



**Monday, February 27, 2023
Board of Education Meeting**

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

The Board of Education will be meeting in the Scullen Leadership Center, 131 E. Washington Street, Suite 1A. Some individuals may be joining via remote technology and the meeting will be livestreamed on YouTube. Members of the media or general public may continue to access meetings in person or via a live stream broadcast on the Appleton Area School District YouTube Channel: <https://www.youtube.com/channel/UCHo-l09YGgt4uKnCWYvt8Pw>

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in the agenda. Members of the public wishing to address the Board may speak during public input in accordance with the procedures posted on the District's website (http://www.aasd.k12.wi.us/district/board_of_education/public_input) and state law. The Wisconsin Open Meetings Law allows only brief discussion of topics that are not listed on the agenda. Therefore, the Board may not be able to fully address comments made during public input. When appropriate the Board may request the administration to reach out to a citizen regarding a concern they may have.

Any special needs or any requests for accommodations related to accessing the meeting should be sent to Kayla Malott, at malottkayla@asd.k12.wi.us or (920) 832-6126, at least 24-hours in advance of the meeting.

1. Meeting Opening

Subject	A. Roll Call
Meeting	Feb 27, 2023 - Board of Education Meeting
Category	1. Meeting Opening
Type	Procedural

Subject	B. Pledge of Allegiance
Meeting	Feb 27, 2023 - 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 Feb 27, 2023 - Board of Education Meeting

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

Type Procedural

Subject B. Approval of Agenda

Meeting Feb 27, 2023 - Board of Education Meeting

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

Type Action, Procedural

Recommended Motion to approve the Board Agenda
Action

Motion & Voting

Motion to approve the Board Agenda

Motion by James Bowman, second by James Bacon.

Final Resolution: Motion Carried

Aye: James Bowman, Kay Eggert, Kristine Sauter, Edward Ruffolo, James Bacon, Pheng Thao

3. Special Presentation

Subject A. 7th Grade Magellan Visual Arts Class- Monster Presentation

Meeting Feb 27, 2023 - Board of Education Meeting

Category 3. Special Presentation

Type

Students from Magellan Middle School, grade 7, will present a monster project to the board.

File Attachments

[Monster Project \(1\).pdf \(3,401 KB\)](#)

Subject B. Student School Board Representative Report

Meeting Feb 27, 2023 - Board of Education Meeting

Category 3. Special Presentation

Type Information, Recognition, Report

Student School Board Representative Sylvia Chang will provide updates from Appleton West High School.

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

Subject	A. Public Input
Meeting	Feb 27, 2023 - 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 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](#)

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	Feb 27, 2023 - 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	Discussion, Information, Presentation

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): None
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Meeting	Feb 27, 2023 - 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

Subject B. School/Student Services Update(s): None

Meeting	Feb 27, 2023 - 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

Subject C. Personnel Services Update(s): Professional Educator New Hire(s), Resignation(s), and Retirement(s)

Meeting	Feb 27, 2023 - 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 Personnel Service items for consideration.

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 13, 2023

Meeting	Feb 27, 2023 - 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 Board Meeting Minutes of February 13, 2023.
Minutes	View Minutes for Feb 13, 2023 - Board of Education Meeting

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

Motion & Voting

Motion to approve the Board Meeting Minutes of February 13, 2023.

Motion by James Bacon, second by Kristine Sauter.

Final Resolution: Motion Carried

Aye: James Bowman, Kay Eggert, Kristine Sauter, Edward Ruffolo, James Bacon, Pheng Thao

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. Professional Educator New Hire(s)
Meeting	Feb 27, 2023 - 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 2-27-23.pdf \(11 KB\)](#)

Motion & Voting

(not specified)

Motion by Kay Eggert, second by Pheng Thao.

Final Resolution: Motion Carried

Aye: James Bowman, Kay Eggert, Kristine Sauter, Edward Ruffolo, James Bacon, Pheng Thao

Subject	B. Professional Educator Resignation(s)
Meeting	Feb 27, 2023 - 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 2-27-23.pdf \(115 KB\)](#)

Subject	C. Professional Educator Retirement(s)
Meeting	Feb 27, 2023 - 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
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File Attachments

[IFC Professional Educator Retirements 2-27-23.pdf \(122 KB\)](#)

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: Referendum Update
Meeting	Feb 27, 2023 - 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, Presentation, Report

Superintendent Greg Hartjes will report on the updates from the November 8, 2022 Referendum.

Subject	B. School Services Report: Newcomers and Students with Refugee Backgrounds
Meeting	Feb 27, 2023 - 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, Presentation, Report

Amy Swick, EL/Bilingual Coordinator will present to the Board newcomers and students with refugee backgrounds.

File Attachments

[Board presentation on Newcomers Refugees \(1\).pdf \(1,007 KB\)](#)

Subject	C. Personnel Services Report: None
Meeting	Feb 27, 2023 - 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, Presentation, Report

10. Board Business

Subject	A. Consent Agenda Item(s) Removed for Separate Consideration
Meeting	Feb 27, 2023 - Board of Education Meeting
Category	10. Board Business
Type	Action, Discussion

11. Items of Information

Subject	A. None
Meeting	Feb 27, 2023 - Board of Education Meeting
Category	11. Items of Information
Type	Information

12. Future Meetings

Subject	A. Board Meeting: Monday, March 13, 2023, 6:00 PM
Meeting	Feb 27, 2023 - Board of Education Meeting
Category	12. Future Meetings
Type	Information

Subject	B. Board Work Session: Wednesday, March 15, 2023, 7:30 AM
Meeting	Feb 27, 2023 - Board of Education Meeting
Category	12. Future Meetings
Type	

13. Adjourn

Subject	A. Motion to Adjourn the Meeting
Meeting	Feb 27, 2023 - Board of Education Meeting
Category	13. Adjourn
Type	Action, Procedural
Motion & Voting	

7TH GRADE MAGELLAN

Monster Project with Dunlap Kindergarten

FIRST THE DUNLAP KINDERGARTENERS DREW MONSTERS IN ART



THEN THE 7TH GRADERS CREATED SEWING PATTERNS FROM THEM



AND MADE THEIR MONSTERS COME TO LIFE IN FELT!



















STUDENTS FROM LAWRENCE CAME TO VISIT AND SEE WHAT WE WERE DOING!



THE 7TH GRADERS WERE ABLE TO DELIVER THEIR MONSTERS!











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).

187-Rule (cont.)

- 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.

ITEM FOR CONSIDERATION

TOPIC: Professional Educator New Hire(s)

BACKGROUND INFORMATION: The Professional Educators listed below are recommended for contractual positions for the 2023-2024 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>FTE</u>	<u>Salary</u>	<u>Effective Date:</u>
Elizabeth A. Cole	Speech & Language	TBD	100%	\$56,800	8/28/23
Faith C. Vosters	Speech & Language	TBD	100%	\$52,450	8/28/23

Elizabeth A. Cole received her Master of Communication Sciences and Disorders degree from UW-Eau Claire with a major in Speech & Language Pathology. Currently, she is serving the School District of Altoona as a Speech & Language Pathologist.

Faith C. Vosters will receive her Master of Science degree from UW-Stevens Point with a major in Speech & Language Pathology. Currently, she is completing her Graduate student externship with the District at Huntley Elementary School.

FISCAL NOTE: As indicated above

ADMINISTRATIVE RECOMMENDATION: Approval

INSTRUCTIONAL IMPACT: The candidates listed above have been recommended by the administrator to whom they will report as the best candidates for the positions.

CONTACT PERSON: Julie King, (920) 997-1399 (ext. 2042)

2/27/23

ITEM FOR CONSIDERATION

TOPIC: Professional Educator Resignation(s)

BACKGROUND INFORMATION: The following Professional Educators have submitted a letter of resignation at the end of the 2022-2023 school year, unless otherwise noted.

Amanda M. Buman has been with the District for five years, most recently as a Speech & Language Pathologist at McKinley Elementary School. Ms. Buman's resignation is effective at the end of the Friday, February 24, 2023 workday.

Carly J. Belonga has been with the District for twelve and one-half years, most recently as a World Language-French Teacher at Einstein and Madison Middle Schools. Ms. Belonga's resignation is effective at the end of the Monday, February 13, 2023 workday.

Michelle R. Garcia has been with the District for one year, most recently as a Grade 5/6 Teacher at Houdini Elementary School.

Christy L. Hassinger has been with the District for five years, most recently as a Special Education Teacher at Huntley Elementary School. Ms. Hassinger's resignation is effective at the end of the Tuesday, February 28, 2023 workday.

Deanna R. Robbins has been with the District for one year, most recently as a Special Education Teacher at Berry Elementary School.

Jessica J. Ryczkowski has been with the District for six years, most recently as a Grade 4 Teacher at Jefferson Elementary School. Ms. Ryczkowski's resignation is effective at the end of the Wednesday, February 15, 2023 workday.

FISCAL NOTE: Dependent upon replacements

ADMINISTRATIVE RECOMMENDATION: Approval

INSTRUCTIONAL IMPACT: Qualified replacements will be procured

CONTACT PERSON: Julie King, 920-997-1399 (ext. 2042)

2/27/23

ITEM FOR CONSIDERATION

TOPIC: Professional Educator Retirement(s)

BACKGROUND INFORMATION: The following Professional Educators have submitted letters of retirement effective the end of the 2022-2023 school year, unless otherwise noted.

Stephanie L. Austin has been with the District for thirty-one years, most recently as a Math Interventionist at Berry and Richmond Elementary Schools.

Lisa M. Britton has been with the District for thirty-two years, most recently as a Math Teacher at Wisconsin Connections Academy.

Theresa E. Cane-Peterson has been with the District for twenty-eight years, most recently as a Speech & Language Pathologist and Program Leader for the District.

Loralie H. Counters has been with the District for twenty-four years, most recently as a Kindergarten Teacher at Foster Elementary Charter School.

Francis J. Dagesse has been with the District for twenty-four years, most recently as a Technology Education Teacher at Madison Middle School.

Lisa A. Engen has been with the District for twenty-six years, most recently as a Grade 1 Teacher at Huntley Elementary School.

David J. Erickson has been with the District for twenty-seven years, most recently as a Social Studies Teacher at East High School.

Lori L. Goudreau has been with the District for twenty-three years, most recently as a Physical Education Teacher at Berry Elementary School.

Elizabeth A. Gumtow has been with the District for eleven years, most recently as an Alternative Education Teacher at Appleton Central Program.

John A. Gundrum has been with the District for twenty-seven and one-half years, most recently as an English Language Arts Teacher at North High School.

Judith L. Hoeft has been with the District for thirty-three years, most recently as a Kindergarten Teacher at Ferber Elementary School.

Jean Horst has been with the District for thirty-eight and one-half years, most recently as a Grade 2 Teacher at Edison Elementary School

Kathy J. Jacobson has been with the District for thirty-four years, most recently as a Speech & Language Pathologist at Johnston Elementary School.

Amy L. Karrels has been with the District for twenty-five years, most recently as a Math Teacher at Wilson Middle School.

Eric A. Kramer has been with the District for thirty-one years, most recently as a Grade 6 Teacher at Huntley Elementary School.

Allen D. Langenhuizen has been with the District for thirty-two years, most recently as a Math Teacher at East High School.

James F. Lehto has been with the District for twenty-five years, most recently as an English Learners Teacher at Highlands Elementary School.

Mark S. Leschke has been with the District for thirty-three and one-half years, most recently as the Induction Support Specialist for the District. Mr. Leschke's retirement is effective at the end of the Friday, August 25, 2023 workday.

John V. Lokken has been with the District for twenty-two years, most recently as an English Learners Teacher at East High School.

Kathleen A. Marx has been with the District for twenty-seven years, most recently as an Academic Support and English Language Arts Teacher at East High School.

Norma Meidl has been with the District for thirty-four years, most recently as a World Language-Spanish Teacher at Classical School.

Patricia J.M. Merrifield has been with the District for nineteen years, most recently as a Talented & Gifted Teacher at Edison, Franklin and Highlands Elementary Schools.

Paula J. Meyer has been with the District for thirty-three years, most recently as a World Language-Spanish Teacher at North High School and Technology Coach for the District. Ms. Meyer's retirement is effective at the end of the Monday, June 12, 2023 workday.

Lynne W. Moore has been with the District for eleven years, most recently as a Physical Therapist for the District.

Jacquelyn L. Nussbaum has been with the District for thirty-seven and one-half years, most recently as a Grade 2 Teacher at Highlands Elementary School.

Carolyn D. Paine has been with the District for seven years, most recently as a Technology Education Teacher at Wisconsin Connections Academy.

Sarah B. Palmer has been with the District for twenty-five years, most recently as a Grade 1 Teacher at Houdini Elementary School.

Kreston B. Peckham has been with the District for twenty-three years, most recently as a Social Studies and Theater Teacher at Renaissance School for the Arts and West High School.

Sarah A. Pope has been with the District for twenty-two years, most recently as a Social Studies Teacher at Madison Middle School.

Joan M. Radue has been with the District for thirteen years, most recently as a Math Teacher at East High School.

Kara A. Riebau has been with the District for thirteen years, most recently as a Math Teacher at Einstein Middle School.

Lynn A. Sauby has been with the District for twenty-three years, most recently an Art Teacher at Berry and Houdini Elementary Schools.

Scott P. Stepanski has been with the District for thirty years, most recently as a Science Teacher at West High School.

Steven M. Sugrue has been with the District for twenty-five years, most recently as a Science Teacher at North High School.

Lynae M. Wolfgram has been with the District for thirty-three years, most recently as a Grade 2 Teacher at Houdini Elementary School.

Vicki K. Zaruba-Sigl has been with the District for thirty-one years, most recently as a Speech & Language Pathologist at Huntley Elementary School.

FISCAL NOTE: Dependent upon replacements

ADMINISTRATIVE RECOMMENDATION: Approval

INSTRUCTIONAL IMPACT: Qualified replacements will be procured

CONTACT PERSON: Julie King, 920-997-1399 (x2042)

2/27/23

Newcomers and Students With Refugee Backgrounds

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English Learners:

Kimberly, Kaukauna,
Freedom, Little Chute,
Hortonville, Neenah

2%

of students are English
learners

Appleton Area School
District

11%

of students are English
learners



State support for English Learners



For every \$1.00 we spend



The State reimburses us \$0.08



Program and Supports

- K-12 Newcomer Program
 - Elementary- Dunlap, McKinley, Franklin
 - Middle School- Kaleidoscope Academy
 - High School- North HS
- Newcomer and Refugee Liaison
 - Newcomer/ Refugee Orientation
- Refugee Engagement Specialist
- Refugee Support Specialist
- Interpreters and Language Supports



2022 – 2023 School Year

Newcomer Countries

- Afghanistan (5)
- Argentina (1)
- Burundi (6)
- Chile (1)
- China (1)
- Cuba (3)
- Congo (2)
- El Salvador (1)
- Haiti (1)
- Honduras (8)
- India (3)
- Kenya (1)
- Laos (2)
- Mexico (13)
- Nicaragua (5)
- Peru (1)
- Uganda (6)
- Ukraine (2)

Total = 62



Welcome Orientation

- School calendar
- Wall calendar
- Tour
- Review of AASD website (can switch to any language)
- Cell phones
- School lunch, breakfast
- FR paperwork
- Bus
- Reading/checking backpack
- Dental sign up (talk about sugar)



Positive Outcomes

- HS Graduation and Post-Secondary Opportunities
- Good Neighbor Teams
- Refugee Support Specialist, Refugee Engagement Specialist and Newcomer Refugee Liaison
- Newcomer Brunch Experiences
- Teacher/Staff/Student/Family Relationships

Challenges and Opportunities for Growth

- Attendance and Truancy concerns
- Transportation needs
- Cultural and Language barriers
- School records
- Increasing need and numbers of Newcomer students
- Transitioning to home school once students exit the Newcomer program
- Medical/Dental access
- Access to community resources
- Newcomer and Refugee Social Worker





Questions?