIVIA L	1.00
WOLFER, BARBRAJEAN	1.00
WOLFRATH, KAILAH B	1.00
WOLLNER, SAMANTHA L	1.00
WOLTER, BREANNA L	1.00
WOLTER, JACY K	0.80
WOOD, BRIANNA J	1.00
WOODFORD, EMMIE C	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2025-2026)

EMPLOYEE	FTE
XIONG, CHAO	1.00
XIONG, MALEE	1.00
XIONG, SELENA P	1.00
XIONG, WILLIAM	1.00
YAKES, CHERIDAN V	1.00
YANG, JOHNNY K	1.00
YANG, PANHIA V	1.00
YANG, PHOUA	1.00
YODER, KATIE A	1.00
YOUNG, ERICA L	1.00
ZABEL, JONATHON R	1.00
ZACHOWSKI, KAELYN J	1.00
ZANDER, SAMANTHA K	1.00
ZANON, KAREN M	1.00
ZARECKI, HANNAH L	1.00
ZEWICKI, AMY S	1.00
ZIEMAN, KATELYN J	0.80
ZIMMERMAN, AARON M	1.00
ZIMMERMAN, JON M	1.00
ZIMMERMANN, ANDREA L	1.00
ZIMMERMANN, ISAAC M	1.00
ZIPPERER, VICKI F	1.00
ZITZELSBERGER, JESSICA J	1.00
ZOLD, CATHERINE A	1.00
ZORNOW, JEANINE A	1.00
ZWICKER, GAYLE A P	1.00

ITEM FOR CONSIDERATION

Topic:	Professional Educator Resignation(s)
Background Information:	The following Professional Educators have submitted a letter of resignation effective at the end of the 2024-2025 school year, unless otherwise noted: **Danielle C. DeBruin** has been with the District for thirteen and one-half years, most recently as a Special Education Teacher at Dunlap Elementary School. Danielle's resignation is effective at the close of the workday on Friday, March 21, 2025. **Thai Xiong** has been with the District for seven years, most recently as the Impact Director at Hmong American Immersion School as part of a one-year, grant funded position.
Instructional Impact:	Qualified replacements will be procured.
Fiscal Impact:	Dependent upon replacements
Administrative Recommendation:	Approval
Contact Person(s):	Julie King, (920) 852-5302

BOE: March 10, 2025

ITEM FOR CONSIDERATION

Topic: Administrative Resignation(s)

Background Information: The following administrator has submitted notice of their resignation:

Corene L. Strohfedlt has been the Principal at Huntley Elementary for the past four (4) years. Mrs. Strohfeldt's resignation from her Administrator role is effective June 30, 2025.

Instructional Impact: A qualified replacement will be procured.

Fiscal Impact: Dependent upon replacement.

Administrative Recommendation: Approval

Contact Person(s): Julie King, (920) 852-5302

BOE: March 10, 2025

Budget Structural Deficit (updated 3/10/25)

2024-25 Fiscal Year		2025-26 Fiscal Year		2026-27 Fiscal year	
Beginning Fund Balance (1-time spend) (Unassigned FB)	$15.3 million	Beginning Fund Balance (1-time spend)	$4.5 million	Beginning Fund Balance (1-time spend)	-$3.5 million
Revenue Increase	$9.8 million	Revenue Increase (4.5 reg, .5 SPED)	$5.0 million	Revenue Increase	$4.5 million
Plus HRA discontinuation savings	$.5 million	*State allocation (1-time spend)	$1.0 million	*Plus decrease in operational expenses or increase revenue via referendum	$10.0 million
		Plus HRA discontinuation savings	$.5 million		
Minus structural deficit carryover	$7.5 million	Minus structural deficit carryover	$9.0 million	Minus structural deficit carryover	$8.0 million
Minus health plan increase	$4.4 million	**Minus health plan increase (8%)	$3.0 million	**Minus health plan increase (8%)	$3.0 million
Minus increases to operational expenses	$3.8 million	***Minus increases to operational expenses	$2.0 million		
Minus additional staffing (positions added)	$0.6 million	Minus PTO?	$.5 million		
Minus compensation increases	$3.8 million				
Minus one-time expenses	$1.0 million				
Ending Fund Balance	$4.5 million	Ending Fund Balance	-$3.5 million	Ending Fund Balance	$0
Structural deficit to carry over	$9.0 million	Structural deficit to carry over	$8.0 million	Structural deficit to carry over	$0

* Assumes release of funding for ELA materials purchased in 2024-2025

**Requires changes to health plan

***Requires changes to operations to reduce the increase

Note: Does not include compensation or staff increases

*Reversing our annual increase in operational costs to a decrease in operational costs will require a combination of staff and program reductions

**Requires changes to health plan

Note: Does not include compensation or staff increases

ITEM OF INFORMATION

Topic: Final Debt Issue for the November 2022 Referendum

Background Information: In November of 2022, the District passed a capital referendum totalling $129.8 million. In 2023, we issued the first round of debt for the capital projects totalling $90 million and in 2024 we issued an additional $14.8 million. As we are nearing the end of our large construction projects this spring and summer, we need to issue the remaining $25 million in debt. This will again be in the form of promissory notes.

There are two options for the structure of these final promissory notes. Option 1 has us making higher payments over the next four years and paying this debt issue off quickly. This option minimizes interest costs ($3,108,521). Option 2 would provide more flexibility if we wanted to go to a referendum in the next few years as it lessens the tax burden for the tax levy for several years. This option utilizes the additional $2 million in tax levy from this year to pay down the first year, however this option comes with a higher interest cost ($8,422,981).

Instructional Impact: N/A

Financial Impact: There will be $25 million in debt issued.

Contact Person: Executive Director of Finance, Holly Burr, (920-852-5305)

BOE: March 10, 2025

Appleton Area School District
Referendum Financing Plan – Phase III
Total Borrowing: $129,800,000

Debt Management and Debt Issuance Discussion

Erik J Kass
Director, Public Finance
PMA Securities, LLC.

March 10, 2025

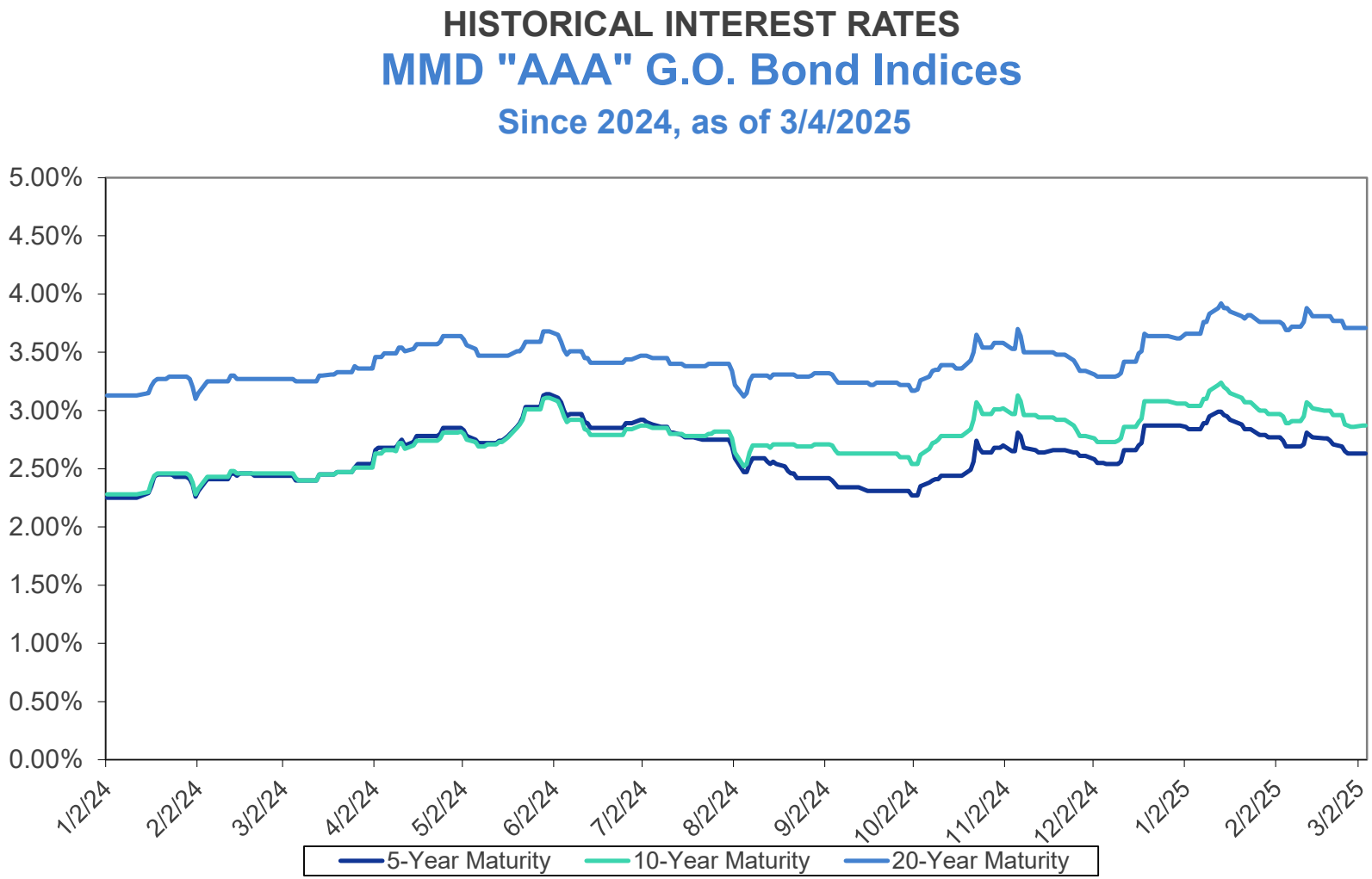
Summary – Current Debt Issued

- $90M BAN dated January 4, 2023
- $90M BAN refunded into $70.75M dated March 3, 2023
  - 20-year amortization
  - 3.05% all inclusive cost (AIC)
- $14.8M issue dated June 3, 2024
  - 3-year amortization
  - 4.18% all inclusive cost (AIC)
  - Small issuer exemption

Summary – Projected upcoming issuance

- $25M dated April 21, 2025
  - Scenario 1 – stay with the original plan to minimize long term interest expense
  - Scenario 2 – create levy opportunity to support a potential operational referendum
  - Projected 3.42% all inclusive cost

Interest Rate Environment



REFINITIV MMD yields for General Obligation AAA rated, 5-, 10-, and 20-year maturities (5.00% coupons).

Scenario 1

- $25M dated April 21, 2025
  - 4-year amortization
  - Minimizes interest expense
  - Creates a “small” levy ledge beginning in 2026 of approximately $1.3M

Appleton Area School District

NOVEMBER, 2022 REFERENDUM EXAMPLE FINANCING PLAN ($129.8 MIL FACILITIES / $5 MIL OPERATING)

SCENARIO 1: DROP IN 2025-26 LEVY

LEVY YEAR	YEAR DUE	FUND 39 EXISTING DEBT SERVICE	FINAL $90,000,000 BANs Dated January 4, 2023 (Due 7/3/23) INTEREST RATE= 4.00% AIC = 3.94%	FINAL $70,750,000 G.O. REFUNDING BONDS Dated March 1, 2023 (First interest 9/1/23) PRINCIPAL (3/1)	INTEREST (3/1 & 9/1) AIC= 3.05%	FINAL $14,800,000 G.O. PROMISSORY NOTES Dated June 3, 2024 (First interest 3/1/25) PRINCIPAL (3/1)	INTEREST (3/1 & 9/1) AIC= 4.18%	PRELIMINARY $25,000,000 G.O. PROMISSORY NOTES Dated April 1, 2025 (First interest 3/1/26) PRINCIPAL (3/1)	INTEREST (3/1 & 9/1) EST. AVG= 4.25%	LESS: REOFFERING PREMIUM	LEVY MANAGEMENT FUND	FUND 39 DEBT LEVY EXISTING PLUS NEW	YEAR DUE
2021	2022	$7,618,603										$7,618,603	2022
2022	2023	$1,980,195	$900,000		$1,718,641							$15,132,252	2023
2023	2024	$2,033,884		$8,225,000	$3,231,656						($722,289)	$12,768,252	2024
2024	2025	$2,013,280		$1,000,000	$3,001,031	$6,250,000	$764,639			($164,230)	$1,984,171	$14,848,891	2025
2025	2026	$452,295		$1,000,000	$2,951,031	$6,800,000	$257,500	$580,000	$1,492,883			$13,533,710	2026
2026	2027			$1,000,000	$2,901,031	$1,750,000	$43,750	$6,950,000	$890,163			$13,534,944	2027
2027	2028			$1,000,000	$2,851,031			$9,135,000	$548,356			$13,534,388	2028
2028	2029			$2,255,000	$2,769,656			$8,335,000	$177,119			$13,536,775	2029
2029	2030			$11,065,000	$2,436,656							$13,501,656	2030
2030	2031			$11,630,000	$1,869,281							$13,499,281	2031
2031	2032			$12,225,000	$1,272,906							$13,497,906	2032
2032	2033			$12,855,000	$645,906							$13,500,906	2033
2033	2034			$710,000	$310,331							$1,020,331	2034
2034	2035			$740,000	$281,331							$1,021,331	2035
2035	2036			$770,000	$251,131							$1,021,131	2036
2036	2037			$800,000	$221,231							$1,021,231	2037
2037	2038			$830,000	$191,688							$1,021,688	2038
2038	2039			$860,000	$160,519							$1,020,519	2039
2039	2040			$895,000	$127,613							$1,022,613	2040
2040	2041			$925,000	$93,488							$1,018,488	2041
2041	2042			$965,000	$57,447							$1,022,447	2042
2042	2043			$1,000,000	$19,375							$1,019,375	2043
		$14,098,258	$900,000	$70,750,000	$27,362,981	$14,800,000	$1,065,889	$25,000,000	$3,108,521	($164,230)	$1,261,882	$168,716,717	

Assumes levy is applied to 9/1/2023 interest payment on Bonds and the remaining available levy of $11,428,530 is applied to BAN interest and principal (partially). The balance of BAN principal is refinanced with Bonds on 4/4/2023.

NOTES: Example financing scenarios could be impacted by other variables, such as significant market or statutory changes, which may necessitate adjustments to the financing plans.

Long-term financings may be preceded by short-term financings (Bond Anticipation Notes) in order to conduct a negotiated sale.

Scenarios where a greater portion of the overall debt is issued in advance of the expenditures of the proceeds will likely result in higher fees earned by the investment manager of the debt proceeds.

PMA™ SECURITIES

Scenario 2

- $25M dated April 21, 2025
  - 10-year amortization
  - Increases interest expense (assuming no early prepayment of debt)
  - Creates a “large” levy ledge beginning in 2026 of approximately $8.0M

Appleton Area School District

NOVEMBER, 2022 REFERENDUM EXAMPLE FINANCING PLAN ($129.8 MIL FACILITIES / $5 MIL OPERATING)

SCENARIO 2: Levy Drop 2026-27 through 2028-29 Match 2024-25 Levy

LEVY YEAR	YEAR DUE	FUND 39 EXISTING DEBT SERVICE	FINAL $90,000,000 BANs Dated January 4, 2023 (Due 7/3/23) INTEREST RATE= 4.00% AIC = 3.94%	FINAL $70,750,000 G.O. REFUNDING BONDS Dated March 1, 2023 (First interest 9/1/23) PRINCIPAL (3/1)	INTEREST (3/1 & 9/1) AIC= 3.05%	FINAL $14,800,000 G.O. PROMISSORY NOTES Dated June 3, 2024 (First interest 3/1/25) PRINCIPAL (3/1)	INTEREST (3/1 & 9/1) AIC= 4.18%	PRELIMINARY $25,000,000 G.O. PROMISSORY NOTES Dated April 21, 2025 (First interest 3/1/26) PRINCIPAL (3/1)	INTEREST (3/1 & 9/1) EST. AVG= 4.25%	LESS: REOFFERING PREMIUM	LEVY MANAGEMENT FUND	FUND 39 DEBT LEVY EXISTING PLUS NEW	YEAR DUE
2021	2022	$7,618,603										$7,618,603	2022
2022	2023	$1,980,195	$900,000		$1,718,641							$15,132,252	2023
2023	2024	$2,033,884		$8,225,000	$3,231,656						($722,289)	$12,768,252	2024
2024	2025	$2,013,280		$1,000,000	$3,001,031	$6,250,000	$764,639			($164,230)	$1,984,171	$14,848,891	2025
2025	2026	$452,295		$1,000,000	$2,951,031	$6,800,000	$257,500	$1,975,000	$1,404,212			$14,840,038	2026
2026	2027			$1,000,000	$2,901,031	$1,750,000	$43,750		$978,563			$6,673,344	2027
2027	2028			$1,000,000	$2,851,031			$1,885,000	$938,506			$6,674,538	2028
2028	2029			$2,255,000	$2,769,656			$770,000	$882,088			$6,676,744	2029
2029	2030			$11,065,000	$2,436,656				$865,725			$14,367,381	2030
2030	2031			$11,630,000	$1,869,281				$865,725			$14,365,006	2031
2031	2032			$12,225,000	$1,272,906				$865,725			$14,363,631	2032
2032	2033			$12,855,000	$645,906				$865,725			$14,366,631	2033
2033	2034			$710,000	$310,331			$12,750,000	$594,788			$14,365,119	2034
2034	2035			$740,000	$281,331			$7,620,000	$161,925			$8,803,256	2035
2035	2036			$770,000	$251,131							$1,021,131	2036
2036	2037			$800,000	$221,231							$1,021,231	2037
2037	2038			$830,000	$191,688							$1,021,688	2038
2038	2039			$860,000	$160,519							$1,020,519	2039
2039	2040			$895,000	$127,613							$1,022,613	2040
2040	2041			$925,000	$93,488							$1,018,488	2041
2041	2042			$965,000	$57,447							$1,022,447	2042
2042	2043			$1,000,000	$19,375							$1,019,375	2043
		$14,098,258	$900,000	$70,750,000	$27,362,981	$14,800,000	$1,065,889	$25,000,000	$8,422,981	($164,230)	$1,261,882	$174,031,177	

Assumes levy is applied to 9/1/2023 interest payment on Bonds and the remaining available levy of $11,428,530 is applied to BAN interest and principal (partially). The balance of BAN principal is refinanced with Bonds on 4/4/2023.

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Long-term financings may be preceded by short-term financings (Bond Anticipation Notes) in order to conduct a negotiated sale.

Scenarios where a greater portion of the overall debt is issued in advance of the expenditures of the proceeds will likely result in higher fees earned by the investment manager of the debt proceeds.

PMA™ SECURITIES

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The information contained herein is solely intended to suggest/discuss potentially applicable financing applications and is not intended to be a specific buy/sell recommendation, nor is it an official confirmation of terms. Any terms discussed herein are preliminary until confirmed in a definitive written agreement.

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v01.08.21

ITEM OF INFORMATION

Topic: District Policy - 151 Adoption, Revision, Maintenance, and Dissemination of Board Policies (Board Policy Development)

Background Information: Earlier last year, the Wisconsin Association of School Boards (WASB) was contracted to conduct a comprehensive policy audit. The audit identified policies that require creation or revision. Responsibility for this work is assigned to administrators overseeing the respective policy areas, with the board of education retaining the authority to revise policies as appropriate. These administrators rely on WASB's recommended sample policies, conduct research on practices in other districts, or seek legal counsel when necessary, depending on the complexity of the policy.

As policies are created or revised, they will be Items of Information at Board of Education meetings for discussion and then be scheduled for a future meeting as an Item for Consideration.

The District currently has Policy 151 and Rule (Board Policy Development), Policy 151.1 (Policy Revision or Retirement), and Policy 151.3 (Policy Dissemination). It is recommended to consolidate these three into a single policy with an updated name and language in accordance with WASB guidelines.

Instructional Impact: Accurate and current Board policies are critical to school operations, establishing a safe and welcoming school environment, and providing high-quality instruction for our staff and students.

Fiscal Note: N/A

Contact Person(s): Superintendent, Greg Hartjes, (920) 852-5300, ext. 60111, superintendent@aasd.k12.wi.us

BOE: March 10, 2025

ADOPTION, REVISION, MAINTENANCE, AND DISSEMINATION OF BOARD POLICIES

Initiation of Policy Proposals and Related Responsibilities

The School Board recognizes its responsibility to establish and modify the Board's formal, written policies by taking official action as a governmental body, as appropriately documented in the minutes of its meetings. The Board, the District Superintendent and (for those policy topics that are relevant to their operational and programmatic areas) the District's other administrators and supervisors share a joint and continual responsibility to review and evaluate policies and to recommend possible additions and/or modifications as may be required by law or as may be otherwise beneficial to the District.

At the direction of the Board or by a request of the District Superintendent or an administrative-level designee, proposed changes to Board policy and any requests for the development of one or more policy options or recommendations on a specific topic may initially be referred to a committee that is a subunit of the Board or to some other designated advisory committee for timely review and evaluation. Subject to any applicable Board directives, established committees may also elect to take up policy topics within the general scope of the committee's charge at their own initiative.

The Board President shall ensure that any formal recommendations to the Board on proposed policy changes are promptly presented to the Board at a Board meeting. In all other respects, the inclusion of possible policy changes as subject matter for Board meetings shall follow the agenda-setting procedures that apply to any other substantive matters of Board business. Proposals for changes to Board policy should normally be presented to the Board accompanied by actual sample policy language that reflects the proposal/recommendation.

Board Consideration and Voting on Proposals to Adopt, Amend, or Retire Board Policies

Except as otherwise required by law in a specific context and except to the extent a different voting standard is identified below for adopting policy changes at a first meeting/presentation, the Board may approve a change to Board policy by a majority vote of a quorum.

Normally, the procedure for making changes to Board policy will involve the presentation and discussion of the subject matter of the relevant policy proposal at two separate Board meetings, with final, official action on the possible adoption of

any policy change(s) normally occurring at the second meeting. In the absence of any affirmative advancement vote or other directive from the Board, the Board President may use his or her judgment and discretion to interpret the Board's intent regarding the advancement of consideration of proposed policy changes to an additional meeting.

A specific proposed policy change that has been introduced for consideration may be amended (i.e., prior to any final vote on official adoption of the policy change) at any meeting at which the subject matter of the possible policy change is being considered. In addition, the Board may direct or request any agent of the Board to prepare proposal revisions or alternative proposals between meetings.

As exceptions to the typical two-meeting process:

1. The Board may choose to defer taking final action on a proposed change to Board policy to a third or any later meeting.

2. Provided that the action would be consistent with the Open Meetings Law, the Board may, at its discretion, waive the use of a second meeting and proceed to consider official action on the approval of a proposal to change Board policy at the first meeting at which the relevant subject matter is considered. Regarding this exception:

    a. The Board President may initiate or any other Board member may demand a separate vote on the question of waiving the use of a second meeting, and the question of such waiver shall require a majority vote of a quorum to carry. However, if no such demand is made and no such separate vote is taken, then waiver will be implied by a Board decision that takes official action to adopt a policy change.

    b. Official action on the approval of a proposal to change Board policy at the first meeting shall require a majority vote of a quorum.

    c. The adoption of a policy change at the first meeting at which the subject matter of the possible policy change is presented/considered might occur, for example, (1) when there is a concern with achieving prompt legal compliance; (2) when other material timing considerations would be jeopardized if a vote on adoption is deferred to the next regular Board meeting; or (3) when the policy change under consideration involves the retirement of obsolete policy language, changes that are non-discretionary in nature, or changes that are in the nature of stylistic edits or minor corrections or clarifications.

Changes to Board policy shall take effect immediately upon the vote of the Board except (1) as required pursuant to any applicable law, (2) as specified in the policy itself, or (3) as otherwise directed by a decision of the Board (e.g., as part of the relevant motion adopting a policy change). Except as otherwise directed by a

decision of the Board, the repeal of a Board policy (or any portion of a policy) shall not revive any predecessor policy (or applicable portion of a predecessor policy).

Suspension of the Application of a Board Policy

Provided that the decision would be consistent with applicable law (e.g., the decision would not violate a statute, regulation, or the legal rights of any person), the Board may, at its discretion, vote to temporarily suspend, in whole or in part, the application of an established Board policy (or a Board-adopted rule/guideline that accompanies a Board policy) to a specific situation without amending or repealing the otherwise-applicable policy and without otherwise affecting the application of such policy to other situations. A Board policy may be suspended as described in this paragraph by unanimous consent or by a motion that is supported by at least a majority vote of a quorum except to the extent that either of the following applies:

1. The policy in question expressly provides for its own suspension (whether in whole or in part), and, in doing so, the policy establishes a specific voting standard to apply to such suspension decisions.

2. An applicable law mandates the application of a different voting standard.

Policy Manual Maintenance and Policy Dissemination

On behalf of and, as needed, working in direct coordination with the school district clerk (e.g., to capture the exact wording of any Board-adopted amendments to a proposed policy), the District Superintendent or a designee shall be responsible for promptly incorporating Board-approved policy changes in the Board's official, coded policy manual. Board policies and any related Board-adopted rules/guidelines/procedures or administrative rules/guidelines/procedures shall be further disseminated through appropriate means as required by law, as directed by the Board, or as additionally determined at the discretion of the District Superintendent or a designee.

Scope of Application

This policy applies to the School Board policies that are (or that, upon adoption, are proposed to be) systematically coded, titled, and maintained in the formal Board policy manual, as well as any similarly coded Board-adopted rules/guidelines/procedures that accompany such coded policies within the manual. In this policy, the phrases "policy change(s)" and "changes to Board policy" encompass the adoption of new Board policies and the amended or retirement of existing policies (as well as any similarly coded Board-adopted rules/procedures to which this policy applies). Subject to any applicable Board directives, the District Superintendent may separately adopt/approve written administrative rules, guidelines, or procedures to assist with the implementation of Board policies. The administrative adoption, amend, or retirement of such administrative rules, guidelines, or procedures does not require any Board action.

Cross Reference: GC 3 and 5

Legal References: Wisconsin State Statutes 120.13

Adopted Date: March 31, 2025

~~BOARD POLICY DEVELOPMENT~~

~~The Board of Education is solely responsible for the adoption, regulation, and amendment of policies of the District. The policies serve as directives and guidelines reflecting the philosophy and goals of the District. District employees, students, and other persons affected by directives and guidelines found in a Board policy are expected to follow and adhere to such directives and guidelines. The policies will be formally approved and recorded in the District's policy manual. Policies will be effective immediately upon adoption unless a specific effective date is provided in the motion to adopt.~~

~~When the Board of Education adopts a policy that expressly or implicitly delegates certain responsibilities, duties, or other authority to one or more administrators, or to the administration in general, the Board does not intend to create, or intend to require the administration to create or convene, a governmental body of the District to carry out such delegation except:~~

1. ~~As otherwise required or provided by law; or~~
2. ~~In the case where such policy, or another rule or order of the Board, creates (or expressly mandates the creation of) a body with a defined membership that, by the terms of the policy (or other rule or order), is expected to exercise authority in a collective manner.~~

~~For example, if a Board policy states that the heads of particular departments are authorized to take certain action, then, unless the context clearly requires otherwise, the delegated authority may be exercised by any of the department heads independently and should not be construed as the creation of a committee that is to exercise any type of collective authority.~~

~~Cross Reference: **Board Policy Development, 151-Rule**~~

~~Adoption Date: March 14, 1988~~

~~Amended Date: September 25, 2017~~
Retired: March 31, 2025

~~151-Rule~~

~~BOARD POLICY DEVELOPMENT~~

~~Procedures~~

~~Proposals for new policies or revisions of current policies, may be initiated in writing by anyone interested in or connected with the District, and may be presented to any member of the Board or to the Superintendent, for referral to the Board President. The policy proposals shall be referred to the Board President for study prior to consideration by the Board. Pending the results of the study, the Board President may dismiss the proposal, or refer it to either the Policy Review Committee or the appropriate subcommittee of the Board for review and action.~~

~~The adoption of policies by the Board will include:~~

- ~~Presentation of proposed new or revised policy to Board members as an Item for Consideration at a Policy Review Committee or the appropriate subcommittee meeting of the Board.~~

- ~~Posting of the proposed policy in subcommittee agendas and minutes to allow responses by concerned groups or individuals.~~

- ~~Review, discussion, and final action by the Board Policy Review Committee or the appropriate subcommittee meeting of the Board.~~

- ~~Discussion and action by the full Board of Education. Changes to the proposal after the first presentation will not require repetition of the above process unless the Board so directs.~~

~~Policy development or revisions involving emergency matters or non-substantive updates may be taken directly to the full Board for consideration.~~

~~The policies will be formally approved and recorded in the minutes. Policies will be effective immediately upon adoption unless a specific effective date is provided in the motion to adopt.~~
~~Only those written statements so adopted and so recorded will be regarded as official policy of the Board.~~

~~Adoption Date: March 14, 1988~~

~~Amended Date: September 25, 2017~~
Retired: March 31, 2025

~~POLICY REVISION OR RETIREMENT~~

~~If the Appleton Area School District's adopted policies are outdated, do not reflect current District views on a subject or current District practice, are no longer consistent with other Board policies or provisions of current employee handbooks, or do not comply with current legal requirements, they should be revised accordingly or retired from the Board policy manual.~~

~~Policy Revision~~
~~A policy revision is simply an update to an existing policy on the same topic with the same policy code.~~

~~Policy Retirement~~
~~A policy retirement is the removal of an old or outdated policy without replacement.~~

~~Board Duties~~
~~Proposed revisions or retirement of any policies that are included in the Board's formal policy manual will be brought before the Board for consideration at two separate meetings (the relevant Board subcommittee and full Board). Policy revisions involving emergency matters or non-substantive updates may be taken directly to the full Board for consideration. A standard majority vote at a full Board meeting is necessary to approve revisions or retirement of Board policies.~~

~~Cross References: 151 and 151-Rule Board Policy Development~~

~~Adoption Date: September 14, 1987~~

~~Amended Date: June 11, 2018~~
Retired: March 31, 2025

~~POLICY DISSEMINATION~~

~~Board policies adopted for inclusion in the Board's formal policy manual shall be systematically coded and made available through the District's website along with adopted policy revisions and retirements. This information will be further disseminated through other appropriate means as required by law, as directed by the School Board, or as determined at the discretion of the Superintendent.~~

~~Policies shall take effect and shall be implemented on the day following Board adoption, unless otherwise noted.~~

~~Cross References: 151 and 151-Rule Board Policy Development~~
~~151.1 Policy Revision and Retirement~~

~~Adoption Date: June 11, 2018~~
Retired: March 31, 2025

ITEM OF INFORMATION

Topic: District Policy Review- Policy 151.2 (Administration in the Absence of Board Policy) and Policy 152 (Goal Setting)

Background Information: Earlier last year, the Wisconsin Association of School Boards (WASB) was contracted to conduct a comprehensive policy audit. The audit identified policies that require creation or revision, as well as policies to be reviewed within five years. Responsibility for this work is assigned to administrators overseeing the respective policy areas, with the board of education retaining the authority to revise policies as appropriate. These administrators rely on WASB's recommended sample policies, conduct research on practices in other districts, or seek legal counsel when necessary, depending on the complexity of the policy.

As policies are created or revised, they will be presented as Items of Information at Board of Education meetings for discussion and later scheduled as Items for Consideration at a future meeting. These two policies were reviewed as part of the WASB audit, and upon thorough evaluation, the Board has determined that no revisions are necessary.

Instructional Impact: Accurate and current Board policies are critical to school operations, establishing a safe and welcoming school environment, and providing high-quality instruction for our staff and students.

Fiscal Note: N/A

Contact Person(s): Superintendent, Greg Hartjes, (920) 852-5300, ext. 60111, superintendent@aasd.k12.wi.us

BOE: March 10, 2025

ADMINISTRATION IN THE ABSENCE OF BOARD POLICY

School Board policy will not address all topics and issues or every implementation scenario that will arise in the day-to-day management and operation of the District. The Board also recognizes that the Superintendent is charged by State Statute with the general supervision and management of the professional work of the schools and the promotion of students, and that the Board itself expects the Superintendent and other administrators to effectively perform the duties and responsibilities of their respective positions and to act as effective agents of the Board within their respective spheres of authority.

Therefore, the Superintendent and other administrators are authorized, through the exercise of sound and reasonable professional judgment, to take or authorize action to address specific situations within their respective spheres of authority in the absence of an applicable Board policy or other Board directive. Such authority to act is not a requirement to act in all such situations or a requirement to otherwise immediately respond to a specific situation or request. Rather, when administrators recognize that they are in a situation that is not sufficiently addressed by applicable law and/or by existing policy, the Board's expectation is that, in consultation with a higher-level administrator to the extent practical and appropriate, they will evaluate the relevant circumstances to determine (1) the most reasonable administrative action to take, if any, in the absence of policy, and (2) whether and when to bring the topic or issue to the Board's attention for potential decisions, or follow-up decisions, at the Board level.

Whenever an administrator other than the Superintendent concludes that a situation involving the absence of Board policy clearly calls for either the adoption of a Board policy or another Board-level decision, he/she is expected to bring the issue to the attention of the Superintendent or a higher-level administrator before taking administrative action under this policy whenever it is practical to do so. The Superintendent shall then determine whether it would be practical and reasonable to refer the matter to the Board for a decision and resolution in the first instance.

Cross References: BSR-4

Legal References: Wisconsin State Statutes 118.24 and 120.13

Adoption Date: **May 21, 2018**

Reviewed: **March 10, 2025**

GOAL SETTING

The Board of Education, working with the Superintendent, shall annually set goals for the District. Goals may be annual goals or multi-year goals.

Adoption Date: October 9, 1989

Amended Date: September 25, 2017
Reviewed: March 10, 2025

ITEM OF INFORMATION

Topic: District Policy - 154 and Rule-School Board Advocacy

Background Information: Earlier last year, the Wisconsin Association of School Boards (WASB) was contracted to conduct a comprehensive policy audit. The audit identified policies that require creation or revision. Responsibility for this work is assigned to administrators overseeing the respective policy areas, with the board of education retaining the authority to revise policies as appropriate. These administrators rely on WASB's recommended sample policies, conduct research on practices in other districts, or seek legal counsel when necessary, depending on the complexity of the policy.

As policies are created or revised, they will be Items of Information at Board of Education meetings for discussion and then be scheduled for a future meeting as an Item for Consideration.

The District currently has Policy 154, School Board Advocacy and Rule 154, therefore it is recommended to update the language per WASB and remove Rule 154.

Instructional Impact: Accurate and current Board policies are critical to school operations, establishing a safe and welcoming school environment, and providing high-quality instruction for our staff and students.

Fiscal Note: N/A

Contact Person(s): Superintendent, Greg Hartjes, (920) 852-5300, ext. 60111, superintendent@aasd.k12.wi.us

BOE: March 10, 2025

SCHOOL BOARD ADVOCACY

One of the School Board's important functions is to serve as an advocate for the District and all of its students, and, more generally, as an advocate for public education and educational excellence. ~~and equity.~~ The Board's advocacy role encompasses intra-district and local community responsibilities, and it also extends beyond the District to include regional, state, and even national concerns.

Advocacy activities are attempts to engage and communicate effectively with others. Advocacy activities have varied purposes and include activities that aim to collaborate, promote, influence, persuade, listen, problem-solve, or simply inform.

~~All Board members are encouraged to engage in advocacy efforts. Any positions communicated should represent those approved by the Board. If not approved, Board members should clarify that the position is his/her own.~~

~~The Board authorizes and encourages the Superintendent and Board President to structure portions of Board meetings as advocacy opportunities, such as showcasing particular student accomplishments, District programs, and District partnerships, and by using meeting time to identify and address legislative and other advocacy opportunities. The Board may appoint a Legislative Liaison to facilitate this work.~~

The Board intends to work with the District Superintendent on identifying and implementing advocacy initiatives that foster:

- Student engagement
- Parent engagement
- Staff engagement
- Community engagement
- Institutional engagement (e.g., businesses, other schools, institutions of higher education, etc.)
- Legislative/public policy engagement (e.g., connecting with elected representatives, the Department of Public Instruction, relevant state and federal agencies, other units of local government, etc.)

The Board encourages the District Superintendent and Board President to structure portions of Board meetings as advocacy opportunities, such as showcasing particular student accomplishments, District programs, and District partnerships and by using meeting time to identify and address legislative and other advocacy opportunities. The Board will also consider the extent to which ad hoc committees might be utilized to further the Board's advocacy and engagement goals.

Specifically related to legislative and public policy issues, the Board seeks to both proactively and reactively engage and advocate on behalf of the District and its students with lawmakers, agency personnel, and other government officials. On matters of common concern, the Board will leverage the resources and activities of

interest-based collaborations and of regional and state-wide associations that are pursuing shared interests and objectives.

All Board members are encouraged to engage in advocacy efforts. Any positions communicated should represent those approved by the Board. If not approved, Board members should clarify that the positions are their own.

Periodically, the board may authorize an individual board member, in addition to the board president, to act as spokesperson for the express purpose of advocating District interests and Board positions to lawmakers, agency personnel, and other government officials. The authorized spokesperson shall convey such interests and positions in a manner that are consistent with any specific or general direction that has been given by the Board. The authorized spokesperson shall adhere to any limitations on their authority as may be specified by the Board.

In pursuing the Board's legislative and public policy advocacy goals, the Board may not (1) campaign for or against any particular candidate(s) in an election; (2) use District funds to make contributions to any candidate or political committee; or (3) use any public resources for any other political purpose that is prohibited by law.

Cross Reference: ~~School Powers and Duties, 150~~
~~Legislative Advocacy Communications and the Role of the Legislative Liaison, 154 Rule~~
Board Member Authority and Responsibility, 161
~~Board of Education Responsibility, 161.1~~
~~School Board Meetings~~, Meetings of the School Board, 170
Agenda Preparation and Dissemination ~~Format~~, 171.2
GC 2, 3, and 7

Legal References: Wisconsin State Statutes: 13.61 to 13.65; Section 120.13

Adoption Date: April 22, 2019

Amended Date: March 31, 2025

~~154 Rule~~

~~SCHOOL BOARD ADVOCACY AND THE ROLE OF THE LEGISLATIVE LIAISON~~

~~Procedures~~

~~Role of an Appointed Legislative Liaison~~

~~Provided that a Board member is willing to accept the responsibilities, the Board may appoint a Board member to serve as a Legislative Liaison. The Legislative Liaison is authorized to do all of the following:~~

~~1. Work with the Superintendent and his/her designee(s) and the District's collaborative partners and associations to identify opportunities for legislative and public policy advocacy and to bring the relevant issues, opportunities, and available resources to the attention of the Board;~~

~~2. Work with the Superintendent and his/her designee(s) to prepare resolutions or position statements to present to the Board for possible adoption and/or further direction;~~

~~3. Serve as a spokesperson for the Board and the District with legislators, agency personnel, and other government officials for the purpose of communicating information, ideas, needs, and positions that the Board has approved; and~~

~~4. Work with the Superintendent and his/her designee(s) to plan and implement specific engagement activities, including extending invitations to state and community leaders to participate in meetings, visit District facilities, or attend and observe District activities.~~

~~Cross Reference:~~ ~~School Board Powers and Duties, 150 School Board Advocacy, 154 Board Member Authority and Responsibility, 161 Board of Education Responsibility, 161.1 School Board Meetings, 170 Agenda Format, 171.2~~

~~Legal References:~~ ~~Wisconsin State Statutes: 13.61 to 13.65; Section 120.13~~

~~**Adoption Date:** April 22, 2019~~

Retired: March 31, 2025

ITEM FOR CONSIDERATION

Topic: Kaleidoscope Academy Contract (KA) Five-Year Renewal

Background Information: Kaleidoscope Academy, a 6-8 middle school, engages students in academic, social, and emotional learning through inquiry based projects, personalized learning, and arts integrated practices.

Kaleidoscope Academy focuses on preparing our youth for their future of using hands-on, critical thinking, and problem solving skills. To do this,we focus on project based learning, which has the students actively engaged in learning and not passively sitting and receiving. Students will be pushed to think differently and work hard at developing using critical thinking skills and a strong work ethic.

Instructional Impact: AASD Charter schools provide another educational option for students and parents. Kaleidoscope Academy concentrates on using middle school best practices with block scheduling, interdisciplinary teaming, and expanded elective options for an inquiry project based learning experience.

Fiscal Impact: Charter schools will receive funding based on the per-pupil formula applied to all schools in AASD.

Administrative Recommendation: The administration recommends the approval of a five-year renewal charter contract for Kaleidoscope Academy (KA).

Contact Person(s): Alexandra Molitor, 920-852-5430 ext. 47020 molitoralexand@aasd.k12.wi.us
Ebony Grice, 920-852-5300 ext. 60113,griceebony@aasd.k12.wi.us

BOE: March 10, 2025

CHARTER SCHOOL CONTRACT BETWEEN
THE APPLETON AREA SCHOOL DISTRICT AND KALEIDOSCOPE ACADEMY

THIS AGREEMENT is made by and between the Board of Education of the Appleton Area School District ("AASD"), 131 E. Washington St., Suite 1A, Appleton, WI 54911 and Kaleidoscope Academy Governance Board ("KA Board"), 318 E. Brewster St, Appleton, Wisconsin, 54911.

WHEREAS, the Board of Education is authorized pursuant to Wisconsin Statute 118.40(2m)(a), to contract with an individual or group to operate a school as a charter school; and,

WHEREAS, the Board of Education wishes to grant to Kaleidoscope Academy a charter to operate as a charter school pursuant to Wisconsin Statute §118.40(2m)(a),

NOW, THEREFORE, the parties agree as follows:

1. **Definitions.**

When used in this Agreement, the following definitions shall apply:

Kaleidoscope Academy is referred to as KA.

2. **Establishment.** The entity seeking to establish the Charter School is the Kaleidoscope Academy (501 (C) 3).

3. **Administrative Services.** At its sole cost and expense, AASD will provide administrative services to support all School District employees and all enrolled pupils at Kaleidoscope Academy in the same manner as other AASD schools, including but not limited to: purchasing, accounts payable, accounting, bookkeeping, risk management, auditing, cash management, payroll, benefits administration, pupil services, recordkeeping, reporting and other compliance monitoring and fulfillment, building and grounds maintenance, and testing of students. To the extent that AASD requires information maintained only by Kaleidoscope Academy to complete the reporting and compliance monitoring requirements hereunder, AASD will, no later than June 15 prior to the start of any school year, provide Kaleidoscope Academy with a list of all information required and Kaleidoscope Academy will provide full and accurate responses no later than September 1. AASD will at all times remain the sole employer of all personnel engaged in providing administrative services. All services set forth/outlined not in the budget will be provided by the AASD in a like manner as provided to the other schools.

4. **Instrumentality**. Kaleidoscope Academy will be an instrumentality of the AASD.

4. **Educational Program. The following is a description of the Kaleidoscope Academy educational program of the school and methods used to enable pupils to attain the**

educational goals under Wis. Stat. § 118.01. Kaleidoscope Academy shall notify the AASD in a timely manner in the event of a change in instruction method.

a. Core Principles:

(1) Instruction at Kaleidoscope Academy for our 6-8 grade students will focus on project-based, arts integrated learning through integrated curriculum and project work of varying lengths.

(2) KA will create a safe and responsive learning environment that will support the social, emotional, and academic needs of its students.

(3) Teachers at KA are facilitators of learning. They will assist with creating the culture and conditions for a strong project-based learning environment, design and plan engaging projects, effectively manage student learning activities, scaffold student learning along the way, and give students timely feedback on their learning.

(4) KA teachers will maintain a strong focus on fine arts and technology within its school.

b. Curriculum:

(1) KA will follow the AASD curriculum for communication arts, math, science and social studies. KA can use district adopted curricular materials for reference purposes and reserves the right to either take part in future adoptions or take the cash equivalent to support the instructional practices in KA.

(2) Technology is used as an engagement tool. Students will use technology to produce digital products and projects to demonstrate mastery of learning objectives. KA may purchase web-based curriculum supports.

c. Structure:

(1) Core curriculum will be taught with two teacher teams at 6th and 7th grade. Eighth grade may continue with two teacher teams or specialize in content to mirror high school programming. Each team will be responsible for the learning outcomes in the four core content area, as well as social-emotional skills. The time utilized for this instruction shall be ⅔ of the student's instructional day.

(2) KA will offer an array of elective courses for the remaining third of the day. At sixth grade, students will have the opportunity to experience basic level elective classes for half of the school year. At seventh and eighth grade, students will be offered an array of elective courses that will enhance essential core curriculum learning outcomes and/or social-emotional skills. KA will preview its offerings annually and will add and delete elective courses to be responsive to the needs and desires of the students and families it services.

(3) KA requires a minimum of one course of physical activity. At seventh and eighth grade, more than one choice will be offered. Currently, KA offers multiple physical education options. Students may take multiple physical education courses.

(4) KA reserves the right to add additional required courses if approved by the KA Governance board.

d. Assessment:

(1) Teachers will assess students on a Standards Based scale and learning progress will be reported out through a Standards Based report card format at the end of each semester.

e. Acceleration:

(1) Students may be accelerated when appropriate and may access traditional courses at an AASD high school and/or eSchool, whichever is deemed appropriate by KA, at no cost to KA.

6. **Methods of Measuring Student Progress.** Kaleidoscope Academy shall use the following local measures, assessments and standardized tests to measure pupil progress. Kaleidoscope Academy will participate in the District's Continuous School Improvement Planning (CSIP) and reporting process.

a. Student Goal 1--Increase student achievement in state and/or district standardized assessments.

(1) Objective: Increase individual student growth in the areas of reading and math each academic school year.

Assessment: iReady or Forward Testing

b. Student Goal 2--Social-Emotional Well-Being

(1) Objective: Increase individual student's sense of belonging and school connectedness each academic school year.

Assessment: Panorama or any other social emotional based assessment/survey as provided by the school or district

c. Student Goal 3—Family Satisfaction

(1) Objective: KA provides an atmosphere of family involvement that promotes family connectedness to the school's mission and student academic success.

Assessment: Increase in percentage rating from school or district produced family engagement survey to be administered every spring.

d. Other—Any other assessments as approved by the KA Governance Board.

e. Kaleidoscope Academy shall report progress on IEPs in accordance with the IDEA and AASD administrative practices.

f. Kaleidoscope Academy shall administer other assessments as required under state and federal law, as directed by AASD.

g. Kaleidoscope Academy shall provide AASD records as required to document compliance with state and federal law.

7. **Governance Structure.**

a. Governance Board. A Governance Board consisting of staff, parents, and community members will govern the school (the "Kaleidoscope Academy Governance Board"). The Kaleidoscope Academy Governance Board will determine and oversee the mission and strategic plan, coordinate public relations strategies, establish policies as well as, oversee and approve the budget of the school subject to the terms of this Agreement and specific authorization by AASD. No individual member of a Charter School Governance Board has the right or authorization to individually exercise the rights listed below.

The Governance Board has the rights, subject to the terms and limitations of this Charter Agreement, necessary pursuant to state law to carry out the terms of this Charter Agreement, including:

1) to determine and oversee the mission and strategic plan;

2) to set the educational philosophy of Kaleidoscope Academy;

3) to establish and oversee curriculum;

4) to establish and oversee school guidelines and policies not to exceed its authority granted herein;

5) to oversee and approve the school budget not to exceed its authority granted herein;

6) to coordinate public relations strategies;

7) to make recommendations related to employment decisions within the current supervision and evaluation process for AASD employees;

8) to ensure compliance with this Agreement not to exceed its authority granted herein;

9) to appoint the requisite number of members to its committees, in accordance with Kaleidoscope Academy bylaws;

10) to receive and disburse funds, subject to Section 13 of this Agreement;

11) to secure appropriate insurance, which it has done pursuant to Section 18 of this Agreement;

12) to enter contracts for technical or financial assistance, academic support, curriculum review or other services, which it has done and is subject to Section 13 of this Agreement;

13) to incur debt in reasonable anticipation of funds, subject to Section 13 of this Agreement;

14) to pledge, assign or encumber its assets to be used for loans, subject to Sections 13, 18 and 19 of this Agreement;

15) to solicit and accept gifts or grants for school purposes, subject to Sections 13 and 18 of this Agreement;

16) to acquire real property for its use, subject to Sections 13, 18 and 19 of this Agreement; and

17) to sue and be sued in its own name, subject to limitations under this Agreement and state law.

18) such other matters as the Kaleidoscope Academy may deem necessary or appropriate with regard to the operations or affairs of Kaleidoscope Academy, but not to exceed the authority granted by the AASD under the terms of this Agreement and state and federal law.

c. Principal. A principal will be assigned to Kaleidoscope Academy by AASD. AASD will appoint the principal in collaboration with the Kaleidoscope Academy Governance Board. The Kaleidoscope Academy principal will demonstrate an interest and a commitment to the students as well as the mission and vision of the school. The Kaleidoscope Academy principal will be appropriately licensed, pursuant to state law.

d. Governance Board Constitution. Other than issues specifically addressed in this Agreement regarding the Kaleidoscope Academy Governance Board, the size, method of appointment and constitution of the Kaleidoscope Academy Governance Board will be as stipulated in the Kaleidoscope Academy Governance Board's by-laws. Total membership of the Kaleidoscope Academy Governance Board shall be comprised of fewer than 50% AASD employees. AASD administrators and AASD Board of Education members will not serve on the Kaleidoscope Academy Governance Board.

e. Officers. Election of officers is detailed in the by-laws of the Kaleidoscope Academy Governance Board.

f. Meetings. Meetings will be held regularly as outlined in the bylaws following open meeting requirements. A quorum, consisting of a majority of the Voting Members of the Kaleidoscope Academy Governance Board must be present. Of the members present, fewer than 50% can be AASD employees before business can be transacted. A majority vote of the Voting Members then serving is sufficient for any action, including election of Board Officers. Meetings are open to all staff, parents, students, and community members and participation on standing committees is encouraged.

g. Annual Report. AASD will create an Annual Report for DPI requirements as the authorizer. The Annual Report may include:

(1) state testing results

(2) longitudinal assessment results (i.e., MAP, iReady, etc.)

(3) enrollment data

(4) attendance data

(5) financial report

(6) student academic progress

(7) Governance Board will review annually to determine if any other data should be included.

The Charter School may provide the district additional data the Governance Board may feel pertinent. Furthermore, this annual report will be available to the Board of Education and the community.

8. **Parental and Community Involvement.** The Kaleidoscope Academy Governance Board will organize and instruct parents to take an active role in the school and create a supportive parent network through the following activities:

Parents/Guardians will be involved in the school by having representation on the KA Governance Board. Parents/guardians will also serve on KA Governance Board committees such as Resource, Enrollment/Recruitment, etc.

a. Kaleidoscope Academy will provide numerous opportunities for meaningful parent/community involvement. This will include but not be limited to, Family Engagement events, attending Student Led Conferences, Presentations of Learning, fine arts events, athletic events, and other school-sponsored events.

b. Kaleidoscope Academy will offer co-curricular programming comparable to other middle schools and funded by AASD. However, KA reserves the right to repurpose resources to expand the variety of co-curricular offerings to include more noncompetitive athletics.

c. Parents will receive semester progress reports on learning. Parents can monitor student progress through the Student Management and Learning Management systems. KA will conduct student led parent-teacher conferences at least once per year. Additionally, staff will communicate via electronic mail, print correspondence, and telephone contacts to communicate student progress when the parents or teachers feel it is appropriate. Formal progress reports will be completed at least twice per year. KA will also have presentations/displays of learning each semester.

d. Parental issues, concerns, questions, and complaints will be handled following these steps:

(1) Contact the classroom teacher for a specific concern, unless it is a school-wide concern, contact the administration. This is in alignment with the district complaint procedure.

(2) If resolution has not been reached for the classroom concern the Kaleidoscope Academy administration will be contacted.

(3) If resolution is still not reached and based on the issue, the principal will contact the Kaleidoscope Academy Governing Board or AASD Assistant Superintendent.

(4) Unresolved issues may be appealed to the Superintendent of Schools.

(5) The final step in the District appeal process is to contact the Board of Education.

9. **Faculty Qualifications.**

a. Describe qualifications: Individuals who have a desire to teach at Kaleidoscope Academy will be teachers who are appropriately licensed pursuant to state law. The positions will be posted to indicate that candidates should demonstrate an interest and a commitment to the students, as well as the mission and vision of the school. They should also have knowledge or a desire to acquire knowledge in Project-Based/Arts Integrated Learning Education and a willingness to embed social-emotional learning into daily lessons. They should have advanced educational technology skills, be able to integrate multiple subjects, including, but not limited to, fine arts and technology into learning activities (projects).

b. Teachers who work at Kaleidoscope Academy will be employees of the AASD and will be entitled to all rights and privileges afforded other teachers in the District.

c. Salary and benefits will be structured according to the Pay and Benefits Plan for Professional Employees as established by the AASD Board of Education.

d. Open positions for Kaleidoscope Academy will be posted and filled through the staffing process as outlined in the AASD Employee Handbook.

e. Kaleidoscope Academy and Principal have discretion on which AASD meetings/training teachers will attend, with the exception of mandatory meetings/training designated by AASD.

10. **Student Health and Safety.** All federal, state and local health and safety regulations and building code standards will be followed at all AASD locations at which Kaleidoscope Academy may be located. In addition, the health and safety policies applicable to all other non-charter schools in the AASD shall apply equally to Kaleidoscope Academy.

11. **Recruitment and Means of Achieving Racial/Ethnic Balance**

a. Kaleidoscope Academy prohibits discrimination and will not discriminate against students on the basis of sex, race, color, religion, age, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, gender identity, gender expression or physical, cognitive, emotional or learning disability in its education programs or activities or any other classification protected by law. Kaleidoscope Academy official non-discrimination policy will be applied in all operations. Access to Kaleidoscope Academy will also not be restricted or enhanced by the following: family income, academic performance, English language proficiency, or athletic ability. Equal access will be provided to all students.

b. Kaleidoscope Academy will monitor the demographic make-up of the student population. If specific groups are under-represented, outreach efforts will be further customized to raise awareness and generate interest. Examples include holding informational meetings in special locations, providing additional translation or interpretation services, and expanding services to accommodate people with disabilities. Translations and interpretation services will be provided to ensure equal access to all students under the law.

12. **Admission Requirements.**

a. Kaleidoscope Academy is open to all students of the AASD as well as students applying through the Wisconsin Inter-District Open Enrollment process. Application to and attendance at Kaleidoscope Academy is voluntary and no tuition is charged. Students who do not wish to attend or are not admitted to Kaleidoscope Academy may attend their neighborhood schools or seek enrollment in another AASD school per AASD Board policy.

b. Parents/Guardians will enroll their children by written or electronic registration form. A parent/guardian is encouraged to attend one informational meeting/tour or visit Kaleidoscope Academy in order to assure understanding of the vision and mission of the charter school.

c. If the number of applicants exceeds available positions, a lottery will be employed. The names of students on the waiting list will be recorded in the order in which they were drawn. The waiting list does not roll over from year to year.

d. Kaleidoscope Academy will give enrollment preference to current students at Kaleidoscope Academy. This group will be exempt from the lottery. Siblings of current students will be given preference in the lottery.

e. Children of Kaleidoscope Academy full-time staff and governing board members may be given a preference for enrollment but must be limited to no more than 10% of Kaleidoscope Academy's total enrollment.

f. Students may enroll and attend Kaleidoscope Academy at any point during the school year as space permits in accordance with Kaleidoscope Academy lottery procedures and guidelines.

g. Students must be enrolled in or open-enrolled in the AASD.

h. Special needs of students will be met according to the goals of their IEP. The AASD will provide required special education services as appropriate, given the needs of each student's IEP.

a. Students with an IEP who apply by the deadline and are selected through the lottery will be enrolled unless FAPE (Free Appropriate Public Education) cannot be provided within the charter program with accommodations and modifications, pursuant to state and federal law.

13. **Budget Responsibilities of AASD and the Charter School.**

a. Equal Funding: Kaleidoscope Academy understands that AASD support will not be greater or less than the same support given to other AASD schools. As an

instrumentality, the AASD will be responsible for salaries and benefits of staff, as well as the lease and associated expenses of Kaleidoscope Academy space. In addition, Kaleidoscope Academy receives funding based on the per-pupil formula applied to all schools in the AASD. The Kaleidoscope Academy Governance Board will oversee, modify, and approve the site budget. All AASD or private contract services will be covered by the AASD with the exception of transportation.

b. Purchases: Tangible materials/equipment purchased by Kaleidoscope Academy with Federal or State grants will be the sole property of the Kaleidoscope Academy. Tangible materials/equipment purchased by Kaleidoscope Academy with non-federal or state grants or donor dollars will be the property of the Charter School and the AASD and will be labeled as such. If the materials/equipment purchased becomes outdated or inoperable, it will be the Charter School's responsibility to maintain and/or replace this material/equipment according to the District's specifications. If the Charter dissolves, the property reverts to AASD ownership except for any property purchased with Federal or State grant dollars. Kaleidoscope Academy shall return any unspent federal or state grant funds to the department. Kaleidoscope Academy shall dispose of all property purchased with federal or state grant funds as required by state and federal law.

All Charter Schools will receive the same level of support for materials/equipment. As such, when the District updates old technology or teaching materials with more current items, the District will do so for the Charter Schools at the same rate as all other schools in the District. Example: If a Charter School purchases additional computers beyond the District's allocation for the building, it is the responsibility of the Charter School to maintain and/or replace them when they become incompatible with the District's operating programs.

c. Personnel: Full-time Teacher Equivalents (FTE's) will be allocated to Kaleidoscope Academy in the same manner as it does for all AASD schools. As the school's enrollment grows, the necessary FTE's will increase, based on what are current AASD class ratios. Specialists will be allocated by AASD formula as well.

d. Administration: Administrative services will be provided in the same manner as other AASD schools, including but not limited to: accounting, bookkeeping, risk management, auditing, cash management, payroll, benefits, administrations, labor relations, enrollment pupil services, record keeping, and general testing of students.

e. Curriculum: KA will follow district curriculum, but reserves the right to develop its own curriculum based off of the AASD curriculum and/or state standards. A quality curriculum at Kaleidoscope Academy will be sustained through AASD textbook replacement/adoption funds. Other expenses incurred through the curriculum development process will be offset by alternate sources of funding, i.e. those not covered in technology upgrades or other curricular purchases.

f. Liability Insurance: As an instrumentality of the AASD, the Kaleidoscope Academy will fall under the umbrella of the AASD's liability insurance.

g. Co-curricular Activities: All Kaleidoscope Academy students may participate in co-curricular activities at Kaleidoscope Academy. The staffing cost of these activities

will be offset by current District allocations and other funding sources. KA will offer co-curricular programming comparable to the other middle schools and funded by AASD, and reserves the right to create new co-curricular options for students using these funds.

h. Food Services: Food service will be provided through the AASD's food service program assigned to the school's facility.

i. Pupil Services: Pupil services will be provided through AASD staff assigned to the school's facility and subject to paragraph 21 herein.

j. Custodial Services: Custodial and maintenance services will be provided by the AASD at the school's facility.

k. Testing and Assessment: State and Federal testing and assessment that is administered by the AASD will be the same for Kaleidoscope Academy students as is given to students at other AASD schools.

l. Grant Funds: Grant funds will be used to support travel and professional development budget for Kaleidoscope Academy to attend project based learning, arts integration, and social-emotional learning workshops and other professional development conferences that are aligned to the mission and goals of Kaleidoscope Academy.

m. Health and Safety: Kaleidoscope Academy will rely upon AASD nursing staff and trained staff to provide the necessary resources. Kaleidoscope Academy will abide by all local, state, and federal laws regarding health and safety standards.

14. **Student Behavior and Discipline Model.**

a. The discipline system for Kaleidoscope Academy will consist of the following steps:

1) Student contact within the classroom that will immediately address the inappropriate behavior and plan for correction. Site will utilize current evidence based best practices and strategies for restorative behavior and classroom management for problem solving. Staff will use the site process to communicate concerns to families.

2) Student meeting after school or during lunch to address the behavior and discuss appropriate alternative behaviors.

3) Meet with the student and guardian(s)s to discuss continuing behavioral problems and potential solutions.

b. The Kaleidoscope Academy Governance Board reserves the right to create and/or approve a Kaleidoscope Academy Code of Conduct Policy.

c. Behaviors that require suspension, removal from class (according to AASD procedures and guidelines), and expulsion will be referred to the Kaleidoscope Academy principal and all AASD expulsion policies and procedures will be followed.

15. **Public School Alternatives**. No student will be required to attend Kaleidoscope Academy. Students, who do not elect to attend Kaleidoscope Academy, may attend a school within the AASD in conformance with the enrollment policy of the AASD Board of Education.

16. **Tuition**. Kaleidoscope Academy shall not charge any tuition. Kaleidoscope Academy may charge "activity fees" provided the AASD Board of Education has approved the activities and corresponding fees in advance.

17. **Audits**. The AASD usual and annual audit will include Kaleidoscope Academy. The scope of the annual audit will be determined by the AASD and conducted at the expense of the AASD. Kaleidoscope Academy will participate in all financial audits and comply with all audit procedures and requirements of the AASD audit team as contracted by the AASD Board of Education.

    In conformance with the "Governmental Accounting Standards Board Statement No. 39," funds provided by or procured from Kaleidoscope Academy as an instrumentality and component unit of the AASD are subject to the AASD fiscal accounting procedures, including audits, and will be included in the AASD financial statements as determined by the AASD audit team as contracted by the AASD Board of Education.

    Annually AASD Charter School Committee may review progress toward performance goals.

18. **School Facilities and Liability Insurance.**

    a. Facilities. Kaleidoscope Academy is currently located at 318 E. Brewster St, Appleton, Wisconsin, 54911. The AASD will ensure that the building(s) in which the Charter School program is located meet(s) all building codes and other building requirements for a public school facility.

    b. Liability Insurance. The AASD shall insure all ordinary and reasonably foreseeable risks related to operation of Kaleidoscope Academy including liability, property, worker's compensation, errors and omissions, and comprehensive coverage ($10,000,000/occurrence).

19. **Indemnification and Limitation on Liability.**

    a. Indemnification of District.

        1) Subject to the limitations and immunities set forth in Section 893.80 of the Wisconsin Statutes and all similar laws, to the extent applicable under law, Kaleidoscope Academy Governance Board agrees to indemnify, defend and hold AASD and its Board of Education, officers, administrators, agents and employees harmless from and against, any and all liabilities, losses, costs, expenses (including, without limitation, reasonable actual attorneys' fees and expenses) and damages (collectively, "Losses") arising out of any "Indemnity

Claim," which means any action, cause of action, suit, proceeding, claim, or demand of any third party that, if true, would establish:

a) Breach by Kaleidoscope Academy of any provision of this Agreement;

b) Failure by Kaleidoscope Academy Governance Board to comply with all applicable law, relating to this Agreement or operation of Kaleidoscope Academy, and state and/or federal laws concerning the establishment or operation of a charter school, or identification, admission, access, and/or evaluation of, and/or provision of services and/or accommodations to and/or prohibition of discrimination against students or employees with known or suspected disabilities or any other discrimination as prohibited by applicable law against students or employees; or

c) Any negligent or willful act or omission of Kaleidoscope Academy Governance Board, or its employees or agents in connection with the performance of the obligations of Kaleidoscope Academy Governance Board under this Agreement. The obligation of Kaleidoscope Academy Governance Board to indemnify and hold harmless under this Section 19 with respect to any Indemnity Claim will be reduced to the comparative extent, as established by a judgment entered in a court of competent jurisdiction after any appeals, that such Indemnity Claim arises out of acts of fraud, willful misconduct, or acts in breach of this Agreement on the part of AASD or its Board of Education, officers, administrators, agents and employees. The obligations set forth in this Section 19, survive the termination of this Agreement.

b. Indemnification of Kaleidoscope Academy Governance Board

1) Subject to the limitations and immunities set forth in Section 893.80 of the Wisconsin Statutes and all similar laws, to the extent applicable under law, AASD agrees to indemnify, defend and hold Kaleidoscope Academy Governance Board and its directors, officers, agents and employees harmless from and against, any and all liabilities, losses, costs, expenses (including, without limitation, actual reasonable attorneys' fees and expenses) and damages (collectively, "Losses") arising out of any "Indemnity Claim," which means any action, cause of action, suit, proceeding, claim, or demand of any third party that, if true, would establish:

a) Breach by AASD of any provision of this Agreement; or

b) Any negligent or willful act or omission of AASD, the AASD Board of Education or its employees or agents in connection with the performance of the obligations of AASD under this Agreement and/or applicable law.

The obligation of AASD to indemnify and hold harmless under this Section 19 with respect to any Indemnity Claim will be reduced to the comparative extent, as established by a judgment entered in a court of competent jurisdiction after any appeals, that such Indemnity Claim arises out of acts of fraud, willful misconduct, or acts in breach of this Agreement on the part of Kaleidoscope Academy Governance Board or its agents and employees. The obligations set forth in this Section 19 survive the termination of this Agreement.

c. Indemnification Procedure. Any Party entitled to indemnification under this Section 19 (each an "Indemnified Party") agrees to give the Party required to indemnify such Party hereunder (each an "Indemnifying Party") prompt written notice of any Indemnity Claim as to which it intends to request indemnification hereunder. The Indemnifying Party will have the right to direct, through counsel of its own choosing, the defense or settlement of any Indemnity Claim at its own expense. The Indemnified Party may participate in such defense at its own expense.

d. If the Indemnifying Party fails to defend or, if after commencing or undertaking any such defense, fails to prosecute or withdraws from such defense, the Indemnified Party will have the right to undertake the defense or settlement thereof, at the Indemnifying Party's expense. If the Indemnified Party assumes the defense of any such Indemnity Claim pursuant to this Section 19 and proposes to settle such Indemnity Claim prior to a final judgment thereon or to forego any appeal with respect thereto, then the Indemnified Party will give the Indemnifying Party prompt written notice thereof and the Indemnifying Party will have the right to participate in the settlement or assume or reassume the defense of such Indemnity Claim. Notwithstanding anything contained in this Section 19 to the contrary, the Indemnifying Party will not, without the prior written consent of the Indemnified Party (which consent will not be unreasonably withheld or delayed), agree to a settlement of any such Indemnity Claim.

e. Limitation of Indemnity by AASD. The obligation of AASD to indemnify Kaleidoscope Academy is limited by the provisions of Section 893.80 of the Wisconsin Statutes to the full extent such statute affords limitations or immunities to AASD, AASD not intending to waive any such provisions.

20. **Non-Sectarian Status**. Kaleidoscope Academy shall be non-sectarian in its programs, admissions, policies, employment practices and all other operations.

21. **Local Educational Agency Responsibilities.** AASD is the Local Education Agency (LEA) for Kaleidoscope Academy for purposes of all state and federal laws, codes, rules and regulations pertaining to LEA duties, rights and responsibilities, including, but not limited to, the Americans with Disabilities Act (ADA), 42 U.S.C. §1210, Section 504 of the Rehabilitation Act of 1973, (Sec. 504), 29 U.S.C. §794, the Individuals with Disabilities Education Act (IDEA), 20 U.S.C. §1400 *et seq.*, No Child Left Behind Act, 20 U.S.C. § 6301 *et seq,* and the Asbestos Hazard Emergency Response Act (AHERA), 15 U.S.C. §2641 *et seq.*, Title II, 28 CFR Part 35

(implementing regulations of the Americans with Disabilities Act) and Wis. Stat. Chapter 115, subchapter V.

Kaleidoscope Academy staff shall participate in staff development opportunities provided by AASD pertaining to IDEA, ADA, Section 504, NCLB, AHERA and other related training provided for the implementation of educational services. The AASD policies governing the implementation of educational services for students with disabilities are applicable to Kaleidoscope Academy. Kaleidoscope Academy will follow the AASD policy and state law governing seclusion and restraint.

The implementation of the IDEA requirements by Kaleidoscope Academy shall be according to the following process:

a. AASD will provide employees to provide required IEP services to Kaleidoscope Academy.
b. Kaleidoscope Academy shall implement IEP services as determined by the LEA through the IEP and IDEA referral and evaluation process, to include assurances of providing the special education instructional time as required by the IEP and document progress on IEP goals at least as often as documenting progress for students without disabilities.
c. Kaleidoscope Academy shall document the interventions as required through the Response to Intervention Process for use and consideration in all referrals under the IDEA.
d. Kaleidoscope Academy will cooperate with the LEA in all initial evaluation and re-evaluation processes.
e. Kaleidoscope Academy will assist in obtaining any required parental consents under the IDEA on behalf of the LEA in fulfillment of its duties under the IDEA, including parental consent for school-based therapy reimbursement and documentation for such reimbursement.
f. Kaleidoscope Academy will provide the LEA with any required data for IDEA self-assessment process in a timely fashion.
g. Kaleidoscope Academy shall provide appropriate notification to parents of all the LEA notices and procedural safeguards.
h. Kaleidoscope Academy implementation of the student IEPs shall follow the LEA AASD calendar, which will be provided to Kaleidoscope Academy annually. If the Kaleidoscope Academy school calendar does not follow the LEA AASD calendar, IEP implementation shall follow the Kaleidoscope Academy calendar.
i. The parties shall engage in regular participation in annual and periodic IEP meetings for the implementation of IEPs and IDEA processes. The parties agree to meet periodically to address IDEA implementation.
j. Daily attendance records shall be maintained by the Kaleidoscope Academy in accordance with state requirements and sent upon request.
k. Kaleidoscope Academy will assist in the provision of information requested by the Department of Public Instruction (DPI) or the Office of Civil Rights if so requested due to compliance complaints or investigations.

l. All special education staff providing special education services shall participate in joint training and professional development for purposes of delivery of special education service. All special education staff will be available for meetings outside of school hours, none of which shall be paid for by the AASD.

m. Kaleidoscope Academy will ensure that all employees have completed the DPI training related to mandatory reporting of abuse or neglect and the use of seclusion and restraint pursuant to state law.

n. CPR and First Aid trained staff shall be available during Program hours.

o. The District will keep Kaleidoscope Academy in CPI: Nonviolent Crisis Intervention Training rotation schedule.

p. The District will invite the Kaleidoscope Academy special education staff to any District-wide special education professional development opportunities.

q. The District has the right to inspect the charter school facilities and records with reasonable notice.

22. **Term, Renewal and Termination of this Contract.**

a. Term. Consistent with the provisions of §118.40(3)(b), Wis. Stats., the term of this Contract ("Term") shall be for five (5) years commencing on the first day of the 2025-26 school year, and shall expire at midnight, on June 30, 2031, unless terminated or extended pursuant to the terms hereof.

b. Renewal. Pursuant to §118.40(3)(b), Wis. Stats., upon expiration of the initial Term, the AASD Board of Education and Kaleidoscope Academy may mutually agree to renew this Contract for such additional terms for up to five (5) years each as the Boards of the AASD and Kaleidoscope Academy deem appropriate.

c. Termination by Board of Education. This Contract may be terminated by the AASD Board of Education if it finds that:

(1) Kaleidoscope Academy has insufficient enrollment to successfully operate a charter school,

(2) If Kaleidoscope Academy fails to comply with generally accepted accounting principles and standards of fiscal management,

(3) If the students of Kaleidoscope Academy have not shown sufficient academic progress using multiple measures. Students enrolled at Kaleidoscope Academy for two or more consecutive years will perform at or above AASD average on WSAS or longitudinal assessments of mathematics and reading and local authentic assessment measures agreed upon jointly by the Kaleidoscope Academy Governance Board and AASD.

(4) If students enrolled in Kaleidoscope Academy have failed to make sufficient progress toward attaining the educational goals of their curriculum. If an extension of time to attain such goals is requested by the Kaleidoscope Academy Governance Board and/or Administration in writing, such request shall include a written plan acceptable to the AASD. This plan will set out the

additional steps Kaleidoscope Academy will take to attain such educational goals within a reasonable timeframe. If the AASD Board accepts the written plan, or a modified plan, Kaleidoscope Academy shall be allowed a reasonable time in which to correct the progress deficiencies.

(5) The Kaleidoscope Academy Governance Board, Board Members, employees, or agents provide the AASD Board of Education false or intentionally misleading information or documentation in the performance of this Contract, or

(6) Kaleidoscope Academy has failed materially to comply with Applicable Law,

(7) Any director, members, employee, or agent of Kaleidoscope Academy has knowingly violated any statute, ordinance or Board policy with respect to the operation of the Charter School,

(8) Kaleidoscope Academy knowingly violates Section 118.40 of the Wisconsin Statutes governing charter schools,

(9) Kaleidoscope Academy defaults materially in any of the terms, conditions, promises or representations contained in or incorporated into this Contract, unless otherwise required by law or addressed herein, if AASD asserts a material default on the part of Kaleidoscope Academy, the AASD will provide written notice of the specific material default asserted and afford Kaleidoscope Academy 60 calendar days in which to cure the asserted material default. This does not apply as to student progress or compliance with the IDEA, Sec. 504 or law directing educational services.

d. Notice. Written notice of such termination shall be provided to the Kaleidoscope Academy via certified or registered mail, return receipt requested, and shall include the stated reasons for the termination and its effective date. The AASD will issue a provisional notice of termination on or before July 1 to be effective the subsequent July 1. During the interim school year, the AASD may require that Kaleidoscope Academy undertake corrective and remedial actions identified by the AASD. Termination of this Contract may be suspended by AASD upon compliance by Kaleidoscope Academy with the corrective and remedial measures identified by the AASD. Unless otherwise suspended, the provisional notice of termination will be effective on the date set forth in the provisional notice. In the event of termination, materials and equipment purchased with AASD funds of any character will remain the property of AASD. Funds raised by non-school groups through fundraising activities and directed to individual schools or school organizations, shall be considered gifts to the District and all gifts and bequests shall become property of the School District.

e. Emergency Termination or Suspension. If the AASD Board of Education determines that any of the causes for termination set forth in Subsection c., above, have occurred and AASD reasonably determines that the health or safety of the students of Kaleidoscope Academy is put at actual risk thereby, the AASD Board of Education shall provide Kaleidoscope Academy written notice of such cause for termination and, upon delivering such notice, (i) may either terminate this Contract immediately or (ii) may exercise superintending control of Kaleidoscope Academy pending further action.

f. Termination by Kaleidoscope Academy Governance Board. This Contract may be terminated by Kaleidoscope Academy Governance Board if Kaleidoscope Academy finds that any of the following have occurred:

(1) Kaleidoscope Academy has insufficient enrollment to successfully operate a public school;

(2) The AASD Board of Education defaults materially in any of the terms or conditions contained in this Contract.

(3) AASD willfully provides Kaleidoscope Academy false or intentionally misleading information or documentation in the performance of this Contract, or

(4) AASD defaults materially in any of the terms, conditions, promises or representations contained in or incorporated into this Contract.

Kaleidoscope Academy shall provide notice of termination effective June 30 of any year upon written notice to the Board of Education prior to January 31. When Kaleidoscope Academy asserts a material default on the part of the AASD, Kaleidoscope Academy will provide written notice of the specific material default asserted and afford the AASD 60 calendar days in which to cure the asserted material default.

g. Final Accounting. Upon termination of this Contract, Kaleidoscope Academy shall assist the AASD Board of Education in conducting a final accounting of Kaleidoscope Academy by making available to the AASD Board of Education all books and records that have been reviewed in preparing Kaleidoscope Academy annual audits and statements under Section 17 of this Contract.

h. Equipment Disposition. Kaleidoscope Academy will respond to requests from the AASD Board of Education and Department of Public Instruction for inventory of equipment purchased with state or federal funds, including federal charter school funds, and the disposition of any individual item of equipment worth $300 or more.

i. Funds raised by non-school groups through fundraising activities and directed to Kaleidoscope Academy, Kaleidoscope Academy School, or school organizations, shall be considered gifts to Kaleidoscope Academy School. All gifts and bequests become property of Kaleidoscope Academy and Kaleidoscope Academy School, but may be used to offset any debt owed to AASD upon the final accounting.

23. **Autonomy.**

a. Kaleidoscope Academy will be exempt from all state educational laws and policies to which it is entitled to exemption in the Wisconsin State Charter School law (Wisconsin Statute §118.40).

b. Particularly, Kaleidoscope Academy and the Kaleidoscope Academy Governance Board will have autonomy related to:

1) Curriculum Development

2) Educational Materials Selection

3) Professional Staff Development

4) School Day Schedule

5) School Calendar – The charter school must submit to the District a copy of its upcoming school year calendar no later than April 30 annually. Should AASD need to amend its calendar or make significant changes to the approved District calendar, charter schools will be granted an opportunity to adjust their calendar as well, provided they meet all state requirements.

6) Longitudinal Assessment

7) Other District Wide Assessments

8) Course Offerings

9) Grade Promotion— Governance Board to establish criteria

10) Co-curricula Offerings

24. **Transportation**. Transportation is not provided for students who choose to attend AASD Charter Schools.

25. **Notices**. Whenever this Contract provides that notice must or may be given or that information must or may be provided, notice and information shall be provided in the following manner.

To AASD:
Board President
Appleton Area School District
131 E Washington Street, Suite 1A
Appleton, Wisconsin 54911

With a copy to:
Superintendent of Schools
Appleton Area School District
131 E Washington Street, Suite 1A
Appleton, Wisconsin 54911

To Melanie Cable:
Board President
Kaleidoscope Academy
318 E. Brewster St.
Appleton, WI

With a copy to:
Alexandra Molitor, Principal
Kaleidoscope Academy

318 E. Brewster St.
Appleton, WI

Notice hereunder shall be effective if made by hand delivery or by United States Mail, postage prepaid, certified with return receipt requested. Notices shall be effective (i) when actually received by the addressee, if made by hand delivery, or (ii) 2 days after delivering the pertinent notice to the control of the United States Postal Service, if made by certified mail with return receipt requested.

26. **AASD and Charter School Liability**. The parties agree that the establishment of Kaleidoscope Academy shall have no effect on the liability of AASD other than those obligations specifically undertaken by AASD under this Contract. The parties agree that the establishment of Kaleidoscope Academy shall have no effect on the liability of Kaleidoscope Academy other than those obligations specifically undertaken by Kaleidoscope Academy under this Contract.

27. **Miscellaneous.**

a. Governing Law. This Contract shall be governed by, and construed and interpreted under the laws of the State of Wisconsin.

b. Application of Statutes. If, after the effective date of this Contract, there is a change in applicable law which alters or amends the responsibilities or obligations of any of the parties to this Contract, this Contract shall be altered or amended by the parties to conform to the change in existing law as of the effective date of such change.

c. Enrollment. Total full-time equivalent pupil enrollment at the School shall not be increased by a net change of more than forty (40) students per academic year based on the prior academic year's highest total without Kaleidoscope Academy's consent. Within the five (5) year period following the effective date of this Contract, Kaleidoscope Academy shall seek to achieve full capacity of 232 full-time equivalent students per grade level.

d. Entire Agreement. This Contract sets forth the entire Agreement between the parties with respect to the subject matter of this Contract. All prior applications, agreements or contracts, representations, statements, negotiations, understandings and undertakings are superseded by this Contract.

e. Severability. If any provision of this Contract is held to be invalid or unenforceable, it shall be ineffective only to the extent of the invalidity, without affecting or impairing the validity and enforceability of the remainder of the provisions of this Contract. If any provision of this Contract shall be or be determined to be in violation of any federal, state or local law, such provision shall be considered null and void, and all other provisions shall remain in full force and effect.

f. Modifications. No modification to this Contract shall be effective unless the same is in writing and signed by authorized representatives of both parties. During any year of

this Contract, either party may request to amend a provision of this Agreement. A request for amendment will be presented in writing before March 30 of each year and identify the terms of the proposed amendment. Thereafter, the parties will promptly meet and confer in good faith with respect to the proposed amendment. Neither party shall be obligated to accept any request for amendment. Any amendment which is agreed upon will be effective July 1 or on such other date as the parties may agree.

g. Assignment. This Contract is not assignable.

h. Counterparts: Signature by Facsimile. This Contract may be signed in counterparts, which shall together constitute the signed original Contract. A signature delivered by facsimile or electronic mail shall be considered an original for purpose of this Contract.

IN WITNESS WHEREOF, the parties have caused this Contract to be executed by their duly authorized representatives as of the date written below. Through their signatures the representatives of the parties confirm that they have full authority to execute this Contract.

APPLETON AREA SCHOOL DISTRICT:
By: _____
Kay S. Eggert
President, Board of Education
Date: _____

ATTEST:
_____
Pheng Thao
Board of Education Clerk
Date: _____

Kaleidoscope Academy

By: Melanie Cable

Governance Board President

Date: _____

ATTEST:

Libby Butler

Governance Board Secretary

Date: _____

Summary of Proposed Changes for

Kaleidoscope Academy

Directions: For each proposed revision, complete each column of the table below. More rows may be added if needed. Underline proposed language you are adding, strike through language you are proposing be removed. Be clear with the section and pages of the contract.

*Charter schools renewing their five-year charter contract must also include a **Summary of the Charter School Goals** included in the last charter school contract. The summary should be attached to this **Summary of Proposed Changes Chart**.*

Item #	Section and Page(s) of contract	Proposed Contract Revisions	Rationale *(Be specific, you must identify the Law, Policy, Bargaining agreement, or current practice the justifies the need for the revision)*	Lead Person Requesting Change	Notes

Kalediscope Academy - Princpal Alex Molitor

Previous Contract Goals	Met goals Yes or No	Rationale		New Contract Goals	Change in goals Yes or No	Rationale
Student Goal 1 - Increase student achievement as measured by District Wide Assessment (currently MAP)				Student Goal 1--Increase student achievement in state and/or district standardized assessments.		
Objective: KA will exceed the District's average targeted growth rate in math and reading at each grade level. Assessment: MAP/Current measure - iReady	**Yes in reading, no in math**	**We did not surpass the district averages each year of the past five years in both areas. There are some years where we surpassed the scores in reading, as measured by iReady. However, when we look at our school report card scores and Forward scores from the 2023-24 school year, we are surpassing district averages.**		Objective: Increase individual student growth in the areas of reading and math each academic school year. Assessment: iReady or Forward Testing	**Yes**	**We are focusing more on individual student growth in the areas of math/reading instead of comparing our students to district averages. We want to focus on making sure students leave us with higher skills than when they entered our school.**
Student Goal 2 - Emerging Skills Assessment				Student Goal 2--Social-Emotional Well-Being		
Objective: KA may participate in any emerging skill assessment provided to them and will score above the District average. Objective: KA will maintain emerging skills on it standards-based report card. Students will be assessed on their growth in these essential career and life-related skills.	**Yes**	**Over half of our students over the past five years have identified the three areas of emerging skills as a growth area. These skills include: Productivity and Accountability, Social and Cross Cultural Skills, and Initiative and Self Direction. This was measured on Panorama.**		Objective: Increase individual student's sense of belonging and school connectedness each academic school year. Assessment: Panorama or any other social emotional based assessment/survey as provided by the school or district	**Yes**	**We will use Panorama to measure student connectedness to school as we believe this is an essential way to measure our sucess of individualized learning and our focus on students social and emotional well being. We believe this is more important than their emerging skills (previous goal), although we will still continue to teach, track, and measure emerging skills.**
Student Goal 3 - Satisfaction				Student Goal 3—Family Satisfaction		
Objective: KA provides a learning atmosphere that promotes learning and meets the learning needs of our families through our model of middle level education. An annual spring survey will demonstrate at least 85% of students and parents will be satisfied or highly satisfied with the learning experience provided by KA. Assessment: School-produced satisfaction survey to be administered every spring.	**Yes**	**We ended up using the district-provided Studer/AASD Family engagement survey. Although some of our scores have dipped over the past 5 years, there is an upward trajectory of our scores. They are measured on a 1-5 likert scale (not percentage). We are looking to increase our participation on this survey.**		Objective: KA provides an atmosphere of family involvement that promotes family connectedness to the school's mission and student academic success. Assessment: Increase in percentage rating from school or district produced family engagement survey to be administered every spring.	**Yes**	**We will use the district provided family engagement survey as a measurement, and want our overall mean scores to improve year after year (measured on a 5 point likert scale).**
Outreach and Marketing Efforts Summary	**Continue building relationships with the neighborhood schools that traditionally feed into KA (Huntley, Columbus, Edision, Franklin)**	**We are exploring working with a marketing team to more effectively reach more families through social media and our website, update videos, etc.**		**We recently started a "recruitment committee" to focus on how to bring more students/families into our school.**		

ITEM FOR CONSIDERATION

Topic: Appleton Public Montessori (APM) Five-Year Renewal Contract

Background Information: Appleton Public Montessori is committed to the development of the whole child by implementing curriculum and methodology based on the Montessori philosophy of education and human development. We seek to maximize the potential of every child in a structured, hands-on, and beautifully crafted environment that encourages critical thinking, communication, collaboration, and creativity. In a classroom filled with peace and joy, students become intrinsically motivated to love learning now and for a lifetime.

The Montessori method is a child centered approach utilizing multi-aged classrooms. Each of our rooms offer a prepared environment with specific, hands on, sequential materials. Each child contributes to their learning or work plan by selecting work and concentrating on it for up to three hours during work time. Our students programming also includes performing and visual arts, physical and environmental education. We have many goals for the children at APM, but most of all we hope they "learn to love to learn".

Instructional Impact: AASD Charter schools provide another educational option for students and parents. Montessori's instruction model enables each student through individualized instruction based on observation and understanding of learning styles and abilities — to become an independent, responsible, and self-motivated learner.

Fiscal Impact: Charter schools will receive funding based on the per-pupil formula applied to all schools in the AASD.

Administrative Recommendation: The administration recommends the approval of a five-year renewal charter contract for Appleton Public Montessori (APM).

Contact Person(s): Cassie Guilbeault, 920-852-5515 ext. 36020, guilbeaultcass@aasd.k12.wi.us
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BOE: March 10, 2025

CHARTER SCHOOL CONTRACT BETWEEN
THE APPLETON AREA SCHOOL DISTRICT AND APPLETON PUBLIC MONTESSORI ASSOCIATION

THIS AGREEMENT is made by and between the Board of Education of the Appleton Area School District ("AASD"), 131 E. Washington St., Suite 1A, Appleton, WI 54911 and Appleton Public Montessori Governance Board ("APMA"), 1545 E Broadway Dr, Appleton, Wisconsin, 54913

WHEREAS, the Board of Education is authorized pursuant to Wisconsin Statute 118.40(2m)(a), to contract with an individual or group to operate a school as a charter school; and,

WHEREAS, the Board of Education wishes to grant to APMA a charter to operate as a charter school pursuant to Wisconsin Statute §118.40(2m)(a),

NOW, THEREFORE, the parties agree as follows:

1. **Definitions.**

When used in this Agreement, the following definitions shall apply:

a. "APMA" - Appleton Public Montessori Association, Inc. a Wisconsin non-stock corporation that is the governing board.

b. "APM" - Appleton Public Montessori

c. "AMS" - American Montessori Society

d. "AMI" - Association Montessori International

2. **Establishment.** The entity seeking to establish the Charter School is the APMA Governance Board.

3. **Administrative Services.** At its sole cost and expense, AASD will provide administrative services to support all School District employees and all enrolled pupils at APM in the same manner as other AASD schools, including but not limited to: purchasing, accounts payable, accounting, bookkeeping, risk management, auditing, cash management, payroll, benefits administration, pupil services, recordkeeping, reporting and other compliance monitoring and fulfillment, building and grounds maintenance, and testing of students. To the extent that AASD requires information maintained only by APM to complete the reporting and compliance monitoring requirements hereunder, AASD will, no later than June 15 prior to the start of any school year, provide APM with a list of all information required and APM will provide full and accurate responses no later than September 1. AASD will at all times remain the sole employer of all personnel engaged in providing administrative services. All services set forth/outlined not in the budget will be provided by the AASD in a like manner as provided to the other schools.

4. **Instrumentality.** APM will continue to be an instrumentality of the AASD.

5. **Educational Program. The following is a description of the Appleton Public Montessori educational program of the school and methods used to enable pupils to attain the educational goals under Wis. Stat. § 118.01. APMA shall notify the AASD in a timely manner in the event of a change in instruction method.**

   a. APM will enroll students in 4K through 6th grade. These students are enrolled in multi-age classrooms.

   b. APM will provide an authentic Montessori school, including well-established Montessori curriculum and sequential materials. Curriculum adoption and chosen curriculum resources unique to APM are the sole responsibility of the Appleton Public Montessori Governing Board.

   c. Montessori materials provide concrete examples of concepts that students are later able to easily comprehend in the abstract. The Montessori mathematical bead and cube materials provide the best examples. The Wisconsin Academic Standards have been correlated to Montessori curriculum and materials. As new standards are established, they will be reviewed and taught in accordance with Montesssori philosophy.

   d. Academic work at Appleton Public Montessori most often is initiated by each individual student, with more directed instruction in reading and mathematics, or when materials or concepts are introduced. Time per subject will be allocated as a 2 ½ to 3 hour uninterrupted block of work time available each day, due to the subject matter being highly integrated. Each child will have their own work plan, which will be carried out under the guidance of the teacher to ensure that all Standards are addressed.

   e. The multi-age structure of the classroom allows students to learn from each other, and in turn, to teach. The age/grade level assumes less importance and each child is allowed to progress as they are capable, at a pace that is comfortable for them to master a given concept. If a child should need additional help or acceleration in an area, it is less noticeable due to the differentiation inherent in the Montessori approach.

   f. Since independent and group research is a strong component of the Montessori approach, the community is an extension of the classroom, and children are active in seeking information from resources outside the school that enhance their knowledge in a given area of study. Community members are invited into the school to share their languages and cultures with the students.

   g. Parents play a significant role in a Montessori school community, and significant efforts are made to ensure that all parents understand and support their children's learning experience as much as they are able. Appleton Public Montessori recognizes that every parent and every child has special talents.

   h. Appleton Public Montessori integrates the visual arts, music and physical education into the classroom. Students have opportunities for computer-based learning to

supplement class work, assist in research, and prepare the students for life outside of the school. Montessori is an approach that emphasizes the natural world, and outdoor natural areas and gardens have been and continue to be planned and created with significant student input.

i. An important component of the Montessori approach is called "Grace and Courtesy Lessons", commonly known as "Character Education". Grace and Courtesy Lessons are opportunities for modeling behavior, and can be as simple as learning to get oneself a facial tissue to more complex lessons such as giving introductions, or participating in civil classroom discussion. Given that the teacher and many of the students remain the same from year to year, the lessons allow for deeper, more respectful relationships to develop.

j. Means of Measuring: Appleton Public Montessori participates in required state mandated testing and in AASD assessments as appropriate within the Montessori philosophy.

k. On a day-to-day basis, each student keeps a work record or plan, which is reviewed by the Montessori classroom teacher and sent home on a regular basis for parent/guardian review. Periodically, teachers will assess student progress via benchmarks. Parents are kept abreast of their child's progress through Progress Reports and conferences.

6. **Methods of Measuring Student Progress.** APM shall use the following local measures, assessments, and standardized tests to measure pupil progress. APM will participate in the District's Continuous School Improvement Planning (CSIP) and reporting process.

a. Student Goal 1: 80% of students shall score at or above the district in the areas of reading and math.

1) Objective: Maintain student achievement in state and/or district standardized assessments.
Assessment: State and/or District standardized assessments or local measures as approved by the APMA board and administrator.

b. Student Goal 2: 70% of students will respond favorably on the Panorama Survey in the area of *Sense of Belonging.*

1) Objective: Continue to focus on student sense of belonging and school connectedness each academic school year.
Assessment: Panorama or any other social emotional based assessment/survey as provided by the school or district.

c. Student Goal 3: APM will receive a 4 or higher on the Family Engagement Survey question: *I would recommend this school to other parents.*

1) Objective: Continue to focus on student sense of belonging and school connectedness each academic school year.
Assessment: Panorama or any other social emotional based assessment/survey as provided by the school or district.

d. APM shall report progress on IEPs in accordance with the IDEA and AASD administrative practices.

e. APM shall administer other assessments as required under state and federal law, as directed by AASD.

f. APM shall provide AASD records as required to document compliance with state and federal law.

7. **Governance Structure.**

a. Governance Board. A Governance Board consisting of staff, parents, and community members will govern the school (the "APMA Governance Board"). The APMA Governance Board will determine and oversee the mission and strategic plan, coordinate public relations strategies, establish policies as well as, oversee and approve the budget of the school subject to the terms of this Agreement and specific authorization by AASD. No individual member of a Charter School Governance Board has the right or authorization to individually exercise the rights listed below.

The Governance Board has the rights, subject to the terms and limitations of this Charter Agreement, necessary pursuant to state law to carry out the terms of this Charter Agreement, including:

1) to determine and oversee the mission and strategic plan;

2) to set the educational philosophy of APM as set forth in Appendix A;

3) to establish and oversee curriculum;

4) to establish and oversee school guidelines and policies not to exceed its authority granted herein;

5) to oversee and approve the school budget not to exceed its authority granted herein;

6) to coordinate public relations strategies;

7) to make recommendations related to employment decisions within the current supervision and evaluation process for AASD employees;

8) to ensure compliance with this Agreement not to exceed its authority granted herein;

9) to appoint the requisite number of members to its committees, in accordance with APMA bylaws; (See appendix B for current bylaws);

10) to receive and disburse funds, subject to Section 13 of this Agreement;

11) to secure appropriate insurance, which it has done pursuant to Section 18 of this Agreement;

12) to enter contracts for technical or financial assistance, academic support, curriculum review or other services, which it has done and is subject to Section 13 of this Agreement;

13) to incur debt in reasonable anticipation of funds, subject to Section 13 of this Agreement;

14) to pledge, assign or encumber its assets to be used for loans, subject to Sections 13, 18 and 19 of this Agreement;

15) to solicit and accept gifts or grants for school purposes, subject to Sections 13 and 18 of this Agreement;

16) to acquire real property for its use, subject to Sections 13, 18 and 19 of this Agreement; and

17) to sue and be sued in its own name, subject to limitations under this Agreement and state law.

18) Such other matters as the APMA may deem necessary or appropriate with regard to the operations or affairs of APMA, but not to exceed the authority granted by the AASD under the terms of this Agreement and state and federal law.

b. Principal. A principal will be assigned to APM by AASD. AASD will appoint the principal in collaboration with the APMA Governance Board. The APM principal will demonstrate an interest and a commitment to the students as well as the mission and vision of the school. The APM principal will be appropriately licensed, pursuant to state law and have an understanding for and appreciation of the Montessori Method of education. Montessori certification is preferred but in the absence of Montessori certification, AASD will provide funding for training and certification once the Principal is selected.

c. Governance Board Constitution. Other than issues specifically addressed in this Agreement regarding the APMA Governance Board, the size, method of appointment and constitution of the APMA Governance Board will be as stipulated in the APMA Governance Board's by-laws. Total membership of the APMA Governance Board shall be comprised of fewer than 50% AASD employees. AASD administrators and AASD Board of Education members will not serve on the APMA Governance Board.

d. Officers. Election of officers is detailed in the by-laws of the APMA Governance Board.

f. Meetings. Meetings will be held at minimum nine times per year (as outlined in the bylaws). A quorum, consisting of a majority of the Voting Members of the APM Governance Board must be present. Of the members present, fewer than 50% can be AASD employees before business can be transacted. A majority vote of the Voting Members then serving is sufficient for any action, including election of Board Officers.

Meetings are open to all staff, parents, students, and community members and participation on standing committees is encouraged.

g. Annual Report. AASD will create an Annual Report for DPI requirements as the authorizer. The Annual Report may include:

(1) state testing results

(2) longitudinal assessment results (i.e., MAP, iReady, etc.)

(3) enrollment data

(4) attendance data

(5) financial report

(6) student academic progress

The Charter School may provide the district additional data the Governance Board may feel pertinent. Furthermore, this annual report will be available to the Board of Education and the community.

8. **Parental and Community Involvement.** The APMA Governance Board will organize and instruct parents to take an active role in the school and create a supportive parent network through the following activities:

Parents/guardians will be involved in the APM community by having representation on the APMA Governance Board. Parents/guardians will also serve on APMA Governance Board committees such as Community Committee, Diversity Equity and Inclusion Committee, Resources Committee, Facilities Committee and Extracurricular and Enrichment Committee. Parents will be an integral part of instructional delivery as they will be encouraged to share their expertise and interests related to the studies at APM.

a. APMA will provide numerous opportunities for meaningful parent/community involvement. The community service recommendation, the use of community members as primary sources in research, the opportunity to develop mentor relationships, and student end-of-year/capstone projects all serve to encourage students and parents to become concerned and contributing members of their communities on local, state, national and international levels.

b. Appleton Public Montessori conducts Parent Education events and provides materials to parents to help them understand the Montessori Method, what their children do in a school day and what they can expect from the Method, the teacher and the school in terms of homework and academic progress. APM fosters family connection, parent education and community relationships through whole school community events that are both educational and social. Parents and guardians are encouraged to use their talents and share backgrounds through Family Lunches, Reading to Children, Volunteering on Field Trips, and participating with the Governing Board.

c. APMA will enrich the opportunities for students and staff in a variety of ways. Speakers and programs brought in by APMA will be made available to other AASD

schools when appropriate. Finally, positive learning relationships will develop as APM students share their knowledge with students of the AASD community when public events and programs are held.

d. Parents will receive quarterly reports on student progress at APM. Parent-teacher conferences will be held at the close of the first and third quarters. Additional parent teacher conferences, electronic mail, print correspondence, and telephone contacts will be used on an individual basis to communicate student progress when the parents, or teachers, feel it is appropriate.

e. Students from the 4th through 6th grades will utilize available technology under the supervision and website administration of APM teachers.

f. Parental issues, concerns, questions, and complaints will be handled following these steps:

(1) Contact the classroom teacher.

(2) If resolution is still not reached, the principal will be contacted.

(3) If resolution is still not reached and based on the issue, the charter school principal will contact the APMA Governing Board or AASD Assistant Superintendent.

(4) Unresolved issues may be appealed to the Superintendent of Schools.

(5) The final step in the District appeal process is to contact the Board of Education.

9. **Faculty Qualifications.**

a. Describe qualifications: Individuals who have a desire to teach at APM will be teachers who are appropriately licensed pursuant to state law. The positions will be posted to indicate that candidates should demonstrate an interest and a commitment to the students as well as the mission and vision of the school.

1) Teachers are required to hold Montessori certification for the grade level(s) of the open position, or be willing to work towards completion of Montessori coursework and certification by a designated timeline outlined by the APM building administrator. They must demonstrate knowledge of the Montessori philosophy, curriculum and materials.
2) Para-professionals are expected to complete Montessori training appropriate to their assigned duties.
3) Specialist Instructors, such as Music, Physical Education and Art are expected to complete Montessori training as determined by the Governance Board, to provide them with an overview of Montessori philosophy and basic methodology and to demonstrate a basic understanding.

b. Teachers who work at APM will be employees of the AASD and will be entitled to all rights and privileges afforded other teachers in the District.

c. Salary and benefits will be structured according to the Pay and Benefits Plan for Professional Employees as established by the AASD Board of Education.

d. Open positions for APM will be posted and filled through the staffing process as outlined in the AASD Employee Handbook.

e. APMA and Principal have discretion on which AASD meetings/trainings teachers will attend, with the exception of mandatory meetings/trainings designated by AASD.

10. **Student Health and Safety.** All federal, state and local health and safety regulations and building code standards will be followed at all AASD locations at which APM may be located. In addition, the health and safety policies applicable to all other non-charter schools in the AASD shall apply equally to APM.

11. **Recruitment and Means of Achieving Racial/Ethnic Balance**

a. APM prohibits discrimination and will not discriminate against students on the basis of sex, race, color, religion, age, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, gender identity, gender expression or physical, cognitive, emotional or learning disability in its education programs or activities or any other classification protected by law. APM's official non-discrimination policy will be applied in all operations. Access to APM will also not be restricted or enhanced by the following: family income, academic performance, English language proficiency, or athletic ability. Equal access will be provided to all students.

b. APM will monitor the demographic make-up of the student population. If specific groups are under-represented, outreach efforts will be further customized to raise awareness and generate interest. Examples include holding informational meetings in special locations, providing additional translation or interpretation services, and expanding services to accommodate people with disabilities. Translations and interpretation services will be provided to ensure equal access to all students under the law.

12. **Admission Requirements.**

a. APM is open to all students of the AASD as well as students applying through the Wisconsin Inter-District Open Enrollment process. Application to and attendance at APM is voluntary and no tuition is charged. Students who do not wish to attend or are not admitted to APM may attend their neighborhood schools or seek enrollment in another AASD school per AASD Board policy.

b. Parents/Guardians will enroll their children by written or electronic registration form. A parent/guardian is encouraged to attend one informational meeting or visit APM in order to assure understanding of the nature and work of the school.

c. If the number of applicants exceeds available positions, a lottery will be employed. The names of students on the waiting list will be recorded in the order in which they were drawn. The waiting list does not roll over from year to year.

d. APM will give enrollment preference to current students at APM. This group will be exempt from the lottery. Siblings of current students will be given preference in the lottery.

e. Children of APM full-time staff and governing board members may be given a preference for enrollment but must be limited to no more than 10% of APM's total enrollment.

f. Students may enroll and attend APM at any point during the school year as space permits in accordance with APMA lottery procedures and guidelines.

g. Students must be enrolled in or open-enrolled in the AASD.

h. Special needs of students will be met according to the goals of their IEP. The AASD will provide required special education services as appropriate, given the needs of each student's IEP.

I. Students with an IEP who apply by the deadline and are selected through the lottery will be enrolled unless FAPE (Free Appropriate Public Education) cannot be provided within the charter program with accommodations and modifications, pursuant to state and federal law.

13. **Budget Responsibilities of AASD and the Charter School.**

a. Equal Funding: APMA understands that AASD support will not be greater or less than the same support given to other AASD schools. As an instrumentality, the AASD will be responsible for salaries and benefits of staff, as well as the lease and associated expenses of APM space. In addition, APM receives funding based on the per-pupil formula applied to all schools in the AASD. The APMA Governance Board will oversee, modify, and approve the site budget. All AASD or private contract services will be covered by the AASD with the exception of transportation.

b. Purchases: Tangible materials/equipment purchased by APMA with Federal or State grants will be the sole property of the APMA. Tangible materials/equipment purchased by APMA with non-federal or non-state grants or donor dollars will be the property of the Charter School and the AASD and will be labeled as such. If the materials/equipment purchased becomes outdated or inoperable, it will be the Charter School's responsibility to maintain and/or replace this material/equipment according to the District's specifications. If the Charter dissolves, the property reverts to AASD ownership except for any property purchased with Federal or State grant dollars. APMA shall return any unspent federal or state grant funds to the department. APMA shall dispose of all property purchased with federal or state grant funds as required by state and federal law.

All Charter Schools will receive the same level of support for materials/equipment. As such, when the District updates old technology or teaching materials with more current items, the District will do so for the Charter Schools at the same rate as all other schools in the District. Example: If a Charter School purchases additional computers beyond the District's allocation for the building, it is the responsibility of the Charter School to maintain and/or replace them when they become incompatible with the District's operating programs.

c. Personnel: Full-time Teacher Equivalents (FTE's) will be allocated to APM in the same manner as it does for all AASD schools. As the school's enrollment grows, the necessary FTE's will increase, based on what are current AASD class ratios. Specialists will be allocated by AASD formula as well.

d. Administration: Administrative services will be provided in the same manner as other AASD schools, including but not limited to: accounting, bookkeeping, risk management, auditing, cash management, payroll, benefits, administrations, labor relations, enrollment pupil services, record keeping, and general testing of students.

e. Curriculum: Curriculum will be developed with input and/or assistance of AMS or AMI trained staff and the guidance of AMS. A quality curriculum at APM will be sustained through AASD textbook replacement/adoption funds. Other expenses incurred through the curriculum development process will be offset by alternate sources of funding, i.e. those not covered in technology upgrades or other curricular purchases.

f. Liability Insurance: As an instrumentality of the AASD, the APM will fall under the umbrella of the AASD's liability insurance.

g. Co-curricular Activities: All APM students may participate in co-curricular activities at their AASD home school.

h. Food Services: Food service will be provided through the AASD's food service program assigned to the school's facility.

i. Pupil Services: Pupil services will be provided through AASD staff assigned to the school's facility and subject to paragraph 21 herein.

j. Custodial Services: Custodial and maintenance services will be provided by the AASD at the school's facility.

k. Testing and Assessment: State and Federal testing and assessment that is administered by the AASD will be the same for APM students as is given to students at other AASD schools.

l. Grant Funds: Grant funds will be used to support travel and professional development budget for APM to attend Montessori Education workshops and other professional development conferences that are aligned to the mission and goals of APM.

m. Health and Safety: APM will rely upon AASD nursing staff and trained staff to provide the necessary resources. APM will abide by all local, state, and federal laws regarding health and safety standards.

14. **Student Behavior and Discipline Model.**

a. The discipline system for APM will consist of the following steps:

1) Appropriate intervention within the setting that will immediately address the inappropriate behavior.

2) Student meeting or reteaching after school or during recess to address the behavior and discuss appropriate alternative behaviors, restitution/restorative practice, or follow up agreement.

3) Meet with the student and guardian(s) to discuss continuing behavioral problems and potential solutions.

b. The APMA Governance Board reserves the right to create and/or approve an APM Code of Conduct Policy.

c. Behaviors that require suspension, removal from class (according to AASD procedures and guidelines), and expulsion will be referred to the APM principal and all AASD expulsion policies and procedures will be followed.

15. **Public School Alternatives**. No student will be required to attend APM. Students, who do not elect to attend APM, may attend a school within the AASD in conformance with the enrollment policy of the AASD Board of Education.

16. **Tuition**. APM shall not charge any tuition. APM may charge "activity fees" provided the AASD Board of Education has approved the activities and corresponding fees in advance.

17. **Audits**. The AASD usual and annual audit will include APM. The scope of the annual audit will be determined by the AASD and conducted at the expense of the AASD. APM will participate in all financial audits and comply with all audit procedures and requirements of the AASD audit team as contracted by the AASD Board of Education.

In conformance with the "Governmental Accounting Standards Board Statement No. 39," funds provided by or procured from APM as an instrumentality and component unit of the AASD are subject to the AASD fiscal accounting procedures, including audits, and will be included in the AASD financial statements as determined by the AASD audit team as contracted by the AASD Board of Education.

Annually AASD Charter School Committee may review progress toward performance goals.

18. **School Facilities and Liability Insurance.**

a. Facilities. APM is currently located at 1545 E. Broadway Dr., Appleton, Wisconsin, 54913. The AASD will ensure that the building(s) in which the Charter School program is located meet(s) all building codes and other building requirements for a public school facility.

b. Liability Insurance. The AASD shall insure all ordinary and reasonably foreseeable risks related to operation of APM including liability, property, worker's compensation, errors and omissions, and comprehensive coverage ($10,000,000/occurrence).

19. **Indemnification and Limitation on Liability.**

a. Indemnification of District.

1) Subject to the limitations and immunities set forth in Section 893.80 of the Wisconsin Statutes and all similar laws, to the extent applicable under law, APMA Governance Board agrees to indemnify, defend and hold AASD and its Board of Education, officers, administrators, agents and employees harmless from and against, any and all liabilities, losses, costs, expenses (including, without limitation, reasonable actual attorneys' fees and expenses) and damages (collectively, "Losses") arising out of any "Indemnity Claim," which means any action, cause of action, suit, proceeding, claim, or demand of any third party that, if true, would establish:

a) Breach by APMA of any provision of this Agreement;

b) Failure by APMA Governance Board to comply with all applicable law, relating to this Agreement or operation of APM, and state and/or federal laws concerning the establishment or operation of a charter school, or identification, admission, access, and/or evaluation of, and/or provision of services and/or accommodations to and/or prohibition of discrimination against students or employees with known or suspected disabilities or any other discrimination as prohibited by applicable law against students or employees; or

c) Any negligent or willful act or omission of APMA Governance Board, or its employees or agents in connection with the performance of the obligations of APMA Governance Board under this Agreement. The obligation of APMA Governance Board to indemnify and hold harmless under this Section 19 with respect to any Indemnity Claim will be reduced to the comparative extent, as established by a judgment entered in a court of competent jurisdiction after any appeals, that such Indemnity Claim arises out of acts of fraud, willful misconduct, or acts in breach of this Agreement on the part of AASD or its Board of Education, officers, administrators, agents and employees. The obligations set forth in this Section 19, survive the termination of this Agreement.

b. Indemnification of Appleton Public Montessori Governance Board

1) Subject to the limitations and immunities set forth in Section 893.80 of the Wisconsin Statutes and all similar laws, to the extent applicable under law, AASD agrees to indemnify, defend and hold APMA Governance Board and its directors, officers, agents and employees harmless from and against, any and all liabilities, losses, costs, expenses (including, without limitation, actual reasonable attorneys' fees and expenses) and damages (collectively, "Losses") arising out of any "Indemnity Claim," which means any action, cause of action, suit, proceeding, claim, or demand of any third party that, if true, would establish:

a) Breach by AASD of any provision of this Agreement; or

b) Any negligent or willful act or omission of AASD, the AASD Board of Education or its employees or agents in connection with the performance of the obligations of AASD under this Agreement and/or applicable law.

The obligation of AASD to indemnify and hold harmless under this Section 19 with respect to any Indemnity Claim will be reduced to the comparative extent, as established by a judgment entered in a court of competent jurisdiction after any appeals, that such Indemnity Claim arises out of acts of fraud, willful misconduct, or acts in breach of this Agreement on the part of APMA Governance Board or its agents and employees. The obligations set forth in this Section 19 survive the termination of this Agreement.

c. Indemnification Procedure. Any Party entitled to indemnification under this Section 19 (each an "Indemnified Party") agrees to give the Party required to indemnify such Party hereunder (each an "Indemnifying Party") prompt written notice of any Indemnity Claim as to which it intends to request indemnification hereunder. The Indemnifying Party will have the right to direct, through counsel of its own choosing, the defense or settlement of any Indemnity Claim at its own expense. The Indemnified Party may participate in such defense at its own expense.

d. If the Indemnifying Party fails to defend or, if after commencing or undertaking any such defense, fails to prosecute or withdraws from such defense, the Indemnified Party will have the right to undertake the defense or settlement thereof, at the Indemnifying Party's expense. If the Indemnified Party assumes the defense of any such Indemnity Claim pursuant to this Section 19 and proposes to settle such Indemnity Claim prior to a final judgment thereon or to forego any appeal with respect thereto, then the Indemnified Party will give the Indemnifying Party prompt written notice thereof and the Indemnifying Party will have the right to participate in the settlement or assume or reassume the defense of such Indemnity Claim. Notwithstanding anything contained in this Section 19 to the contrary, the Indemnifying Party will not, without the prior written consent of the Indemnified Party (which consent will not be unreasonably withheld or delayed), agree to a settlement of any such Indemnity Claim.

e. Limitation of Indemnity by AASD. The obligation of AASD to indemnify APMA is limited by the provisions of Section 893.80 of the Wisconsin Statutes to the full extent such statute affords limitations or immunities to AASD, AASD not intending to waive any such provisions.

20. **Non-Sectarian Status**. APMA shall be non-sectarian in its programs, admissions, policies, employment practices and all other operations.

21. **Local Educational Agency Responsibilities.** AASD is the Local Education Agency (LEA) for Appleton Public Montessori for purposes of all state and federal laws, codes, rules and

regulations pertaining to LEA duties, rights and responsibilities, including, but not limited to, the Americans with Disabilities Act (ADA), 42 U.S.C. §1210, Section 504 of the Rehabilitation Act of 1973, (Sec. 504), 29 U.S.C. §794, the Individuals with Disabilities Education Act (IDEA), 20 U.S.C. §1400 *et seq.*, No Child Left Behind Act, 20 U.S.C. § 6301 *et seq,* and the Asbestos Hazard Emergency Response Act (AHERA), 15 U.S.C. §2641 *et seq.*, Title II, 28 CFR Part 35 (implementing regulations of the Americans with Disabilities Act) and Wis. Stat. Chapter 115, subchapter V.

APM staff shall participate in staff development opportunities provided by AASD pertaining to IDEA, ADA, Section 504, NCLB, AHERA and other related training provided for the implementation of educational services. The AASD policies governing the implementation of educational services for students with disabilities are applicable to APM. APM will follow the AASD policy and state law governing seclusion and restraint.

The implementation of the IDEA requirements by APM shall be according to the following process:

a. AASD will provide employees to provide required IEP services to APM.
b. APM shall implement IEP services as determined by the LEA through the IEP and IDEA referral and evaluation process, to include assurances of providing the special education instructional time as required by the IEP and document progress on IEP goals at least as often as documenting progress for students without disabilities.
c. APM shall document the interventions as required through the Response to Intervention Process for use and consideration in all referrals under the IDEA.
d. APM will cooperate with the LEA in all initial evaluation and re-evaluation processes.
e. APM will assist in obtaining any required parental consents under the IDEA on behalf of the LEA in fulfillment of its duties under the IDEA, including parental consent for school-based therapy reimbursement and documentation for such reimbursement.
f. APM will provide the LEA with any required data for IDEA self-assessment process in a timely fashion.
g. APM shall provide appropriate notification to parents of all the LEA notices and procedural safeguards.
h. APM's implementation of the student IEPs shall follow the LEA AASD calendar, which will be provided to APM annually. If the APM school calendar does not follow the LEA AASD calendar, IEP implementation shall follow the APM calendar.
i. The parties shall engage in regular participation in annual and periodic IEP meetings for the implementation of IEPs and IDEA processes. The parties agree to meet periodically to address IDEA implementation.
j. Daily attendance records shall be maintained by APM in accordance with state requirements and sent upon request.
k. APM will assist in the provision of information requested by the Department of Public Instruction (DPI) or the Office of Civil Rights if so requested due to compliance complaints or investigations.
l. All special education staff providing special education services shall participate in joint training and professional development for purposes of delivery of special education

service. All special education staff will be available for meetings outside of school hours, none of which shall be paid for by the AASD.

m. APM will ensure that all employees have completed the DPI training related to mandatory reporting of abuse or neglect and the use of seclusion and restraint pursuant to state law.

n. CPR and First Aid trained staff shall be available during Program hours.

o. The District will keep the APM in CPI: Nonviolent Crisis Intervention Training rotation schedule.

p. The District will invite the APM special education staff to any District- wide special education professional development opportunities.

q. The District has the right to inspect the charter school facilities and records with reasonable notice.

22. **Term, Renewal and Termination of this Contract.**

a. Term. Consistent with the provisions of §118.40(3)(b), Wis. Stats., the term of this Contract ("Term") shall be for five (5) years commencing on the first day of the 2025-2026 school year, and shall expire at midnight, on June 30, 2031, unless terminated or extended pursuant to the terms hereof.

b. Renewal. Pursuant to §118.40(3)(b), Wis. Stats., upon expiration of the initial Term, the AASD Board of Education and APMA may mutually agree to renew this Contract for such additional terms for up to five (5) years each as the Boards of the AASD and APMA deem appropriate.

c. Termination by Board of Education. This Contract may be terminated by the AASD Board of Education if it finds that:

(1) APM has insufficient enrollment to successfully operate a charter school,

(2) If APM fails to comply with generally accepted accounting principles and standards of fiscal management,

(3) If the students of APM have not shown sufficient academic progress using multiple measures. Students enrolled at APM for two or more consecutive years will perform at or above AASD average on WSAS or longitudinal assessments of mathematics and reading and local authentic assessment measures agreed upon jointly by the APMA Governance Board and AASD.

(4) If students enrolled in APM have failed to make sufficient progress toward attaining the educational goals of their curriculum. If an extension of time to attain such goals is requested by the APMA Governance Board and/or Administration in writing, such request shall include a written plan acceptable to the AASD. This plan will set out the additional steps APMA will take to attain such educational goals within a reasonable timeframe. If the AASD Board accepts the written plan, or a modified plan, APMA shall be allowed a reasonable time in which to correct the progress deficiencies.

(5) The APMA Governance Board, Board Members, employees, or agents provide the AASD Board of Education false or intentionally misleading information or documentation in the performance of this Contract, or

(6) APMA has failed materially to comply with Applicable Law,

(7) Any director, members, employee, or agent of APMA has knowingly violated any statute, ordinance or Board policy with respect to the operation of the Charter School,

(8) APMA knowingly violates Section 118.40 of the Wisconsin Statutes governing charter schools,

(9) APMA defaults materially in any of the terms, conditions, promises or representations contained in or incorporated into this Contract, unless otherwise required by law or addressed herein, if AASD asserts a material default on the part of APMA, the AASD will provide written notice of the specific material default asserted and afford APMA 60 calendar days in which to cure the asserted material default. This does not apply as to student progress or compliance with the IDEA, Sec. 504 or law directing educational services.

d. Notice. Written notice of such termination shall be provided to the APMA via certified or registered mail, return receipt requested, and shall include the stated reasons for the termination and its effective date. The AASD will issue a provisional notice of termination on or before July 1 to be effective the subsequent July 1. During the interim school year, the AASD may require that APMA undertake corrective and remedial actions identified by the AASD. Termination of this Contract may be suspended by AASD upon compliance by APMA with the corrective and remedial measures identified by the AASD. Unless otherwise suspended, the provisional notice of termination will be effective on the date set forth in the provisional notice. In the event of termination, materials and equipment purchased with AASD funds of any character will remain the property of AASD. Funds raised by non-school groups through fundraising activities and directed to individual schools or school organizations, shall be considered gifts to the District and all gifts and bequests shall become property of the School District.

e. Emergency Termination or Suspension. If the AASD Board of Education determines that any of the causes for termination set forth in Subsection c., above, have occurred and AASD reasonably determines that the health or safety of the students of APM is put at actual risk thereby, the AASD Board of Education shall provide APMA written notice of such cause for termination and, upon delivering such notice, (i) may either terminate this Contract immediately or (ii) may exercise superintending control of APM pending further action.

f. Termination by Appleton Public Montessori Governance Board. This Contract may be terminated by APMA Governance Board if APMA finds that any of the following have occurred:

(1) APM has insufficient enrollment to successfully operate a public school;

(2) The AASD Board of Education defaults materially in any of the terms or conditions contained in this Contract.

(3) AASD willfully provides APMA false or intentionally misleading information or documentation in the performance of this Contract, or

(4) AASD defaults materially in any of the terms, conditions, promises or representations contained in or incorporated into this Contract.

APMA shall provide notice of termination effective June 30 of any year upon written notice to the Board of Education prior to January 31. When APMA asserts a material default on the part of the AASD, APMA will provide written notice of the specific material default asserted and afford the AASD 60 calendar days in which to cure the asserted material default.

g. Final Accounting. Upon termination of this Contract, APMA shall assist the AASD Board of Education in conducting a final accounting of APM by making available to the AASD Board of Education all books and records that have been reviewed in preparing APM annual audits and statements under Section 17 of this Contract.

h. Equipment Disposition. APMA will respond to requests from the AASD Board of Education and Department of Public Instruction for inventory of equipment purchased with state or federal funds, including federal charter school funds, and the disposition of any individual item of equipment worth $300 or more.

i. Funds raised by non-school groups through fundraising activities and directed to APMA, APM School, or school organizations, shall be considered gifts to APM School. All gifts and bequests become property of APMA and APM School, but may be used to offset any debt owed to AASD upon the final accounting.

23. **Autonomy.**

a. APMA will be exempt from all state educational laws and policies to which it is entitled to exemption in the Wisconsin State Charter School law (Wisconsin Statute §118.40).

b. Particularly, Appleton Public Montessori and the APMA Governance Board will have autonomy related to:

1) Curriculum Development

2) Educational Materials Selection

3) Professional Staff Development

4) School Day Schedule

5) School Calendar – The charter school must submit to the District a copy of its upcoming school year calendar no later than April 30 annually. Should AASD need to amend its calendar or make significant changes to the approved District calendar, charter schools will be granted an opportunity to adjust their calendar as well, provided they meet all state requirements.

6) Longitudinal Assessment

7) Other District Wide Assessments

8) Course Offerings

24. **Transportation**. Transportation is not provided for students who choose to attend AASD Charter Schools.

25. **Notices**. Whenever this Contract provides that notice must or may be given or that information must or may be provided, notice and information shall be provided in the following manner.

To AASD:
Board President
Appleton Area School District
131 E Washington Street, Suite 1A
Appleton, Wisconsin 54911

With a copy to:
Superintendent of Schools
Appleton Area School District
131 E Washington Street, Suite 1A
Appleton, Wisconsin 54911

To:
Courtney Mui, Board President
Appleton Public Montessori
1545 E. Broadway Dr.
Appleton, WI 54913

With a copy to:
Cassie Guilbeault, Principal
Appleton Public Montessori
1545 E Broadway Dr.
Appleton, WI 54913

Notice hereunder shall be effective if made by hand delivery or by United States Mail, postage prepaid, certified with return receipt requested. Notices shall be effective (i) when actually received by the addressee, if made by hand delivery, or (ii) 2 days after delivering the pertinent notice to the control of the United States Postal Service, if made by certified mail with return receipt requested.

26. **AASD and Charter School Liability**. The parties agree that the establishment of APM shall have no effect on the liability of AASD other than those obligations specifically undertaken by AASD under this Contract. The parties agree that the establishment of APM shall have no effect on the liability of APM other than those obligations specifically undertaken by APMA under this Contract.

27. **Miscellaneous.**

a. Governing Law. This Contract shall be governed by, and construed and interpreted under the laws of the State of Wisconsin.

b. Application of Statutes. If, after the effective date of this Contract, there is a change in applicable law which alters or amends the responsibilities or obligations of any of the parties to this Contract, this Contract shall be altered or amended by the parties to conform to the change in existing law as of the effective date of such change.

c. Enrollment. Total full-time equivalent pupil enrollment at APM shall not be increased by a net change of more than forty (40) students per academic year based on the prior academic year's highest total without APM's consent.

d. Entire Agreement. This Contract sets forth the entire Agreement between the parties with respect to the subject matter of this Contract. All prior applications, agreements or contracts, representations, statements, negotiations, understandings and undertakings are superseded by this Contract.

e. Severability. If any provision of this Contract is held to be invalid or unenforceable, it shall be ineffective only to the extent of the invalidity, without affecting or impairing the validity and enforceability of the remainder of the provisions of this Contract. If any provision of this Contract shall be or be determined to be in violation of any federal, state or local law, such provision shall be considered null and void, and all other provisions shall remain in full force and effect.

f. Modifications. No modification to this Contract shall be effective unless the same is in writing and signed by authorized representatives of both parties. During any year of this Contract, either party may request to amend a provision of this Agreement. A request for amendment will be presented in writing before March 30 of each year and identify the terms of the proposed amendment. Thereafter, the parties will promptly meet and confer in good faith with respect to the proposed amendment. Neither party shall be obligated to accept any request for amendment. Any amendment which is agreed upon will be effective July 1 or on such other date as the parties may agree.

g. Assignment. This Contract is not assignable.

h. Counterparts: Signature by Facsimile. This Contract may be signed in counterparts, which shall together constitute the signed original Contract. A signature delivered by facsimile or electronic mail shall be considered an original for purpose of this Contract.

IN WITNESS WHEREOF, the parties have caused this Contract to be executed by their duly authorized representatives as of the date written below. Through their signatures the representatives of the parties confirm that they have full authority to execute this Contract.

APPLETON AREA SCHOOL DISTRICT:
By: _____
Kay S. Eggert
President, Board of Education
Date: _____

ATTEST:

_____
Pheng Thao
Board of Education Clerk
Date: _____

Appleton Public Montessori Association

By:_____

Courtney F Mui
Governance Board President

Date: _____

ATTEST:

_____

Sarah Chisholm
Governance Board Secretary

Date: _____

Summary of Proposed Changes for

_____Appleton Public Montessori_____

Directions: For each proposed revision, complete each column of the table below. More rows may be added if needed. Underline proposed language you are adding, strike through language you are proposing be removed. Be clear with the section and pages of the contract.

☐ *Charter schools renewing their five-year charter contract must also include a **Summary of the Charter School Goals** included in the last charter school contract. The summary should be attached to this **Summary of Proposed Changes Chart**.*

Item #	Section and Page(s) of contract	Proposed Contract Revisions	Rationale *(Be specific, you must identify the Law, Policy, Bargaining agreement, or current practice the justifies the need for the revision)*	Lead Person Requesting Change	Notes
Sample	p.16 #13. f	Eliminate language regarding food service			
1					
2					
3					
4					
5					