SHEBOYGAN AREA SCHOOL DISTRICT

BOARD OF EDUCATION
SHEBOYGAN AREA SCHOOL DISRICT
Sheboygan, Wisconsin

REGULAR MEETING AGENDA
Tuesday, October 28, 2025
6:00 p.m.

The regular meeting of the Board of Education of the Sheboygan Area School District will be held in the Board of Education meeting room, 3330 Stahl Road, Sheboygan, Wisconsin on **Tuesday, October 28, 2025, at 6:00 p.m.** The following items will be presented for consideration at that time:

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

(*times may vary)

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

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

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

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

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

Action on the Regular Board of Education meeting minutes of September 23, 2025.

6:05 **VI.** **STUDENT REPRESENTATIVES** (Information)

Reports will be provided by:
North High School: Kimiko Lee **South High School:** Emma Martinez

6:10 **VII.** **COMMUNITY INPUT – President** (Information)

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

6:11 **VIII.** **SUPERINTENDENT'S REPORT – Dr. Jacob Konrath** (Information)

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

6:15 **IX. MISCELLANEOUS**

15 min. **A. NORTH HIGH SCHOOL CONTINUOUS IMPROVEMENT UPDATE – Ms. Rachel Ledezma/Mr. Nicholas Collins/Ms. Alexandra Nugent Timofeeva/Ms. Jenna Worth** (Information/Discussion)

Administration will present North High School College and Career Readiness data and goals.

5 min. **B. 2026-2027 PROPOSED SCHOOL YEAR CALENDAR – Dr. Jacob Konrath/Ms. Jami Hintz** (Information/Possible Action)

Administration will present the proposed 2026-2027 school year calendar.

10 min. **C. ALTERNATIVE GRADUATION PATHWAYS – Ms. Rachel Ledezma/Mr. Adam Broten/Mr. Joshua Kestell** (Information)

Administration will provide an update regarding alternative pathways to graduation for students at Central High School.

10 min. **D. THIRD FRIDAY ENROLLMENT REPORT – Ms. Rachel Ledezma** (Information/Discussion)

Administration will present the Sheboygan Area School District Enrollment Data Report for the 2025-2026 school year.

2 min. **E. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 1100 – DISTRICT ORGANIZATION – Dr. Jacob Konrath** (Discussion/Possible Action)

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

- Policy 1100 – Administration; District Organization

2 min. **F. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 1241 – NON-REEMPLOYMENT OF THE DISTRICT ADMINISTRATOR – Dr. Jacob Konrath** (Discussion/Possible Action)

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

- Policy 1241 – Administration; Non-Reemployment of the District Administrator

2 min. **G. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 5335 – CARE OF STUDENTS WITH CHRONIC HEALTH CONDITIONS – Ms. Rachel Ledezma** (Discussion/Possible Action)

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

- Policy 5335 – Students; Care of Students with Chronic Health Conditions

6:30 p.m.

H. PUBLIC HEARING ON THE PROPOSED 2025-2026 BUDGET – Mr. Mark Boehlke (Information)

1. Presentation of the proposed budget for 2025-2026 will be given.
2. Public hearing and input for the 2025-2026 budget.

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5 min. **I. ADOPTION OF THE 2025-2026 ORIGINAL BUDGET AND CERTIFICATION OF TAX LEVY – Mr. Mark Boehlke** (Discussion/Action)

Administration recommends adoption of the 2025-2026 original budget in the amount of $193,551,082.94 and certification of the property tax levy in the amount of $39,065,700.00.

7:30 **X. REPORT OF COMMITTEES**

A. CURRICULUM AND INSTRUCTION COMMITTEE – Ms. Allie Tasche, Vice Chair

1. Guatemala 2026 Fieldtrip (Information/Action)
2. Luxembourg 2026 Fieldtrip (Information/Action)
3. Summer School Report (Information/Discussion)
4. Introduction of New Courses (Information/Possible Action)

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

1. Appointments (Confirming Action)
2. Separations (Information)
3. Retirements (Action)

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

1. Fall Community Recreation Department Marketing Insert (Information)
2. Community Recreation Department Additional Supplies Giveaway (Information)
3. Sheboygan Theatre Company Financial Report (Information)
4. Community Recreation Department Financial Report (Information)
5. Facility Permit Report (Information)

D. FINANCE AND BUDGET COMMITTEE – Ms. Heidi Boehmer, Vice Chair

1. Fund 41 Capital Projects (Information)
2. Statement of Cash Flow (Information)
3. Revenues and Expenditures Reports (Information)
4. Budget Revisions and Transfers of Appropriations (Information)
5. Fund Balance Designation Discussion (Information)
6. Introduction (First Reading) of Revised Board of Education Policy 6114 – Cost Principles – Spending Federal Funds (Discussion/Possible Action)
7. Gifts (Action)

E. COMMITTEE OF THE WHOLE

1. Call to Order
2. Pledge of Allegiance
3. Approval of the Agenda (Action)
4. Roll Call
5. South High School Continuous Improvement Update (Information/Discussion)
6. NexusACO Health Insurance Platform (Information/Possible Action)
7. Confirmation of Sale of Property (Information/Possible Action)
8. Adjourn (Action)

F. SPECIAL BOARD COMMITTEES/ASSIGNMENTS

1. Legislative Roundtable – Dr. Jacob Konrath (Information)
   Information from the October 20, 2025 meeting will be shared.
2. Sheboygan Public Education Foundation – Ms. Denise Wittstock (Information)
   Information from the October 8, 2025 meeting will be shared.

7:40 **XI. FUTURE MEETING DATES** (Information/Possible Action)
November 11, 2025 – Committee meetings at 6:00 p.m.
November 25, 2025 - Regular Board of Education meeting at 6:00 p.m.

XII. ADJOURN TO CLOSED SESSION PER WISCONSIN STATE STATUTES SECTION 19.85(1)(c) *(Action with roll call vote)* – To discuss the annual performance evaluation of the Superintendent in accordance with Policy 1240.

XIII. Reconvene to Open Session (Action)

XIV. Adjourn (Action)



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

JK/jjh

Please note that the special needs of individuals with disabilities, who wish to attend the meeting will be accommodated through appropriate aids and services. For additional information, or to request assistance, please contact Assistant Superintendent Mark Boehlke, at the Department of Business and Operational Services, 3330 Stahl Road, Sheboygan, WI 53081 (920) 459-3955.

Community Input Guidelines
At
Board of Education Meetings

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

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

1. Please limit comments or suggestions to three minutes or less because we do have a full agenda to follow.

2. Comments and suggestions on the school district are welcome. Personal criticism of members of the Board of Education or employees of the school district is out of order.

3. If you are a resident within the Sheboygan Area School District or work within the Sheboygan community and would like to be recognized, **please raise your hand**. After being recognized, **please stand, and clearly state and spell your name and address for the record. Also, for the record, please sign your name and address on the clipboard after you have spoken.**

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

Thank you for your assistance.

SHEBOYGAN AREA SCHOOL DISTRICT

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BOARD OF EDUCATION
SHEBOYGAN AREA SCHOOL DISTRICT
Sheboygan, Wisconsin
REGULAR MEETING MINUTES
Tuesday, September 23, 2025

The regular meeting of the Board of Education of the Sheboygan Area School District was held on Tuesday, the 23rd day of September, 2025, at 6:00 p.m. at the Administrative Services Building (Boardroom), 3330 Stahl Road, Sheboygan, Wisconsin, as well as members attending via teleconference or other remote access technology. This regular meeting was announced in compliance with the Open Meeting Law of the Wisconsin State Statutes.

President Laster called the meeting to order at 6:01 p.m.

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

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

Present: Ms. Allie Tasche, Ms. Leah Hibl, Ms. Kay Robbins, Mr. Santino Laster, Ms. Heidi Boehmer, Ms. Sarah Ruiz-Harrison (arrived at 6:06 p.m.), Ms. Denise Wittstock, Ms. Mary Lynne Donohue (excused at 7:00 p.m.)

Excused: Mr. Peter Madden

APPROVAL OF MINUTES

Moved by Ms. Tasche, seconded by Ms. Wittstock to approve the Regular Board of Education meeting minutes of August 26, 2025. All ayes. Motion carried unanimously.

COMMUNITY INPUT

There was no community input.

SUPERINTENDENT'S REPORT

Dr. Konrath reported that the start of the school year has been great, and he thanked staff for their continued dedication to students. Project 2025 House Construction Groundbreaking ceremony took place on September 9 and is the 28th home built by students enrolled in career and technical education classes at North and South High Schools. It is the tenth home built under the direction of Mr. Ted Schermetzler. Mr. William Feider, a senior at North High School, designed the home that is being built. Dr. Konrath reminded the school board of the upcoming WASB regional meeting and workshops, and noted that the budget will continue to be a challenge going forward.

MISCELLANEOUS

A. Farnsworth and Urban Middle Schools Referendum Update

Mr. Considine provided a review of the referendum projects including updates on the current plans, review of the preliminary renderings, and plans moving forward. He added that two-thirds of the design process has been completed. Currently they are refining details, finishes, and have gathered much feedback from staff. Mr. Quasius talked about the geothermal study and that it would extend construction by a year. Geothermal is problematic in a number of areas and the delay in construction is not something we want either. He added that geothermal would be challenging and any potential payback would be reduced significantly. Dr. Konrath added that solar makes sense and it can tie into the curriculum. More information will be shared with the Board within the next month. Mr. Quasius reported that City of Sheboygan site plan submission should be November/December of this year with bidding by January/February. Ms. Hibl commented that she appreciates the thoughtfulness to the entire project and the number of staff who have been involved. Dr. Konrath added that he is very appreciative of the time and effort that Bray and Quasius have done in taking ownership of this project.

B. Confirmation of Sale of House Construction Project

Mr. Boehlke reported that no action was necessary as the offer to purchase fell through and the property is back on the market.

C. Strategic (Long-Range) Plan Quarterly Review

Administration provided a summary of evidence that supports the goals/objectives of their reports to the Board.

D. Board Appointed Committees

Moved by Ms. Boehmer, seconded by Ms. Robbins to approve the membership for all school board appointed committees for the 2025-2026 school year. All ayes. Motion carried unanimously.

E. Completion of School Violence Drills

Moved by Ms. Hibl, seconded by Ms. Tasche to approve the completion of the School Violence Drills for the 2025-2026 school year. All ayes. Motion carried unanimously.

Ms. Ledezma provided a review of the school safety training and drills which were completed in the month of September. Wisconsin Act 143 requires that by January 1, 2026, all school districts must submit a copy of its School Safety Plan, the most recent date the school district consulted with a local law enforcement agency to conduct required on-site safety assessments, the date of the most recent school training on school safety and the number of attendees, and the date of the required annual safety drill or drills held during the previous year. Ms. Ledezma reported that each year administration ensures that these four requirements are met.

F. Introduction (First Reading) of Revised Board of Education Policy 1100 – District Organization

Moved by Ms. Ruiz-Harrison, seconded by Ms. Tasche to approve the introduction (first reading) of revised Board of Education Policy 1100 – Administration; District Organization. All ayes. Motion carried unanimously.

G. Introduction (First Reading) of Revised Board of Education Policy 1241 – Non-Reemployment of the District Administrator

Moved by Ms. Wittstock, seconded by Ms. Tasche to approve the introduction (first reading) of revised Board of Education Policy 1241 – Administration; Non-Reemployment of the District Administrator. All ayes. Motion carried unanimously.

Mr. Laster noted he would like one motion for agenda items H. through N. and asked if the Board had questions on any of the policies and there were none.

Moved by Ms. Hibl, seconded by Ms. Boehmer to approve agenda items H., I., J., K., L., M., and N. All ayes. Motion carried unanimously.

H. Adoption (Second Reading) of Revised Board of Education Policy 5771 – Students; Search and Seizure
I. Adoption (Second Reading) of Revised Board of Education Policy 8531 – Operations; Free and Reduced-Price Meals
J. Adoption (Second Reading) of Revised Board of Education Policy 8540 – Operations; Vending Machines
K. Adoption (Second Reading) of New Board of Education Policy 8550 – Operations; Competitive Food Sales
L. Adoption (Second Reading) of Revised Board of Education Policy 8600 – Operations; Transportation
M. Adoption (Second Reading) of Revised Board of Education Policy 8660 – Operations; Transportation by Private Vehicle
N. Adoption (Second Reading) of Revised Board of Education Policy 8680 – Operations; Bus Services Contracts

REPORT OF COMMITTEES

A. CURRICULUM & INSTRUCTION COMMITTEE

1. Sheboygan Area School District Crisis Manual

Moved by Ms. Robbins, seconded by Ms. Boehmer to accept the Curriculum and Instruction Committee recommendation to approve the 2025-2026 Sheboygan Area School District Crisis Manual. All ayes. Motion carried unanimously.

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

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

2. Introduction (First Reading) of Revised Board of Education Policy 5335 – Care of Students with Chronic Health Conditions

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

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

B. HUMAN RESOURCES COMMITTEE

1. Appointments

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

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

TEACHERS

Nichole Astle	Cross-Categorical	UW-Whitewater	Master's Degree
Sheboygan, WI	Sheridan		$51,604.00

Ms. Astle has been hired for the 2025-2026 school year. She is certified in Cross-Categorical Special Education and Regular Education. She was one of seven candidates interviewed.

Jenna Fender	Second Grade	St. Ambrose University	Bachelor's Degree
Moline, IL	Jefferson		$48,104.00

Ms. Fender has been hired for the 2025-2026 school year. She will be certified in Regular Education. She was one of seven applicants interviewed.

Julia Greisch	Kindergarten	UW-Oshkosh	Bachelor's Degree
Port Washington, WI	Jefferson		$48,104.00

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

Lisa Grubisic	Library Media Specialist	Lakeland University	Master's Degree
Elkhart Lake, WI	Horace Mann		$82,630.00

Ms. Grubisic has been hired for the 2025-2026 school year. She is certified as an Instructional Library Media Specialist and holds certifications in English and Regular Education.

Brooke Halverson	Cross-Categorical	UW-Oshkosh	Bachelor's Degree
Sheboygan, WI	Longfellow		$48,104.00

Ms. Halverson has been hired for the 2025-2026 school year. She has been serving the district in various roles, including as an Education Assistant and Substitute Teacher. She will be certified in Cross-Categorical Special Education. She was one of four candidates interviewed.

Rebecca Hoyt Olson Cleveland, WI	Third Grade Jefferson	University of Minnesota	Master's Degree $69,604.00

Ms. Hoyt Olson has been hired for the 2025-2026 school year. She is certified in Regular Education. She was one of seven candidates interviewed.

Julie Jurss Sheboygan, WI	Speech and Language Pathology Étude Elementary/Parochial	Marquette University	Master's Degree $48,525.81 (prorated)

Ms. Jurss has been hired for the 2025-2026 school year. She retired from the District in June 2025, having worked as a Speech and Language Pathologist from August 1994 to June 2025. She is certified in Speech and Language Pathology. She was the only candidate interviewed.

Kristin Karpinski Sheboygan, WI	First Grade Jackson	Dordt College	Bachelor's Degree $57,604.00

Ms. Karpinski has been hired for the 2025-2026 school year. She is certified in Early Childhood Special Education and Regular Education. She was one of four candidates interviewed.

Jessica Konen Sheboygan Falls, WI	Third Grade Jefferson	UW-Green Bay	Bachelor's Degree $48,104.00

Ms. Konen has been hired for the 2025-2026 school year. She has been serving as an Educational Assistant with the District since December 2013. She is certified in Regular Education. She was one of eight candidates interviewed.

Jacob Martens* Sheboygan, WI	Family and Consumer Education Farnsworth	University of Northwestern	Bachelor's Degree $48,104.00

Mr. Martens has been hired for the 2025-2026 school year. He will be certified in Family and Consumer Education. He was one of four candidates interviewed.

Elizabeth Pauly Marzouki Sheboygan, WI	Virtual Elementary Warriner	Cardinal Stritch University	Master's Degree $21,283.25 (prorated)

Ms. Pauly-Marzouki has been hired for the 2025-2026 school year. She retired from the District in June 2025 after working in various roles, including Elementary Teacher and Multi-lingual Language Teacher, from August 1992 to June 2025.

Philipp Strazny Manitowoc, WI	German North High	Cologne University	Master's Degree $53,604.00

Mr. Strazny has been hired for the 2025-2026 school year. He will be certified in German. He was one of three candidates interviewed.

Julie Wilke Sheboygan, WI	Cross Categorical Jefferson	UW-Stout	Bachelor's Degree $48,104.00

Ms. Wilke has been hired for the 2025-2026 school year. She has been serving as an Educational Assistant with the District since August 2019. She is certified in Cross-Categorical Special Education. She was the only candidate interviewed.

Tamara Zelm-Joosse Sheboygan, WI	Parochial School Liaison District-Wide	UW-River Falls	Master's Degree $43,019.41 (prorated)

Ms. Zelm-Joosse has been hired for the 2025-2026 school year. She retired from the District in June 2025, having worked as a Speech and Language Pathologist and Program Coordinator from August 2006 to June 2025. She is certified in Assistive Technology and Speech and Language Pathology. She was the only candidate interviewed.

ASSISTANT COOK

Kelsey Jump	Wilson	August 25, 2025	$15.57 per hour

COOK

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

DRIVER

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

EDUCATIONAL ASSISTANTS

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

FACILITIES SERVICES

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

SECRETARY

Amber Holloman	Horace Mann	August 18, 2025	$19.05 per hour

*Relative of SASD employee

2. Leave of Absence

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

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

Crystal Gries	Educational Assistant	Lincoln-Erdman	September 2, 2025 – November 25, 2025

3. Separations

From the committee meeting:
The following separations have been granted:

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

4. Retirement

Moved by Ms. Hibl, seconded by Ms. Wittstock to accept the Human Resources Committee recommendation to grant a request to retire and recognize the employee for the employee's years of service. All ayes. Motion carried unanimously.

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

Michael Stockel	Custodian	Wilson	24.00 years of service

5. Health Reimbursement Account (HRA) Contributions

   Moved by Ms. Hibl, seconded by Ms. Tasche to accept the Human Resources Committee recommendation to end Health Reimbursement Account (HRA) contributions for all employees hired after September 30, 2025. All ayes. Motion carried unanimously.

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

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

C. FACILITIES/RECREATION/THEATRE COMMITTEE

1. Sheboygan Theatre Company Grant Award

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

2. Sheboygan Theatre Company Financial Report

   From the committee meeting:
   There is no Sheboygan Theatre Company Financial Report until completion of the audit.

3. Community Recreation Department Financial Report

   From the committee meeting:
   There is no Community Recreation Department Financial Report until completion of the audit.

4. Facility Permit Report

   From the committee meeting:
   Mr. Brooks presented the Facility Permit Report for information.

D. FINANCE & BUDGET COMMITTEE

1. Fund 41 Capital Projects

   From the committee meeting:
   No Fund 41 Capital Projects report until completion of the audit.

2. Statement of Cash Flow

   From the committee meeting:
   No Statement of Cash Flow report until completion of the audit.

3. Revenues and Expenditures Reports

   From the committee meeting:
   No Revenue and Expense reports until completion of the audit.

4. Budget Revisions and Transfers of Appropriations

   From the committee meeting:
   No budget revisions and transfers of appropriations until approval of the original budget.

5. Confirmation of Sale of House Construction Project

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

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

6. Gifts

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

   From the committee meeting:
   Moved by Ms. Donohue, seconded by Mr. Madden to accept all gifts to the District, approving those $2,500 and greater. All ayes. Motion carried unanimously.

Gift	Donor	Building/Program	Amount
For Information			
Monetary	Team Excel Youth Wrestling Club	North	1,000.00
2002 Chevrolet Trailblazer	Ramon Ruiz	North (Tech Ed)	500.00
Monetary	Sully's Ride Shop	Sheboygan Theatre Company	592.00
Monetary	Travis/Kris Gross	Sheboygan Theatre Company	100.00
Monetary	Acuity	Sheboygan Theatre Company	1,500.00
Monetary	Panera Bread	Sheboygan Theatre Company	113.77
Action			
Monetary	Visit Sheboygan	Sheboygan Theatre Company	3,000.00

E. SPECIAL BOARD COMMITTEES/ASSIGNMENTS

1. Legislative Roundtable – Dr. Konrath reported that discussions centered around the budget and special education funding is not anywhere near where it needs to be to serve students. He anticipates many legislative bills being introduced during the coming months.
2. Sheboygan Public Education Foundation – Ms. Wittstock referenced both meeting minutes and highlighted that the Foundation is digitizing their scholarship application process, which will streamline the process for students. Staff solicitations will be in October and the Foundation will be reaching out to students who have not claimed their scholarship. The "All in for Education" fundraiser is set for November 7, and it is the 22nd year of the event.
3. Human Growth and Development Citizens' Advisory Committee – Ms. Tasche referenced the meeting minutes and added that the committee will be focusing on the middle school curriculum this year and will begin reviewing content at their next meeting.

FUTURE MEETING DATES

October 14, 2025 – Committee meetings at 6:00 p.m.
October 28, 2025 - Regular Board of Education meeting at 6:00 p.m. with Public Hearing on the Proposed 2025-2026 Preliminary Budget

ADJOURN

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

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

Sheboygan North High School

SHEBOYGAN AREA
SCHOOL DISTRICT

Annual Goal Planning

Board of Education Presentation - Tuesday, October 28, 2025

Utilizing Continuous Improvement to Measure Success

Strategic Priorities

Defines success over time (long term)

SASD Ownership & Alignment System

Annual & aligned to strategic plan
(contains goals, annual measures, leading measures and strategies)

Accountability

Annual & aligned to SASD CCR Report Card
(contains goals, measures and strategies)

Continuous Improvement Cycle

Data Reflection

- Review of district and school data

Goal Setting

- Long range plan and building goals



Progress Monitoring

- Monthly/Quarterly updates and continuous review of data

Implementation

- Communication of objectives and strategies to stakeholders

Data Qualifiers

Data Pull Timeline:

- **All data will be pulled annually from Skyward, the district Student Information System, on the last day of the school year**
- **Grade level cohorts will be static based upon graduation and enrollment status on the last day of the school year**

Reporting Timeline:

- **Annual presentations to the Board of Education will take place in Fall unless otherwise approved by the Board**

Subsets of Data:

- **Data will be pulled for all students and for three subsets of student cohorts:**
  - **Work/Military (job training program, employment, military, no response, other, seek employment, undecided)**
  - **2-Year College (vocational, technical college)**
  - **4-Year College (four-year college, university)**

Measurement Tool:

- **The College and Career Readiness report card is adapted from the National College and Career Readiness Indicators**

National College and Career Readiness Indicators (CCR)

Students are Career Ready if they have identified a career interest and meet two of the behavioral and experiential benchmarks listed below. In addition, students entering the military upon graduation must meet the passing scores on the Armed Services Vocational Aptitude Battery (ASVAB) for each branch of the military:

Career Ready Indicators-

- **90% Attendance**
- **25 Hours of Community Service**
- **Workplace Learning Experience**
- **Industry Credential**
- **Dual Credit Career Pathway Course**
- **Two or More Organized Co-Curricular Activities**

National College and Career Readiness Indicators (CCR)

Students are College Ready if they meet either the academic indicators AND/OR standardized testing benchmarks listed below:

College Ready Indicators-

- **GPA 2.8 out of 4.0 and one or more of the following academic indicators:**
  - **Advanced Standing or CAPP Course (A, B, or C)**
  - **Dual Credit College Course**
  - **Advanced Algebra 2 (A, B, or C)**

and/or:

- **4-Year College ACT Benchmarks - English (18), Reading (22), Science (23), Math (22)**
- **2-Year College ACT Benchmarks - English (18), Reading (18), Science (18), Math (18)**



WI DPI School Report Card

What are the School and District Report Cards?

As part of the state accountability system, the Department of Public Instruction (DPI) produces report cards for every publicly funded school and district in Wisconsin. These report cards include data on multiple indicators for multiple years across four Priority Areas (Achievement, Growth, Target Group Outcomes, and On-track to Graduation). In addition, the report cards provide course and program participation information for grades 9-12 for public schools and districts. A school or district's overall accountability score places the school/district into one of five overall accountability ratings:

Accountability Rating Category	*Accountability Score Range*	
	Minimum	*Maximum*
Significantly Exceeds Expectations – ★★★★★	83	100
Exceeds Expectations – ★★★★☆	70	82.9
Meets Expectations – ★★★☆☆	58	69.9
Meets Few Expectations – ★★☆☆☆	48	57.9
Fails to Meet Expectations – ★☆☆☆☆	0	47.9

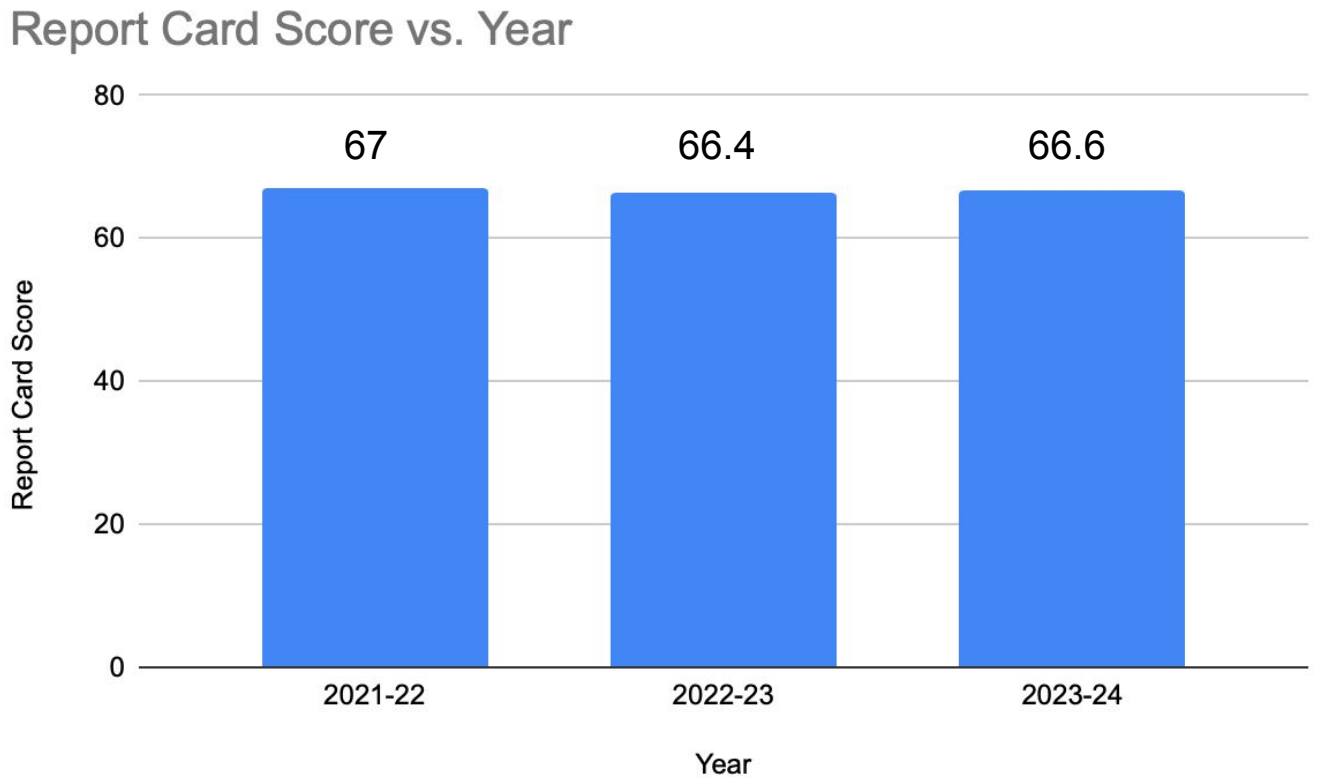
Latest WI DPI School Report Card
(based on 23-24 data)

Overall Score:

66.4 (⬆ 0.2)

Scoring Areas:

- **Achievement**
  59.9 (⬆ 0.1)
- **Growth**
  71.7 (⬆ 0.9)
- **Target Group Outcomes**
  50.3 (⬆ 1.3)
- **On-Track to Graduation**
  83.8 (⬆ 0.4)



Points of Pride

Click Here
Sheboygan North 2024-2025
School Profile

CCR Data - All Students

College and Career Readiness Accountability Measures	% of Students Achieving			
School Year	22-23	23-24	24-25	3 Yr Avg
Career Ready (2 Indicators)	**75%**	**81.80%**	**86.50%**	**81%**
90% Attendance	75.7%	78.0%	82.90%	78.9%
25 Hours Community Service	11.1%	16.4%	22.60%	16.7%
Workplace Learning Experience	29.0%	40.5%	35.80%	35.1%
Industry Credential	9.9%	11.80%	10.40%	10.7%
Dual Credit Career Pathway Course	73.4%	75.1%	81.80%	76.8%
Two or More Organized Co-Curricular Activities	49.7%	58.2%	64.20%	57.4%
College Ready (GPA2.8+ and 1 additional indicator)	**48.8%**	**56.3%**	**61.00%**	**55.4%**
GPA 2.8+	58.1%	61.70%	65.70%	61.8%
Advanced Standing, CAPP, AP Course (Grade "C" or better)	66.2%	66.5%	68.60%	67.1%
Dual Credit College Course	28.1%	39.4%	54.80%	40.8%
Advanced Algebra	32.9%	42.1%	39.50%	38.2%
4-Year ACT Benchmarks (English 18; Reading 22; Science 23; Math 22)	14.1%	17.4%	17.10%	16.2%
2-Year ACT Benchmarks (English 18; Reading 18; Science 18; Math 18)	6.9%	6.2%	7.50%	6.9%
Total Students	334	373	385	**364**

Data pulled on the last day of the school year of corresponding year

CCR Data - Workforce/Military

College and Career Readiness Accountability Measures	% of Students Achieving			
School Year	22-23	23-24	24-25	3 Yr Avg
Career Ready (2 Indicators)	**58.2%**	**57.40%**	**68.80%**	**61.5%**
90% Attendance	66.5%	59.6%	72.30%	66.1%
25 Hours Community Service	2.4%	2.10%	2.80%	2.4%
Workplace Learning Experience	30.6%	41.1%	39.70%	37.1%
Industry Credential	4.7%	6.40%	3.50%	4.9%
Dual Credit Career Pathway Course	55.3%	44.0%	58.20%	52.5%
Two or More Organized Co-Curricular Activities	30.6%	23.4%	36.90%	30.3%
College Ready (GPA2.8+ and 1 additional indicator)	**27.1%**	**19.1%**	**30.50%**	**25.6%**
GPA 2.8+	43.5%	34.0%	46.10%	41.2%
Advanced Standing, CAPP, AP Course (Grade "C" or better)	46.5%	29.8%	38.30%	38.2%
Dual Credit College Course	21.2%	22.7%	37.60%	27.2%
Advanced Algebra	14.1%	9.9%	12.10%	12.0%
4-Year ACT Benchmarks (English 18; Reading 22; Science 23; Math 22)				
2-Year ACT Benchmarks (English 18; Reading 18; Science 18; Math 18)	11.2%	9.90%	12.80%	11.3%
Total Students	99	141	141	**127**

Data pulled on the last day of the school year of corresponding year.

CCR Data - Declare 2-Year College

College and Career Readiness Accountability Measures	% of Students Achieving			
School Year	22-23	23-24	24-25	3 Yr Avg
Career Ready (2 Indicators)	**91.7%**	**97.8%**	**90.40%**	**93.3%**
90% Attendance	83.3%	80.0%	86.50%	83.3%
25 Hours Community Service	4.2%	2.2%	15.40%	7.3%
Workplace Learning Experience	50.0%	57.8%	42.30%	50.0%
Industry Credential	8.3%	11.10%	21.20%	13.5%
Dual Credit Career Pathway Course	83.3%	88.9%	86.50%	86.2%
Two or More Organized Co-Curricular Activities	33.3%	62.2%	44.20%	46.6%
College Ready (GPA2.8+ and 1 additional indicator)	**50.0%**	**66.7%**	**53.80%**	**56.8%**
GPA 2.8+	41.7%	64.4%	48.10%	51.4%
Advanced Standing, CAPP, AP Course (Grade "C" or better)	75.0%	75.6%	63.50%	71.4%
Dual Credit College Course	37.5%	46.5%	65.40%	49.8%
Advanced Algebra	16.7%	28.9%	21.20%	22.3%
2-Year ACT Benchmarks (English 18; Reading 18; Science 18; Math 18)	16.7%	20.0%	21.20%	19.3%
Total Students	24	45	52	**40**

Data pulled on the last day of the school year of corresponding year.

CCR Data - Declare 4-Year College

College and Career Readiness Accountability Measures	% of Students Achieving			
School Year	22-23	23-24	24-25	3 Yr Avg
Career Ready (2 Indicators)	**92.8%**	**96.3%**	**98.40%**	**95.8%**
90% Attendance	85.6%	91.4%	89.60%	88.9%
25 Hours Community Service	23.0%	30.5%	39.10%	30.9%
Workplace Learning Experience	23.7%	35.8%	31.30%	30.3%
Industry Credential	8%	16.00%	12.50%	12%
Dual Credit Career Pathway Course	93.5%	95.2%	97.90%	95.5%
Two or More Organized Co-Curricular Activities	76.3%	83.4%	89.60%	83.1%
College Ready (GPA2.8+ and 1 additional indicator)	**75.5%**	**81.8%**	**85.40%**	**80.9%**
GPA 2.8+	79.1%	81.8%	84.90%	81.9%
Advanced Standing, CAPP, AP Course (Grade "C" or better)	88.5%	92.0%	92.20%	90.9%
Dual Credit College Course	35.3%	50.3%	64.60%	50.1%
Advanced Algebra	59.0%	69.5%	64.60%	64.4%
4-Year ACT Benchmarks (English 18; Reading 22; Science 23; Math 22)	33.8%	34.8%	34.40%	34.3%
Total Students	139	187	192	**173**

Data pulled on the last day of the school year of corresponding year.

Reflection - Goal 1: Career Ready

Goal #	Goal	Outcome Measures	Evidence	Status
1	**By June, the Class of 2025, will show 2% growth in overall career readiness compared to the Class of 2024, as measured by having attained at least two career ready indicators.**	• TWO of the following: ○ 90% Attendance ○ Workplace Learning Experience ○ Industry Credentials ○ Dual credit Career Pathway Course ○ Two or more organized co-curricular activities	• Career Ready - **86.5% = 305/373** (Class of 24 up 6% from Class of 23) • 81.5% to 86.5%	

Goal Reflection and Rationale:

- No matter what students plan for themselves after high school, at some point, all students must be at minimum, workforce ready, to support themselves and their community
- Students in class of 2025 met the goal and exceeded expectations

New Goal 1: Career Ready

Goal #	Goal	Outcome Measures	Evidence	Status
1	**By June, the Class of 2026, will show 2% growth in overall career readiness compared to the Class of 2025, as measured by having attained at least two career ready indicators.** **(Three year average)** 81% to 83%	• TWO of the following: ○ 90% Attendance ○ Workplace Learning Experience ○ Industry Credentials ○ Dual credit Career Pathway Course ○ Two or more organized co-curricular activities	• Skyward Custom Report	

Action Plan:

- Implementing additional volunteer opportunities during the school day (Nov 7, exploring April)
- Provide recognition at graduation to Seniors for meeting Career Readiness Benchmarks
- Expand Work Internship opportunities by strengthening community connections with employers

Reflection - Goal 2: College Ready

Goal #	Goal	Outcome Measures	Evidence	Status
2	**By June, the Class of 2025, will show 2% growth in overall college readiness (minimum 2 year), compared to the Class of 2024 as measured by having attained a 2.8 GPA and at least one other college readiness indicator.**	● GPA 2.8+ and one additional ○ Advanced standing, CAPP, AP grade C or better ○ Dual credit college course ○ Advanced Algebra ○ 4 year ACT bench (English 18, Reading 22, Science 23, Math 22) ○ 2 year ACT Bench (English 18, Reading 18, Science 18, Math 18)	● College Ready **56.3% to 61%**	

Goal Reflection:

- Students exceeded and met expectations
- Being at least 2 year college ready allows students to have more open doors than closed doors after receiving a North diploma

New Goal 2: College Ready

Goal #	Goal	Outcome Measures	Evidence	Status
2	**By June, the Class of 2026, will show 2% growth in overall college readiness (minimum 2 year), compared to the Class of 2025 as measured by having attained a 2.8 GPA and at least one other college readiness indicator.** 2 year (Three year average) (55.4% to 57.4%)	● GPA 2.8+ and one additional ○ Advanced standing, CAPP, AP grade C or better ○ Dual credit college course ○ Advanced Algebra ○ 4 year ACT bench (English 18, Reading 22, Science 23, Math 22) ○ 2 year ACT Bench (English 18, Reading 18, Science 18, Math 18)	● Skyward custom report	

Action Plan:

- Dedicate Homeroom time for ACT prep
- Track trends and skills rather than isolated questions (ACT)
- Intentional and prescriptive Interventions (Raider Time): assign students based on data
- Provide graduation recognition to Seniors for meeting College Readiness Benchmarks

Reflection - Goal 3: Attendance

Goal #	Goal	Outcome Measures	Evidence	Status
3	**By June, 2025, North High School will show 2% growth in overall students that attend 90% of school days or better, compared to the 2023-24 school year.**	• 90% attendance	• Attendance Rate - **78%** to 82.9%	

Goal Reflection:

- Students exceeded expectations and met the goal
- School engagement and academic success is directly correlated to consistent attendance
- Fostering an environment where all students feel supported will continue to contribute to this attendance outcome

New Goal 3: Attendance

Goal #	Goal	Outcome Measures	Evidence	Status
3	**By June, 2026, North High School will show 2% growth in overall students that attend 90% of school days or better, compared to the 2024-25 school year.** **78.9% to 80.9% (81.5% currently)**	• 90% attendance	• Skyward report	

Action Plan:

- Weekly attendance meetings with student service team to review at risk population who are not attending school 90% of the time and identify action plan
- Updated attendance letters sent home at 3, 5, and 10 days of unexcused absences with interventions from teachers and counselors. Attendance meetings held with grade level administrator and parent at 10 days of unexcused absences
- PBIS student-led initiatives to promote attendance at school, a positive school climate and messaging to inform parents/public of attendance expectations and celebrations

Thank you!



Questions?

Points of Strength for Class of ‘25

- **25+ Volunteer Hours for all students**
  - **6.2 %** increase compared to year prior
  - **4,413** documented community service hours by all students.
- **6.4% increased Completion of Dual Credit career pathway courses for all students**
- **Participation in 2 or more activities increased by 6.0%**
  - **763** participants in **25** sports
  - **1,467** participants in **43** clubs and activities
- **81.8% of all students completed a Dual Credit Pathway Course**
- **97.9% of college bound students completed a Dual Credit Pathway Course**
- **787 students earned college credit on campus**



SHEBOYGAN NORTH HIGH SCHOOL

2024-2025 SCHOOL PROFILE





PRINCIPAL'S MESSAGE

We are proud of our strong community partnerships. Our mayor and local government seek input from our students to help build a better community. Community members use our building for cultural events, youth programs, recreation, and adult learning. Last year, $1.349 million in scholarships was given to our seniors, much of it generated locally. Local manufacturers, businesses, and corporations donate products and equipment for courses, lend expertise, and sponsor many clubs such as Red Raider Robotics, Science Olympiad, sailing, bowling, and more. Similarly, our local higher education institutions provide our students with college experiences while in high school. Providing college courses at a fraction of the cost and investing in professional development for staff are some things to name a few.

SCHOOL CULTURE & CLIMATE

At North High School, students, parents, staff, and community members work together to provide equal opportunities for learners to attain their highest level of academic achievement, personal growth, and intellectual development in a safe and caring environment. A variety of technology is available and utilized to engage, enhance, and promote student learning. Chromebooks are issued to each student. North remains committed to providing a myriad of rigorous learning opportunities through a variety of modes including independent study, project based learning, field experiences, and community service learning. North has a wonderfully dynamic, energetic, and diverse student body while the staff is involved and committed to student growth and achievement.

INSTRUCTIONAL SETTING

- 1,482 students, grades 9-12
- 1:1 Chromebooks for all students
- 27,050 print resources & thousands of electronic resources in LMC
- 75 Honors & CAPP courses offered
- 30 minutes per week SEL & ACP check-ups during Homeroom
- 90 minutes per week intensive academic support during Raider Time



SHEBOYGAN NORTH HIGH SCHOOL
2926 NORTH 10TH ST, SHEBOYGAN, WI 53083
https://www.sheboygan.k12.wi.us/north-high
https://www.facebook.com/SheboyganNorthHigh

SHEBOYGAN NORTH HIGH SCHOOL
2024-2025 SCHOOL PROFILE



2024-2025 SCHOOL PROFILE

The 2024-25 school year brought many opportunities for North High School students. Large group activities consisted of all-school pep rallies, class meetings, and enrichment assemblies. Students take part in a biannual Career Expo, which showcases 50+ local employers. This compliments our increase in overall scores for students being college and career ready. Students and staff wrapped up the school year with the Raider Nation Family Vacation. This day celebrates positive behavior, strong attendance, and academic success. After a morning of classes, the event provided food, games, activities, and give-aways of items donated by the community or school organizations.

FAMILY CONNECTIONS

- 8th Grade Open House
- Freshmen & New Student
- Family Informational Evening
- Raider Parent Association & Booster Clubs
- Skylert Messaging & New Website options
- Student Services Monthly Newsletter
- Google Classroom & NHS Facebook updates
- Family Academic Career Planning Meetings
- Senior Post Graduation Conferences



CO-CURRICULARS

- **763** participates in **25** sports
- **1,467** participates in **43** clubs and activities
- **4,413** documented community service hours by students
- **139** music events at district solo & ensemble

ACCOMPLISHMENTS

- **$441,750** sale of house constructed by 15+ NHS students
- **19** students completed the multi-linguistic program
- **7** Innovator Fellows who developed community projects
- **160** AP exams with **72%** earning a 3 or higher
- **787** students earned college credit on campus

86.5% **CLASS OF 2025 CAREER READY**

61% **CLASS OF 2025 COLLEGE READY**

TEACHER SPOTLIGHT

- **1** Doctor
- **7** Kohl Educational Foundation Fellows
- **1** State Teacher of the Year

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SHEBOYGAN AREA
SCHOOL DISTRICT

SCHOOL YEAR CALENDAR 2026-2027 – DRAFT

August 17-20	New Teacher Orientation
August 24-25	Pre-session Days
August 26-27	Professional Development Day - No School for Students
September 1	School Convenes - First Quarter Begins
September 7	Labor Day - No School
September 25	Professional Development Day - No School for Students
October 23	Fall Recess - No School
October 26	Professional Development Day - No School for Students
October 30	First Quarter Ends
November 2	Second Quarter Begins
November 6	Parent-Teacher Conferences - No School for Students
November 25	Professional Development Day - No School for Students
November 26-27	Thanksgiving Recess
December 21-January 1	Winter Recess - No School
January 4	School Reconvenes
January 14	Second Quarter Ends
January 15	Teacher Records Day - No School for Students
January 18	Professional Development Day, MLK Day - No School for Students
January 19	Third Quarter Begins
February 15	Professional Development Day - No School for Students
February 26	Parent-Teacher Conferences - No School for Students
March 18	Third Quarter Ends
March 19-26	Spring Break - No School
March 29	Professional Development Day - No School for Students
March 30	Fourth Quarter Begins
April 19	Professional Development Day - No School for Students
May 28	Professional Development Day - No School for Students
May 31	Memorial Day - No School
June 3	Fourth Quarter Ends, Two-Hour Early Release
June 4	Reports Day

The first snow day will NOT be made up. All subsequent days will be virtual.

Days in session

1st Quarter	40
2nd Quarter	40
3rd Quarter	41
4th Quarter	45
	166

Days not in session

Pre-session	2
Professional Development	10
Conference Days	2
Records Day	1
Reports Day	1
Recess	6
	22

10/15/2025

SHEBOYGAN AREA SCHOOL DISTRICT
2026-2027 SCHOOL YEAR CALENDAR - DRAFT

2026 August	Su	M	T	W	TH	F	Sa
	16	17	18	19	20	21	22
	23	24	25	PD	PD	28	29
	30	31					

2026 September	Su	M	T	W	TH	F	Sa
			1	2	3	4	5
	6	R	8	9	10	11	12
	13	14	15	16	17	18	19
	20	21	22	23	24	PD	26
	27	28	29	30			

2026 October	Su	M	T	W	TH	F	Sa
					1	2	3
	4	5	6	7	8	9	10
	11	12	13	14	15	16	17
	18	19	20	21	22	FR	24
	25	PD	27	28	29	30	31

2026 November	Su	M	T	W	TH	F	Sa
	1	2	3	4	5	CO	7
	8	9	10	11	12	13	14
	15	16	17	18	19	20	21
	22	23	24	PD	R	R	28
	29	30					

2026 December	Su	M	T	W	TH	F	Sa
			1	2	3	4	5
	6	7	8	9	10	11	12
	13	14	15	16	17	18	19
	20	WR	WR	WR	R	R	26
	27	WR	WR	WR	WR	1/1/2027	

2027 January	Su	M	T	W	TH	F	Sa
						WR	2
	3	4	5	6	7	8	9
	10	11	12	13	14	15	16
	17	PD	19	20	21	22	23
	24	25	26	27	28	29	30
	31						

2027 February	Su	M	T	W	TH	F	Sa
		1	2	3	4	5	6
	7	8	9	10	11	12	13
	14	PD	16	17	18	19	20
	21	22	23	24	25	CO	27
	28						

2027 March	Su	M	T	W	TH	F	Sa
		1	2	3	4	5	6
	7	8	9	10	11	12	13
	14	15	16	17	18	SR	20
	21	SR	SR	SR	SR	SR	27
	28	PD	30	31			

2027 April	Su	M	T	W	TH	F	Sa
					1	2	3
	4	5	6	7	8	9	10
	11	12	13	14	15	16	17
	18	PD	20	21	22	23	24
	25	26	27	28	29	30	

2027 May	Su	M	T	W	TH	F	Sa
							1
	2	3	4	5	6	7	8
	9	10	11	12	13	14	15
	16	17	18	19	20	21	22
	23	24	25	26	27	PD	29
	30	R					

2027 June	Su	M	T	W	TH	F	Sa
			1	2	3	4	5

Codes

CO = Conference Day
PD = Professional Development Day
R = Recess
FR = Fall Recess
SR = Spring Recess
WR = Winter Recess

= New Teacher Orientation
= Teachers - No Students
= Early Release, Two Hours

= First day of the quarter / semester
= Last day of the quarter / semester

Totals

	Sem 1	Sem 2	Year
Teaching Days	80	86	166
Pre-session Days	2	0	2
Professional Development Days	5	5	10
Conference Days	1	1	2
Records Day (1-15-27)	1	0	1
Reports Day (6-4-27)	0	1	1
Recess	5	1	6
	94	94	188

The first snow day will NOT be made up.
All subsequent days will be virtual.

10/15/2025

SHEBOYGAN AREA SCHOOL DISTRICT

Sheboygan Area School District Memorandum

Date: October 28, 2025
To: Board of Education
From: Rachel C. Ledezma, Assistant Superintendent of Student & Instructional Services
Subject: Central High School – Addition of Alternate Graduation Pathways

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Background

In alignment with Board Policy# 5460 – *Graduation Requirements*, the District may establish alternate graduation pathways that meet Wisconsin State Statute requirements while supporting students who may not follow the traditional 23-credit route to a diploma. Policy# 5460 authorizes the District Administrator as long as they remain consistent with State law and District goals.

Central High School is requesting approval to add two alternate pathways to graduation in addition to the traditional 23-credit requirement:

1. A **Competency-Based Pathway**, which allows students to demonstrate mastery of standards through multiple measures.
2. A **Reduced-Credit Pathway**, which aligns with Wisconsin's minimum statutory graduation requirements of 15.5 credits and successful completion of the civics exam.

District leadership has consulted with the Wisconsin Department of Public Instruction (DPI). We have confirmed that both proposed pathways align with state law. In addition, many of our peer school districts (West Allis, Racine, Fond du Lac, Oak Creek, Eau Claire, Waukesha, Green Bay) have similar alternate pathways in place to support students who are significantly behind in credit accumulation. These options are intended to be used in a limited way for less than 1% of high school students. Typically, this would be for seniors who are substantially credit-deficient and otherwise at very high risk of not graduating and would likely drop out.

Pathway Comparison

Requirement Area	Traditional Pathway (District Policy)	Competency-Based Pathway (Proposed)	Reduced-Credit Pathway (State Minimum)
Total Credits	23 credits (incl. electives, personal finance)	Demonstration of proficiency via multiple measures (GED, ACT, coursework, growth benchmarks based on GED Ready)	15.5 credits (English 4, Math 3, Science 3, Social Studies 3, PE 1.5, Health 0.5, Personal Finance 0.5)

SHEBOYGAN AREA SCHOOL DISTRICT

English/Language Arts	4 credits	ACT, GED, coursework, or growth	4 credits
Mathematics	3 credits	ACT, GED, coursework, or growth	3 credits
Science	3 credits	ACT, GED, coursework, or growth	3 credits
Social Studies	3 credits + Civics Exam	ACT, GED, coursework, or growth + Civics Exam	3 credits + Civics Exam
Physical Education	1.5 credits	Not directly competency-based; may fulfill through coursework	1.5 credits
Health	0.5 credits	.5-credit Health class	0.5 credits
Personal Financial Literacy	0.5 credits (Class of 2028+)	Two experiences (FoolProof, Consumer Math, .5-credit Personal Finance)	0.5 credits
Electives	7.5–8 credits (depending on cohort)	Career Readiness (Xello, Work Wise, Career Portfolio) + Life Readiness (Wisconsin Law, *7 Habits*)	Not required beyond state minimum
Life/Career Readiness	Embedded in coursework	Explicit career awareness and life skills components	Not required beyond state minimum
Civics Exam	Required	Required	Required

Rationale

- **Flexibility & Equity** – Expands valid pathways for diploma attainment.
- **Alignment with State Law** – Provides an option consistent with Wis. Stats. 118.33 while maintaining Board oversight.
- **Peer District Alignment** – Many comparable Wisconsin school districts already utilize alternate pathways for graduation.
- **Student-Centered Support** – Intended for fewer than 1% of high school students, specifically credit-deficient seniors at risk of not graduating.
- **Workforce and Life Readiness** – Both alternate pathways incorporate financial literacy, career readiness, and civic responsibility.

SHEBOYGAN AREA
SCHOOL DISTRICT

Next Steps

- Central High School administration presented this plan for additional alternative graduation pathways to the Central High School Governing Board on 10/2/25. The Central High School Governing Board approved moving forward with this plan.
- Central High School administration will collaborate with the Student & Instructional Services team and pupil services to finalize criteria and support.
- Pathways will be communicated to the impacted students and families.

Frequently Asked Questions (FAQ)

Q1: How many students will this affect?
These alternate pathways are intended for less than 1% of all high school students—typically seniors who are significantly credit deficient and at risk of not graduating.

Q2: Does this lower the District's standards?
No. The traditional 23-credit diploma remains the District standard. The alternate pathways provide highly structured and approved options for a very limited number of students who would otherwise not graduate despite demonstrating readiness.

Q3: Are these pathways compliant with state law?
Yes. The District has consulted with the Wisconsin DPI, and both the competency-based and reduced-credit pathways align with state requirements under Wis. Stats. 118.33.

Q4: Do other districts use similar approaches?
Yes. Many peer Wisconsin school districts (West Allis, Racine, Fond du Lac, Oak Creek, Eau Claire, Waukesha, and Green Bay) have alternate pathways in place for students who are significantly behind in credit accumulation. Central's proposal reflects best practices across the state.

Q5: What safeguards are in place?
Eligibility will be carefully reviewed by Central High School leadership, the Student & Instructional Services team, and pupil services. Pathways will only be offered to students who meet the approved criteria and require additional support to graduate.

Sincerely,

Josh Kestell
Principal
Central High School
Sheboygan Area School District

cc:
Adam Broten
Coordinator of Student & Instructional Services

Rachel C. Ledezma
Asst. Superintendent of Student & Instructional Services

SHEBOYGAN AREA
SCHOOL DISTRICT

Third Friday Enrollment Report 2025-2026

Sheboygan Area School District

DEFINITIONS

Third Friday Enrollment Count

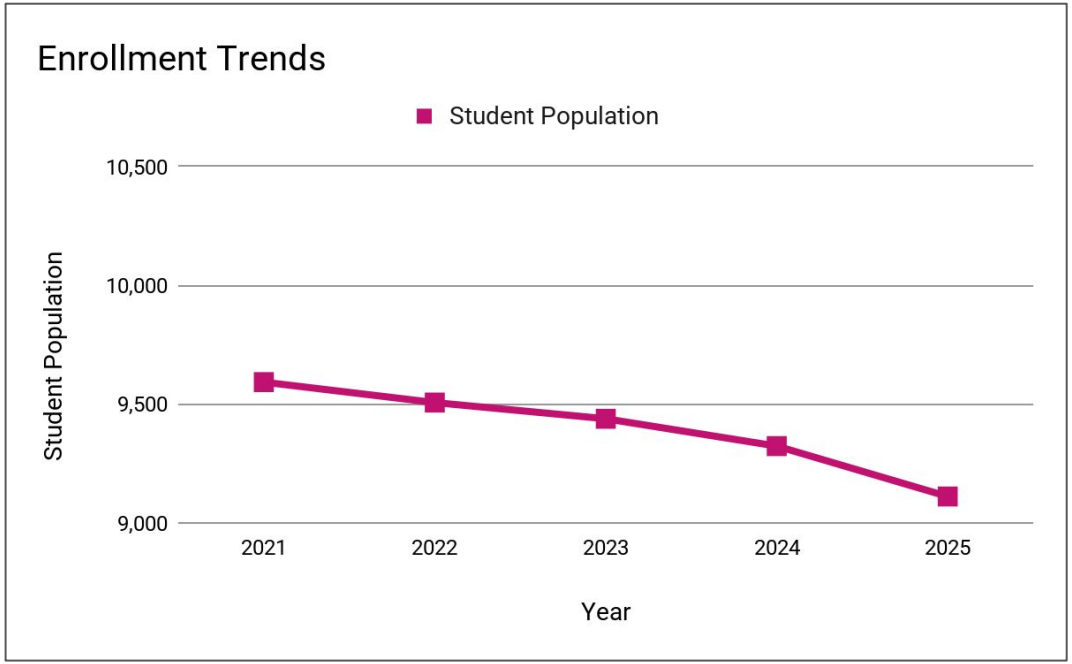
All students attending the Sheboygan Area School District on Friday, September 19, 2025, or students attending before and after September 19, 2025

Total Full-Time Equivalency (FTE)

A calculation that the Department of Public Instruction (DPI) and the Sheboygan Area School District use to calculate student aid distribution

THIRD FRIDAY ENROLLMENT COUNT

School Year	Student Population
2021-22	9,592
2022-23	9,506
2023-24	9,438
2024-25	9,323
2025-26	9111



LOCAL DISTRICT ENROLLMENT TRENDS

Local Public School Districts	2020-21	2021-22	2022-23	2023-24	2024-25	Percent Change Over 5 years
Cedar Grove-Belgium	916	916	910	868	850	-7.21%
Elkhart Lake-Glenbeulah	456	459	480	511	514	12.72%
Howards Grove	922	904	925	877	874	-5.21%
Kohler	705	713	714	741	747	5.96%
Oostburg	1,024	1,003	1,006	1,000	1,011	-1.27%
Plymouth	2,072	2,118	2,110	2,008	2,000	-3.47%
Random Lake	726	699	687	683	648	-10.74%
Sheboygan Falls	1,582	1,626	1,581	1,546	1,494	-5.56%
Manitowoc	4,760	4,762	4,726	4,641	4,452	-6.47%
Sheboygan	9,661	9,592	9,506	9,438	9,323	-3.50%
Total	**22,824**	**22,792**	**22,645**	**22,313**	**21,913**	**-3.99%**

**Data retrieved from WISEdash (https://wisedash.dpi.wi.gov/Dashboard/dashboard/18110).*
2025-2026 data currently unavailable.

LARGE DISTRICT ENROLLMENT TRENDS

Large Public School Districts	2020-21	2021-22	2022-23	2023-2024	2024-2025	Percent Change Over 5 years
Green Bay	19,171	19,166	18,922	18,579	18,379	-4.13%
Racine	16,254	16,516	16,182	15,963	15,781	-2.91%
Appleton	15,745	15,217	15,270	15,230	14,994	-4.77%
Waukesha	12,344	12,080	11,855	11,318	10,922	-11.52%
Eau Claire	11,008	10,973	10,871	10,866	10,687	-2.92%
Sheboygan	9,661	9,592	9,506	9,438	9,323	-3.50%
Janesville	9,574	9,552	9,537	9,414	9,355	-2.29%
Oshkosh	9,191	9,203	9,149	9,113	9,101	-0.98%
Sun Prairie	8,366	8,381	8,350	8,411	8,596	2.75%
Wausau	7,786	7,989	7,899	7,783	7,738	-0.62%
West Allis - West MKE	7,418	7,347	7,095	6,938	6,615	-10.83%
Fond du Lac	6,678	6,630	6,603	6,419	6,457	-3.31%
Manitowoc	4,760	4,762	4,726	4,641	4,452	-6.47%

**Data retrieved from WISEdash (https://wisedash.dpi.wi.gov/Dashboard/dashboard/18110).*
2025-2026 data currently unavailable.

SHEBOYGAN COUNTY POPULATION

	County Population	Under 5 yrs of Age Total	Under 5 yrs of Age Percent	Under 18 yrs of Age Total	Under 18 yrs of Age Percent
2020 Census	118,034	6,365	5.50%	27,981	24.30%
2010 Census	115,520	7,162	6.20%	30,613	26.50%

*Data source (https://data.census.gov/cedsci/table?g=0200000US2_0500000US55117&tid=ACSST5Y2010.S0101).

DISTRICT ENROLLMENT ON SEPT 19, 2025

Public Schools	3 yr	4KG	5KG	1	2	3	4	5	6	7	8	9	10	11	12	Total
North High												383	350	351	411	1495
South High												254	252	255	273	1034
Central High												16	27	44	81	168
Etude High												19	13	19	14	65
Warriner High												22	34	29	31	116
Farnsworth Middle									125	162	148					435
Horace Mann Middle									219	200	200					619
Urban Middle									167	172	197					536
Etude Middle									16	21	17					54
Warriner Middle									6	16	17					39
Cleveland Elementary		10	10	16	14	18	15	25								108
Cooper Elementary			33	30	37	39	51	51								241
Grant Elementary			48	58	58	47	54	52								317
Jackson Elementary			44	50	44	50	59	58								305
Jefferson Elementary			35	46	40	41	41	40								243
Lincoln Erdman Elementary		41	46	55	63	70	57	59								391
Longfellow Elementary			35	31	38	52	40	48								244
Madison Elementary			52	47	47	56	60	57								319
Pigeon River Elementary			35	41	35	49	43	43								246
Sheridan Elementary			50	48	57	35	43	47								280
Wilson Elementary			72	81	83	75	85	90								486
Etude Elementary			39	37	25	31	20	38								190
Lake Country Academy		40	42	50	50	49	49	50	49	48	48					475
Sheboygan Leadership		7	20	27	24	21	19	22	23	26	23					212
ELC	70	423														493
Total	70	521	561	617	615	633	636	680	605	645	650	694	676	698	810	9111

ENROLLMENT COMPARISON 2025 TO 2024

Public Schools	3 yr	4KG	5KG	1	2	3	4	5	6	7	8	9	10	11	12	2025 Total	2024 Total	Variance
North High												383	350	351	411	1495	1487	8
South High												254	252	255	273	1034	1076	-42
Central High												16	27	44	81	168	186	-18
Etude High												19	13	19	14	65	79	-14
Warriner High												22	34	29	31	116	125	-9
Farnsworth Middle									125	162	148					435	445	-10
Horace Mann Middle									219	200	200					619	623	-4
Urban Middle									167	172	197					536	567	-31
Etude Middle									16	21	17					54	79	-25
Warriner Middle									6	16	17					39	43	-4
Cleveland Elementary		10	10	16	14	18	15	25								108	117	-9
Cooper Elementary			33	30	37	39	51	51								241	258	-17
Grant Elementary			48	58	58	47	54	52								317	335	-18
Jackson Elementary			44	50	44	50	59	58								305	297	8
Jefferson Elementary			35	46	40	41	41	40								243	252	-9
Lincoln Erdman Elementary		41	46	55	63	70	57	59								391	396	-5
Longfellow Elementary			35	31	38	52	40	48								244	233	11
Madison Elementary			52	47	47	56	60	57								319	329	-10
Pigeon River Elementary			35	41	35	49	43	43								246	256	-10
Sheridan Elementary			50	48	57	35	43	47								280	285	-5
Wilson Elementary			72	81	83	75	85	90								486	475	11
Etude Elementary			39	37	25	31	20	38								190	189	1
Lake Country Academy		40	42	50	50	49	49	50	49	48	48					475	447	28
Sheboygan Leadership		7	20	27	24	21	19	22	23	26	23					212	223	-11
ELC	70	423														493	521	-28
Total	70	521	561	617	615	633	636	680	605	645	650	694	676	698	810	9111	9323	-212

ENROLLMENT: ELEMENTARY SCHOOLS

Elementary Schools	2021-22	2022-23	2023-24	2024-25	2025-26
Cleveland Elementary	113	111	118	117	108
Cooper Elementary	269	283	282	258	241
Grant Elementary	345	334	344	335	317
Jackson Elementary	317	310	308	297	305
Jefferson Elementary	296	242	241	252	243
Lincoln Erdman Elementary	401	394	402	396	391
Longfellow Elementary	258	248	224	233	244
Madison Elementary	366	357	339	329	319
Pigeon River Elementary	246	255	244	256	246
Sheridan Elementary	233	235	262	285	280
Wilson Elementary	488	480	469	475	486
Etude Elementary	181	172	187	189	190
Lake Country Academy	303	350	314	306	330
Sheboygan Leadership	154	154	151	151	140
ELC	531	561	562	521	493
Total	**4,501**	**4,486**	**4,447**	**4,400**	**4,333**

ENROLLMENT: MIDDLE SCHOOLS

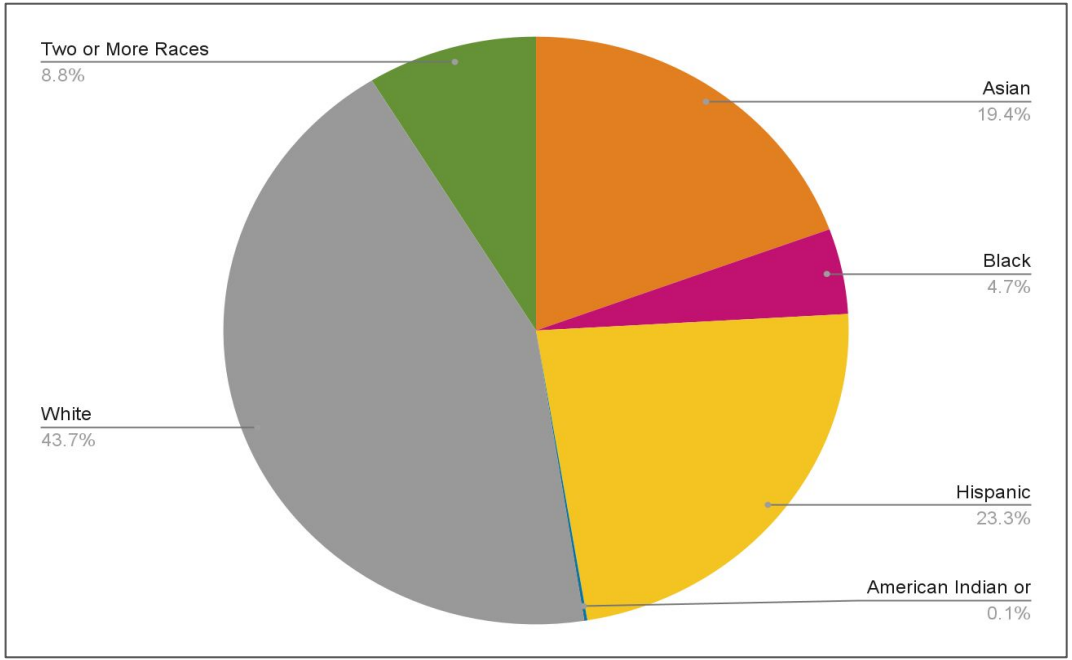
Middle Schools	2021-22	2022-23	2023-24	2024-25	2025-26
Farnsworth Middle	490	513	463	445	435
Horace Mann Middle	607	583	599	623	619
Urban Middle	601	567	560	567	536
Etude Middle	77	92	86	79	54
Warriner Middle	75	61	51	43	39
Lake Country Academy	119	130	143	141	145
Sheboygan Leadership	57	54	63	72	72
Total	**2,026**	**2,000**	**1,965**	**1,970**	**1,900**

ENROLLMENT: HIGH SCHOOLS

High Schools	2021-22	2022-23	2023-24	2024-25	2025-26
North High	1,532	1,540	1,502	1,487	1,495
South High	1,139	1,136	1,127	1,076	1,034
Central High	194	189	181	186	168
Etude High	71	82	87	79	65
Warriner High	129	118	129	125	116
Total	**3,065**	**3,065**	**3,026**	**2,953**	**2,878**

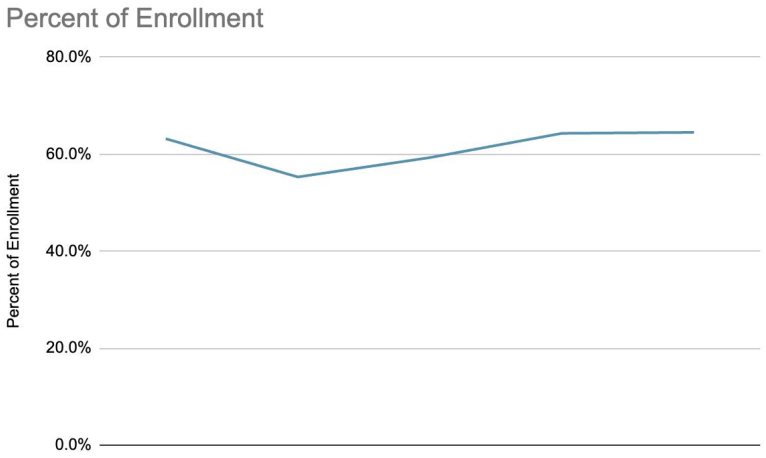
ENROLLMENT: ETHNICITY

	2021-22	2022-23	2023-24	2024-25	2025-26
Asian	1,741	1,758	1,807	1,770	1,768
Black	453	437	390	429	428
Hispanic	1,998	2,094	2,084	2,153	2,120
American Indian or Alaskan	8	8	9	8	12
Pacific Isle or Hawaiian	2	1	4	3	2
White	4,640	4,430	4,334	4,124	3,979
Two or More Races	750	778	810	836	802
Totals	**9,592**	**9,506**	**9,438**	**9,323**	**9,111**



ENROLLMENT: ECONOMICALLY DISADVANTAGED

	2020-2021	2021-2022	2022-2023	2023-24	2024-25
# of ED Students	6,107	5,300	5620	6062	5988
Enrollment	9,663	9,583	9477	9427	9283
Percent of Enrollment	63.2%	55.3%	59.3%	64.3%	64.5%



Source: Enrollment, Student Groups WISEdata TFS Enrollment Snapshot and Economically Disadvantaged Status

ENROLLMENT: OPEN ENROLLMENT IN

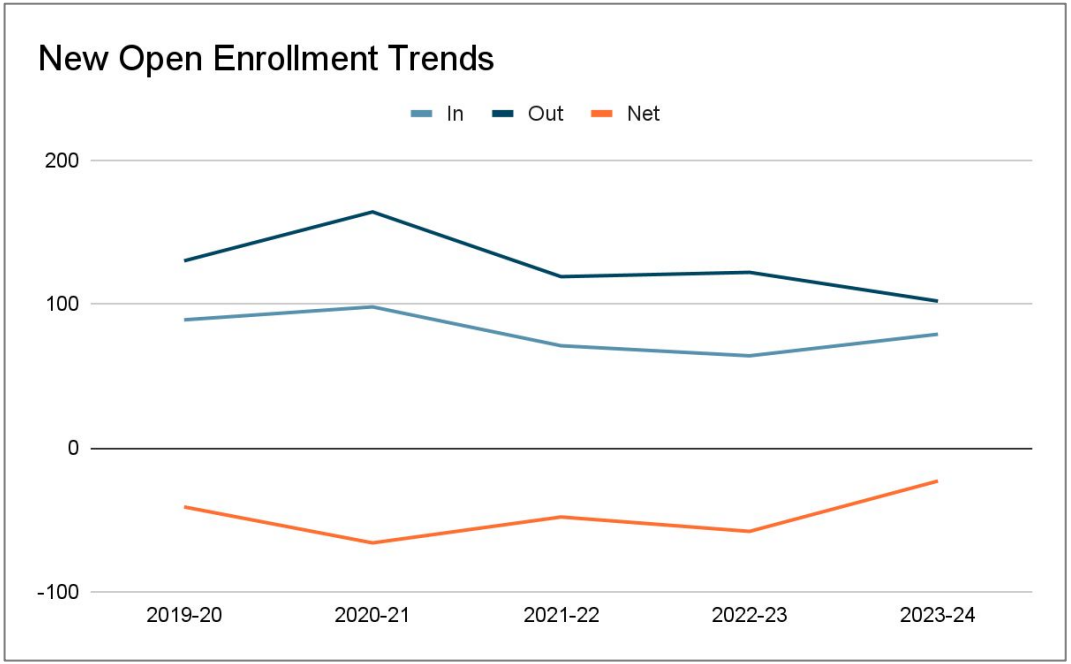
Public Schools	4K	KG	1	2	3	4	5	6	7	8	9	10	11	12	Total
Cedar Grove-Belgium	2										1	1		2	**6**
Elkhart Lake-Glenbeulah			2		1			1							**4**
Howards Grove	4	1	2	3	2		2	3	2	3	3	5	4	9	**43**
Kiel	2	1	1	1	1	1		2				1			**10**
Kohler	1		1							1		1		1	**5**
Manitowoc	1		3	1		2	1					1			**9**
Oostburg	2	1								1	1			5	**10**
Plymouth	5	2	3	4		4	2		4		3		4	2	**33**
Random Lake		1												2	**3**
Sheboygan Falls	13	9	7	9	8	8	9	4	11	5	6	14	14	10	**127**
Other										**1**	**1**	**1**	**2**	**1**	**6**
Total	**30**	**15**	**19**	**18**	**12**	**15**	**14**	**10**	**17**	**11**	**15**	**24**	**24**	**32**	**256**

ENROLLMENT: OPEN ENROLLMENT OUT

Public Schools	4K	KG	1	2	3	4	5	6	7	8	9	10	11	12	Total
Cedar Grove-Belgium		1				2			1	1	1	1	1	1	**9**
Elkhart Lake-Glenbeulah	1		1		1						1		1		**5**
Howards Grove	5	6	3	4	5	8	9	3	8	4	6	8	8	6	**83**
Kohler	10	7	11	21	14	14	18	17	13	12	13	14	10	17	**191**
Manitowoc														1	**1**
Oostburg	12	8	6	3	7	6	6	2	6	9	8	7	9	6	**95**
Plymouth	2	4	3	1	1	3	1	1	3	2	2	1	5	2	**31**
Random Lake		1											1		**2**
Sheboygan Falls	11	7	8	13	9	5	7	6	6	12	11	9	9	11	**124**
Virtual Charter		1	3	5	1	6	4	4	5	11	7	15	18	20	**104**
Other					2			1							**3**
Total	**41**	**35**	**35**	**47**	**40**	**44**	**45**	**34**	**42**	**51**	**49**	**55**	**62**	**64**	**648**

NEW OPEN ENROLLMENT TRENDS

	2021-22	2022-23	2023-24	2024-25	2025-26
In	71	64	79	78	96
Out	119	122	102	170	141
Net	**-48**	**-58**	**-23**	**-92**	**-45**



OPEN ENROLLMENT IN HISTORY

Public Schools	2021-22	2022-23	2023-24	2024-25	2025-26
Cedar Grove-Belgium	6	2	5	4	6
Elkhart Lake-Glenbeulah	4	3	6	4	4
Howards Grove	13	21	29	37	43
Kiel	0	0	0	0	10
Kohler	15	15	19	8	5
Manitowoc	13	11	12	11	9
Oostburg	13	14	14	11	10
Plymouth	34	28	30	30	33
Random Lake	4	2		3	3
Sheboygan Falls	104	101	108	99	127
Other	27	21	18	12	6
Total	**233**	**218**	**241**	**219**	**256**

OPEN ENROLLMENT OUT HISTORY

Public Schools	2021-22	2022-23	2023-24	2024-25	2025-26
Cedar Grove-Belgium	7	9	12	7	9
Elkhart Lake-Glenbeulah	8	5	3	3	5
Howards Grove	90	93	77	79	83
Kohler	163	168	178	181	191
Manitowoc	5	2	3	3	1
Oostburg	62	60	67	78	95
Plymouth	30	32	33	39	31
Random Lake	1	2	2	1	2
Sheboygan Falls	140	134	128	138	124
Virtual Charter			34	71	104
Other	56	67	44	22	3
Total	**562**	**572**	**581**	**622**	**648**

ENROLLMENT - SPECIAL EDUCATION

Public Schools	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25
Cedar Grove-Belgium	11.4%	11.1%	11.8%	10.3%	11.4%	12.5%
Elkhart Lake-Glenbeulah	11.1%	10.1%	10.9%	11.7%	11.9%	11.1%
Howards Grove	13.5%	12.1%	11.3%	12.8%	12.5%	14%
Kohler	6.6%	6.4%	6.3%	6.9%	8.0%	8.4%
Manitowoc	16.3%	16.1%	16.6%	18.0%	18.6%	18.5%
Oostburg	9.7%	10.2%	9.9%	10.4%	11.4%	12.4%
Plymouth	12.8%	11.9%	13.3%	14.2%	14.6%	14.1%
Random Lake	15.5%	13.6%	12.6%	13.0%	14.9%	15.6%
Sheboygan Falls	10.1%	14.6%	16.4%	17.0%	17.3%	17.1%
Sheboygan	17.7%	17.5%	17.7%	18.0%	17.7%	18.2%

ENROLLMENT: NON-PUBLIC

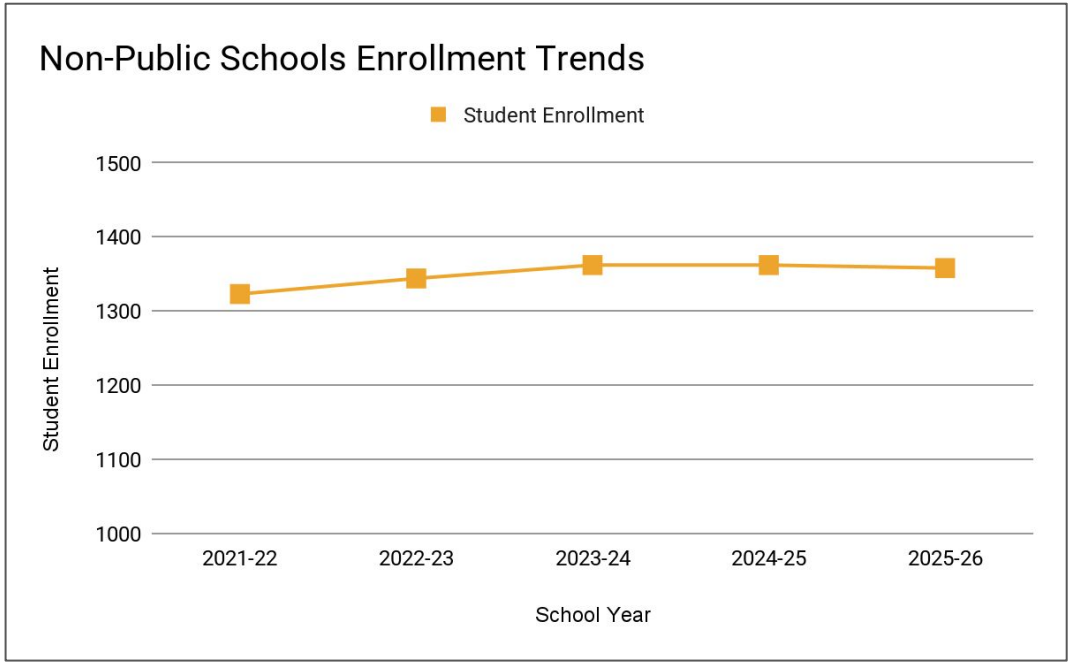
Non-Public Schools	3K	4K	KG	1	2	3	4	5	6	7	8	9	10	11	12	Total
Lutheran High												51	46	43	36	**176**
Sheboygan Christian	27	31	38	40	40	38	40	43	42	36	40	46	49	41	44	**595**
Bethlehem Lutheran	2	5	10	10	15	8	15	27	12	23	23					**150**
St Paul Lutheran	4	4	5	7	7	8	4	8	7	5	8					**67**
Trinity Lutheran	12	17	15	14	17	19	16	21	15	12	6					**164**
Christ Child Academy	3	10	15	12	8	12	10	12	14	13	14					**123**
Seton Catholic	8	6	8	8	5	4	12	5	12	10	5					**83**
Total	**56**	**73**	**91**	**91**	**92**	**89**	**97**	**116**	**102**	**99**	**96**	**97**	**95**	**84**	**80**	**1,358**

ENROLLMENT: NON-PUBLIC HISTORY

Public Schools	2021-22	2022-23	2023-24	2024-25	2025-26
Lutheran High	223	207	185	185	176
Sheboygan Christian	419	505	547	566	595
Bethlehem Lutheran	180	173	167	158	150
St Paul Lutheran	80	74	78	65	67
Trinity Lutheran	175	189	188	191	164
Christ Child Academy	131	123	115	123	123
Seton Catholic	113	73	82	74	83
Other	2	0	0	0	0
Total	**1,323**	**1,344**	**1,362**	**1,362**	**1,358**

NON-PUBLIC SCHOOLS ENROLLMENT

School Year	Student Enrollment
2021-22	1,323
2022-23	1,344
2023-24	1,362
2024-25	1,362
2025-26	1,358



Questions

Contact Rachel L. Ledezma
Assistant Superintendent - Student and Instructional Services

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

1100 - **DISTRICT ORGANIZATION**

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

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

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

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

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

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

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

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

Legal	118.24, Wis. Stats.

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

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

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

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

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

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

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

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

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

Revised 11/24/15

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

Book	Policy Manual
Section	5000 Students
Title	CARE OF STUDENTS WITH CHRONIC HEALTH CONDITIONS
Code	po5335*jjh
Status	Second Reading
Adopted	October 22, 2013
Last Revised	November 30, 2023

5335 - **CARE OF STUDENTS WITH CHRONIC HEALTH CONDITIONS**

Students with chronic health conditions will be provided with a free appropriate public education. If their impairment does not require specially designed instruction for them to benefit educationally, they will be eligible for accommodations/modifications/interventions of the regular classroom, curriculum, or activity (i.e. the school setting) with every effort made to provide them with the same access to an education as students without disabilities. Such accommodations/modifications/interventions will be provided pursuant to a Section 504 Plan (Form 2260.01 F13).

Chronic health conditions, for the purposes of this policy, shall include but not be limited to:

A. "peanut" and other food allergies;

B. allergies;

C. asthma;

D. diabetes;

E. seizure disorder;

F. ADHD/ADD (Attention Deficit Disorder).

All information regarding student identification, health care management, and emergency care shall be safeguarded as personally identifiable information in accordance with Policy 8330 - Student Records and Policy 8350 - Confidentiality.

The District will coordinate school health practices for management of a chronic health condition and shall provide for:

A. identification of individuals with chronic health conditions;

B. development of Individual Health Plans (IHP) and/or ~~Emergency Action Plans (EAP)~~Health Action Plan (HAP) as appropriate;

C. coordination of health care management activities by school staff;

D. communication among school staff who interact with children with chronic health conditions;

E. development of protocols to prevent exposure/episodic reactions;

F. awareness and training of school staff regarding Board policy on acute and routine management of chronic health conditions, information on signs and treatment of chronic health conditions, medication and administration, and emergency protocols for dealing with reactions in "unusual" situations such as field trips.

School health practices shall provide students with chronic health conditions the opportunity for:

A. full participation in physical activities when students are well;

B. modified activities as indicated by the student's ~~EAP~~HAP, IHP, 504 plan, or Individualized Education Plan ("IEP");

C. access to preventative medications before activity (as prescribed by their medical providers) and immediate access to emergency medications during activity;

D. communication regarding student health status between parents, physicians, teachers (particularly physical education teachers), and coaches.

Healthcare management activities shall include:

A. procedures to obtain, maintain, and utilize written ~~EAP~~HAP and/or Individual Health Plan (IHP), signed by the child's parents and a physician, for each student with a chronic health condition;

B. a standard emergency protocol in place for students experiencing a distress reaction if they do not have a written ~~EAP~~HAP and/or IHP on site;

C. established communication strategies for students to use to tell an adult they may be having a health-related problem;

D. procedures for students to have immediate access to medications in accordance with Policy 5330 - Administration of Medication/Emergency Care and AG 5330 - Administration of Medications that allow students to self-care and self-administer medications, inhalers, and epinephrine ~~auto-injectors,~~ as prescribed by a medical professional and approved by parents;

E. case management for students with frequent school absences, school health office visits, emergency department visits, or hospitalizations due to chronic health conditions;

F. management and care of the student's chronic health condition in the classroom, in any area of the school or school grounds, or at any school-related activity or event.

Designated staff who have responsibility for specialized services such as giving inhaler treatments or injections, or conducting glucose and/or ketone tests shall be provided training specific to the procedures, at least annually, by a licensed health professional.

The school nurse shall maintain a copy of the training program and the records of training completed by school employees.

Revised 2/24/15
Revised 11/5/21
T.C. 8/2/22
T.C. 11/30/23

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SHEBOYGAN AREA
SCHOOL DISTRICT

2025-26 Budget Report

Revenue Cap Limits

- State imposed revenue caps limit the revenue a school district can generate between general state aid and local tax levies.
- District has never gone out to referendum to exceed revenue cap.
- Revenue caps are calculated by multiplying a district's 3-year resident enrollment average by the per-pupil revenue amount.
- Sheboygan Area School District enrollment average = 9,469
- Per-pupil revenue amount = $11,766 ($325 Increase for 2025-26)
- State allows for a declining enrollment exemption if the 3-year enrollment average is less than the previous year.

Resident Enrollment and Per-Pupil Revenue

	2024-25	2025-26	+/-	% +/-
3rd Friday Sept. Student FTE	9,469	9,251	-218	-2.3%
Summer School Student FTE	58	62	+4	+6.9%
Total FTE	9,527	9,313	-214	-2.2%
3-Year Membership Average	9,580	9,469	-111	-1.2%
Revenue Per Member	$11,441	$11,766	+$325	+2.8%
Categorical Aid (outside revenue cap)	$742	$742	$0	0%
Total Increase:			+$325	+2.7%

Consumer Price Index Increase: +3.0%

3-Year Resident Membership Average Used for the Revenue Cap Calculation

	2023-24	2024-24	2025-26
2021	9,708		
2022	9,647	9,647	
2023	9,567	9,567	9,567
2024		9,527	9,527
2025			9,313
3-Year Average	9,641	9,580	9,469

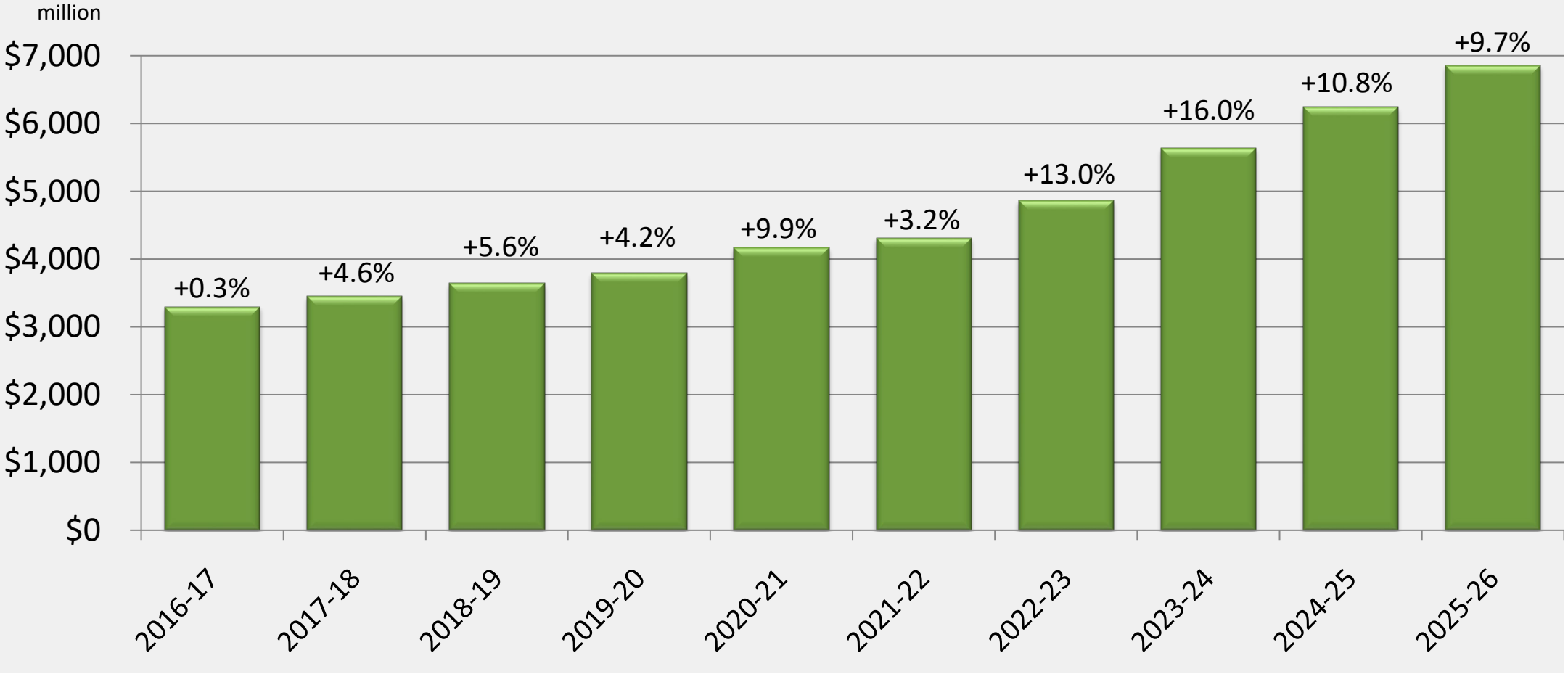
Property Values and General State Aid

Property value per-student is a key factor in determining the amount of general state aid.

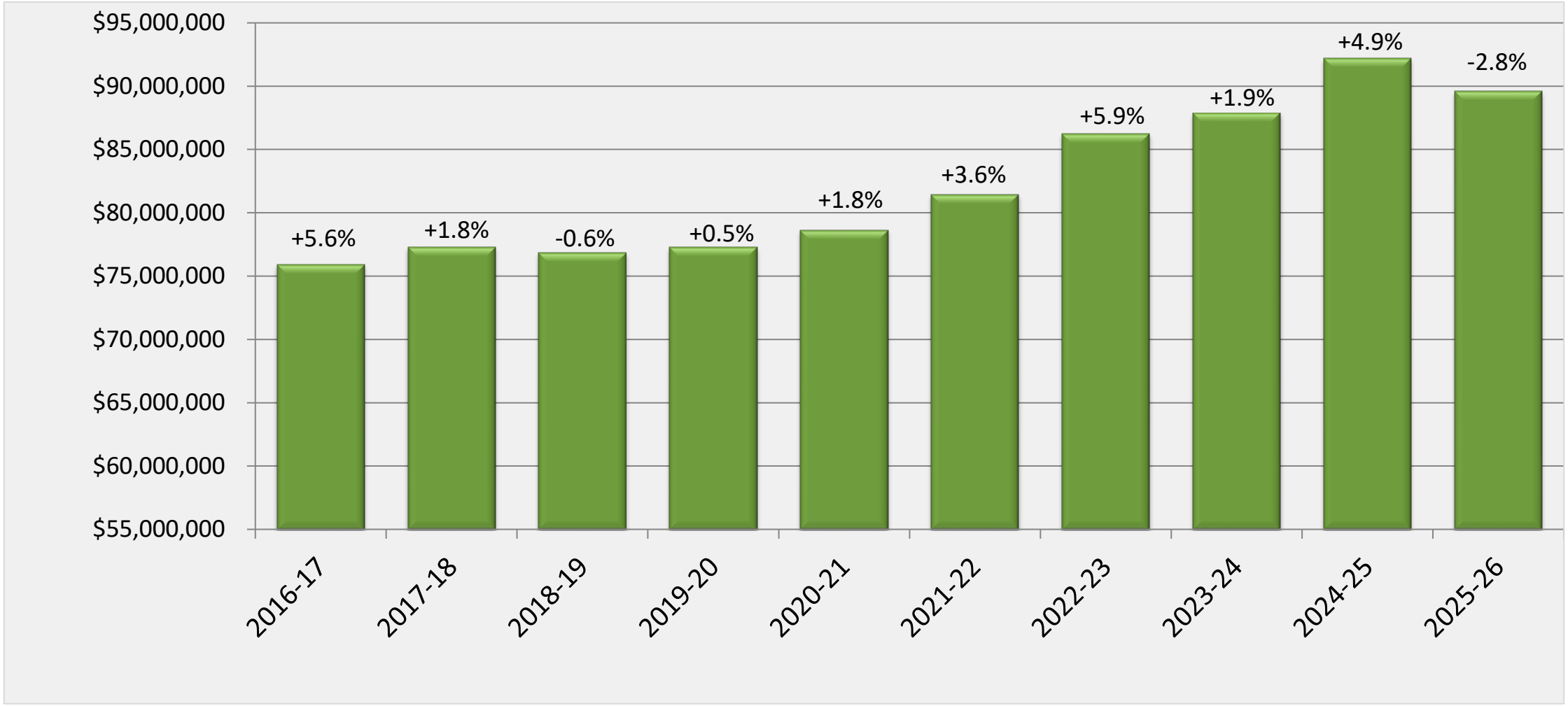
	2024-25	2025-26	% Change
Equalized Property Value	$6,245,301,660	$6,850,906,486	+9.7%
		State-wide Average:	+8.1%
General State Aid	$92,186,717	$89,579,870	-2.8%

- There was no increase to the 2025-2027 biennial state budget for general state aid
- This shifted the tax burden to local property owners

Equalized Property Valuation Trend



General State Aid Trend



State Aid and Tax Levy

Because the Sheboygan Area School District's property value per-student is below the State average, the District is more heavily funded through State aid than from local property tax levy.

75% of the funding under the revenue cap is from State aid

(Compared to 79% for 2024-25)

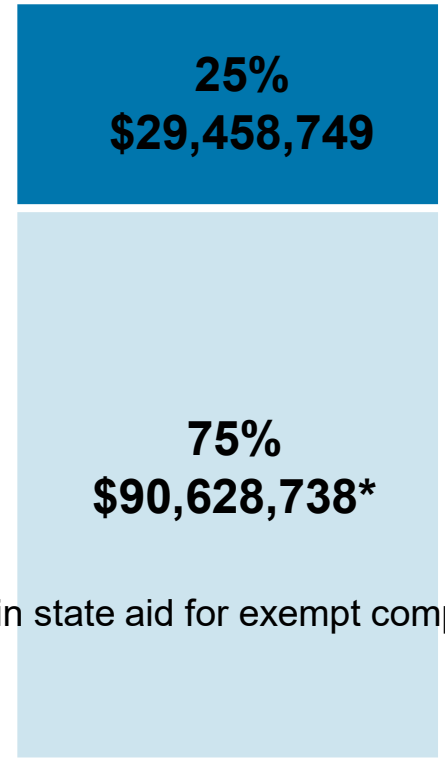
25% of the funding under the revenue cap is from local tax levy

(Compared to 21% for 2024-25)

State Aid Offsets Tax Levy

Decreases or increases in State Aid do not change the revenue for the District.

2025-26 Total Revenue Cap **$120,087,487**



*Includes $1,048,868 in state aid for exempt computer and personal property.

Tax Levy and Mill Rate

	2024-25	2025-26	$ Change
Tax Levy for SASD Budget	$27,403,542	$31,779,775	$4,376,233 Increase
Tax Levy for Private School Voucher Program	$6,573,317	$7,285,925	$712,608 Increase
Total Tax Levy	$33,976,859	$39,065,700	$5,088,841 Increase
Equalized Mill Rate – Per $1,000	$5.44	$5.70	$0.26 Increase

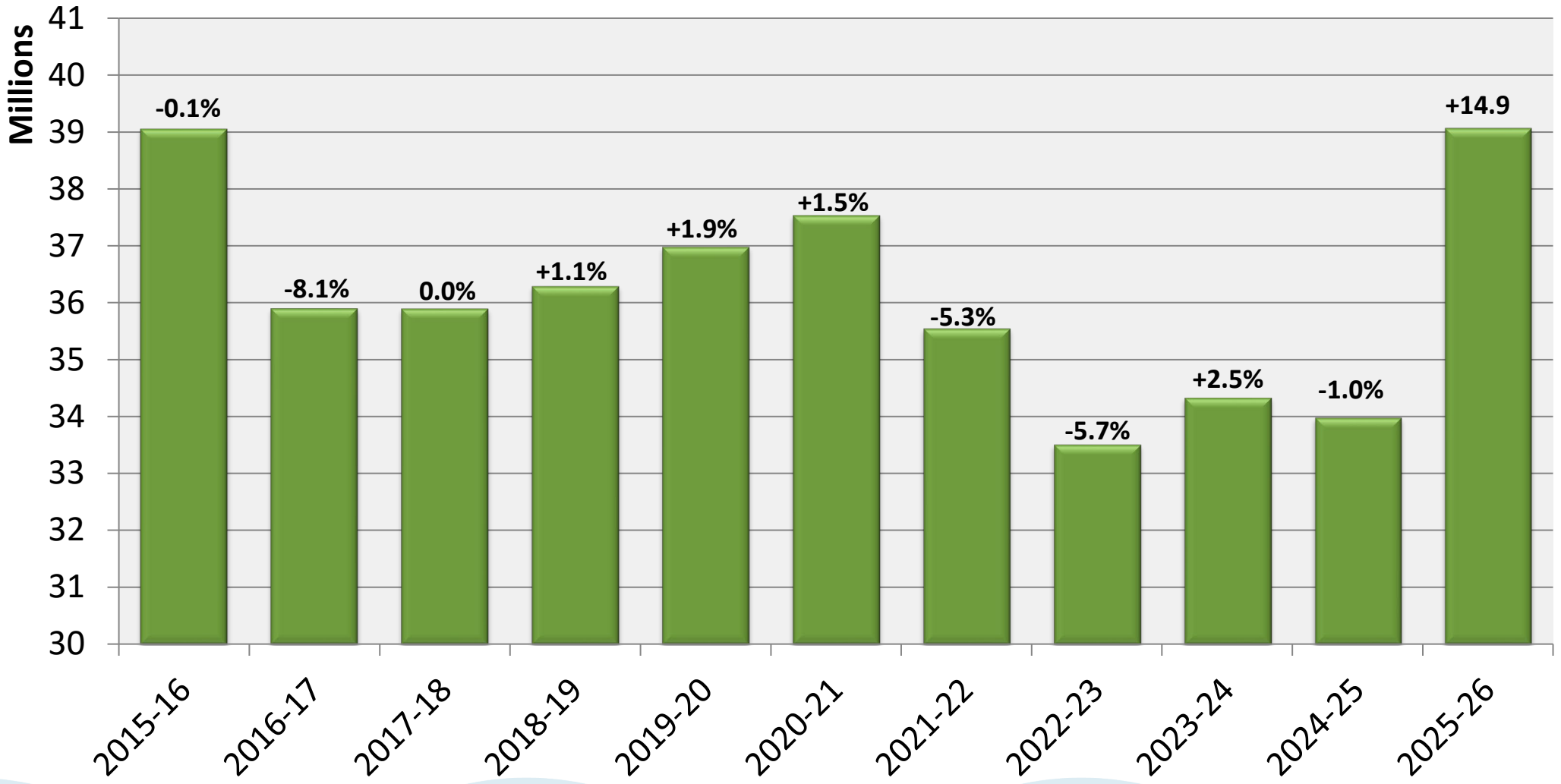
Tax Levy History

	General Fund	Private School Vouchers	Debt Service	Capital Expansion	Community Service	Total Tax Levy	Percent Change
2025-26	$20,672,823	$7,285,925	$8,250,424	$1,500,000	$1,356,528	$39,065,700	+14.98%
2024-25	16,343,133	6,573,317	8,328,881	1,375,000	1,356,528	33,976,859	-1.02%
2023-24	18,289,452	6,226,286	7,079,821	1,375,000	1,356,528	34,327,087	+2.45%
2022-23	16,076,440	4,620,626	10,151,561	1,300,000	1,356,528	33,505,155	-5.73%
2021-22	22,313,380	4,302,937	6,270,777	1,300,000	1,356,528	35,543,622	-5.30%
2020-21	26,881,320	3,354,207	4,642,377	1,300,000	1,356,528	37,534,432	+1.50%
2019-20	26,973,163	2,555,244	4,843,981	1,250,000	1,356,528	36,978,916	+1.91%
2018-19	27,287,100	1,701,012	4,825,784	1,200,000	1,272,528	36,286,424	+1.09%
2017-18	27,102,300	797,218	5,524,145	1,200,000	1,272,528	35,896,191	-0.01%
2016-17	27,653,555	445,409	5,427,368	1,100,000	1,272,528	35,898,861	-8.08%

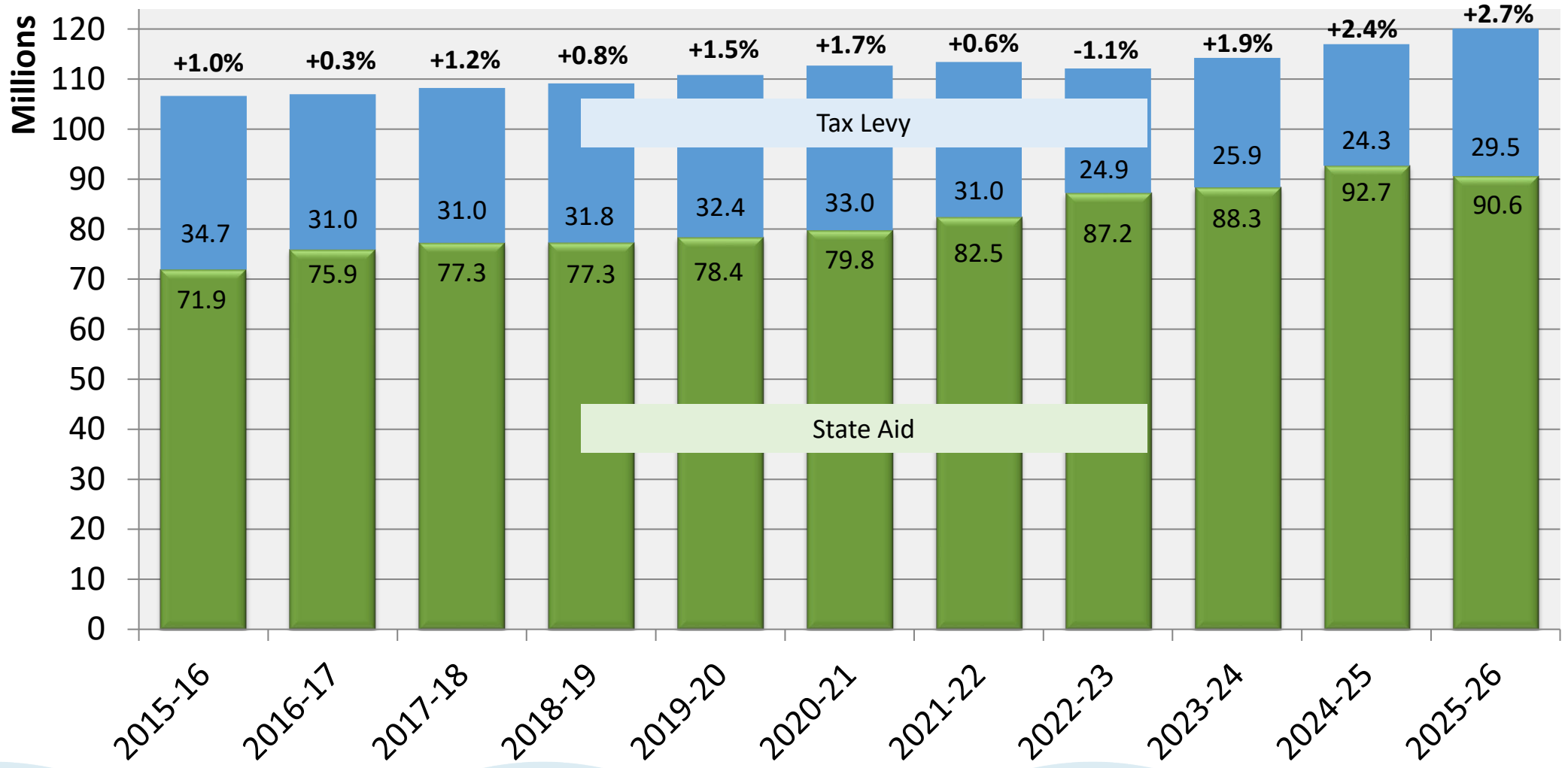
Tax Levy History for SASD and Private School Vouchers

	SASD Levy	SASD Levy Percentage Change	Private School Voucher Levy	Private School Voucher Levy Percentage Increase
2025-26	$31,779,775	+15.9%	$7,285,925	+10.8%
2024-25	27,403,542	-2.5%	6,573,317	+5.6%
2023-24	28,100,801	-2.7%	6,226,286	+34.8%
2022-23	28,884,529	-7.5%	4,620,626	+7.4%
2021-22	31,240,685	-8.6%	4,302,937	+28.3%
2020-21	34,180,225	-0.7%	3,354,207	+31.3%
2019-20	34,423,672	-0.5%	2,555,244	+50.2%
2018-19	34,585,412	-1.5%	1,701,012	+113.4%
2017-18	35,098,973	-1.0%	797,201	+79.0%

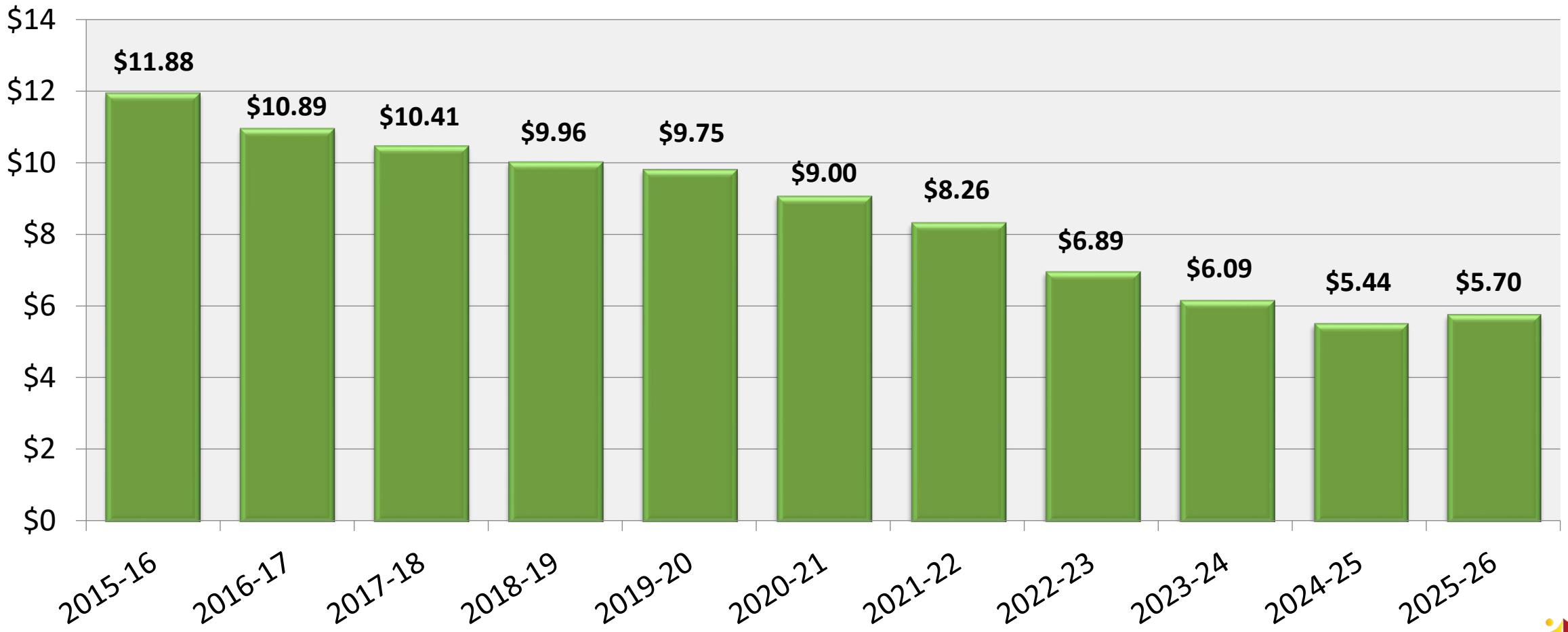
Tax Levy Trend



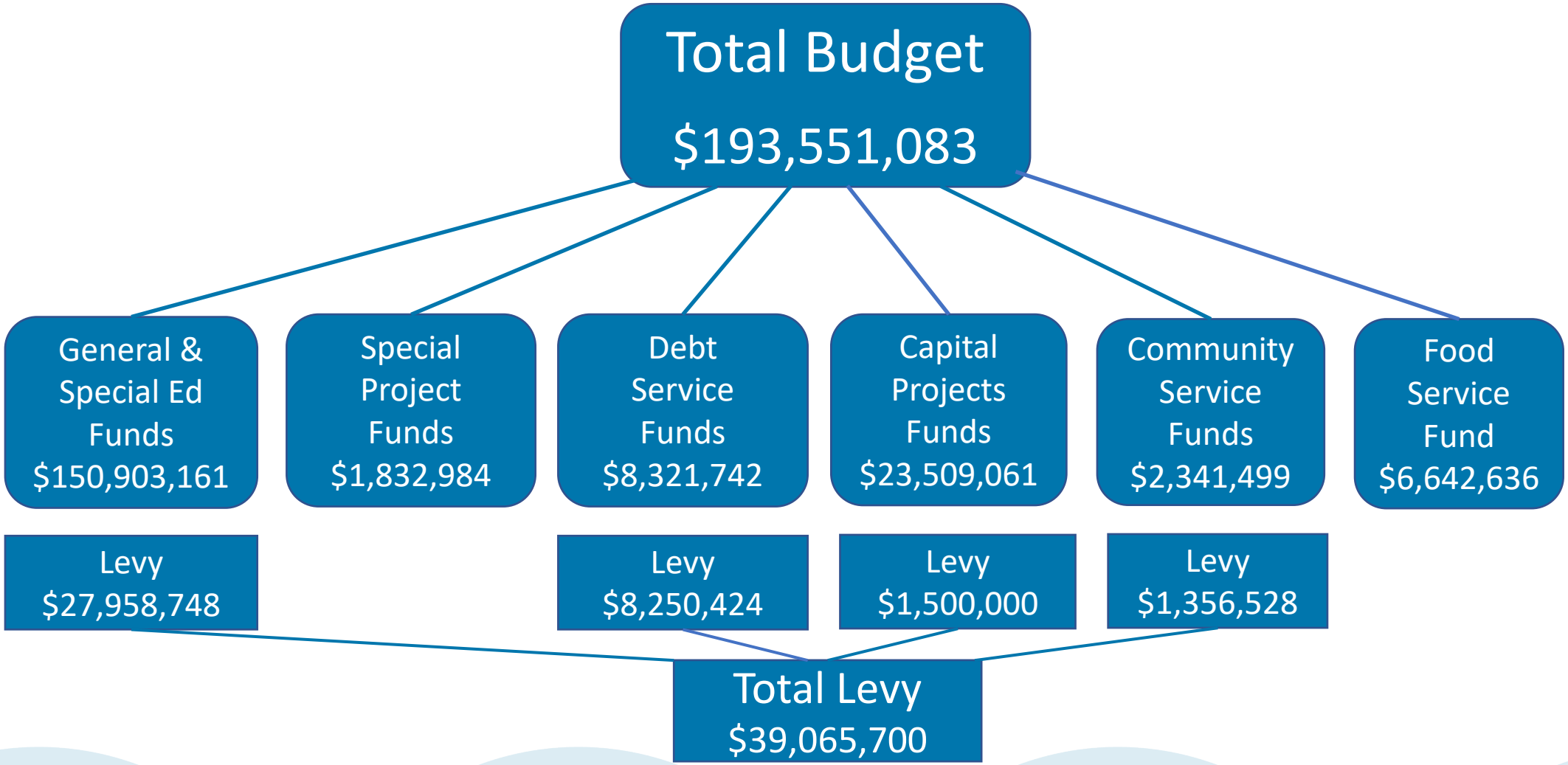
Revenue Limit Trend



Equalized Mill Rate Trend

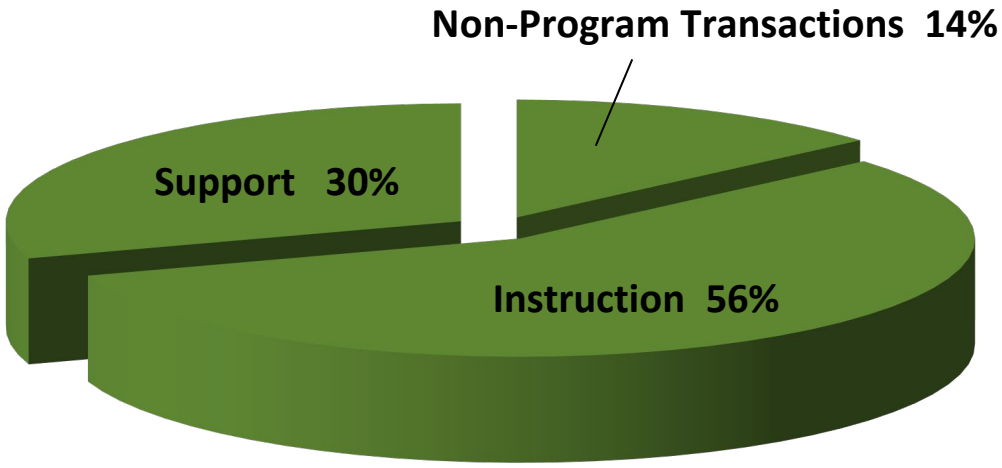


Summary of All Budgets – 2025-26

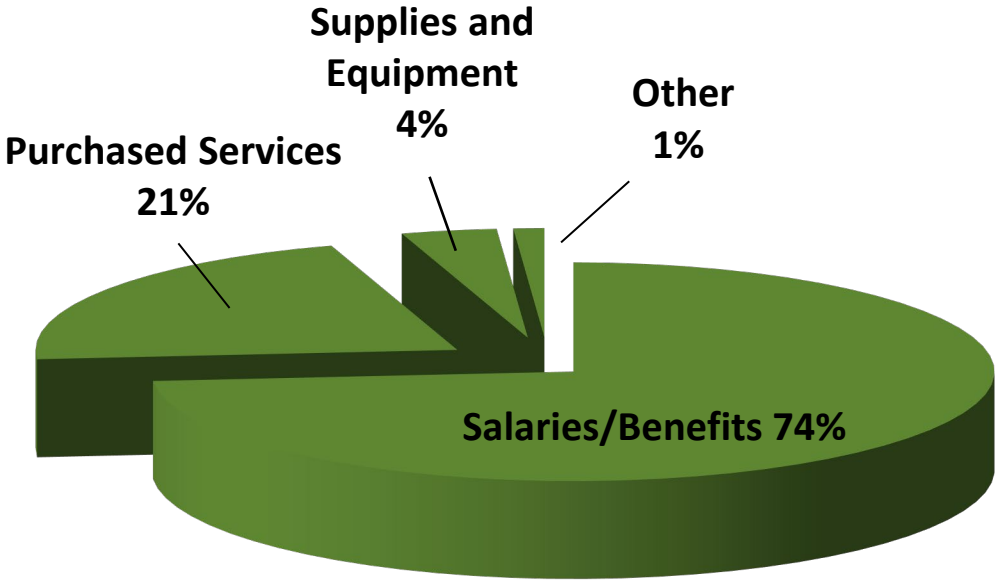


2024-25 General and Special Education

Expense Budget by Function



Expense Budget by Object



2025-26 Budget Highlights

- Enrollment based reduction of 3.2 FTE teacher positions.

- No medical insurance premium increase for 2026. This is a result of moving to the UMR NexusACO health insurance platform, which reduced the premium increase from 11% to 0%. This platform adds Tier 1 providers at a discounted claims rate.

2025-26 Budget Highlights

- Total teacher group salary increase of 2.95%
- 2.95% salary increase for administrators and support staff
- $125,000 increase to the Capital Projects Fund 41
- Total education fund (10&27) budget increase of 3.5%

2025-26 Budget Highlights

- State reimbursement for special education expenses increased by 10%
- The District's revenue cap increased by 2.7%
- The revenue cap is the total revenue a district can receive through general state aid and local tax levy
- State budget included no increase to general state aid, shifting the tax burden to local property owners
- State ended the 2025 fiscal year with a $4.6 billion dollar surplus

Fiscal Responsibility Through Controlling Benefit Costs

- Employee Wellness Program recognized as a model program around the State.
- Over the last 10 years SASD health insurance premium increases have been 4% lower than annual medical inflation.
- By changing from a defined retiree health care benefit to a defined retiree health care contribution, a 2019 *Wisconsin Taxpayer* publication noted that among the states 15 largest school districts, only the SASD had fully funded its retiree health care benefit.

District Debt Service

- As of 6-30-25 the District has four bonds with maturity schedules from 2025-2044

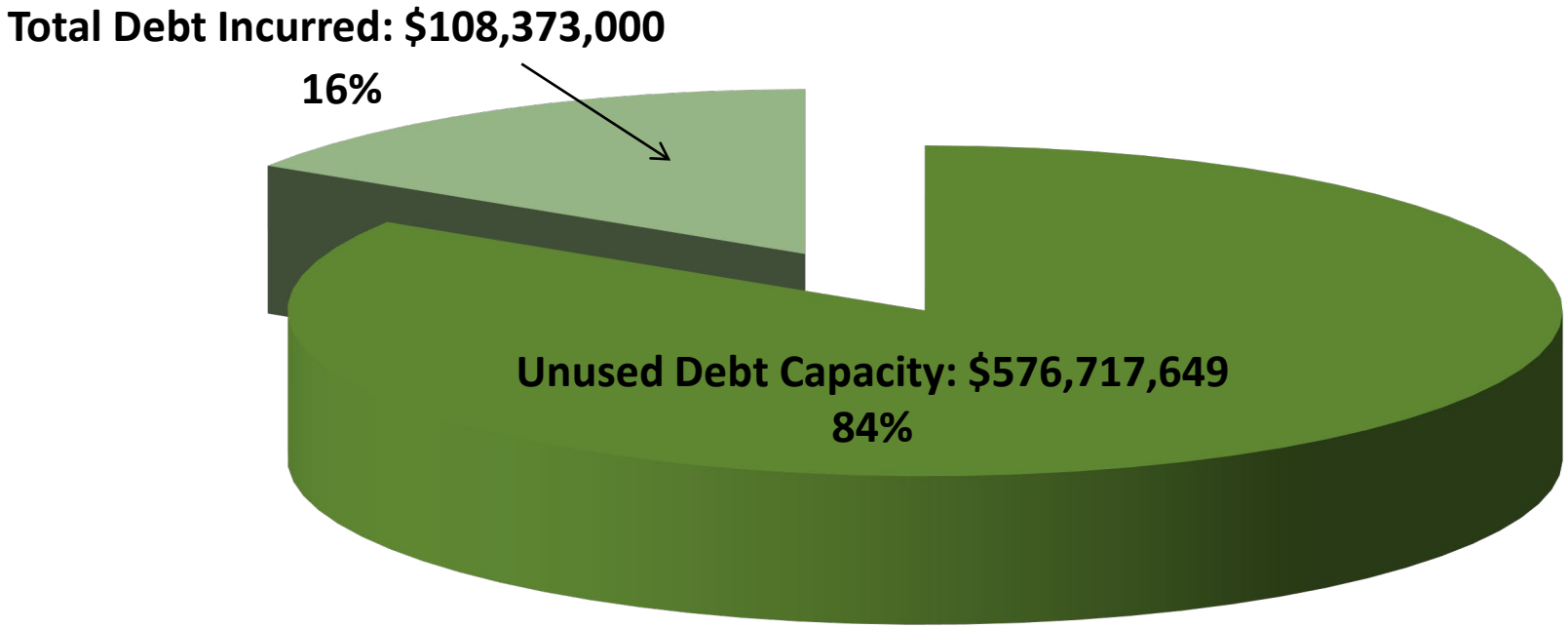
- As of 6-30-25 the District has $108,373,000 in remaining long-term bonded debt

- Statute allows for debt up to 10% of the $6,850,906,486 equalized value of the District

District's Legal Debt Capacity

$685,090,649

(10% of $6.85 Billion Equalized Property Valuation)



District's Moody's Rating: Aa1

Fiscal Responsibility and Debt Management

- Moody's Bond Rating upgrade from Aa2 to Aa1
- The upgrade was attributed to the Districts strong financial position and budgeting practices
- Only 12 other districts in the State are rated Aa1 or better
- The upgrade resulted in a better-than-expected interest rate on the referendum borrow; reducing the taxpayer cost of the borrow by $16m over the life of the loan

State Private School Voucher Program

- $7,285,925 of the tax levy is used to fund the State private school voucher program. This is a $712,608 (10.8%) increase from the previous year
- The $7,285,925 tax levy for the State private school voucher program makes up 18.7% of the Districts total levy
- In 2024-25, local private schools that participate in the voucher program had a total enrollment 0f 1,405 students, with 717 students (51%) receiving vouchers
- In 2025-26, total enrollment for those private schools is 1,391 (-14), with 757 (+40) students receiving vouchers (54%)

State Private School Voucher Program

- $31,779,775 tax levy for the Districts 9,111 students is equal to $3,488 per student

- $7,285,925 tax levy for the 618 private school voucher students charged to the District levy is equal to $11,790 per student

Thank you!

The District is committed to being fiscally responsive to local taxpayers while maintaining quality educational programs for students.

Thank you for your time and interest in the District's budget and finances.

PROPOSED 2025-2026 BUDGET ADOPTION PRESENTED AT THE OCTOBER 28, 2025 BUDGET HEARING				
GENERAL FUND (FUND 10)	**Audited 2023-2024**	**Unaudited 2024-2025**	**Budget 2025-2026**	**Change From Prev. Year Actual**
Beginning Fund Balance	57,128,980.74	**54,948,647.00**	**52,646,705.10**	-4.2%
ENDING FUND BALANCE	**54,948,647.00**	**52,646,705.10**	**52,646,705.10**	**0.0%**
REVENUES				
Transfers - In From Another Fund				
130 Non-referendum Debt Fund	**66,465.66**	**0.00**	**0.00**	**0.0%**
Local Sources				
210 Taxes	26,071,299.30	23,089,953.56	27,983,748.00	21.2%
260 Non-Capital Sales	438,995.48	456,097.62	405,702.53	-11.0%
270 School Activity Income	280,038.69	266,065.97	313,083.83	17.7%
280 Earnings on Investments	2,750,596.99	2,392,002.03	2,268,155.00	-5.2%
290 Other Revenue From Local Sources	385,652.23	373,876.90	123,675.00	-66.9%
Subtotal Local Sources	**29,926,582.69**	**26,577,996.08**	**31,094,364.36**	**17.0%**
Interdistrict Payments Within Wisconsin				
340 Payments for Services	**1,915,292.00**	**1,881,615.00**	**2,495,194.00**	**32.6%**
Intermediate Scources				
510 Transit of Aids	**26,197.89**	**5,353.64**	**18,173.00**	**239.5%**
State Sources				
610 State Aid -- Categorical	1,280,588.71	1,377,743.18	1,140,774.00	-17.2%
620 State Aid -- General	87,854,987.00	92,186,717.00	89,579,870.00	-2.8%
630 State Special Project Grants	532,720.26	467,259.31	46,600.00	-90.0%
640 State Tuition Payments	162,709.00	123,321.00	143,000.00	16.0%
650 State SAGE Aid	1,549,324.02	1,556,371.72	1,638,000.00	5.2%
660 Other State Revenue Through Local Governments	11,872.38	10,310.70	15,000.00	45.5%
690 Other State Revenue	7,643,019.86	8,158,712.56	8,074,866.00	-1.0%
Subtotal State Sources	**99,035,221.23**	**103,880,435.47**	**100,638,110.00**	**-3.1%**
Federal Sources				
710 Federal Categorical Aid	103,218.17	96,636.66	113,573.00	17.5%
730 Aid Transited Through DPI	4,721,964.98	2,183,972.91	2,083,755.46	-4.6%
750 ESEA Grants	2,220,950.92	2,227,226.36	2,377,081.00	6.7%
780 Other Federal Revenue Through State Agencies	783,331.18	734,837.65	300,000.00	-59.2%
Subtotal Federal Sources	**7,829,465.25**	**5,242,673.58**	**4,874,409.46**	**-7.0%**
Other Financing Sources				
860 Compensation, Fixed Assets	2,993,742.00	90,738.00	0.00	-100.0%
870 Long-Term Debt Proceeds	246,461.36	96,702.27	0.00	-100.0%
Subtotal Other Financing Sources	**3,240,203.36**	**187,440.27**	**0.00**	**-100.0%**
Other Revenues				
960 Adjustments	13,918.21	6,993.45	0.00	-100.0%
970 Refund of Disbursement	93,401.61	134,682.16	100,000.00	-25.8%
990 Miscellaneous	317,340.38	334,302.58	322,424.16	-3.6%
Subtotal Other Revenues	**424,660.20**	**475,978.19**	**422,424.16**	**-11.3%**
TOTAL REVENUES	**142,464,088.28**	**138,251,492.23**	**139,542,674.98**	**0.9%**

EXPENDITURES	Audited 2023-2024	Unaudited 2024-2025	Budget 2025-2026	Change From Prev. Year Actual
Instruction				
110 000 Undifferentiated Curriculum	26,747,280.14	26,282,140.05	24,101,906.00	-8.3%
120 000 Regular Curriculum	29,453,261.35	29,795,924.19	31,481,133.25	5.7%
130 000 Vocational Curriculum	2,957,074.02	2,884,621.30	3,086,322.44	7.0%
140 000 Physical Curriculum	2,900,791.51	3,052,179.37	3,030,572.00	-0.7%
160 000 Co-Curricular Activities	1,395,141.95	1,464,673.20	1,436,159.80	-1.9%
170 000 Other Special Needs	487,422.54	475,801.08	512,660.00	7.7%
Subtotal Instruction	**63,940,971.51**	**63,955,339.19**	**63,648,753.49**	**-0.5%**
Support Sources				
210 000 Pupil Services	5,906,937.39	5,943,311.43	6,673,219.46	12.3%
220 000 Instructional Staff Services	4,433,045.93	4,488,071.51	4,462,403.85	-0.6%
230 000 General Administration	2,375,780.88	1,934,677.72	1,757,177.16	-9.2%
240 000 School Building Administration	7,586,063.30	7,863,509.77	7,942,736.35	1.0%
250 000 Business Administration	19,093,511.69	17,080,582.34	16,187,024.50	-5.2%
260 000 Central Services	753,906.70	516,721.55	553,436.00	7.1%
270 000 Insurance & Judgments	1,086,183.33	1,177,884.68	1,403,861.00	19.2%
280 000 Debt Services	283,536.09	287,277.15	1,700.00	-99.4%
290 000 Other Support Services	2,571,205.55	2,573,217.12	2,337,915.00	-9.1%
Subtotal Support Sources	**44,090,170.86**	**41,865,253.27**	**41,319,473.32**	**-1.3%**
Non-Program Transactions				
410 000 Transfers to Other Funds	18,437,217.87	15,226,744.97	14,039,919.00	-7.8%
430 000 Purchased Instructional Services	18,134,576.28	19,442,655.75	20,534,529.17	5.6%
490 000 Other Non-Program Transactions	41,485.50	63,440.95	0.00	-100.0%
Subtotal Non-Program Transactions	**36,613,279.65**	**34,732,841.67**	**34,574,448.17**	**-0.5%**
TOTAL EXPENDITURES	**144,644,422.02**	**140,553,434.13**	**139,542,674.98**	**-0.7%**

SPECIAL EDUCATION (FUND 27)	Audited 2023-2024	Unaudited 2024-2025	Budget 2025-2026	Change From Prev. Year Actual
900 000 Beginning Fund Balance	0.00	0.00	0.00	
900 000 Ending Fund Balance	**0.00**	**0.00**	**0.00**	
TOTAL REVENUES	**23,182,624.56**	**24,502,913.40**	**25,400,405.26**	**3.7%**
100 000 Instruction	19,011,507.61	20,508,006.16	21,250,436.26	3.6%
200 000 Support Services	4,018,674.38	3,867,924.54	4,099,969.00	6.0%
400 000 Non-Program Transactions	152,442.57	126,982.70	50,000.00	-60.6%
TOTAL EXPENDITURES	**23,182,624.56**	**24,502,913.40**	**25,400,405.26**	**3.7%**

SPECIAL PROJECT FUND (FUND 21)	Audited 2023-2024	Unaudited 2024-2025	Budget 2025-2026	Change From Prev. Year Actual
900 000 Beginning Fund Balance	1,421,232.47	1,458,964.97	1,832,983.70	25.6%
900 000 Ending Fund Balance	**1,458,964.97**	**1,832,983.70**	**0.00**	**-100.0%**
TOTAL REVENUES	**1,308,201.63**	**1,739,955.33**	**0.00**	**-100.0%**
100 000 Instruction	960,757.01	1,051,795.24	1,202,138.89	14.3%
200 000 Support Services	309,336.20	314,141.36	500,594.81	59.4%
400 000 Non-Program Transactions	375.92	0.00	130,250.00	-
TOTAL EXPENDITURES	**1,270,469.13**	**1,365,936.60**	**1,832,983.70**	**34.2%**

DEBT SERVICE FUND (FUND 39)	Audited 2023-2024	Unaudited 2024-2025	Budget 2025-2026	Change From Prev. Year Actual
900 000 Beginning Fund Balance	628,798.93	563,375.30	2,314,194.45	310.8%
900 000 ENDING FUND BALANCES	**563,375.30**	**2,314,194.45**	**2,252,876.45**	**-2.6%**
TOTAL REVENUES	**7,134,417.69**	**10,016,933.12**	**8,260,424.00**	**-17.5%**
281 000 Long-Term Capital Debt	7,199,841.32	8,266,113.97	8,321,742.00	0.7%
TOTAL EXPENDITURES	**7,199,841.32**	**8,266,113.97**	**8,321,742.00**	**0.7%**

CAPITAL PROJECTS FUND (FUNDS 41, 46, 49)	Audited 2023-2024	Unaudited 2024-2025	Budget 2025-2026	Change From Prev. Year Actual
900 000 Beginning Fund Balance	9,860,864.48	14,745,891.84	106,346,323.57	621.2%
900 000 Ending Fund Balance	**14,745,891.84**	**106,346,323.57**	**85,147,262.57**	**-19.9%**
TOTAL REVENUES	**6,190,537.83**	**96,399,248.76**	**2,310,000.00**	**-97.6%**
200 000 Support Services	1,305,510.47	4,798,817.03	23,509,061.00	389.9%
TOTAL EXPENDITURES	**1,305,510.47**	**4,798,817.03**	**23,509,061.00**	**389.9%**

FOOD SERVICE FUND (FUND 50)	Audited 2023-2024	Unaudited 2024-2025	Budget 2025-2026	Change From Prev. Year Actual
900 000 Beginning Fund Balance	3,377,075.54	2,364,929.46	1,610,769.72	-31.9%
900 000 ENDING FUND BALANCE	**2,364,929.46**	**1,610,769.72**	**1,610,769.72**	**0.0%**
TOTAL REVENUES	**5,849,674.11**	**5,668,197.19**	**6,642,636.00**	**17.2%**
200 000 Support Services	6,856,773.37	6,422,356.93	6,642,636.00	3.4%
400 000 Non-Program Transactions	5,046.82	0.00	0.00	0.0%
TOTAL EXPENDITURES	**6,861,820.19**	**6,422,356.93**	**6,642,636.00**	**3.4%**

COMMUNITY SERVICE FUND (FUNDS 85, 87)	Audited 2023-2024	Unaudited 2024-2025	Budget 2025-2026	Change From Prev. Year Actual
900 000 Beginning Fund Balance	1,224,402.38	1,051,393.47	928,959.38	-11.6%
900 000 ENDING FUND BALANCE	**1,051,393.47**	**928,959.38**	**928,959.38**	**0.0%**
TOTAL REVENUES	**2,710,470.39**	**2,437,540.67**	**2,341,499.00**	**-3.9%**
200 000 Support Services	505,408.95	411,844.55	451,274.00	9.6%
300 000 Community Services	2,378,070.35	2,148,130.21	1,887,688.00	-12.1%
400 000 Non-Program Transactions	0.00	0.00	2,537.00	-
TOTAL EXPENDITURES	**2,883,479.30**	**2,559,974.76**	**2,341,499.00**	**-8.5%**

TOTAL EXPENDITURES - ALL FUNDS	**173,409,417.21**	**173,242,801.85**	**193,551,082.94**	**11.7%**

PROPOSED PROPERTY TAX LEVY WITH NEW REFERENDUM DEBT

	2023-2024	2024-2025	Proposed 2025-2026	Change From Prev. Year
General Fund	24,515,738.00	22,916,450.00	27,958,748.00	22.00%
Referendum Debt Service Fund	7,079,821.00	8,328,881.00	8,250,424.00	-0.94%
Capital Projects Fund	1,375,000.00	1,375,000.00	1,500,000.00	9.09%
Community Service Fund	1,356,528.00	1,356,528.00	1,356,528.00	0.00%
TOTAL LEVY ALL FUNDS	**34,327,087.00**	**33,976,859.00**	**39,065,700.00**	**14.98%**

Sheboygan Public Education Foundation
Board of Directors - MINUTES

Meeting - Oct. 8th, 2025
Meeting location: Civic Room Lakeview Tower (US Bank building)

In attendance:
Kurt Kober, Anne Holzem, Kris Fritz, Laurie VanVeghel, Roxanne Pauls, Denise Wittstock, Rayna Rokicki, Chris Conway, Jerry Jones, Dave Freitag Jake Konrath
Absent:
Tina Brunmeier, Chloe Renzelmann, Jenn Scapellato, Bill Sachse

Jerry called the meeting to order at 4:30pm

School Board Report - Denise Wittstock
Denise shared that the school district is on target with their long range goals despite cuts to instructional and PD time. Teachers are happy and the school year is off to a good start. The new middle schools for Farnsworth and Urban are set to break ground next March.

Superintendent's Report - Jake Konrath
Jake shared that the leadership team met with Aurora to discuss mental health and students. With the closing of the mental health inpatient beds in Sheboygan, students will need to travel to other cities to seek care which makes it more difficult.
Jake shared that they are working with Quasius on the new middle school build to condense construction time as it costs $200k per month for workers on the site.
SASD would like to do smaller construction projects for Grant and James Madison to add secure entrances, gym and cafeteria improvements. This was explored in 2006 and Bray architects had drawn up plans at the time. Since 2006, the costs have greatly increased. In 2006, it would cost $100/sq ft to build, in 2025 it is now $425/sq ft to build.
Jake shared that the district is down around 200 students from last year which is better than their predicted amount of 278 students. Decline in enrollment is due to a variety of factors ranging from lower birth rates, people moving, etc. Voucher school transfers have held steady over the years and doesn't seem to be a key factor.
In terms of good PR, SASD has a low staff turnover rate of 2.5% (lowest in 10 years). The State report card is up 2.5 points from last year.
Jake shared that he, Kurt and Jerry had lunch together to discuss the best ways to align SPEF with SASD and vice-versa.
Lastly, Jake shared that this was the first year that the number of teacher graduates in Wisconsin outpaced the number of teachers retiring. There was some discussion afterwards about the best ways to retain teachers and incentives to keep them teaching.

President's Report- led by President Jerry Jones
September board meeting minutes were approved unanimously (Motion by Dave, second Chris)

Jerry mentioned that non-profit giving was down 11% from last year. He turned the floor over to Rayna, Rox and Laurie to discuss All In For Education needs. Rox and Rayna stressed the need to have board members help to get people to attend. So far we have 35 people registered and we'd like to be above 70. Also to keep seeking donations and sponsors for the event. Big thank you to Kris Fritz and Chris Conway on their efforts to connect with community donors.

Finance Committee - Anne Holzem

Anne reviewed the Treasurer's Report, Variance Report and Operation Budget for August. The Financial reports were approved by the board - Dave approved the motion, Chris seconded it.

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

Rox mentioned that she and Rayna met with the counselors from North and South to go over the new digital scholarship process. It was well received, counselors are happy with the ease of this new process and how it is easier to find scholarships that fit students specific career paths.

On Oct. 9th, Rayna and Rox are meeting with South Seniors to discuss SPEF Scholarships. On Oct. 14th, Rayna and Rox are meeting with North Seniors to discuss SPEF Scholarships.

Rayna has been meeting individually with Charter School Counselors and Sheb. Private High Schools to go over the new digital scholarship process. On 10/31 Rayna is meeting with the Sheb. County Counselors to go over the digital scholarship process and scholarships available to their students.

Rayna sent out a press release about the All In For Education Fundraiser, that appeared in the Beacon on Oct. 7th.

Rayna is working on a weekly social media plan on Facebook, Instagram, TikTok, and LinkedIn. She asked board members to follow the platform of their choice and share posts as needed. Laurie brought up the idea of doing a billboard around town to build more awareness of what SPEF does.

Laurie sent out the staff solicitation letters last week. We are getting a fair number of Venmo payments this year. This seems to be an easier, quicker way for staff to consider donating and should be considered for any solicitation we send out in the future.

Anne asked how the North/South Raffle Ticket sales went on Sept. 26th. Rox reported that $250 of tickets were sold. It was a busy night and there was discussion of choosing a less busy night in the future, also including our SPEF pull up signs to help people understand who we are.

Kris brought up the idea of a SPEF info table being present at the Spring High School Parent Teacher conferences, to help parents get a better understanding of how we are. It was discussed to meet with 8th grade parents to give tips on how to help their students use high school effectively to build a top notch scholarship portfolio of athletics, activities, volunteer

hours, job experience, etc. Kris mentioned it might be good to meet with the Hmong Association and the Hispanic Association to connect with those communities on what we do.

The Fall Teacher Grant Deadline is Friday, November 1st. Rox asked if it would be possible to move our SPEF board meeting one week later to Nov. 19th. This way the Grant committee could meet on the 17th to vote. This gives us more wiggle room following the Nov. 7 fundraiser. Fall Grant Committee members are Dave, Anne, Chris, Kris, Rayna, Rox and Laurie as of this meeting.

Other business

Dave shared that he contacted Brandon to get a new computer set up quote ready that would include a desktop set up for Rayna and 3 travel laptops, possibly travel printers for events. He requested a budget ceiling of $2500. Motion was approved by Chris and 2nd by Jerry.

Next meeting with be Wed. Nov. 19th.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes, October 14, 2025

CURRICULUM & INSTRUCTION COMMITTEE – Ms. Kay Robbins, Chair

Ms. Kay Robbins, Chair, convened the meeting at 6:01 p.m.

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

1. **GUATEMALA 2026 FIELDTRIP – Ms. Rachel Ledezma** (Information/Action)

   Moved by Ms. Hibl, seconded by Ms. Tasche to accept administration's recommendation for South High School students to travel to Antigua, Guatemala, April 26-May 2, 2026 to visit families in the community alongside social workers, volunteer in construction projects, and partake in cultural activities as per Policy 2340. All ayes. Motion carried unanimously.

2. **LUXEMBOURG 2026 FIELDTRIP – Ms. Rachel Ledezma** (Information/Action)

   Moved by Ms. Tasche, seconded by Ms. Wittstock to accept administration's recommendation for North High School students to travel to Clervaux, Luxembourg, June 10-19, 2026 to strengthen relationships (academically and culturally) with our sister school Lycée Edward Steichen as per Policy 2340. All ayes. Motion carried unanimously.

3. **SUMMER SCHOOL REPORT – Ms. Rachel Ledezma/Ms. Alexis Foerster** (Information/Discussion)

   Ms. Foerster reported summer school was designed to address school readiness, additional academic support, high school credit recovery, high school credit advancement, and enrichment opportunities. This year's program served 367 more students, a 13.7% increase over 2024. There was also an increase in non-resident enrollment by 36%. Free meals continue to be available across all sites. Ms. Foerster provided an overview of the classes that are offered and thanked the Community Recreation Department staff for all of their support. She added that collaboration with teachers was very positive, and many teachers are willing to return to teaching summer school for the next year. Some areas of improvement to focus on will be scheduling and logistics, staffing and student support, curriculum, communication, and attendance.

   Ms. Robbins asked how many students earned credit and Ms. Foerster responded that while she did not have those exact numbers available this evening, she would provide them to Ms. Robbins.

4. **INTRODUCTION OF NEW COURSES – Ms. Rachel Ledezma/Ms. Kelly Blum** (Information/Possible Action)

   Moved by Ms. Hibl, seconded by Ms. Wittstock to accept administration's recommendation to adopt the courses Forensic Science (South High School) Grades 10-12; Microbiology (South High School) Grades 9-12; and Science Intern (South High School) Grades 11-12, for the 2026-2026 school year. All ayes. Motion carried unanimously.

   Ms. Ledezma reported that the new courses are part of our ongoing curriculum alignment in the healthcare pathways.

   Ms. Blum reported that the Microbiology course will fill the need of an introductory course and would also fill the need of students who do not want college level science. The course will provide a foundation for advanced biology and biomedical pathways.

   Ms. Blum reported that the Forensic Science course was driven by students and aligns with the medical pathway. The course will uncover the science behind solving crimes and is a hands-on interactive course.

Ms. Blum reported that the Science Intern course is for students wanting to serve in a lab aide role, working with a mentor teacher. The course is for those students interested in scientific research, education, or STEM-related careers where advanced lab skills and professional collaboration are essential.

Meeting adjourned at 6:20 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes of October 14, 2025

HUMAN RESOURCES COMMITTEE – Ms. Leah Hibl, Chair

Ms. Leah Hibl, Chair, called the meeting to order at 6:24 p.m.

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

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

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

TEACHER

Alexandra Knobloch	Cross Categorical	UW-Madison	Bachelor's Degree
Sheboygan, WI	Wilson		$46,864.24 (prorated)

Ms. Knobloch has been hired for the 2025-2026 school year. She is certified in History and Regular Education. She will be certified in Cross-Categorial Education. She was the only candidate interviewed.

COOKS

Brianna Devoe	Lincoln-Erdman	September 08 2025	$16.39 per hour
Bobbi Diedrich	South High	October 08, 2025	$15.57 per hour
Tamie Kiser	Lincoln-Erdman	October 01 2025	$14.89 per hour
Angela Klunck	Longfellow	September 15, 2025	$15.57 per hour

EDUCATIONAL ASSISTANTS

Robin Arpke-Lone	Longfellow	September 02 2025	$17.74 per hour
Heather Lambrecht	Horace Mann	October 06, 2025	$20.00 per hour
Jodie Lee	Jefferson	September 22 2025	$17.20 per hour
Kadence Paul	Wilson	October 08, 2025	$16.70 per hour
Coralys Ramos	Early Learning Center	September 22, 2025	$16.99 per hour
Mary Jo Wehmeyer	Horace Mann	September 08 2025	$18.10 per hour

*Relative of SASD employee

2. SEPARATIONS – Ms. Jami Hintz (Information)

The following separations have been granted:

Jessica Beckman	Educational Assistant	Jefferson	September 19, 2025
Cheryl Brunner	Cook	South High	September 09, 2025
Toenisha Fortune	Cook	North High	September 29, 2025
Amber Holloman	Secretary	Horace Mann	September 02, 2025
Christine Kitzerow	Custodian	Traveling	September 19, 2025
Abbey Martin	Accounts Payable	Business Services	October 02, 2025
Amy Miota	Cook	Farnsworth	September 15, 2025
Brandon Ovalle-Santos	Educational Assistant	Farnsworth	September 05, 2025
Austin Panzer	Educational Assistant	South High	October 10, 2025
Craig Wayh	Educational Assistant	Central High	September 19, 2025
Jerod Weiss	Electrician	Central Support	October 03, 2025
Mai Xiong	Educational Assistant	Cooper	October 10, 2025

3. RETIREMENTS – Ms. Jami Hintz (Action)

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

Dean Dekker	Custodian	Madison	28.30 years of service
Kristie Dirks	Coordinator of Financial Services	Business Services	9.50 years of service
Bruce Evans	Stockroom	Facilities	31.00 years of service
Cory Letson	Custodian	Pigeon River	6.00 years of service

The meeting adjourned at 6:25 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes, October 14, 2025

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

Mr. Peter Madden, Chair, convened the meeting at 6:28 p.m.

Mr. Peter Madden, Ms. Denise Wittstock, and Ms. Allie Tasche were present.

Ms. Sarah Ruiz-Harrison was excused.

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

   Mr. Brooks presented the marketing insert for the fall Community Recreation Department opportunities.

2. **COMMUNITY RECREATION DEPARTMENT ADDITIONAL SUPPLIES GIVEAWAY – Mr. Jody Brooks** (Information)

   Mr. Brooks reported on the additional supplies that were received by Rockline Industries and the Sheboygan Optimists Club that were distributed throughout the District.

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

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

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

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

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

   Mr. Brooks presented the Facility Permit Report for information.

Meeting adjourned at 6:31 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes of October 14, 2025

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

Ms. Boehmer, Vice Chair called the meeting to order at 6:03 p.m.
Present: Ms. Heidi Boehmer, Mr. Peter Madden, Ms. Mary Lynne Donohue
Excused: Ms. Sarah Ruiz-Harrison

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

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

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

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

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

   No revenue and expense reports until completion of the audit.

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

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

5. **FUND BALANCE DESIGNATION DISCUSSION – Mr. Mark Boehlke** (Information)

   Mr. Boehlke explained that, in October, administration presents updated fund balance amounts and recommendations regarding the June 30, 2025 fund balance to receive committee feedback and input to be able to make any necessary adjustments. The balances from the previous board designations are carried forward, and administration will recommend either unassigning funds if the balances are no longer needed for that purpose, suggest adding funds to those previous designations, and/or recommend a new designation(s). This year, no new designations are being recommended. Administration is recommending carrying the balances forward and adding funds to three (3) of the previous designations as outlined in the executive summary. Mr. Boehlke reviewed the executive summary in detail, which outlined and explained the required designations, balances carried over from prior designations, and the recommended additions to the prior year's designations. The unassigned fund balance, which is the total fund balance less the recommended designations, is used for working capital and avoids the need for the District to borrow for cash flow purposes. The Board can change the designations at any time during the year. Board policy requires an unassigned balance of 15-20% of the General Fund balance. After the recommended designations, the unassigned balance is 16.7% of the 2025-2026 general budget. Last year, the unassigned balance was at 17.8%. Mr. Boehlke noted that final recommendations will be brought to the Finance and Budget Committee in November.

6. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 6114 – COST PRINCIPLES – SPENDING FEDERAL FUNDS – Mr. Mark Boehlke** (Discussion/Possible Action)

   Mr. Boehlke explained the Neola recommended revisions are adding language to make sure the policy is aligned with federal funding expenditures, and there are no major revisions. Mr. Madden questioned some of the newly added verbiage. Mr. Boehlke noted that if the committee preferred, he could contact Neola for their clarification/interpretation of that verbiage and bring this policy back to the committee in November. After discussion, no motion was taken, and this policy will be introduced again at the November meeting.

7. GIFTS – Mr. Mark Boehlke (Action)

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

Gift	Donor	Building/Program	Amount
For Information			
Monetary	Catering with Culinary Artists, LLC	North	1,000.00
Monetary	Dorothy Wiegand	South	50.00
Monetary	Carolyn Miesfeld	Lincoln-Erdman	100.00
Monetary	Team Excel Wrestling Club	South	1,000.00
Monetary	Bethany Church	South	500.00
Monetary	Alicia Frank	South	650.00
Monetary	Rockline Industries	North	650.00
Monetary	James Piltenger	North	200.00
Monetary	Daren Latham/Kurt Ebner	North	200.00
Monetary	NAMI Wisconsin Inc.	North	150.00
Monetary	United Way	Sheboygan Theatre Company	457.60
Monetary	Wigg Brothers	Sheboygan Theatre Company	330.00
Monetary	Daniel/Alisa Roberts	Sheboygan Theatre Company	50.00
Monetary	Peter/Ruth Madden	Sheboygan Theatre Company	39.20
Monetary	Warren Brauer	Sheboygan Theatre Company	89.20
Monetary	Lisa Lehmann	Sheboygan Theatre Company	20.00
Monetary	Green Industrial	Sheboygan Theatre Company	1,600.00
Action			
Monetary	Sargento Foods, Inc.	Sheboygan Theatre Company	2,500.00
Monetary	Johnsonville	North Red Raider Robotics	5,000.00
Monetary	Curt G. Joa	North Red Raider Robotics	5,400.00
Monetary	American Orthodontics	North Red Raider Robotics	5,000.00
Monetary	Kohler Company	North Red Raider Robotics	30,000.00
Monetary	Michael/Stephanie Larson	SASD McKinney Vento	7,000.00

The meeting adjourned at 6:23 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes of October 14, 2025

COMMITTEE OF THE WHOLE – Ms. Heidi Boehmer, Chair

1. Vice President Boehmer called the meeting to order at 6:32 p.m.

2. Vice President Boehmer requested that everyone stand and join her in the Pledge of Allegiance.

3. Moved by Ms. Tasche, seconded by Mr. Laster to approve the agenda. All ayes. Motion carried unanimously.

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

Excused: Ms. Sarah Ruiz-Harrison

5. **SOUTH HIGH SCHOOL CONTINUOUS IMPROVEMENT UPDATE – Ms. Rachel Ledezma/Mr. Kevin Formolo/Mr. William Thompkins** (Information/Discussion)

Administration presented South High School College and Career Readiness data and goals. Ms. Ledezma explained the continuous improvement process which starts with the school leadership team reflecting on the data and setting goals, then implementing an action plan over the course of the year and reporting to the Board. She noted that when pulling the data, they look at it wholistically for all students and filter through three (3) lenses: work/military, 2-year college, and 4-year college. Administration provided an overview of those subsets. As part of the State accountability system, the Department of Public Instruction (DPI) produces report cards for every publicly funded school and district in Wisconsin. Mr. Formolo reviewed the latest Wisconsin DPI school report card which is based on 2023-2024 data, and South High School had an overall score of 53.5 (up from 49.3 previous year 2022-2023). He spoke briefly about their school profile link which provides additional information about South High School. Mr. Thompkins spoke about the previous year's Goal 1: Career Ready, in which 72.8% of the Class of 2025 met this goal, and 76.2% of the Class of 2024 met this goal. He noted they did not reach their goal of showing a 2% overall career readiness growth compared to the previous year's class. However, they did match the 3-year average of 72.8%. Mr. Formolo explained that they have a new Goal 1 which shifts from a 2% growth from the previous year's class to the Class of 2026 to meet or exceed the 3-year career readiness percentage of 72.8%. Mr. Formolo highlighted that they are working on getting students engaged in co-curricular activities and exposing students to more opportunities. They are focusing on making parents aware of all the opportunities for their children to be involved. He further spoke about the school-wide focus on attendance, participation in school activities and community service hours. He reviewed some of the working partnerships they have with labor unions and the community. Mr. Thompkins reviewed the data revolving around Goal 2 – Attendance. 60.6% of the Class of 2025 met this benchmark. He highlighted that they still have work to do with attendance; however, it has increased over the last 3 years. The 3-year average for the 90% attendance benchmark is 67.25%. Ms. Ledezma noted that one takeaway acknowledges that 61% of students attended 90-100% of school days, with 23% of students attending in the 80-89.99% of school days. There are interventions to move those students over to the 61% at an attendance of 90-100%. Mr. Formolo reported that they are keeping Goal 2 - Attendance the same at 75% of the students will attend 90% of the school days. Mr. Thomkins spoke about the previous year's Goal 3 – College Ready in which the Class of 2025 did not meet their growth goal for 2-year college but did meet the growth goal for 4-year college. Mr. Formolo spoke about the new Goal 3 – College Ready in which the class of 2026 2-year college plan will meet or exceed the 42.8% 3-year average and those with the 4-year college plan will meet or exceed the 70.5% 3-year average. Mr. Formolo noted that to be college ready for this benchmark the students must have a 2.8 GPA which has to be met first before any of the other criteria. He further noted that they emphasize the importance of achieving 60% of freshmen to have a 2.8 GPA and continue to do so. For the 2025-2026 school year they will continue to focus on the importance of a 2.8 GPA,

enrolling in advanced courses, and taking Advanced Algebra, as well as continuing with their ACT alignment. Mr. Formolo spoke about South High School's Points of Pride as outlined in the PowerPoint.

Ms. Wittstock questioned Goal 2 – Attendance for those students at the 70% or below and whether there is any qualitive data around barriers that may be an issue such as transportation or if a sibling is sick an older sibling has to stay home to take care of them? Mr. Formolo responded that attendance is a unique situation, and transportation is not as much as an issue since transportation is free with our busing; however, for those below 70%, the barrier is mental health, and they are trying to assist with that with PATH. He added that they are looking at ways to meet the basic needs as far as shelter, food security, and home security. Ms. Ledezma further added that for those students we learned that research backs up that it is long-standing even before they get to high school that they already have attendance issues, so we continue to engage with families and partner with community resources to assist them.

6. NEXUSACO HEALTH INSURANCE PLATFORM – Mr. Mark Boehlke (Information/Possible Action)

Moved by Mr. Madden, seconded by Ms. Hibl to approve the District move to the NexusACO health insurance platform within the UMR insurance plan starting January 1, 2026. All ayes. Motion carried unanimously.

Mr. Boehlke explained that administration worked with the District's healthcare consultants, UMI, due to a projected 2026 health insurance premium rate increase of 11% and a current $400,000 deficit for the 2025-26 fiscal year, to explore options of savings within the District's health plan. The 11% premium increase is not out of line for many districts and businesses, but for our district it would have been one of the higher increases. Mr. Boehlke reviewed the current district plan to the proposed NexusACO platform that is available through the District's health insurance administrator UMR. The plan design would have a Tier 1 in-network, a Tier 2 in-network, and a Tier 3 out-of-network options. He highlighted that with the savings and with the least amount of impact to our employees, administration is recommending this platform. He noted that administration discussed this with the Meet and Confer group. With this platform, the projected 2026 11% premium increase would be reduced to a 0% increase and erase the current 2025-2026 $400,000 budget deficit. If this is approved by the Board, it would go into effect on January 1, 2026, and be included in the District's open enrollment information that is sent out to employees before November 1, 2026.

7. CONFIRMATION OF SALE OF PROPERTY – Mr. Mark Boehlke (Information/Possible Action)

Moved by Mr. Laster, seconded by Ms. Donohue to accept administration's recommendation to sell property [Parcel #59281512730] – 1230 S. 24th Street, Sheboygan, WI, which is owned by the school district and is no longer needed for school purposes. The accepted offer on the property is $89,900 and closing is scheduled on or before November 14, 2025. All ayes. Motion carried unanimously.

Mr. Boehlke reported that this property was used for storage; however, a new storage unit was built on Horace Mann Middle School grounds. This is a cash offer with no contingencies for the full price.

8. Moved by Ms. Donohue, seconded by Mr. Laster to adjourn at 7:44 p.m. All ayes. Motion carried unanimously.