



**Minutes for Regularly Scheduled Board Meeting**  
**To Be Held in the District Board Room**  
**1055 Griffiths Lane**  
**Ashwaubenon WI 54304**  
**(Phone: 920.492.2900)**

**Wednesday, October 22, 2025**

**6:30 pm**

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**A. Call to order:** Board President Vyskocil called the meeting to order at 6:30 pm

**B. Roll call:**

Board Members Present: Vyskocil, Garrigan, Anderson, VanDeKreeke  
Board Members Excused: VandeWalle  
School Choice Advisory Representative: Matthew Rotter  
Other Present: Andy Bake, Keith Lucius, Tammy Nicholson, Michael Heim, Doug Pieschek,  
Jason Fisch, Pete Marto, Brian Carter, Dirk Ribbens, Alissa Davis, Christina Fitzpatrick, Scott Truskowski, Kris Hucek

**C. Declaration of quorum:** Quorum present

**D. Pledge of allegiance:** The pledge was recited

**E. Adoption of Agenda:** Moved Anderson, seconded by VanDeKreeke to adopt the agenda as presented. Aye 4 (Vyskocil, Garrigan, Anderson, VanDeKreeke), Nay 0. Motion carried 4:0

**F. Citizens and/or delegations: No topics presented**

**G. Consent Agenda:** Moved by VanDeKreeke, seconded by Anderson to approve Consent Agenda items 1-4 as presented. Aye 4 (Vyskocil, Garrigan, Anderson, VanDeKreeke), Nay 0. Motion Carried 4:0

1. Minutes of the regular meeting held on Wednesday, September 10, 2025
2. The schedule of checks written 09/03/25 to 10/14/25
3. Staffing: hirings, resignations, retirements, leave of absences
4. There were 23 co-curriculars approved: VanDeKreeke inquired about new Flag Football Club. There are approximately 80 students in grade 3-5 at Pioneer participating in this program. 18 of the students are female. Valley View is hoping to offer the same opportunity for their students next year. VanDeKreeke spoke about how girls flag football is one of the fastest growing sport at the college level.

**H. Superintendent’s Report:**

- **School Board Member Month:** Andy congratulated the board on School Board Appreciation Month. He thanked each of them for everything they bring to the board and do for our students and staff.
- **2026 National Merit Commended Students:** High School seniors Ryan Lai and Caitlyn Payne have been named Commended Students in the 2026 National Merit Scholarship Program. A letter of commendation from the school and the NMSC, which conducts the program, will be presented to these scholastically talented seniors. We are very proud of these outstanding students.
- **Best Buddies:** High School students Aaliyah Jackson and Ivy Jusufi present the Best Buddies Program. Aaliyah and Ivy recently attending the Best Buddies Leadership Conference at Indian University. They shared with the group what they learned and hope to implement at the high school.
- **2025-26 Budget:** Andy provided a history of what went into creating the 2025-26 budget later in the meeting. The work starts early in the spring with our administrative team making hard decisions around staffing and budget priorities. They ensure that these decisions align our value statement and mission. Andy thanked Keith and the administrative team for all their work on the 2025-26 budget.

**I. Discussion Items:**

1. **Policy/Bylaw Update - first read:** Andy presented the first read for board bylaws and policies. These will be brought back to the November meeting for a second read and approval. No changes were recommended.

2. **Cormier, Valley View & Pioneer Updates:** Michael stated the work on the district and building goals began in June and continued throughout the summer. The mindset this year is to go back to basics and focus on Simplicity, Clarity and Priority. The district is in its 3rd year of the 5 pillar Strategic Plan. We are looking at what is working (need to continue to work on) and what is not working (need to stop working on). It is through this process, that the district has moved away from the school improvement plan template and to a goal creation template with a focus on endurance versus one and done. Michael spoke about the focus/work of the district and individual schools on pillar 2 and 3a and 3b. He spoke about moving individual school PLC warehouses into a district wide warehouse to strengthen PLC work, organize teamwork, set norms, establish clear goals/next steps and align practices throughout the district. Michael stated that district will be working on getting good at the guaranteed standards they previously selected versus picking additional ones and moving on. He stated the goal is prioritization, not elimination. Brian Carter, Pete Marto, Doug Pieschek and Jason Fisch each presented the work their schools are doing on pillars 2, 3a and 3b. They shared their goals for each of the three pillars and the progress within their tasks and evidence for cycles 1 and 2 of these pillars.

**J. Action Items:**

1. **Early College Credit/Start College Now Requests:** Dirk Ribbens and Christina Fitzpatrick presented 17 requests for Early College Credit/Start College Now for the Spring of 2026 (9 SCN and 8 ECC). The CNA program at Woodside is full with 10 students. The overflow will go to NWTC. The Board asked for an explanation on the payment of 25%. Christina stated that with ECC, if the student meets the graduation requirements and takes a ECC course, they will pay 25% of the cost of the course. The district pays the balance. They recommended the board approve the 17 ECC/SCN requests for the Spring of 2026.

Moved VanDeKreeke, seconded by Anderson to approve the Early College Credit/Start College Now requests for the Spring of 2026 as presented. Aye 4 (Vyskocil, Garrigan, VandeWalle, Anderson, VanDeKreeke), Nay 0. Motion carried 4:0.

2. **Parent and Family Engagement in Title I Programs:** Michael Heim presented the Parent and Family Engagement in Title I Programs and policy 2261.01 for board review. Michael reminded the board that these need to be brought to the board annually for review and approval. This was reviewed at the open houses through a new video. Parent engagement is ongoing throughout the year.

Moved Anderson, seconded by VanDeKreeke to approve the Parent and Family Engagement in Title I Programs as presented. Aye 4 (Vyskocil, Garrigan, Anderson, VanDeKreeke), Nay 0. Motion carried 4:0.

3. **Final Budget Adoption:** Keith Lucius presented the 2025-26 Budget. He reviewed the changes since initially presented at the Annual Meeting in July.
  - He stated he did a thorough review of the entire budget and better aligned everything.
  - Both resident and open enrollment student numbers are down from last year. Resident enrollment seems to be down in the lower grades. Andy stated this seems to be a trend across Brown County and could be due to private school vouchers, homeschooling and less population.
  - Increase in per pupil amount for open enrollment students.
  - Private school vouchers and open enrollment out has increased faster than last year.
  - Predicted that there will be a 40% increase in Fund 27 state aid. As this is not final yet, Keith planned for less.
  - Added partial funding to the building projects (increased by \$403,643). A total of \$800,000 is needed. Keith is anticipating the increase in OE funding will help make up the difference.

Lucius made the following recommendations for board approval:

- Total Revenue and Expenditures
  - Fund 10 - \$44,351,653 (up \$771,533 from July's Annual Meeting)

- Fund 27 - \$7,362,334 (up 357,667)

Moved Garrigan, seconded by Anderson to approve the 2025-26 budget with the total Fund 10 revenue and expenditures of \$44,351,653 and Fund 27 revenue and expenditures of \$7,362,334 as presented. Aye 4 (Vyskocil, Garrigan, Anderson, VanDeKreeke), Nay 0. Motion carried 4:0.

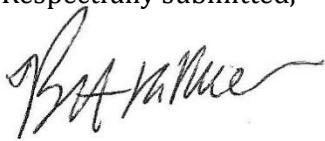
4. **Final Levy Certification:** Keith Lucius presented a total proposed levy for 2025-26 of \$19,163,300. He stated the district is levying \$981,726 less than the maximum levy authority. This is due to the promise to the community to reduce the amount of the additional levy based on the State budget. Keith recommended the following:

- Fund 10           \$17,815,025
- Fund 39           \$578,275
- Fund 80/81       \$770,000
- Total Levy       \$19,163,300
- Estimated mill rate of \$6.68

Moved Garrigan, seconded by VanDeKreeke to approve the levy of \$19,163,300 as presented. Aye 4 (Vyskocil, Garrigan, Anderson, VanDeKreeke), Nay 0. Motion carried 4:0.

- K. Board & Superintendent Communications:** No topics presented
- L. Future Board Meetings & Topics:** The next board meeting is scheduled for Wednesday, November 12, 2025, at 6:30 pm in the District Office; 1055 Griffiths Lane; Ashwaubenon, WI.
- M. Adjournment:** Moved Anderson, seconded by VanDeKreeke to adjourn the meeting at 8:15 pm. Aye 4 (Vyskocil, Garrigan, Anderson, VanDeKreeke), Nay 0. Motion carried 4:0.

Respectfully submitted,



Brett VandeWalle

CHECK NUMBER	COMMENT	CHECK DATE	COMMENT	VENDOR	AMOUNT
319		10/12/2025		CORP MASTERCARD	0.00
319		10/12/2025		CORP MASTERCARD	0.00
319		10/12/2025		CORP MASTERCARD	0.00
2560		10/20/2025		NICOLET BANK	242,086.69
2561		10/20/2025		WI DEPT OF REVENUE	41,346.68
2562		10/20/2025		WI DEPT OF REVENUE	919.84
2564		10/27/2025		WI RETIREMENT SYSTEM	296,360.32
2565		10/28/2025		VISION SERVICE PLAN	3,709.49
2566		11/05/2025		NICOLET BANK	238,551.45
2567		11/05/2025		WI DEPT OF REVENUE	41,780.05
19570		10/21/2025		CEDAR GROVE-BELGIUM SCHOOL	-150.00
19578		10/24/2025		NOTRE DAME ACADEMY	-300.00
19587		10/16/2025		BIRDSALL RYAN	85.00
19588		10/16/2025		COWANS, BILL	115.00
19589		10/16/2025		JOZWIAK, KATE	105.00
19590		10/16/2025		LAMERE, MICHAEL	130.00
19591		10/16/2025		STEINKE, DOUG	115.00
19592		10/16/2025		VERA HASS, REHANAH	105.00
19593		10/16/2025		WETTSTEIN, JEFF	130.00
19594		10/20/2025		DE PERE HIGH SCHOOL	488.00
19595		10/20/2025		KOZLOSKI, NICK	65.00
19596		10/20/2025		LEMMENS, KEVIN	65.00
19597		10/20/2025		MARQUART, TIMOTHY	65.00
19598		10/20/2025		SMITH, RANDALL	65.00
33541		10/14/2025		TOMPKINS, JENN	-251.62
33565		10/15/2025		AMBROSE, KRISTEN	394.18
33566		10/15/2025		DECA	800.00
33567		10/15/2025		DEMERATH, AIMEE	32.77
33568		10/15/2025		FOX CITIES EMBROIDERY INC	1,126.00
33569		10/15/2025		HEALY AWARDS INC	1,218.60
33570		10/15/2025		HUNDSRUCKER, SANDY	320.00
33571		10/15/2025		MELOTTE DISTRIBUTING INC	2,588.44
33572		10/15/2025		NOTRE DAME ACADEMY	325.00
33573		10/15/2025		PREBLE HIGH SCHOOL	150.00
33574		10/15/2025		SAM'S CLUB/SYCHRONY BANK	2,936.65
33575		10/15/2025		TEAM APPAREL & SPECIALTIES INC	4,500.00
33576		10/15/2025		TOMPKINS, JENN	238.50
33577		10/15/2025		ZEAL, TARA	32.00
33578		10/17/2025		OWEN-HILL, ASHLEY	4,400.00
33579		10/21/2025		PETTY CASH ASHWAUBENON HIGH SCHOOL	200.00
33580		10/22/2025		DECA	96.00
33581		10/22/2025		GLACIER CANYON LODGE	1,889.50
33582		10/22/2025		HOGUE, VALERIE	437.88
33583		10/22/2025		KRIESCHER, BROOKE	39.98
33584		10/22/2025		LAFLEUR, HEATHER	81.99
33585		10/22/2025		RIPKEN EXPERIENCE MYRTLE BEACH	1,000.00
33586		10/22/2025		SEROOGYS CHOCOLATES	3,546.00
33587		10/22/2025		TEAM APPAREL & SPECIALTIES INC	54.00
33588		10/22/2025		THEDE, HOLLY	160.10
33589		10/22/2025		VELICER SHANNON	95.82
33590		10/22/2025		VEROTOWN, LLC	2,000.00
33591		10/22/2025		WEDDLE, BRENDA	688.80
33592		10/22/2025		WI ASSN FOR CHEER/POM COACHES	300.00
33593		10/29/2025		FASTSIGNS	35.00
33594		10/29/2025		KRESSIG, DANA	338.17
33595		10/29/2025		MIDWEST VALLEY POPCORN	241.75

CHECK NUMBER	COMMENT	CHECK DATE	COMMENT	VENDOR	AMOUNT
33596		10/29/2025		MILTON CHOIR PARENTS	425.00
33597		10/29/2025		PETTY CASH ASHWAUBENON HIGH SCHOOL	650.00
33598		10/29/2025		POWER OF DANCE LLC	1,238.20
33599		10/29/2025		REDBIRD VOCAL MUSIC BOOSTERS	325.00
33600		10/29/2025		UWO CASHIER'S OFFICE	160.00
33601		10/29/2025		WALLACE, SHEILA	54.83
33602		10/29/2025		WI ATHLETIC DIRECTORS ASSOC	180.00
33603		10/29/2025		WI CHORAL DIRECTORS ASSN	60.00
33604		10/30/2025		SEROOGYS CHOCOLATES	1,680.00
113239		10/15/2025		AAA SANITATION	-325.00
113342		10/17/2025		ASHWAUBENON EDUCATION FOUNDATION	10.00
113343		10/17/2025		WI SUPPORT COLLECTION TRUST FUND	594.50
113344		10/20/2025		ACCEPTIONAL MINDS LLC	4,547.50
113345		10/20/2025		BAENEN, BROOKE	20.70
113346		10/20/2025		BLS BACKLINE SERVICES	950.00
113347		10/20/2025		CAREW, DAVE	130.00
113348		10/20/2025		CARTHAGE COLLEGE CHOIRS	275.00
113349		10/20/2025		CELLCOM GREEN BAY MSA	1,248.25
113350		10/20/2025		DICK BLICK CENTRAL	141.75
113351		10/20/2025		GUTHERIDGE, ANGELA	80.00
113352		10/20/2025		METRO SALES INC 130415	28.44
113353		10/20/2025		NORTHERN SOUND & VIDEO LLC	10,324.91
113354		10/20/2025		OVERDRIVE INC	503.98
113355		10/20/2025		PETTY CASH / DISTRICT OFFICE	600.00
113356		10/20/2025		REFRIGERATION SERVICES OF GREEN BAY INC	4,870.81
113357		10/20/2025		ROUTE 41 PIZZA LLC - DOMINO'S	1,503.00
113358		10/20/2025		ST NORBERT COLLEGE	509.75
113359		10/20/2025		SWANK MOTION PICTURES INC	1,380.00
113360		10/20/2025		TWIRL SEWER SERVICE CO INC	275.00
113361		10/20/2025		US POSTAL SERVICE - BMEU	1,450.00
113362		10/20/2025		WALLACE, LEAH OR TRAVIS	50.00
113363		10/20/2025		WI DEPT OF JUSTICE	154.00
113364		10/20/2025		WKRU-FM	50.00
113365		10/20/2025		WQLH-FM	720.00
113366		10/20/2025		XEROX IT SOLUTIONS	450.00
113367		10/20/2025		ZIMONICK BROTHERS PRODUCE INC	695.65
113368		10/21/2025		CLUB'S CHOICE FUNDRAISING	3,839.35
113369		10/27/2025		ASHWAUBENON WATER & SEWER UTILITY	3,146.84
113370		10/27/2025		CENTRAL RESTAURANT PRODUCTS	841.50
113371		10/27/2025		DOMNICK, RAY	350.00
113372		10/27/2025		DYCEM	3,460.64
113373		10/27/2025		ELSEVIER	2,207.46
113374		10/27/2025		FILLMYRECIPE LLC	248.30
113375		10/27/2025		HOWIES ATHLETIC TAPE	203.24
113376		10/27/2025		JF AHERN CO	1,052.50
113377		10/27/2025		KUEHN PRINTING	1,590.13
113378		10/27/2025		LAMAR COMPANIES	1,209.50
113379		10/27/2025		MARCO	106.71
113380		10/27/2025		NATIONAL RAILROAD MUSEUM INC	947.00
113381		10/27/2025		NSIGHT TELSERVICES	1,149.67
113382		10/27/2025		REBENTIFY TECHNOLOGIES LLC	5,740.00
113383		10/27/2025		ROCHELEAU, BERNARD	250.00
113384		10/27/2025		ROUTE 41 PIZZA LLC - DOMINO'S	1,503.00
113385		10/27/2025		SCHULTZ, SHANNON	80.00
113386		10/27/2025		SOUND DIMENSIONS DISC JOCKEYS	3,500.00
113387		10/27/2025		TDS	98.46

CHECK NUMBER	COMMENT	CHECK DATE	COMMENT	VENDOR	AMOUNT
113388		10/27/2025		TEACHTOWN INC	6,517.94
113389		10/27/2025		TWIRL SEWER SERVICE CO INC	315.00
113390		10/27/2025		VESTIS	167.25
113391		10/27/2025		ZIMONICK BROTHERS PRODUCE INC	745.40
113392		10/27/2025		MADISON NATL LIFE INSURANCE CO	2,011.82
113393		10/27/2025		MADISON NATL LIFE INSURANCE CO	9,940.67
113394		10/27/2025		METLIFE	13,056.23
113395		10/28/2025		SKYLINE PUBLISHING	350.00
113396		11/03/2025		ANDERSON, HEATHER	14.82
113397		11/03/2025		BELONGER, EMILEE	72.02
113398		11/03/2025		BELONGIA, TRACI	75.96
113399		11/03/2025		BURTON, STEVEN	50.00
113400		11/03/2025		CB PROMOTIONS LLC	4,790.00
113401		11/03/2025		CLIFTON LARSON ALLEN LLP	2,547.60
113402		11/03/2025		COMPLETE OFFICE OF WISCONSIN	174.02
113403		11/03/2025		ENGELS COMMERCIAL APPLIANCE INC	306.10
113404		11/03/2025		FOLEY, ANDREA	40.00
113405		11/03/2025		GINNOW DIANE	946.22
113406		11/03/2025		HANSON, MCKENZIE	35.00
113407		11/03/2025		HEYRMAN PRINTING INC	273.00
113408		11/03/2025		HOCKING, JARED	50.00
113409		11/03/2025		HOPE CLOTHING	232.00
113410		11/03/2025		LIGHTHOUSE PRODUCTIONS	4,837.40
113411		11/03/2025		MARCO	807.80
113412		11/03/2025		METRO SALES INC 130415	881.09
113413		11/03/2025		MORINELLI, LAURIE	20.00
113414		11/03/2025		NORTHERN TELEPHONE & DATA CORP	783.80
113415		11/03/2025		PETRASEK, MIKE	50.00
113416		11/03/2025		S&S Worldwide	1,294.93
113417		11/03/2025		SEASONAL HARVEST LLC	1,503.80
113418		11/03/2025		TDS	825.28
113419		11/03/2025		TRUGREEN 4991	2,110.82
113420		11/03/2025		UW MADISON	4,600.00
113421		11/03/2025		VANG, MAICHER	50.00
113422		11/03/2025		VESTIS	167.25
113423		11/03/2025		WEST DE PERE SCHOOL DISTRICT	20.00
113424		11/03/2025		WILLIAMS, MARK	1,000.00
113425		11/03/2025		WISCONSIN SCHOOL MUSIC ASSOCIATION	1,509.60
113426		11/03/2025		WKRU-FM	50.00
113427		11/03/2025		WQLH-FM	768.00
113428		11/03/2025		XEROX IT SOLUTIONS	350.00
113429		11/03/2025		YMCA CAMP U-NAH-LI-YA	9,019.00
113430		11/03/2025		ZIMONICK BROTHERS PRODUCE INC	1,000.50
113431		11/03/2025		KOHN LAW FIRM SC	390.81
113432		11/03/2025		WI SUPPORT COLLECTION TRUST FUND	594.50
252600482		10/15/2025		BSN SPORTS LLC	320.00
252600483		10/15/2025		LAMERS BUS LINES INC	319.35
252600484		10/15/2025		PENZA, KEVIN	223.56
252600485		10/17/2025		RELIANCE TRUST COMPANY - ASHWAUBNEON 403	19,972.79
252600486		10/17/2025		RELIANCE TRUST COMPANY - ASHWAUBENON 457	13,151.23
252600487		10/17/2025		WEA TSA TRUST	66,903.57
252600488		10/17/2025		CONSTELLATION NEWENERGY-GAS DIV LLC	3,643.92
252600489		10/20/2025		ACUTRANS	81.18
252600490		10/20/2025		ALPHA BAKING COMPANY	177.57
252600491		10/20/2025		AMA INC	593.36
252600492		10/20/2025		AMBROSIUS STUDIOS INC	3,487.25

CHECK NUMBER	COMMENT	CHECK DATE	COMMENT	VENDOR	AMOUNT
252600493		10/20/2025		AMERICAN WELDING & GAS INC	1,762.72
252600494		10/20/2025		BAER PERFORMANCE MARKETING	5,527.50
252600495		10/20/2025		BARNHART, THOMAS	611.00
252600496		10/20/2025		BATTERIES PLUS LLC	272.58
252600497		10/20/2025		BIRDSEYE DAIRY INC	151.61
252600498		10/20/2025		BLICK ART MATERIALS	314.87
252600499		10/20/2025		BRENNENSTUHL, ANN	23.45
252600500		10/20/2025		CARRICO AQUATIC RESOURCES INC	350.00
252600501		10/20/2025		CESA 7	2,692.68
252600502		10/20/2025		CHARTER COMMUNICATIONS	237.16
252600503		10/20/2025		FOLLETT CONTENT SOLUTIONS LLC	2,114.67
252600504		10/20/2025		HANSEN, COREY	422.75
252600505		10/20/2025		HOME TEAM SPORTS & APPAREL INC	124.56
252600506		10/20/2025		HUCEK, KRISTINE	172.43
252600507		10/20/2025		INSTRUMENTAL MUSIC CO INC	213.98
252600508		10/20/2025		JW PEPPER & SONS INC	75.00
252600509		10/20/2025		KAY DISTRIBUTING INC	299.50
252600510		10/20/2025		LAMERS BUS LINES INC	2,656.43
252600511		10/20/2025		MACHT VILLAGE PROGRAMS LLC	14,889.75
252600512		10/20/2025		MARCO	2,369.45
252600513		10/20/2025		MENARDS INC - DEPERE	3.96
252600514		10/20/2025		MULTI MEDIA CHANNELS LLC	38.00
252600515		10/20/2025		OBERSTADT, MEGAN	90.00
252600516		10/20/2025		PERFORMANCE FOODSERVICE	10,873.44
252600517		10/20/2025		PRAIRIE FARMS DAIRY, INC	11,895.24
252600518		10/20/2025		QUILL CORP	290.51
252600519		10/20/2025		SCHOOL SPECIALTY LLC	2,180.68
252600520		10/20/2025		SHERWIN WILLIAMS COMPANY	71.14
252600521		10/20/2025		TAFT, KATHERINE	5.10
252600522		10/20/2025		TURNBULL, KRISTIN	283.81
252600523		10/20/2025		UNITED MAILING SERVICES INC	286.32
252600524		10/20/2025		USIC LOCATING SERVICES INC	418.73
252600525		10/20/2025		VANNIEUWENHOVEN, FALINE	11.91
252600526		10/20/2025		WILS	1,882.14
252600527		10/21/2025		BAER PERFORMANCE MARKETING	2,492.50
252600528		10/21/2025		BICOASTAL PRODUCTIONS LLC	5,500.00
252600529		10/21/2025		ST JOHN THE BAPTIST	2,444.80
252600530		10/22/2025		BSN SPORTS LLC	5,805.00
252600531		10/22/2025		LAMERS BUS LINES INC	452.24
252600532		10/22/2025		MEINEL, ANDREW	435.00
252600533		10/22/2025		TRUE NORTH ENERGY	6,097.50
252600534		10/22/2025		WP BEVERAGES LLC - PEPSI COLA OF GREEN B	1,494.48
252600535		10/27/2025		ALPHA BAKING COMPANY	381.63
252600536		10/27/2025		AMERICAN WELDING & GAS INC	497.83
252600537		10/27/2025		BATTERIES PLUS LLC	26.52
252600538		10/27/2025		BIRDSEYE DAIRY INC	578.18
252600539		10/27/2025		CDW GOVERNMENT	1,345.00
252600540		10/27/2025		HERALD, KATHERINE	127.19
252600541		10/27/2025		INSTRUMENTAL MUSIC CO INC	75.00
252600542		10/27/2025		JW PEPPER & SONS INC	13.49
252600543		10/27/2025		KAY DISTRIBUTING INC	258.00
252600544		10/27/2025		KUHN, SILVIA	32.68
252600545		10/27/2025		KUROWSKI, KATHRYN	48.67
252600546		10/27/2025		LAMERS BUS LINES INC	2,800.00
252600547		10/27/2025		MENARDS INC - DEPERE	737.48
252600548		10/27/2025		MENARDS INC	155.30

CHECK NUMBER	COMMENT	CHECK DATE	COMMENT	VENDOR	AMOUNT
252600549		10/27/2025		MILLER, ERIC	115.03
252600550		10/27/2025		NASSCO INC	147.89
252600551		10/27/2025		PEPSI COLA OF GREEN BAY	1,725.67
252600552		10/27/2025		PERFORMANCE FOODSERVICE	14,778.33
252600553		10/27/2025		RENNING LEWIS & LACY SC	552.00
252600554		10/27/2025		SULLIVAN, EVAN	138.63
252600555		10/27/2025		TAURIAINEN, KAITLIN	247.97
252600556		10/27/2025		VILLAGE OF ASHWAUBENON	905.73
252600557		10/28/2025		ST JOHN THE BAPTIST	288.00
252600558		10/29/2025		ALBRENT, DANIEL	908.34
252600559		10/29/2025		BSN SPORTS LLC	466.00
252600560		10/29/2025		DAKTRONICS INC	4,500.00
252600561		10/29/2025		HOME TEAM SPORTS & APPAREL INC	709.95
252600562		10/29/2025		LACHANCE, KRISTEN	120.00
252600563		10/29/2025		MEINEL, ANDREW	59.25
252600564		11/03/2025		ALBRENT, DANIEL	107.87
252600565		11/03/2025		ALPHA BAKING COMPANY	605.68
252600566		11/03/2025		BIRDSEYE DAIRY INC	288.75
252600567		11/03/2025		CESA 7	5,944.98
252600568		11/03/2025		CLEMENT, JESSICA	31.92
252600569		11/03/2025		DEMCO INC	285.32
252600570		11/03/2025		STEWART, CLAUDIA	375.53
252600571		11/03/2025		FIRST SUPPLY LLC- GREEN BAY	682.00
252600572		11/03/2025		HANSON, MCKENZIE	338.20
252600573		11/03/2025		HINTZ, JACOB	173.60
252600574		11/03/2025		INFO MART INC	84.00
252600575		11/03/2025		JW PEPPER & SONS INC	324.74
252600576		11/03/2025		KAY DISTRIBUTING INC	368.50
252600577		11/03/2025		KUCHTA, MICHELLE	59.96
252600578		11/03/2025		LAMERS BUS LINES INC	112,417.56
252600579		11/03/2025		LASEE, JAMIE	12.50
252600580		11/03/2025		MAC GILL	73.90
252600581		11/03/2025		MANUEL, ANNIKA	191.88
252600582		11/03/2025		MARTO, PETER	568.40
252600583		11/03/2025		MENARDS INC - DEPERE	1,040.58
252600584		11/03/2025		MONROE, CARLEEN	13.96
252600585		11/03/2025		MULTI MEDIA CHANNELS LLC	38.00
252600586		11/03/2025		NASSCO INC	1,230.70
252600587		11/03/2025		NESS, MORGAN	87.00
252600588		11/03/2025		OBERSTADT, MEGAN	157.06
252600589		11/03/2025		PEPSI COLA OF GREEN BAY	1,976.71
252600590		11/03/2025		PERFORMANCE FOODSERVICE	20,827.45
252600591		11/03/2025		QUILL CORP	29.24
252600592		11/03/2025		RIEDERER, SHARON	11.46
252600593		11/03/2025		SMITS, JODY	517.34
252600594		11/03/2025		THOMPSON, DOUGLAS	74.61
252600595		11/03/2025		VILLAGE OF ASHWAUBENON	1,842.10
252600596		11/03/2025		WI PUBLIC SERVICE CORP	1,346.80
252600597		11/03/2025		WP BEVERAGES LLC - PEPSI COLA OF GREEN B	252.70

Totals for checks

1,421,063.36

FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
10	General Fund	740,840.96	385.10	228,816.39	970,042.45
21	Gifts & Donations	158.38	97.98	101,771.63	102,027.99
27	Special Education	162,423.33	0.00	33,741.76	196,165.09
50	Food Service	20,910.54	92.72	85,177.76	106,181.02
80	Community Service Fund	1,538.11	0.00	8,398.70	9,936.81
81	Ashwaubenon PAC	7,181.54	0.00	29,528.46	36,710.00
***	Fund Summary Totals ***	933,052.86	575.80	487,434.70	1,421,063.36

\*\*\*\*\* End of report \*\*\*\*\*

<b>Last Name</b>	<b>First Name</b>	<b>School Name</b>	<b>Position</b>	<b>Board Approval</b>
Brunette	Lauren	Pioneer Elementary	Choir - Intermediate Spring Choir	12-Nov
Delany	Steven	Parkview Middle School	Drama Club - Co-Advisor	12-Nov
Seymour	Paul	Parkview Middle School	Drama Club - Co-Advisor	12-Nov
Delany	Steven	Parkview Middle School	Spring Musical Co-Advisor	12-Nov
Seymour	Paul	Parkview Middle School	Spring Musical Co-Advisor	12-Nov

**Discussion Item: 1**

Ashwaubenon School Board

Meeting Date:	November 12, 2025
Issue:	First reading of policy update
Requested By:	Andy Bake
Attachments:	Policies
Financial and/or Staffing Implications:	None at this time
Funding Source:	None at this time
Explanation:	<p><b><u>Bylaw 0166.1 - Consent Agenda:</u></b> Additional options have been added based on practical usage.</p> <p><b><u>Policy 4124 - Notice of Reasonable Assurance of Employment:</u></b> This revision clarifies that benefits are not available based on such services performed for the District. Claims by an employee may be made based on discontinued employment from another employer other than the District. Recommended but not required.</p> <p><b><u>Policy 5411 - Third Grade Promotion and Retention: At-Risk Students:</u></b> This policy has been updated to include various parental notification provisions as required by statute. Required for compliance with the law.</p> <p><b><u>Policy 7455 - Accounting System for Capital Assets (Revised):</u></b> This policy adds the appropriate useful life for capital assets base on Governmental Accounting Standards Board (GASB).</p> <p><b><u>Policy 8420 - School Safety:</u></b> This policy has been updated to reflect the crime reporting requirements enacted by the legislature and effective for the 2024-2025 school year. The law requires high schools to collect and report incidents as described. The first deadline to report is July 31, 2025. The Department of Public Instruction has provided detailed guidance on the reporting requirements and the scope of districts' obligation to identify, evaluate, and report covered incidents. The guidance link is embedded into the policy to encourage consultation with the step-by-step process that, if followed, will constitute a good faith effort at compliance. A client alert is also included with this update that discusses this new reporting requirement, and its many challenges, in more depth. The policy title has been modified as well to more clearly identify that the policy includes the reporting requirements of the new law. Recommended for compliance with State statute.</p> <p><b><u>Policy 8500 - Food Services; Policy 8510 - Wellness; Policy 8531 - Free and Reduced-Price Meals; Policy 8540 - Vending Machines; Policy 8550 - Competitive Food Sales</u></b> This policy is being revised based on direct feedback from the Department of Public Instruction's (DPI) School Nutrition Team (SNT). The SNT conducts an Administrative Review (AR) on a five-year cycle for all Wisconsin school districts. As a proactive measure, Neola collaborated with the SNT to identify and incorporate recommended revisions to all policies reviewed during an AR. In addition, changes were made to address any corrective actions reported since Update 32.2. These revisions are necessary to ensure compliance with the law. These revisions are required for compliance with the law.</p>
Recommendation:	Review and bring back to December meeting for second read and final approval.



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**Discussion Item: 2**

Ashwaubenon School Board

Meeting Date:	November 12, 2025
Issue:	Performing Arts Center updates
Requested By:	Kate Williams
Attachments:	Multi year Income Statement
Financial and/or Staffing Implications:	None
Funding Source:	NA
Explanation:	Annual update provided to both the Village and School District regarding Performing Arts Center operations
Recommendation:	NA



## ASHWAUBENON PERFORMING ARTS Income Statement - Performances Only

	19-20	20-21	21-22	22-23	23-24	24-25
<b>Revenue</b>						
General Sponsorship Receipts	2,845.50	9,986.97	7,829.62	15,777.74	6,219.75	25,251.07
Rental Income	3,107.00	750.00	900.00	1,000.00	0.00	0.00
Grants	0.00	35,630.35	100,640.36	0.00	0.00	0.00
Total of Performance Revenue	127,480.43	44,245.47	365,290.54	223,432.20	236,228.41	248,748.53
<b>Revenue</b>	<b>133,432.93</b>	<b>90,612.79</b>	<b>474,660.52</b>	<b>240,209.94</b>	<b>242,448.16</b>	<b>273,999.60</b>
<b>Expenses</b>						
Advertising	77,974.00	9,454.50	54,354.09	52,490.20	66,108.91	68,245.96
Purchased Services	93,120.72	680.11	190,036.57	112,772.45	87,834.66	136,002.43
Licenses and Fees	2,782.00	826.43	499.98	475.00	2,669.98	2,532.40
Travel	1,427.13	0.00	253.00	0.00	2,583.90	4,887.59
Postage	0.00	0.00	0.00	1,035.46	2,524.69	1,200.00
Supplies	6,547.20	1,132.89	40,362.57	6,724.90	3,618.68	10,751.93
Equipment			3,000.36	4,157.53	4,642.39	5,359.62
<b>Expenses</b>	<b>181,851.05</b>	<b>12,093.93</b>	<b>288,506.57</b>	<b>177,655.54</b>	<b>169,983.21</b>	<b>228,979.93</b>
<b>Net Income (Loss)</b>	<b>(48,418.12)</b>	<b>78,518.86</b>	<b>186,153.95</b>	<b>62,554.40</b>	<b>72,464.95</b>	<b>45,019.67</b>



## ASHWAUBENON PERFORMING ARTS Income Statement

	19-20	20-21	21-22	22-23	23-24	24-25
<b>Revenue</b>						
Shared Employee Reimbursement	93,976.20	66,788.29	82,656.33	85,120.44	112,914.33	148,439.03
District Tax Levy	140,000.00	150,000.00	160,000.00	100,000.00	100,000.00	80,000.00
General Sponsorship Receipts	2,845.50	9,986.97	7,829.62	15,777.74	6,219.75	25,251.07
Rental Income	3,107.00	750.00	900.00	1,000.00	0.00	0.00
Grants	0.00	35,630.35	100,640.36	0.00	0.00	0.00
Facility Fees			17,246.00	13,201.00	28,881.91	30,241.53
<b>Total of Performance Revenue</b>	<b>127,480.13</b>	<b>44,254.47</b>	<b>365,290.54</b>	<b>223,432.20</b>	<b>236,228.41</b>	<b>248,748.53</b>
<b>Revenue</b>	<b>367,408.83</b>	<b>307,410.08</b>	<b>734,562.85</b>	<b>438,531.38</b>	<b>484,244.40</b>	<b>532,680.16</b>
<b>Expenses</b>						
Advertising	78,424.00	9,454.50	54,354.09	52,490.20	66,108.91	68,245.96
Purchased Services	93,030.72	(1,569.89)	190,036.57	112,772.45	87,834.66	136,002.43
Licenses and Fees	2,782.00	826.43	499.98	475.00	2,669.98	2,532.40
Travel	1,427.13	0.00	253.00	0.00	2,583.90	4,887.59
Postage	0.00	0.00	0.00	1,035.46	2,524.69	1,200.00
Supplies	6,589.45	1,132.89	40,362.57	6,724.90	3,618.68	10,751.93
Equipment			3,000.36	115,314.10	4,642.39	5,359.62
Salary	140,954.78	118,978.10	121,567.66	44,848.08	153,186.49	204,916.36
Benefits	42,007.49	30,216.52	34,460.95	20,435.91	59,761.36	94,441.46
Utilities	12,711.18	14,507.60	21,040.83	4,157.53	20,250.97	19,915.15
<b>Expenses</b>	<b>377,926.75</b>	<b>173,546.15</b>	<b>465,576.01</b>	<b>358,253.63</b>	<b>403,182.03</b>	<b>548,252.90</b>
<b>Net Income (Loss)</b>	<b>(10,517.92)</b>	<b>133,863.93</b>	<b>268,986.84</b>	<b>80,277.75</b>	<b>81,062.37</b>	<b>(15,572.74)</b>

## Balance Sheet

	06/30/20	06/30/21	06/30/22	06/30/23	06/30/24	06/30/25
<b>Assets</b>						
Cash / Investments	(65,475.72)	70,650.33	367,740.62	453,443.56	517,539.14	506,363.57
Accounts Receivable			4,941.26	5,000.00	5,568.98	0.00
Due from Village of Ashwaubenon	19,490.08	7,490.82	12,847.43	16,118.77	18,547.47	19,958.22
Prepaid Expenses	51,350.00	51,350.00		0.00	742.20	0.00
<b>Assets</b>	<b>5,364.36</b>	<b>129,491.15</b>	<b>385,529.31</b>	<b>474,562.33</b>	<b>542,397.79</b>	<b>526,321.79</b>
<b>Liabilities</b>						
Accounts Payable	3,060.00	774.44	2,185.02	10,366.11	1,072.40	1,968.39
Payroll Payables	8,420.32	12,379.08	19,536.46	31,670.40	42,525.58	58,661.31
Deferred Revenue Local	11,500.01	9,833.34	0.00	0.00	0.00	1,000.00
<b>Liabilities</b>	<b>22,980.33</b>	<b>22,986.86</b>	<b>21,721.48</b>	<b>42,036.51</b>	<b>43,597.98</b>	<b>61,629.70</b>
<b>Fund Balance</b>	<b>(17,615.97)</b>	<b>106,504.29</b>	<b>363,807.83</b>	<b>432,525.82</b>	<b>498,799.81</b>	<b>464,692.09</b>

**PAC Income Statement Notes**

<b>Line Item</b>	<b>What is it?</b>
<b><u>REVENUE</u></b>	
General Sponsorship Receipts	Donations received that were not allocated to a specific show or project in the season
Rental Income	Rental incomes received that were not included under "performance revenue"
Grants	Monies applied for and awarded to the PAC for operations & programming
Total of Performance Revenue	Includes PAC Event Ticket Sales, Venue facility fees, Rentals, Concessions, & Show Sponsorships Earned from Rentals & the Performing Arts Season, which make up 38% of the venue's usages (24/25 figures)
<b><u>EXPENSES</u></b>	
Advertising	Website; E-Newsletters; Print/Radio/TV/Social Media ad buys; Billboard; Digital
Purchased Services	Artist fees, Piano tunings, Contracted event labor; etc.
Licenses and Fees	Venue Industry memberships
Travel	Industry conferences and professional development
Postage	Printed mailers from the venue
Supplies	General venue supplies & consumables, e.g. gaff tape, extension cords, cables, office supplies, etc.
Equipment	Venue items of long-term value, frequently electronics



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**Discussion Item: 3**

## Ashwaubenon School Board

Meeting Date:	November 12th, 2025
Issue:	Presentation of Parkview and Ashwaubenon High School Strategic Plans
Requested By:	Michael Heim and the Parkview and Ashwaubenon High School Administrators
Attachments:	Building Strategic Plans: Parkview and Ashwaubenon High School
Financial and/or Staffing Implications:	None
Funding Source:	NA
Explanation:	The ASD Strategic Planning Retreat took place on August 6-7, 2025. During this time, each building developed Strategic Plans for the 2025-26 school year. Michael Heim will provide a brief review of the overall direction and high-level system objectives he shared at our last meeting. Additionally, the administrators of Parkview and Ashwaubenon High School will be presenting an overview of their goals, building action steps, review cycles, tasks, and intended actions outlined in their plans.
Recommendation:	This is a discussion item. No action is necessary.

# Ashwaubenon School District Strategic Plan

## OUR VISION

Excellence in education so every student will achieve their full potential

## OUR MISSION

Developing lifelong learners, who positively contribute to their communities

## OUR VALUES STATEMENT

As a school community, we value:

- A welcoming and nurturing environment • Collaboration • Equity • High levels of learning • Mental wellness • Safety



## OUR PILLARS

1	2	3	4	5
<b>Authentic Relationships</b>	<b>Safe, Inclusive Learning Environments</b>	<b>High Expectations for All</b>	<b>Empowered Staff</b>	<b>Allocation of Resources</b>
Student success is directly connected to authentic relationships. We embrace an environment for students, staff, families, and community members that supports a shared responsibility for student success.	Learning environments are safe, culturally responsive and inclusive. Systems of support ensure physical, social and emotional safety for all members of our school community.	We utilize data and provide the necessary instruction to ensure high levels of growth in the learning of every student. Specific, measurable benchmarks are in place for academic and social-emotional learning.	We value our staff in their professional growth needs and support efforts to ensure their success. Staff voice and engagement are integral to the implementation of the district's mission and goals.	The process for allocating resources is collaborative and transparent. We allocate money, time, people, and facilities based on requirements and priorities. Resource allocation will be driven by data and community values to guide current and long range budget decisions.



Parkview Middle School  
Strategic Plan  
2025-2026 School Year

Strategic and SMART Goals - Pillar 2

**District Strategic Plan Pillar 2: Safe, Inclusive Learning Environments**

Working as a professional learning community, we will develop a systemic and responsive approach to student wellness and social emotional learning designed to remove barriers to student success.

School SMART Goals	System Objective	Building Action Steps	Cycle 1 (Sept - Oct) Share Out = Oct	Cycle 2 (Nov - Dec) Share Out = Dec	Cycle 3 (Jan - Feb) Share Out = Feb	Cycle 4 (Mar - May) Share Out = May
<b>Ensure ALL staff can be involved in the action steps and cycles.</b>						
<p><b>Our Current Reality:</b></p> <p><b>Our SMART goal:</b> <i>Parkview will implement Tier 1 universal support and strengthen MTSS to achieve a 2% increase from fall to spring in favorable response on the student belonging portion of the</i></p>	<p>We will strengthen student engagement by increasing trust and student voice.</p>	<p>Strengthen student engagement by focusing on Universal Tier 1 practices</p>	<p><b>Task: Staff will explicitly teach the Keepin' It REAL behavior standards. Braid in the College &amp; Career Readiness standards with our current REAL behaviors.</b></p> <p><b>Evidence: Completed Matrix CCR Timeline/Presentations</b></p>	<p>Task: Intentionally display and celebrate student work and learning (while continuing the Cycle 1 task).</p> <p>Evidence: Student work and displays in all classrooms, content areas, and hallways</p> <p>Task: Intentional welcoming and engaging with students in all learning spaces (outside, commons, hallways, classroom entrances, etc.)</p> <p>Evidence: Tally Exercise</p>	<p>Task: Intentionally teach and celebrate growth mindset (while continuing the Cycle 1&amp; 2 task).</p> <p>Evidence: Parkview Pride tickets specific to Growth Mindset</p>	<p>Task: Reflect on student engagement . <a href="#">Reflection Tool</a></p> <p>Evidence: Team completed Reflection Tool &amp; add documentation of ILDF to PadletTask:</p>



Parkview Middle School  
Strategic Plan  
2025-2026 School Year

<p><i>Panorama Survey.</i></p>	<p>We will strengthen student engagement by increasing trust and student voice.</p>	<p>Continue to grow Parkview Pride</p>	<p><b>Task:</b> Pride team establishes a timeline for cycle challenges tied to SEL Character Strong lessons or Tier 1 practices.</p> <p><b>Evidence:</b> Teams &amp; Electives choose a Student of the Month who represents the Character Strong Theme (Sept/Oct: Welcome All), completes a certificate, students get photo taken w/ Alissa &amp; Kris, photos on announcements &amp; Pride of Parkview bulletin board (10/09/25)</p>	<p>Task: PRIDE Team continues work on SEL Character Strong cycle challenges</p> <p><b>Evidence:</b> Teams &amp; Electives choose a Student of the Month who represents the Character Strong Theme (Nov/Dec: Kindness Connects Us), completes a certificate, students get photo taken w/ A &amp; K, photos on announcements, social media, &amp; Pride of Parkview board.</p>	<p>Task: Staff listens for growth mindset verbiage from students, and rewards with a PVP (Parkview Pride).</p> <p><b>Evidence:</b> At the end of the month, students win prizes for their Growth Mindset efforts.</p>	<p>Task: TBD based on Cycles 1-3.</p> <p>Evidence: TBD based on Cycles 1-3.</p>
		<p>Strengthen Parkview <a href="#">Multi-Tiered System (MTSS) of Support Behaviors</a></p>	<p><b>Task:</b> Academies (attendance/behavior) and Mentor/Mentee pairings are established.</p> <p><b>Evidence:</b> Attendance Academies have begun w/ Amy Dillenberg &amp; Mentor/Mentee pairings have started (Sign up will occur on 10/10 based on data.)</p>	<p>Task: Continue the Parkview Pulse in all grade levels (or an avenue for gathering student feedback) during I/E by adding this to Grade Level agendas</p> <p><b>Evidence:</b> Host student Parkview Pulse meetings during I/E to hear their ideas/concerns.</p>	<p>Task: Continue adding to and improving MTSS, Academies, Parkview Pulse, etc.</p> <p><b>Evidence:</b> Implementing <a href="#">Tier 2 and Tier 3 Positive Behavior Enrichments</a></p>	<p>Task: Continue adding to and improving MTSS, Academies, Parkview Pulse, etc.</p> <p><b>Evidence:</b> Implementing <a href="#">Tier 2 and Tier 3 Positive Behavior Enrichments</a></p>



Parkview Middle School  
Strategic Plan  
2025-2026 School Year

Strategic and SMART Goals - Pillar 3a

**District Strategic Plan Pillar 3a: High Expectations for All (Educator Practices)**

Using a systems approach as a professional learning community, we will better align educator practices such as instruction and common assessments to guaranteed essential standards, ensure assessments are analyzed using a data analysis protocol, and provide reteaching (tier 2) and remediation (tier 3) in response to assessment analysis. *(Actions PLTs will take to increase collective response to instruction.)*

School SMART Goals	System Objective	Building Action Steps	Cycle 1 (Sept - Oct) Share Out = Oct	Cycle 2 (Nov - Dec) Share Out = Dec	Cycle 3 (Jan - Feb) Share Out = Feb	Cycle 4 (Mar - May) Share Out = May
<b>Ensure ALL staff can be involved in the action steps and cycles.</b>						
<p><b>Our Current Reality:</b> Teachers have established PLT times...</p> <p><b>Our SMART goal:</b> <i>By May 26th of the 2025-26 school year, 100% of Parkview Middle School Content PLTs will have all components in place to be prepared for instructing and assessing with Standards based grading work in the 2026-2027 school year.</i></p>	<p>We will effectively reestablish PLC basic practices through the use of a district-wide PLC Warehouse.</p>	<p>Each Grade Level PLT will establish PLC basics.</p>	<p><b>Task:</b> The team rotates roles (except facilitator) and reestablishes Team Norms, Conflict Resolution Plan, etc.</p> <p><b>Evidence:</b> PLC Agenda in Warehouse</p>	<p>Task: Teachers will utilize Solution Tree Team documents to complete a mid-year team evaluation combined with a leadership opportunity for current Jag Academy participants</p> <p>Evidence: Grade Level PLT mid-year evaluation documents from Solution Tree are completed.</p>	<p>Task: The team rotates roles (except facilitator) and reestablishes Team Norms, etc. <b>Revisit Conflict Resolution Plan</b> and complete Midyear PLC Survey.</p> <p>Evidence: PLC Agenda in Warehouse and completion of PLC Survey.</p>	<p>Task: TBD based on Cycles 1-3.</p> <p>Evidence: TBD based on Cycles 1-3.</p>
		<p>Each content team will establish PLC basics (6A/6B, 7A/7B, 8A/8B, Electives').</p>	<p><b>Task:</b> Establish Team Norms, Conflict Resolution Plan, student I/E requests (small teams), etc.</p> <p><b>Evidence:</b> PLC Agenda in Warehouse (Completed)</p>	<p>Task: Establish Team Norms, Conflict Resolution Plan, <b>student I/E requests</b> (small teams), etc.</p> <p>Evidence: PLC Agenda in Warehouse</p>	<p>Task: Establish Team Norms, student I/E requests (small teams), etc. <b>Revisit Conflict Resolution Plan.</b></p> <p>Evidence: PLC Agenda in Warehouse</p>	<p>Task: TBD based on Cycles 1-3.</p> <p>Evidence: TBD based on Cycles 1-3.</p>



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	<p>We will strengthen the implementation of our guaranteed standards by using common formative assessments and rubrics to adjust instruction based on student needs.</p>	<p>Each PLT will set a goal for regular data - analysis meetings coinciding with CFAs &amp; summative assessments.</p>	<p><b>Task: Unwrap at least 50% of all guaranteed standards by: 10/31</b></p> <p><b>Task: Develop and use standards-based rubrics with universal categories for 50% of guaranteed standards by: 10/31</b></p> <p><b>Evidence: Unwrapped standards and rubrics linked on the PLT Warehouse</b></p>	<p>Task: Unwrap at least 75% of all guaranteed standards by: 10/25</p> <p>Task: Unwrap at least 100% of all guaranteed standards by: 12/19</p> <p>Task: Develop and use standards-based rubrics with universal categories for 75% of guaranteed standards by: 11/25</p> <p>Task: Develop and use standards-based rubrics with universal categories for 100% of guaranteed standards by: 12/19</p>	<p>Task: Develop and use standards-based rubrics for guaranteed standards with universal categories.</p> <p>Evidence: Rubrics on the PLT Warehouse</p>	<p>ALL components in place for Standards Based Grading.</p>
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Parkview Middle School  
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**Strategic and SMART Goals - Pillar 3b**

**Pillar 3b: High Expectations for All (Students)**

Using a systems approach, we will increase student achievement by **improving universal instruction** within our professional learning community.  
(Instructional actions staff will take with students to increase student achievement.)

School SMART Goals	System Objective	Building Action Steps	Cycle 1 (Sept - Oct) Share Out = Oct	Cycle 2 (Nov - Dec) Share Out = Dec	Cycle 3 (Jan - Feb) Share Out = Feb	Cycle 4 (Mar - May) Share Out = May
<b>Ensure ALL staff can be involved in the action steps and cycles.</b>						
<p><b>Our SMART goal:</b> <i>In the 2025-2026 school year, staff at Parkview Middle School will use the ideal lesson design framework, high yield instructional strategies, and positive assessment culture practices so all students demonstrate a <b>minimum proficiency (B/3/87%) or approaching proficiency (C/2/80%) for all guaranteed standards as</b></i></p>	<p>Staff will analyze the use of and begin to implement the Ideal Lesson Design framework.</p>	<p>Introduction around the Ideal Lesson Design framework (Survey to gather baseline data)</p>	<p><b>Task: Introduce and practice the Ideal Lesson Design framework and purpose.</b></p> <p><b>Evidence: One complete ILDF per content PLT by: 10/31</b></p>	<p>Task: Practice the Ideal Lesson Design framework and purpose.</p> <p>Evidence: Two complete ILDF per content PLT with HYIS by: 11/25</p> <p>Evidence: Three complete ILDF per content PLT with HYIS by: 12/19</p>	<p>Task: Continue to practice writing/using the ILDF. Survey, Reflect, and <a href="#">Learning Walk Process</a>.</p> <p>Evidence: complete 1 Learning Walk and share 1 thing you learned.</p>	<p>Task: Reflect on the IDLF structure. <a href="#">Reflection Tool</a> and re-administer staff survey ranking use of IDLF components.</p> <p>Evidence: Team completed Reflection Tool &amp; add documentation of IDLF to Padlet.</p> <p>Completed survey by staff.</p>
	<p>Staff will analyze the use of High-Yield Instructional Strategies within their teams.</p>	<p>Staff reflection and collaboration around <a href="#">High-Yield Instructional Strategies work</a>.</p>	<p><b>Task: Give staff a voice about "What do you need in regards to HYIS?"</b></p> <p><b>Evidence: Survey responses from staff</b></p>	<p>Task: Staff-led professional development around HYIS to norm our lenses. (Marzano/HYIS <a href="#">Document</a>)</p>	<p>Task: Expand HYIS discussion to small team PLTs (6A/6B, 7A/7B, 8A/8B, Electives')</p> <p>Evidence: Add</p>	<p>Task: Add reflection question into IDLF reflection tool to ask where HYIS was included</p> <p>Evidence:</p>



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<p><i>measured by summative assessments.</i></p>				<p>Evidence: Two complete ILDF per content PLT with HYIS</p>	<p>reflection to team agenda - "How did your small team conversation about HYIS impact your teaching?"</p>	<p>On a portion of the IDLF reflection document.</p>
	<p>We will establish a positive assessment culture that supports students' success.</p>	<p>Create a positive assessment culture specific to Standardized Assessments.</p>	<p><b>Task: Student-created goals in ELA/Math around STAR.</b></p> <p><b>Evidence: Stickers in ELA/Math folders to start tracking STAR scores and goals.</b></p>	<p>Task: Continue recording summative assessment data in the PLC Warehouse</p> <p>Evidence: Analyze summative assessment data for B or higher.</p>	<p>Task: Multiple Choice Review in all classes.</p> <p>Task: Students will update mid-year STAR goals.</p> <p>Evidence: Included in ILDF framework (* it)</p>	<p>Task: Lowest scoring 25% of students graph their scores, and reflect</p> <p>Task: Students will update Spring STAR goals.</p> <p>Evidence: Teachers divide up bottom 25% and fill out reflection document with students</p>

# Ashwaubenon School District Strategic Plan

## OUR VISION

Excellence in education so every student will achieve their full potential

## OUR MISSION

Developing lifelong learners, who positively contribute to their communities

## OUR VALUES STATEMENT

As a school community, we value:

- A welcoming and nurturing environment • Collaboration • Equity • High levels of learning • Mental wellness • Safety



## OUR PILLARS

1	2	3	4	5
<b>Authentic Relationships</b>	<b>Safe, Inclusive Learning Environments</b>	<b>High Expectations for All</b>	<b>Empowered Staff</b>	<b>Allocation of Resources</b>
Student success is directly connected to authentic relationships. We embrace an environment for students, staff, families, and community members that supports a shared responsibility for student success.	Learning environments are safe, culturally responsive and inclusive. Systems of support ensure physical, social and emotional safety for all members of our school community.	We utilize data and provide the necessary instruction to ensure high levels of growth in the learning of every student. Specific, measurable benchmarks are in place for academic and social-emotional learning.	We value our staff in their professional growth needs and support efforts to ensure their success. Staff voice and engagement are integral to the implementation of the district's mission and goals.	The process for allocating resources is collaborative and transparent. We allocate money, time, people, and facilities based on requirements and priorities. Resource allocation will be driven by data and community values to guide current and long range budget decisions.



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Strategic and SMART Goals - Pillar 2

**District Strategic Plan Pillar 2: Safe, Inclusive Learning Environments**

Working as a professional learning community, we will develop a systemic and responsive approach to student wellness and social-emotional learning designed to remove barriers to student success.

School SMART Goals	System Objective	Building Action Steps	Cycle 1 (Sept - Oct) Share Out = Oct	Cycle 2 (Nov - Dec) Share Out = Dec	Cycle 3 (Jan - Feb) Share Out = Feb	Cycle 4 (Mar - May) Share Out = May
<b>Ensure ALL staff can be involved in the action steps and cycles.</b>						
<p><b>Our SMART Goal:</b></p> <p>Staff will learn and utilize best practices in student wellness so that 80% of students report positive engagement and connection to school based on student surveys by the end of term 4.</p>	<p>We will strengthen student engagement by increasing trust and student voice.</p> <p>(Trust = care, sincerity, reliability, competence) (Voice = speaking up, being heard, making a difference, feeling included)</p>	<p>Teachers will help increase engagement, trust, and voice by reducing cell phone distractions and focusing on intentional student greetings.</p>	<p><b>Task:</b> Communicate to teachers, students, and guardians cell phone expectations (cell phone collection system provided by building, if needed, in which all phones are turned off and put away during instructional time - bell to bell); communicate to teachers to focus on student greetings</p> <p><b>Evidence:</b> August newsletter, September newsletter, Rights and Responsibilities meeting.</p>	<p><b>Task:</b> Reevaluate system to discuss successes and issues (discuss as GC + survey staff). Survey student groups.</p> <p>Further training and discussion of student greetings and feedback conversations.</p> <p><b>Evidence:</b> Educlimber cellphone referrals; survey responses.</p>	<p><b>Task:</b> Reevaluate system to discuss successes and issues (discuss as GC + survey staff).</p> <p><b>Evidence:</b> Educlimber cell phone referrals; survey responses.</p>	<p><b>Task:</b> Homegrown survey question.</p> <p><b>Evidence:</b> Results of the survey</p>



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		<p>Staff will gather survey and anecdotal data regarding engagement, trust, and voice from students throughout the school year.</p>	<p><b>Task:</b> Develop a system to draw the students into monthly focus groups. Develop questions to ask students for feedback. Share feedback with staff from student responses. Student advisory committee that meets monthly with a member of the admin. team (different students representative of the school population each month). AHS Survey Panorama</p> <p><b>Evidence:</b> List created. Meet with students in September and October. Share results with staff. Create newsletter items.</p>	<p><b>Task:</b> Meet with students. Share feedback with staff from student responses. Collect staff perceptions of student engagement compared to previous years.</p> <p><b>Evidence:</b> List created. Meet with students in November and December. Share results with staff. Update newsletter item.</p>	<p><b>Task:</b> Meet with students. Share feedback with staff from student responses.</p> <p><b>Evidence:</b> List created. Meet with students in January and February. Share results with staff. Update newsletter item.</p>	<p><b>Task:</b> Meet with students. Share feedback with staff from student responses.</p> <p><b>Evidence:</b> List created. Meet with students in April and May. Share results with staff. Update newsletter item.</p>
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**Strategic and SMART Goals - Pillar 3a**

**District Strategic Plan Pillar 3a: High Expectations for All (Educator Practices)**

Using a systems approach as a professional learning community, we will better align educator practices such as instruction and common assessments to guaranteed essential standards, ensure assessments are analyzed using a data analysis protocol, and provide reteaching (tier 2) and remediation (tier 3) in response to assessment analysis. *(Actions PLTs will take to increase collective response to instruction.)*

School SMART Goals	System Objective	Building Action Steps	Cycle 1 (Sept - Oct) Share Out = Oct	Cycle 2 (Nov - Dec) Share Out = Dec	Cycle 3 (Jan - Feb) Share Out = Feb	Cycle 4 (Mar - May) Share Out = May
<b>Ensure ALL staff can be involved in the action steps and cycles.</b>						
<p><b>Our Current Reality:</b></p> <p><b>Our SMART goal:</b></p> <p>PLTs will refine and develop PLC practices to include common formative assessments so that tier 1 and 2 instruction align to those practices by the end of term 3.</p>	<p>We will effectively reestablish PLC basic practices through the use of a district-wide PLC Warehouse.</p>	<p>Ensure that each department/PLT is effectively utilizing the PLC process and structures.</p>	<p><b>Task:</b> Recommit to department norms, conflict resolution, agenda/meeting dates (items in blue on ASD PLC Warehouse)</p> <p><b>Evidence:</b> Items in blue filled in on ASD PLC Warehouse</p>	<p><b>Task:</b> Each department/PLT will utilize a <a href="#">Solution Tree Educator Practice reflective tool to review mid-year</a> progress. Administrators to observe PLC/PLT meetings and gather feedback regarding PLC practices. New teacher trainings in PLC philosophy and practices.</p> <p><b>Evidence:</b> Solution Tree Educator Practice reflective tool (reproducible)</p>	<p><b>Task:</b> Continuation of department/PLT best practices. Continuation of administrator observation of PLC practices.</p> <p><b>Evidence:</b> ASD warehouse PLT meeting notes</p>	<p><b>Task:</b> Sharing of strategies and successes with other departments</p> <p><b>Evidence:</b> Collaboration and sharing of ideas</p>



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	<p>We will strengthen the implementation of our guaranteed standards by using common formative assessments and rubrics to adjust instruction based on student needs.</p>	<p>PLTs will establish and/or refine common formative assessment(s) using the data to guide instruction.</p>	<p><b>Task:</b> Reestablish staff/PLT understanding of common formative assessments as part of instructional practices (option to share Common Formative Assessment tool - Step 4)</p> <p><b>Evidence:</b> Staff meeting introduction/PLT discussion and agenda</p>	<p><b>Task:</b> PLTs implement CFA and utilize results to inform reteaching/ intervention. Inservice or training on as-needed basis to reinforce and support CFA practices. GC and Dept. Chair share out on what worked with CFAs in 2025-26. CFA gallery walk</p> <p><b>Evidence:</b> Individual/PLT evidence (options → retaught lesson, AFP grouping, rewritten lesson for next term, etc.)</p>	<p><b>Task:</b> PLTs implement CFA and utilize results to inform reteaching/ intervention. Explore options for 8th-9th grade transition, based on data from CFAs.</p> <p><b>Evidence:</b> Individual/PLT evidence (options → retaught lesson, AFP grouping, rewritten lesson for next term, etc.)</p>	<p><b>Task:</b> Evaluate CFA. PLTs implement CFA and utilize results to inform reteaching/ intervention. Analysis of effective CFAs for use in 2026-27 school year.</p> <p><b>Evidence:</b> Individual/PLT evidence (options → retaught lesson, AFP grouping, rewritten lesson for next term, etc.)</p>
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**Strategic and SMART Goals - Pillar 3b**

**Pillar 3b: High Expectations for All (Students)**

Using a systems approach, we will increase student achievement by **improving universal instruction** within our professional learning community.  
*(Instructional actions staff will take with students to increase student achievement.)*

School SMART Goals	System Objective	Building Action Steps	Cycle 1 (Sept - Oct) Share Out = Oct	Cycle 2 (Nov - Dec) Share Out = Dec	Cycle 3 (Jan - Feb) Share Out = Feb	Cycle 4 (Mar - May) Share Out = May
<b>Ensure ALL staff can be involved in the action steps and cycles.</b>						
<p><b>Our Current Reality:</b></p> <p><b>Our SMART goal:</b></p> <p>Teachers will provide students with quality universal instruction and targeted interventions based on standards so that 90% of students will achieve proficiency with grades of C- or better.</p>	<p>Staff will analyze the use of and begin to implement the Ideal Lesson Design framework.</p>	<p>Teachers will incorporate elements of the Ideal Lesson framework as applicable in their content area in their daily lessons.</p>	<p><b>Task:</b> Teachers will utilize either the bellringer or exit ticket component of the Ideal Lesson Design framework to practice ACT-style test style questions</p> <p><b>Evidence:</b> Agenda discussion items. Guiding Coalition feedback. SLO goals for multiple departments.</p>	<p><b>Task:</b> Teachers will collaborate with other departments (i.e. staff meeting) to learn new ACT-style lesson practices. Nov. 26 inservice on HYIS and Ideal Lesson Format for all teachers.</p> <p><b>Task:</b> Pilot of Method Prep bell ringers, test practices, test analysis in November-December..</p> <p><b>Evidence:</b> Whole staff meeting/discussion</p> <p><b>Evidence:</b> Notes of program evaluation. Decision to move forward with a program.</p>	<p><b>Task:</b> Intentional Academic Focus groups leading up to ACT.</p> <p><b>Evidence:</b> AF group planning and implementation leading to ACT.</p>	<p><b>Task:</b> Evaluate data from ACT test and ACT predictor results.</p> <p><b>Evidence:</b> Staff information and goals for 2026-27 school year.</p>



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	<p>Staff will analyze the use of High-Yield Instructional Strategies within their teams.</p>	<p>Each teacher will select a high-yield instructional strategy to implement and discuss with department members.</p>	<p><b>Task:</b> Review HYIS document</p> <p><b>Evidence:</b> Department/PLT agenda</p>	<p><b>Task:</b> Teachers share HYIS with departments</p> <p><b>Task:</b> Staff inservice on HYIS for core and elective classes.</p> <p><b>Evidence:</b> Department agenda/department chairs share out</p>	<p><b>Task:</b> Teachers share HYIS with departments</p> <p><b>Evidence:</b> Department agenda/department chairs share out</p>	<p><b>Task:</b> Analysis of HYIS used throughout the year</p> <p><b>Evidence:</b> Department meetings, staff meeting agendas.</p>
	<p>We will establish a positive assessment culture that supports students' success.</p>	<p>Teachers will utilize at-risk/credit deficient list as well as pre-ACT predictor score data to add support, encouragement, and test strategies for students in need.</p>	<p><b>Task:</b> Sharing out student of concern list at beginning of school year; begin related planning conversations</p> <p><b>Evidence:</b> List shared at the beginning of the school year; will be shared again as soon as grades are updated at the end T1 grading cycle</p>	<p><b>Task:</b> Create small group structure and AF intervention time for Math, ELA, Sp Ed, EL, At Risk subgroup instruction</p> <p>Coordination of AF and class time intervention for At Risk and students in need.</p> <p><b>Evidence:</b> Student placement in AF groups, department documents for standards-based success.</p>	<p><b>Task:</b> ACT practice and intensive focus for 11th graders, and for EL/At Risk/Sp Ed students.</p> <p><b>Evidence:</b> Student selections for AF intensive ACT practice and training sessions.</p>	<p><b>Task:</b> Analysis of Data to create goals or strategies for 2026-27 school year.</p> <p><b>Evidence:</b> List of data or strategies shared with staff.</p>

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**Action Item: 1**

Ashwaubenon School Board

Meeting Date:	November 12, 2025
Issue:	Designation of Clerk of Elections
Requested By:	Andy Bake
Attachments:	NA
Financial and/or Staffing Implications:	NA
Funding Source:	NA
Explanation:	The school board is being requested to designate a person to assume the role of “school district clerk” for the upcoming school board elections. This person would assume all responsibilities of “school district clerk” during the Spring and Primary Elections. These responsibilities include but are not limited to the processing all paperwork for those seeking election to the school board, drawing lots of ballot order, verifying the declarations of candidacy, choosing the board of canvassers to assist in the canvassing of ballots and all other follow-up activities resulting from the election.
Recommendation:	It is being recommended the board approve Jennifer Bower for this role.

**Action Item: 2**

Ashwaubenon School Board

Meeting Date:	November 12, 2025
Issue:	Second read and final approval of policy update
Requested By:	Andy Bake
Attachments:	Policies
Financial and/or Staffing Implications:	None at this time
Funding Source:	None at this time
Explanation:	<p><b><u>Bylaw 0100 – Definitions:</u></b> Several definitions have been updated to make them more current, and a new definition of school district classifications has been added. Recommended but not required.</p> <p><b><u>Bylaw 0144.5 - Board Member Behavior, Communications, and Code of Conduct:</u></b> Clarifying language has been added to several provisions, as well as a direct reference to conflict of interest. Recommended but not required.</p> <p><b><u>Policy 1461 - Unrequested Leaves of Absence/Fitness for Duty:</u></b> Additional enforcement language has been added, and cross-references to policies have been updated. Recommended but not required.</p> <p><b><u>Policy 3431 - Employee Leaves / Policy 4431 - Employee Leaves:</u></b> This policy has been updated to offer the option to add sick leave and personal leave time off. It is recommended but not required.</p> <p><b><u>Policy 4140 - Termination and Resignation:</u></b> This revision offers optional language allowing an employee to resign before termination. This revision is recommended for those seeking comprehensive options, but it is not required.</p> <p><b><u>Policy 4213 - Student Supervision and Welfare:</u></b> Additional language has been added regarding the expected standard of care for support staff, which is consistent with that of professional staff. Recommended but not required.</p> <p><b><u>Policy 5112 - Entrance Age:</u></b> This policy is updated to reflect the current state of the law, which recognizes the parental right to opt out of immunization and to file a statement regarding this choice in lieu of immunization records. The appropriate legal citation is also added. These revisions are recommended.</p> <p><b><u>Policy 5464 - Early Graduation:</u></b> This policy is updated to specify that a student who graduates early, but is still participating in district programming or activities, remains subject to the requirements of Board policy and other rules.</p> <p><b><u>Policy 5505 - Academic Honesty:</u></b> This policy is updated to specify that with respect to student use of Artificial Intelligence tools, students are expected to properly attribute any content. Further, the revisions specify that students involved in third party administered programming are expected to fully comply with the rules that organization implements or has implemented regarding AI/NLP tools. These revisions are recommended.</p>

	<p><b><u>Policy 5530 - Student Use or Possession of Intoxicants, Drugs, or Paraphernalia:</u></b> This policy is updated to reflect additional items included within the prohibited substances, and to include "look-alike" substances. These revisions are recommended.</p> <p><b><u>Policy 7440.03 - Small Unmanned Aircraft Systems (Drones):</u></b> For ease of reference, the title has been modified to include the term "Drones," and the language has been updated consistent with Wisconsin Interscholastic Athletic Association Administrative Policies and Procedures. Recommended for current application.</p> <p><b><u>Policy 7460 - Conservation of Natural and Material Resources:</u></b> This policy is updated to provide the Board with an outline of an energy conservation, evaluation, and implementation policy. The existing policy language is confusing and does not provide options for the specific application of such initiatives.</p>
<p>Recommendation:</p>	<p>Second read and final approval.</p>

**Action Item: 3**

Ashwaubenon School Board

Meeting Date:	November 12, 2025												
Issue:	Local Control Budget Carryover												
Requested By:	Keith Lucius												
Attachments:													
Financial and/or Staffing Implications:													
Funding Source:													
Explanation:	<p>Every year we ask the Board to allow the principals to carryover unused Local Control budget from the previous school year. We do this to prevent a use it or lose it mentality in their building, and to allow principals to plan larger projects than their local control budget would normally allow. Based on actual 2024-25 expenditures, the following carryover amounts are requested:</p> <table data-bbox="511 997 803 1218"> <tr> <td>Cormier</td> <td>18,190</td> </tr> <tr> <td>Pioneer</td> <td>23,989</td> </tr> <tr> <td>Valley View</td> <td>39,675</td> </tr> <tr> <td>Parkview</td> <td>7,572</td> </tr> <tr> <td>High School</td> <td><u>13,715</u></td> </tr> <tr> <td>Total</td> <td>\$103,141</td> </tr> </table> <p>This amount is a decrease compared to last year. I support carryover because it allows principals/buildings to plan for the purchase of larger items that would not normally fit into their budgets.</p> <p>Please feel free to contact Keith with any questions about carryover budget.</p>	Cormier	18,190	Pioneer	23,989	Valley View	39,675	Parkview	7,572	High School	<u>13,715</u>	Total	\$103,141
Cormier	18,190												
Pioneer	23,989												
Valley View	39,675												
Parkview	7,572												
High School	<u>13,715</u>												
Total	\$103,141												
Recommendation:	I recommend that the Board approve the carryover budget amounts as presented.												