SHEBOYGAN AREA SCHOOL DISTRICT

BOARD OF EDUCATION

SHEBOYGAN AREA SCHOOL DISRICT
Sheboygan, Wisconsin

REGULAR MEETING AGENDA [Revised]

Tuesday, November 25, 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, November 25, 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 October 28, 2025, and Closed Session meeting minutes of October 28, 2025.

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

Reports will be provided by:

Central High School: Katelynn Marver **Étude High School:** Eric Reilly
George D. Warriner High School: Derek DiBona

6:10 **VII. RECOGNITIONS – President Laster** (Information)

- North High School students will be recognized for their accomplishments.

6:15 **VIII. 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.

6:16 **IX. SUPERINTENDENT'S REPORT – Dr. Jacob Konrath** (Information)

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

6:21 **X. MISCELLANEOUS**

10 min. **A. ROOTS-LNRP – SASD COLLABORATION PROJECT – Dr. Jacob Konrath/Mr. David Miller/Mr. Tony Fessler/Mr. Jacob Boyer/Ms. Amy Lentz/Ms. Patricia Scuglik** (Information)

An update will be provided on Phases I, II, and III of the multi-year collaboration to reforest Sheboygan Area School District properties.

15 min. **B. SHEBOYGAN AREA SCHOOL DISTRICT REPORT CARDS AND ASSESSMENT DATA – Ms. Rachel Ledezma/Ms. Kelly Blum** (Information/Discussion)

Administration will provide an overview of the 2024-2025 Sheboygan Area School District School report cards and assessment data.

5 min. **C. REFERENDUM/FACILITIES UPDATE – Dr. Jacob Konrath/Mr. Mark Boehlke** (Information)

Administration will provide an update on the referendum timeline and other facility projects.

5 min. **D. COMMUNITY TAX INFORMATION COMMUNICATION – Dr. Jacob Konrath** (Discussion)

Administration will provide an update on the distribution of communications to the community regarding property tax bill information.

1 min. **E. MOTION OF THE SCHOOL BOARD TO RATIFY THE NOVEMBER 11, 2025 ACTION OF THE COMMITTEE OF THE WHOLE APPROVING THE RESOLUTION ESTABLISHING PARAMETERS FOR THE SALE OF NOT TO EXCEED $9,500,000 GENERAL OBLIGATION PROMISSORY NOTES (2025) AND TO FURTHER RATIFY THE NOVEMBER 19, 2025 ACTION OF THE DISTRICT PRESIDENT AND THE DISTRICT CLERK APPROVING THE DETAILS OF THE SALE OF GENERAL OBLIGATION PROMISSORY NOTES (2025) – Mr. Mark Boehlke** (Action)

1 min. **F. MOTION OF THE SCHOOL BOARD TO RATIFY THE NOVEMBER 11, 2025 ACTION OF THE COMMITTEE OF THE WHOLE APPROVING THE RESOLUTION ESTABLISHING PARAMETERS FOR THE SALE OF NOT TO EXCEED $9,500,000 GENERAL OBLIGATION PROMISSORY NOTES (2026) – Mr. Mark Boehlke** (Action)

6:58 **XI. REPORT OF COMMITTEES**

A. CURRICULUM AND INSTRUCTION COMMITTEE – Ms. Kay Robbins, Chair

1. Luxembourg 2026 Fieldtrip (Information/Action)
2. Class Size Report (Information/Discussion)
3. Introduction (First Reading) of Revised Board of Education Policy 2210 – Curriculum Development (Discussion/Possible Action)
4. Introduction (First Reading) of Revised Board of Education Policy 2270 – Religion in the Curriculum (Discussion/Possible Action)
5. Introduction (First Reading) of Revised Board of Education Policy 2271.01 – Start College Now Program (Discussion/Possible Action)
6. Introduction (First Reading) of Revised Board of Education Policy 2416 – Student Privacy and Parental Access to Information (Discussion/Possible Action)
7. Introduction (First Reading) of Revised Board of Education Policy 5112 – Entrance Age (Discussion/Possible Action)
8. Introduction (First Reading) of Revised Board of Education Policy 5113 – Open Enrollment Program (Inter-District) (Discussion/Possible Action)
9. Introduction (First Reading) of Revised Board of Education Policy 5310.01 – Emergency Nursing Services (Discussion/Possible Action)

10. Introduction (First Reading) of Revised Board of Education Policy 5330 – Administration of Medication/Emergency Care (Discussion/Possible Action)
11. Introduction (First Reading) of Revised Board of Education Policy 5411 – Third Grade Promotion and Retention: At-Risk Students (Discussion/Possible Action)
12. Introduction (First Reading) of Revised Board of Education Policy 5464 – Early Graduation (Discussion/Possible Action)
13. Introduction (First Reading) of Revised Board of Education Policy 5505 – Academic Honesty (Discussion/Possible Action)
14. Introduction (First Reading) of Revised Board of Education Policy 5512 – Use of Tobacco and Nicotine by Students (Discussion/Possible Action)
15. Introduction (First Reading) of Revised Board of Education Policy 5530 – Student Use or Possession of Intoxicants, Drugs, or Paraphernalia (Discussion/Possible Action)
16. Introduction (First Reading) of Revised Board of Education Policy 7440.02 – Smart Monitoring Equipment (Discussion/Possible Action)
17. Introduction (First Reading) of Revised Board of Education Policy 9151 – Use of Cameras and Other Recording Devices in Locker Rooms (Discussion/Possible Action)
18. Introduction (First Reading) to Delete Board of Education Policy 5611 – Due Process Rights (Discussion/Possible Action)
19. Introduction (First Reading) to Delete Board of Education Policy 5710 – Student Complaints (Discussion/Possible Action)

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

1. Appointments (Confirming Action)
2. Leave of Absence (Action)
3. Separations (Information)
4. Retirements (Action)
5. Introduction (First Reading) of Revised Board of Education Policy 1130 – Ethics and Conflict of Interest (Discussion/Possible Action)
6. Introduction (First Reading) of Revised Board of Education Policy 3230 – Ethics and Conflict of Interest (Discussion/Possible Action)
7. Introduction (First Reading) of Revised Board of Education Policy 4230 – Ethics and Conflict of Interest (Discussion/Possible Action)
8. Introduction (First Reading) of Revised Board of Education Policy 3214 – Staff Gifts (Discussion/Possible Action)
9. Introduction (First Reading) of Revised Board of Education Policy 4214 – Staff Gifts (Discussion/Possible Action)
10. Introduction (First Reading) of Revised Board of Education Policy 3281 – Personal Property of Staff Members (Discussion/Possible Action)
11. Introduction (First Reading) of Revised Board of Education Policy 4124 – Letter of Reasonable Assurance (Discussion/Possible Action)
12. Introduction (First Reading) of Revised Board of Education Policy 8120 – Volunteers (Discussion/Possible Action)

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

1. 2025 RDK Legacy Grant (Information)
2. Sheboygan Theatre Company Financial Report (Action)
3. Community Recreation Department Financial Report (Action)
4. Facility Permit Report (Information)

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

1. Fund 41 Capital Projects (Action)
2. Statement of Cash Flow (Action)
3. Revenues and Expenditures Reports (Action)
4. Budget Revisions and Transfers of Appropriations (Information)
5. Nutritional Services Update (Information)
6. Fund Balance Designation Discussion (Discussion/Possible Action)

7. Introduction (First Reading) of Revised Board of Education Policy 6114 – Cost Principles – Spending Federal Funds (Discussion/Possible Action)
8. Introduction (First Reading) of Revised Board of Education Policy 6231 – Budget Implementation (Discussion/Possible Action)
9. Introduction (First Reading) of Revised Board of Education Policy 6235 – Fund Balance (Discussion/Possible Action)
10. Introduction (First Reading) of Revised Board of Education Policy 6620 – Petty Cash (Discussion/Possible Action)
11. Introduction (First Reading) of Revised Board of Education Policy 7410 – Maintenance (Discussion/Possible Action)
12. Introduction (First Reading) of Revised Board of Education Policy 7430 – Safety Standards (Discussion/Possible Action)
13. Introduction (First Reading) of Revised Board of Education Policy 8531 – Free and Reduced-Price Meals (Discussion/Possible Action)
14. Introduction (First Reading) of Revised Board of Education Policy 8600 – Transportation (Discussion/Possible Action)
15. 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. Resolution Establishing Parameters for the Sale of Not to Exceed $9,500,000 General Obligation Promissory Notes (2025) (Discussion/Possible Action)
6. Resolution Establishing Parameters for the Sale of Not to Exceed $9,500,000 General Obligation Promissory Notes (2026) (Discussion/Possible Action)
7. Community Tax Information Communication (Discussion/Possible Action)
8. Adjourn (Action)

F. SPECIAL BOARD COMMITTEES/ASSIGNMENTS

1. Legislative Roundtable – Dr. Jacob Konrath (Information)
   Information from the November 17, 2025 meeting will be shared.
2. Sheboygan Public Education Foundation – Ms. Denise Wittstock (Information)
   Information from the November 19, 2025 meeting will be shared.
3. Human Growth and Development Citizens' Advisory Committee – Ms. Allie Tasche (Information)
   Information from the November 3, 2025 meeting will be shared.

7:17 **XII. FUTURE MEETING DATES** (Information/Possible Action)
December 9, 2025 – Committee meetings at 6:00 p.m.
December 23, 2025 - Regular Board of Education meeting at 6:00 p.m.

XIII. ADJOURN TO CLOSED SESSION PER WISCONSIN STATE STATUTES SECTION 19.85(1)(c) *(Action with roll call vote)* – To consider employment, promotion, compensation, or performance evaluation data of any public employee over which the Board of Education has jurisdiction or exercises responsibility: for the purpose of consideration of modification to an administrative contract under Section 118.24 of the Wisconsin Statutes for an administrative staff member for the 2026-2027 school year.

XIV. Reconvene to Open Session (Action)

XV. 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

DRAFT

BOARD OF EDUCATION
SHEBOYGAN AREA SCHOOL DISTRICT
Sheboygan, Wisconsin
REGULAR MEETING MINUTES
Tuesday, October 28, 2025

The regular meeting of the Board of Education of the Sheboygan Area School District was held on Tuesday, the 28th day of October, 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 Mr. Madden to approve the agenda. All ayes. Motion carried unanimously.

Present: Ms. Allie Tasche, Ms. Leah Hibl, Mr. Santino Laster, Ms. Heidi Boehmer, Ms. Sarah Ruiz-Harrison, Ms. Denise Wittstock, Ms. Mary Lynne Donohue, Mr. Peter Madden

Excused: Ms. Kay Robbins

APPROVAL OF MINUTES

Moved by Ms. Tasche, seconded by Mr. Madden to approve the Regular Board of Education meeting minutes of September 23, 2025. All ayes. Motion carried unanimously.

STUDENT REPRESENTATIVES

Ms. Kimiko Lee, North High School student representative reported that North High School students were focused on homecoming with this year's theme "Meet Me at Midnight". Events such as door painting, a pep rally, and the dance were very engaging for students and staff. Ms. Lee talked about the blood drive, students participating in the pre ACT, and the art department hosted a steam rolling print maker event for the community. Upcoming events are parent/teacher conferences, Volunteer Day, and the holiday breakfast in December.

Mr. Edgar Ruiz, South High School student representative reported that he is very involved at school including many sports, as well as many student clubs. South High School has provided an amazing opportunity culturally for students. He also talked about the rebranding of South and their goal to change for the greater good. The new logo was designed by a student. Upcoming events are homecoming, powder puff/buff, and the dance. Fiesta Hispana, which celebrates Hispanic traditions was recently held. It provides an opportunity to showcase small businesses and business owners and is hosted annually. There was high participation for Serve Day with more than 50 service activities on campus and within the community. Mr. Ruiz talked about student achievements both academically and in sports.

COMMUNITY INPUT

There was no community input.

SUPERINTENDENT'S REPORT

Dr. Konrath reported that South High School will be hosting the Veteran's Day Program on November 11 at 10:00 a.m. He also talked about Fiesta Hispana, a celebration of Hispanic traditions as part of Hispanic Heritage Month. Open interviews for support staff positions was recently held and the Human Resources Department anticipates filling most of the open custodial positions and some educational assistant positions. The North/South Musical – The Lightning Thief will take place at North High School, November 7-9, and November 13-15. The Sheboygan Public Education Foundation (SPEF) All in for Education event will be held on November 7, 2025, with this being their 22nd year of this annual event.

MISCELLANEOUS

A. North High School Continuous Improvement Update

Administrators at North High School presented their continuous improvement plan as it relates to the College and Career Readiness data and goals. The work begins with a vision that drives the school processes. A long-range plan and building goals are developed and the work begins. Ms. Ledezma reviewed the data qualifiers in which data is pulled for all students. The indicators came out of a campaign called Redefining Ready! and each indicator is research-based. 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. Collins reported on the 2023-24 data showing an increase in all growth areas and noted that the 3-year data looks at all students together. Mr. Breitrick, Ms. Nugent Timofeeva, and Ms. Jenna Worth discussed the goals as well as their outcomes and shared the action plans for each goal for the 2025-26 school year. Mr. Collins reported on the points of strength for the Class of 2025. Dr. Konrath added that transitions are hard, and he gives the Administration a lot of credit being that this is the first year for Mr. Collins as principal. Ms. Hibl and Ms. Tasche both commented on how impressed they are with the enthusiasm of administration.

B. 2026-2027 Proposed School Year Calendar

Moved by Ms. Donohue, seconded by Ms. Boehmer to accept administration's recommendation to approve the proposed 2026-2027 school year calendar. All ayes. Motion carried unanimously.

Dr. Konrath noted that graduation will be on Sunday, June 7 with an ability to shift the times up and down if needed.

C. Alternative Graduation Pathways

Ms. Ledezma presented the background on Central High School's decision to add two alternate pathways to graduation in addition to the traditional 23 credit requirement. Administration consulted with the Department of Public Instruction (DPI) and can confirm that both proposed pathways align with state law. Ms. Ledezma also reported that the Central High School Governing Board is also in full support. Dr. Konrath added that Policy 5460 – Graduation Requirements allows the District to establish alternate graduation pathways. Mr. Madden asked if there are any issues he sees with staying compliant outside of the graduation requirements and Dr. Konrath commented that most of these students likely would drop out of school due to a high risk of not graduating. Mr. Kestell commented that if Central High School can focus on a pathway that will give students the steps to graduate, he believes they will be able to keep the students engaged. These alternate pathways are intended for less than one percent of all high school students, typically seniors who are significantly credit deficient and at risk of not graduating.

D. Third Friday Enrollment Report

Ms. Ledezma presented the Third Friday Enrollment Report which is a count of all students attending the District on Friday, September 19, 2025, or students attending before and after September 19, 2025. The third Friday enrollment count for 2025-2026 is 9,111. The District is experiencing a decline in enrollment and so are 80 percent of the school districts in Wisconsin over the past five years as explained in the local and large district enrollment trends. Ms. Wittstock asked why the decline with some elementary schools and Dr. Konrath responded that birth rates are down – small incoming class cohorts. Ms. Ledezma reviewed enrollment by ethnicity and economically disadvantaged, which considers more factors than students who receive free and reduced meals. Ms. Ledezma discussed open enrollment in and open enrollment out as well as open enrollment history. Ms. Tasche asked how the District tracks in-district and out-of-district, and Dr. Konrath responded we do not know where some of those children are, and it does concern us as it is not good for children.

Mr. Laster noted he would like one motion for agenda items E., F., and G. and asked if the Board had questions on any of the policies and there were none.

Moved by Ms. Tasche, seconded by Ms. Ruiz-Harrison to approve agenda items E., F., and G. All ayes. Motion carried unanimously.

E. Adoption (Second Reading) of Revised Board of Education Policy 1100 – Administration; District Organization
F. Adoption (Second Reading) of Revised Board of Education Policy 1241 – Administration; Non-Reemployment of the District Administrator
G. Adoption (Second Reading) of Revised Board of Education Policy 5335 – Students; Care of Students with Chronic Health Conditions

H. Public Hearing on the Proposed 2025-2026 Budget

Mr. Boehlke reported that this presentation is a learning opportunity for school board and community members to have a better understanding of school funding. He explained that state imposed revenue caps limit the revenue a school district can generate between general state aid and local tax levies and that the SASD has never gone out for an operational referendum to exceed the revenue cap. He added that when it comes to aid, we are never above the Consumer Price Index (CPI) which is problematic. There has always been an increase to state aid to offset the tax burden; however, it is being shifted to the property taxpayer. Seventy-one percent of school districts saw a decrease in state aid. Because property value per students is below the State average, the District is more heavily funded through state aid than from the local tax levy which is a 4 percent shift. Changes in state aid do not change the District's budget. The tax levy is larger than we have experienced, but due to state aid over the property tax the mill rate is increasing from $5.44 to $5.70. Even with the larger increase the District still should have the lowest or one of the lowest mill rates in the County. Ms. Ruiz-Harrison asked if the voucher information is included as part of the tax bill and Mr. Boehlke responded that administration has advocated for it and are hopeful it will be included in the future. Dr. Konrath added that the vast majority of voucher students were already in those schools; however, there needs to be more transparency. Enrollment in the voucher program is down, while the students who are receiving vouchers has increased. The SASD does not have the ability to turn students away, but voucher schools can. Ms. Tasche asked about accountability through an audit and Dr. Konrath responded that it is not so much about whether he agrees or disagrees with the voucher program, but it should be the same system that the District is required to follow. We have to be honest that taxpayers are funding students' private education. The District levies $3,488 for students in our district, and $11,790 for students who are in the voucher program. This was an intentional shift by the State and not anything the District or school districts did. He added there will be a communication piece going out about the changes to school budgets and the tax implications. Ms. Donohue noted the County is responsible for how the tax bill looks even though it would need to be approved through the City council. Ms. Donohue asked if the budget information was a surprise and Mr. Boehlke responded that the increase in open enrollment which was raised by $1,000 hurt Urban districts throughout the State. We knew there was no increase in the State aid, but with the same amount of money, if you are a low valued district, the more money you spend the more state aid you receive. Some districts who had operational referendums are receiving more aid. We did not spend enough money compared to other districts. Dr. Konrath added that there were no levers for us to pull other than dip into fund balance and put the District in a bad position so that we can provide relief to the taxpayer. Mr. Boehlke wanted to be clear that the tax increase is not a result of the referendum. Private voucher funding has far outpaced school enrollments. The special education reimbursement increased by 10 percent; however, that amount does not cover our expenses. The District's revenue cap, which is the total revenue a district can receive through general state aid and local tax levy increased by 2.7 percent. The State budget included no increase to general state aid, shifting the tax burden to local property owners, even with the State ending the 2025 fiscal year with a $4.6 billion dollar surplus.

When talking about fiscal responsibility the District's Employee Wellness Program is recognized as a model program around the State. Over the last 10 years SASD health insurance premium increases have been four percent lower than annual medical inflation. And by changing from a defined retiree health care benefit to a defined retiree health care contribution, among the States 15 largest school districts, only the SASD had fully funded its retiree health care benefit.

The District's debt service has four bonds with maturity schedules from 2025-2044 amounting to $108,373,000 in remaining long-term bonded debt. State statute allows for debt up to 10 percent of the $6,850,906,486 equalized value of the District. The District has a Moody's bond Rating that was upgraded from Aa2 to Aa1 attributed to the District's strong financial position and budgeting practices.

The key points of the budget presentation are the State budget included a $325 per pupil revenue increase that is well below the inflation rate. There was no increase to the general state aid, shifting the tax burden to local property owners, and the District's revenue cap increased by 2.7 percent. $7,285,925 of the tax levy is used to fund the State private school voucher program – a $712,608 (10.8%) increase from the previous year. In 2024-25, local private schools that participate in the voucher program had a total enrollment of 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%). $31,779,775 tax levy for the District's 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 students.

Mr. Laster opened the meeting to receive community input into the 2025-2026 budget and there was none.

Mr. Laster closed the public hearing for the 2025-2026 budget at 7:21 p.m.

I. Adoption of the 2025-2026 Original Budget and Certification of Tax Levy

Moved by Ms. Hibl seconded by Ms. Donohue to accept administration's recommendation to adopt 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. All ayes. Motion carried unanimously.

REPORT OF COMMITTEES

A. CURRICULUM & INSTRUCTION COMMITTEE

Moved by Ms. Tasche, seconded by Mr. Madden to accept the Curriculum and Instruction Committee recommendation to approve agenda items #1 and #2. All ayes. Motion carried unanimously.

1. Guatemala 2026 Fieldtrip

   From the committee meeting:
   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

   From the committee meeting:
   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

   From the committee meeting:
   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, she would provide them to Ms. Robbins.

4. Introduction of New Courses

   Moved by Ms. Tasche, seconded by Ms. Donohue to accept the Curriculum and Instruction Committee 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 2026-2027 school year. All ayes. Motion carried unanimously.

   From the committee meeting:
   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 2026-2027 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.

B. HUMAN RESOURCES COMMITTEE

Moved by Ms. Hibl, seconded by Ms. Donohue to accept the Human Resources Committee recommendation to approve agenda items #1 and #3. All ayes. Motion carried unanimously.

1. Appointments

From the committee meeting:
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

From the committee meeting:
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

From the committee meeting:
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

C. FACILITIES/RECREATION/THEATRE COMMITTEE

1. Fall Community Recreation Department Marketing Insert

   From the committee meeting:
   Mr. Brooks presented the marketing insert for the fall Community Recreation Department opportunities.

2. Community Recreation Department Additional Supplies Giveaway

   From the committee meeting:
   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

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

4. Community Recreation Department Financial Report

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

5. 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. Fund Balance Discussion

   From the committee meeting:
   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

   From the committee meeting:
   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

   Moved by Ms. Boehmer, seconded by Ms. Donohue 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	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

E. COMMITTEE OF THE WHOLE

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

5. South High School Continuous Improvement Update

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 an issue since transportation is free with our busing; however, for those below 70%, the barrier is mental health, and they are using Providing Access to healing (PATH) to assist with that. He added they are looking at ways to meet basic needs as far as shelter, food security, and home security.

6. NexusACO Health Insurance Platform

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 option. He added 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 202 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

   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.

F. SPECIAL BOARD COMMITTEES/ASSIGNMENTS

1. Legislative Roundtable – Dr. Konrath reported that they continued discussions on state budget and what it means for taxpayers. We will be joining with other local districts to put out information to direct taxpayers back to their legislators.
2. Sheboygan Public Education Foundation – Ms. Wittstock referenced the meeting minutes and highlighted that the Foundation is working on their fall campaign, the "All in for Education" fundraiser set for November 7, and the fall teacher grant deadline is October 31.

FUTURE MEETING DATES

November 11, 2025 – Committee meetings at 6:00 p.m.
November 25, 2025 - Regular Board of Education meeting at 6:00 p.m.

ADJOURN

Moved by Ms. Tasche, seconded by Ms. Wittstock to adjourn at 8:02 p.m. to Closed Session per Wisconsin State Statutes 19.85(1)(c) – To discuss the annual performance evaluation of the Superintendent in accordance with Policy 1240. A roll call vote was taken and carried unanimously (Tasche, Hibl, Madden, Laster, Boehmer, Ruiz-Harrison, Donohue, Wittstock).

Moved by Ms. Donohue, seconded by Ms. Wittstock to reconvene at 9:29 p.m. to Open Session. All ayes. Motion carried unanimously.

Moved by Ms. Tasche, seconded by Ms. Boehmer to adjourn at 9:30 p.m. All ayes. Motion carried unanimously.

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

Tree Planting Collaboration Project

City of Sheboygan
spirit on the lake

SHEBOYGAN AREA
SCHOOL DISTRICT

ROOTS
RESTORATION OF OUR TREES SHEBOYGAN

Lakeshore Natural Resource Partnership
LNRP
CONSERVATION · COLLABORATION · COMMUNITY

About Us

- **Tony Fessler**-ROOTS leader
- **Jacob Boyer**-ROOTS leader
- **Patricia Scuglik**-Director of Partnerships @ LNRP
- **Sam Frauenfeld-** Partners & Projects Coordinator @ LNRP
- **Amy Lentz-** Interim Executive Director @ LNRP
- **David Miller**-SASD Employee, Botany Teacher & Greenhouse Manager at North High School

Project Overview

- **6 SASD Campuses Planted**
  - Grant & Cooper Elementary-Fall 2024
  - North High & Pigeon River Elementary-Spring 2025
  - South High & Jackson Elementary-Fall 2025
- **217 Trees Planted In Total**
  - 22 Trees at Grant Elementary
  - 21 Trees at Cooper Elementary
  - 41 Trees at North High
  - 57 Trees at Pigeon River
  - 29 Trees at South High
  - 47 Trees at Jackson Elementary

Project Overview (continued)

- All tree types/species are vetted by DNR representatives prior to selection & planting
- We collaborate with SASD grounds & maintenance on tree placement, watering and care
- **The project is funded by a $50,000 joint financial committment**
  - Half comes from a $25,000 DNR Urban Forestry Grant
  - The other half comes from the Sheboygan Rotary ROOTS Community Investment Fund (CIF) group which committed to a match of $25K with $11,000 spent to date
    - Funds generated by private sector donors making restricted contributions held by the Sheboygan County Rotary Foundation
- **LNRP tracks the significant volunteer hours that went into the project** and those values are calculated as a “match” for the WDNR funds. In effect, the $25K in DNR dollars going into tree acquisition, materials and hard purchases is combined with $25K or more in labor hours (community volunteers, ROOTS and LNRP staff, SASD students & faculty & city of Sheboygan staff)
  - That estimated dollar value of such volunteer support monetized for the six campuses currently completed meets or exceeds at least $25,000 based on hours and material invested.
- **This project funding covers**
  - Cost of trees (majority are bare root saplings acquired from Leaves Inspired Nursery)
  - Cost of stump digging by Manitowoc-based contractor
  - Metal stakes & straps (needed to secure tree from winds & vandalism in year 1)
  - Survey & Marking Equipment

Our Mission

1. To offset local carbon emissions, slow the effects of global climate change and replace tree canopy loss due to the widespread effects of the Emerald Ash Borer (EAB)
2. Provide educational opportunities for students in SASD to take pride in their campuses, learn about the importance of trees, the ecosystem services they provide and to get involved in urban forestry
3. To expand upon existing SASD and Wisconsin state curricula regarding urban forestry (LEAF, KEEP, etc)
4. This is the first project of its kind in Wisconsin & we hope to establish a formula or prototype that could be replicated by other cities seeking ways to implement sustainability efforts

Sample Maps of Campuses

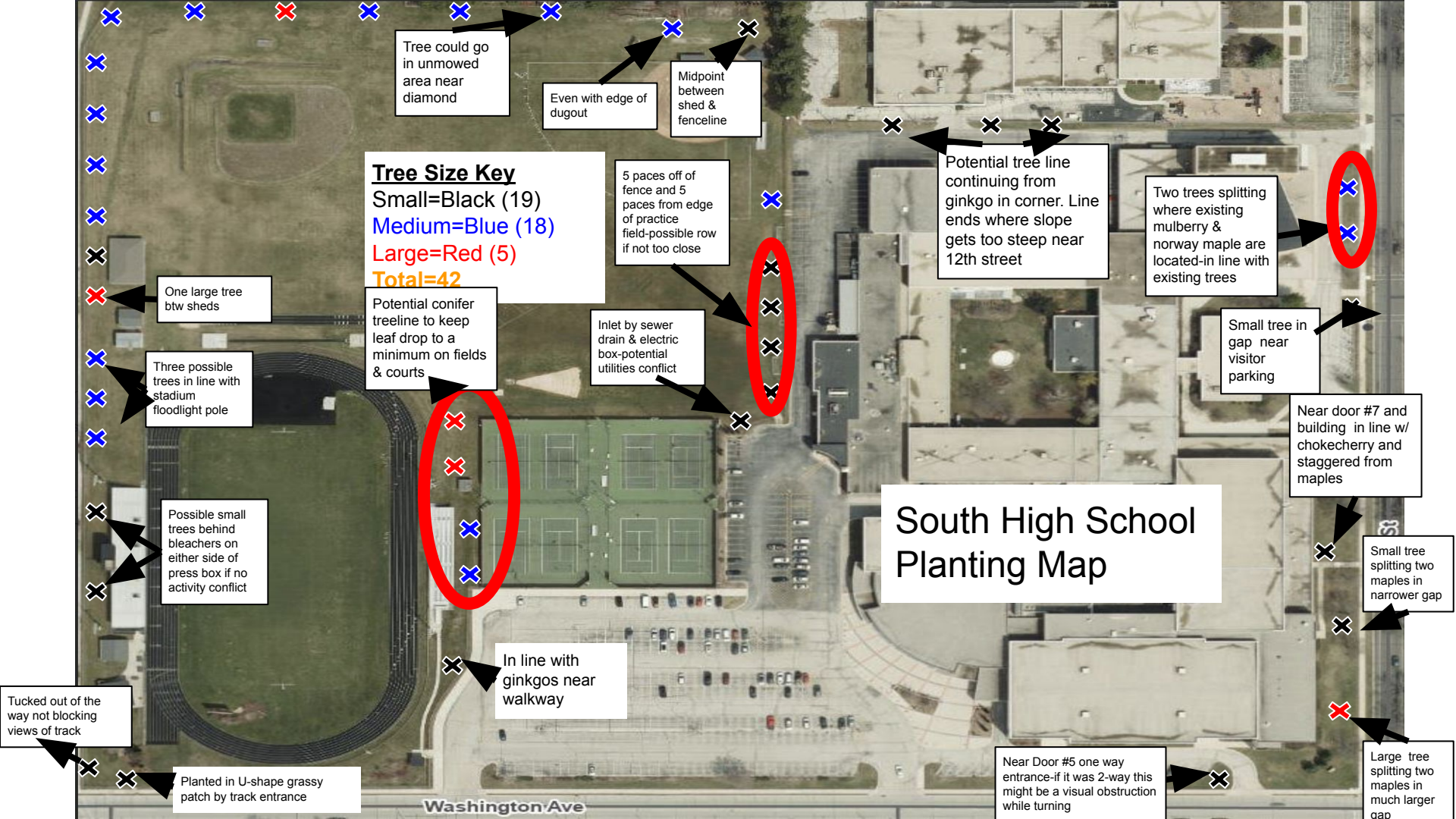


North High School Planting Map

-Colors denote species

-Day of event logistics are noted

-Volunteers are handed color coded maps to help them plant the right tree in the right place


Tree could go in unmowed area near diamond
Even with edge of dugout
Midpoint between shed & fenceline
Tree Size Key
Small=Black (19)
Medium=Blue (18)
Large=Red (5)
Total=42
5 paces off of fence and 5 paces from edge of practice field-possible row if not too close
Potential tree line continuing from ginkgo in corner. Line ends where slope gets too steep near 12th street
Two trees splitting where existing mulberry & norway maple are located-in line with existing trees
One large tree btw sheds
Potential conifer treeline to keep leaf drop to a minimum on fields & courts
Inlet by sewer drain & electric box-potential utilities conflict
Small tree in gap near visitor parking
Three possible trees in line with stadium floodlight pole
Near door #7 and building in line w/ chokecherry and staggered from maples
South High School Planting Map
Possible small trees behind bleachers on either side of press box if no activity conflict
Small tree splitting two maples in narrower gap
In line with ginkgos near walkway
Tucked out of the way not blocking views of track
Planted in U-shape grassy patch by track entrance
Near Door #5 one way entrance-if it was 2-way this might be a visual obstruction while turning
Large tree splitting two maples in much larger gap
Washington Ave

Tree Planting Demonstration


TER TOGETHER


WE ARE
NORTH



Volunteers-The Real Stars of the Show!




WE ARE
NOH





Local Media Coverage



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Sheboygan Sun

LOCAL NEWS MORE OBITUARIES CLASSIFIEDS JOBS EVENTS CONNECT

FEATURED

Reforestation project begins at Grant and Cooper Elementary in Sheboygan

Oct 23, 2024 0

1 of 11

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00:00 04:45

On Saturday, Oct 19, several Sheboygan organizations, along with the Sheboygan Area School District (SASD) members and students, planted 50 trees between the Grant and Cooper elementary school campuses as part of a reforestation project.

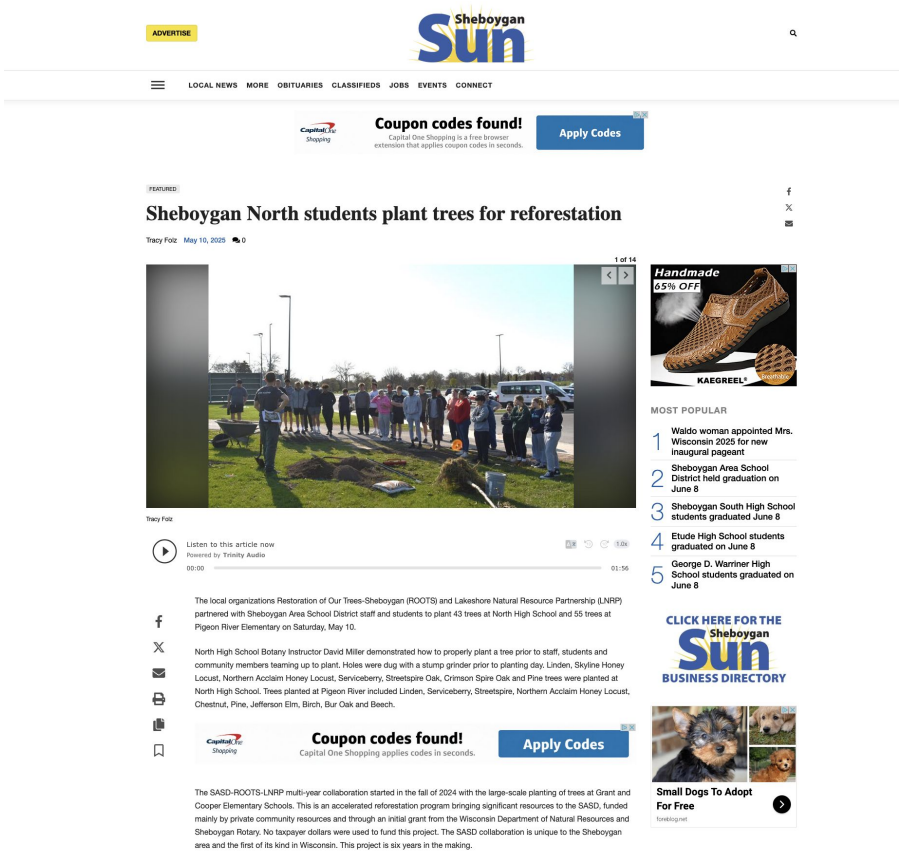
The Sheboygan Rotary Club's Restoration of Our Trees Sheboygan (ROOTS) and its partner the Lakeshore Natural Resource

View Satellite Map
Earth View 360° Open

MOST POPULAR

1. Waldo woman appointed Mrs. Wisconsin 2025 for new inaugural pageant
2. Sheboygan Area School District held graduation on June 8
3. Sheboygan South High School students graduated June 8
4. Etude High School students graduated on June 8
5. George D. Warriner High School students graduated on June 8

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FEATURED

Sheboygan North students plant trees for reforestation

Tracy Folz May 10, 2025 0

1 of 14

Tracy Folz

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00:00 01:56

The local organizations Restoration of Our Trees-Sheboygan (ROOTS) and Lakeshore Natural Resource Partnership (LNRP) partnered with Sheboygan Area School District staff and students to plant 43 trees at North High School and 55 trees at Pigeon River Elementary on Saturday, May 10.

North High School Botany Instructor David Miller demonstrated how to properly plant a tree prior to staff, students and community members teaming up to plant. Holes were dug with a stump grinder prior to planting day. Linden, Skyline Honey Locust, Northern Acclaim Honey Locust, Serviceberry, Streetspire Oak, Crimson Spire Oak and Pine trees were planted at North High School. Trees planted at Pigeon River included Linden, Serviceberry, Streetspire, Northern Acclaim Honey Locust, Chestnut, Pine, Jefferson Elm, Birch, Bur Oak and Beech.

Coupon codes found! Capital One Shopping applies codes in seconds. Apply Codes

The SASD-ROOTS-LNRP multi-year collaboration started in the fall of 2024 with the large-scale planting of trees at Grant and Cooper Elementary Schools. This is an accelerated reforestation program bringing significant resources to the SASD, funded mainly by private community resources and through an initial grant from the Wisconsin Department of Natural Resources and Sheboygan Rotary. No taxpayer dollars were used to fund this project. The SASD collaboration is unique to the Sheboygan area and the first of its kind in Wisconsin. This project is six years in the making.

Handmade 65% OFF KAEGREEL

MOST POPULAR

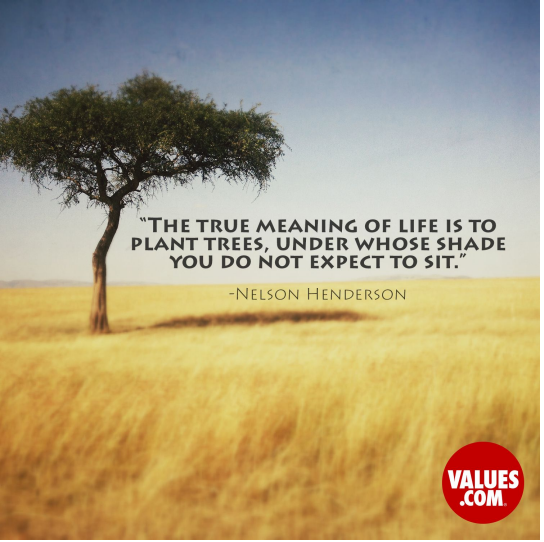
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Small Dogs To Adopt For Free

Next Steps

- Now that the initial $25,000 has been expended, we are in the process of renewing our DNR Urban Forestry Grant application in the hopes of receiving further state funding to reforest more campuses
- We are actively seeking private donors & organizations to help fund additional planting efforts
- We are monitoring tree health & growth and replacing the few trees that do not survive where needed



Thanks For Your Time!
Are There Any Questions???



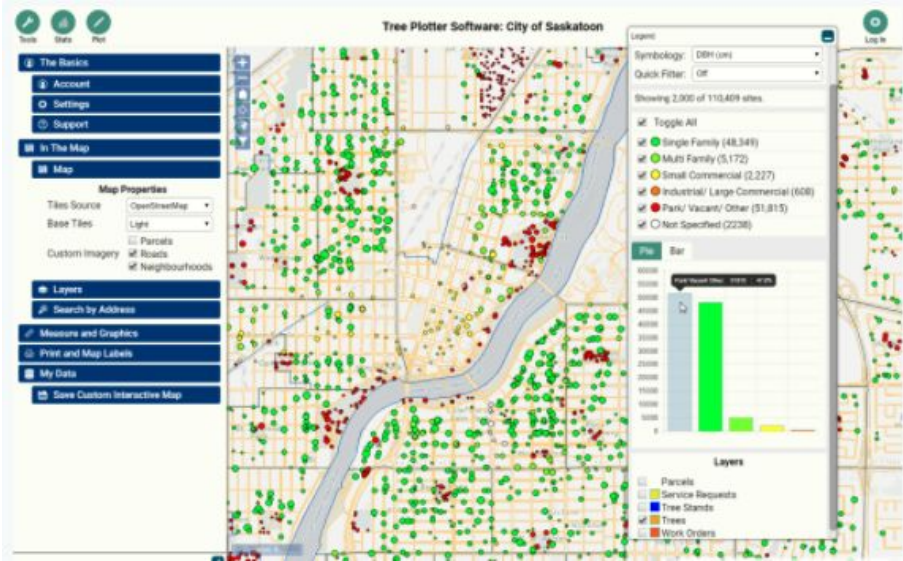


Supplemental Information Found In The Following Slides

Phase 1-Tree Inventorying

Tree Inventorying Process Summary

- A data-driven approach to assessing urban tree canopy
- Required by the DNR in order to receive grant funding for urban forestry
- Assesses trees on several metrics
  - Species (type)
  - DBH (diameter at breast height)
  - Condition (health)
- Has been conducted for all SASD campuses to date



Tree Inventory Sample Data

Tree Species (Scientific Name)	Tree Species (Common Name)	Location (Latitude vs Longitude)	Diameter at Breast Height (DBH)-inches	Tree Condition	Condition Notes
Ginkgo biloba	Ginkgo	N43.71960, W087.72131	7	Excellent	
Ginkgo biloba	Ginkgo	N43.71960, W087.72084	9.46	Excellent	
Ginkgo biloba	Ginkgo	N43.71961, W087.72106	8.99	Excellent	
Ginkgo biloba	Ginkgo	N43.71961, W087.72063	11.06	Excellent	
Prunus virginiana	Eastern Chokecherry	N43.71963, W087.72025	6.04	Excellent	
Picea glauca	White Spruce	N43.71963, W087.720215	10.5	Excellent	
Amelanchier arborea	Serviceberry	N43.71973, W087.72020	3.18	Excellent	
Amelanchier arborea	Serviceberry	N43.71971, W087.72018	4.77	Excellent	
Acer platanoides	Norway Maple	N43.72039, W087.72001	13.6	Excellent	
Acer saccharum	Sugar Maple	N43.72062. W087.72004	22.9	Excellent	
Malus ioensis	Prairie Crabapple	N43.72073, W087.72008	7.48	Excellent	
Malus ioensis	Prairie Crabapple	N43.72084, W087.71999	1.59	Excellent	
Acer saccharum	Sugar Maple	N43.72092, W087.72004	23	Good	
Taxus brevifolia	Pacific Yew	N43.72091, W087.72008	3.74	Excellent	
Picea glauca	White Spruce	N43.71966, W087.72010	7.4	Excellent	
Picea glauca	White Spruce	N43.71967, W087.72008	7.95	Excellent	
Acer saccharum	Sugar Maple	N43.71960, W087.71999	21.6	Fair	bark peeling
Acer platanoides	Norway Maple	N43.72010, W087.72002	17.9	Fair	
Ginkgo biloba	Ginkgo	N43.71958, W087.723351	6.6	Good	
Ginkgo biloba	Ginkgo	N43.71957, W087.72186	6.9	Good	

Phase 2-Grant Writing Logistics
(Take it away-LNRP!)

Phase 3-Event Planning & Collaboration

Event Planning & Collaboration Overview

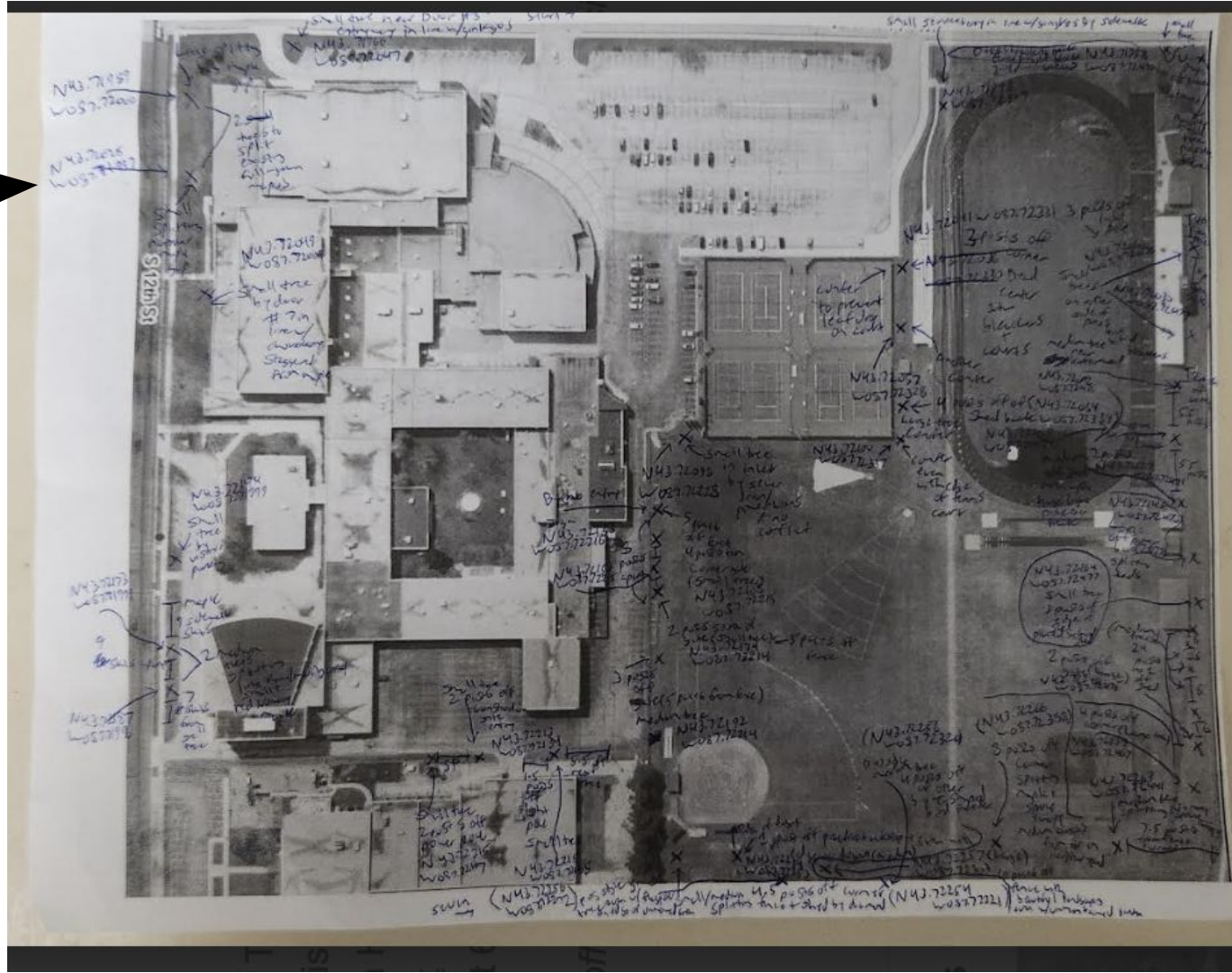
1) Campuses are walked to prepare a draft plan & preliminary plan
2) The plan is sent to all involved parties
3) Meetings are held with ROOTS & LNRP to discuss the logistics
4) Meetings are held within SASD to involve all building principals, head of grounds/facilities & athletics directors
5) The preliminary plan is revised to become the finalized plan
6) A tree order is placed by ROOTS with Leaves Inspired Nursery in Chilton, WI





Leaves INSPIRED TREE NURSERY

South High Rough Draft



Step 1-Rough Draft

- Necessary Ingredients
  - A clipboard
  - A pen/pencil
  - A handheld GPS unit
  - Hopefully decent weather!



North High School Final Map

-Colors denote species

-Day of event logistics are noted

Step 2-Preliminary Map

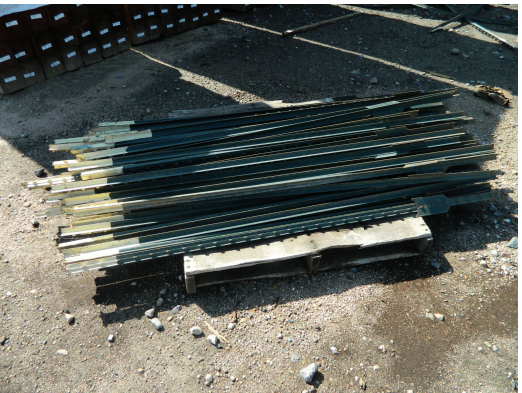
Step 3-Finalized Map

After talking with building principals, head of facilities Joe Vollmer & athletic directors

Phase 4-Site Preparation

Site Preparation Overview

1) The finalized plan is sent to Digger's Hotline with several weeks notice
2) School administrators are informed of timing of Digger's Hotlines presence on campus
3) Any final meetings are held within SASD or with ROOTS & LNRP to finalize all logistics
4) A stump digger is contracted to pre-dig the holes to reduce labor & potential hazards to students/volunteers
5) Once holes are dug, metal stakes are distributed to each hole with flagging tape to denote species
6) The city of Sheboygan is coordinated with to acquire mulch
7) Mulch is delivered several days before and trees arrive the day before the event







Site Preparation & Stump Digging





Site Preparation & Stump Digging






Vermeer
SC852

Phase 4-Day of Event Logistics & Planting

Day of Event Logistics & Planting Overview

1) Leaders arrive early on Saturday to ensure tree bare roots are properly irrigated
2) Tarps are removed and trees are divided by species for ease of handling by volunteers
3) When volunteers arrive, brief remarks kick off the event with a planting demonstration (staking, mulching, proper tree depth & alignment, etc)
4) Then, teams of volunteers receive maps and a color-coded species flagging key before taking to the campuses to plant the trees under leadership oversight
5) Mulch is distributed to each tree by volunteers & trees are individually watered via team leaders later that afternoon


WE ARE
&
NORTH



North High Flagging Tape Color Key

Linden=(Pink)

Skyline (Big) Honey

Locust=(Orange)

Northern Acclaim (Small) Honey

Locust=(Green)

Serviceberry=(Yellow)

Streetspire Oak=(Blue)

Crimson Spire Oak=(Red)

Pine=(White)



Pigeon River Campus Flagging Tape Color Key

Linden=(Pink)

Serviceberry=(Yellow)

Streetspire Oak=(Blue)

Northern Acclaim (Small) Honey Locust=(Green)

Chestnut Oak=(Red)

Pine=(White)

Jefferson Elm=(Orange)

Birch= (Blue & Orange)

Bur Oak= (Red & Yellow)

Beech=(White & Pink)

Grant & Cooper-Fall 2024



More Tree Planting Come in May! Come Join Us!






LNRP












TER TOGETHER


WE ARE
NORTH


WE ARE
GREEN BAY
PACKERS












WE ARE
NORTH








WE ARE

North & Pigeon River-Spring 2025











Media Coverage

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Sheboygan Sun

LOCAL NEWS MORE OBITUARIES CLASSIFIEDS JOBS EVENTS CONNECT

FEATURED

Reforestation project begins at Grant and Cooper Elementary in Sheboygan

Oct 23, 2024 0

1 of 11



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On Saturday, Oct 19, several Sheboygan organizations, along with the Sheboygan Area School District (SASD) members and students, planted 50 trees between the Grant and Cooper elementary school campuses as part of a reforestation project.

The Sheboygan Rotary Club's Restoration of Our Trees Sheboygan (ROOTS) and its partner the Lakeshore Natural Resource



View Satellite Map

Earth View 360° Open

MOST POPULAR

1 Waldo woman appointed Mrs. Wisconsin 2025 for new inaugural pageant
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3 Sheboygan South High School students graduated June 8
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FEATURED

Sheboygan North students plant trees for reforestation

Tracy Folz May 10, 2025 0

1 of 14



Tracy Folz

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00:00 01:56

The local organizations Restoration of Our Trees-Sheboygan (ROOTS) and Lakeshore Natural Resource Partnership (LNRP) partnered with Sheboygan Area School District staff and students to plant 43 trees at North High School and 55 trees at Pigeon River Elementary on Saturday, May 10.

North High School Botany Instructor David Miller demonstrated how to properly plant a tree prior to staff, students and community members teaming up to plant. Holes were dug with a stump grinder prior to planting day. Linden, Skyline Honey Locust, Northern Acclaim Honey Locust, Serviceberry, Streetspire Oak, Crimson Spire Oak and Pine trees were planted at North High School. Trees planted at Pigeon River included Linden, Serviceberry, Streetspire, Northern Acclaim Honey Locust, Chestnut, Pine, Jefferson Elm, Birch, Bur Oak and Beech.

Coupon codes found! Capital One Shopping applies codes in seconds. Apply Codes

The SASD-ROOTS-LNRP multi-year collaboration started in the fall of 2024 with the large-scale planting of trees at Grant and Cooper Elementary Schools. This is an accelerated reforestation program bringing significant resources to the SASD, funded mainly by private community resources and through an initial grant from the Wisconsin Department of Natural Resources and Sheboygan Rotary. No taxpayer dollars were used to fund this project. The SASD collaboration is unique to the Sheboygan area and the first of its kind in Wisconsin. This project is six years in the making.



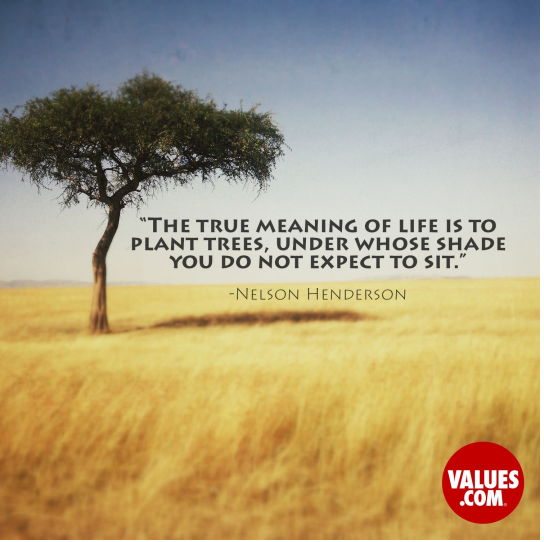
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Small Dogs To Adopt For Free



Thanks For Your Time!
Are There Any Questions???





Grant & Cooper-Article
North & PR-Article 1 &
Article 2

Grant & Cooper-Article

SHEBOYGAN AREA
SCHOOL DISTRICT

Update on State Report Cards

November 25, 2025 Board of Education Meeting

AGENDA

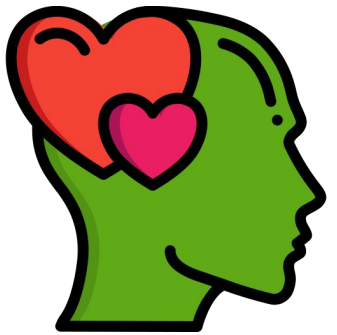
- Data Use & SASD Strategic Vision
- State Report Cards
- District Comparables
- College & Career Readiness
- Continuous Improvement

PHILOSOPHY FOR MEASURING SUCCESS

- We measure success in multiple ways.
- We use a balanced approach by utilizing school and district report cards in tandem with other data sources like:
  - Annual state assessment data, universal screening data, curriculum based-assessments, and college and career readiness indicators.
- We prioritize data sources that align most closely with our strategic vision.

PROGRAMMATIC PRIORITIES

1. Every learner demonstrates **continuous growth** towards the academic standards
2. Every learner demonstrates **continuous growth** towards the social-emotional competencies
3. Educators use an **evidence-based curriculum** and measure student growth with a **balanced system of formative and summative assessments**
4. Each school maintains a **Multi-Level System of Supports (MLSS)** and **data-driven Professional Learning Communities (PLCs)**
5. Every student **learns, grows, belongs**
6. Every learner **graduates Life Ready and Career or College Ready** based on their self-defined pathway



Our Students Are Our Data



















"All students will be productive and responsible citizens in a competitive world."

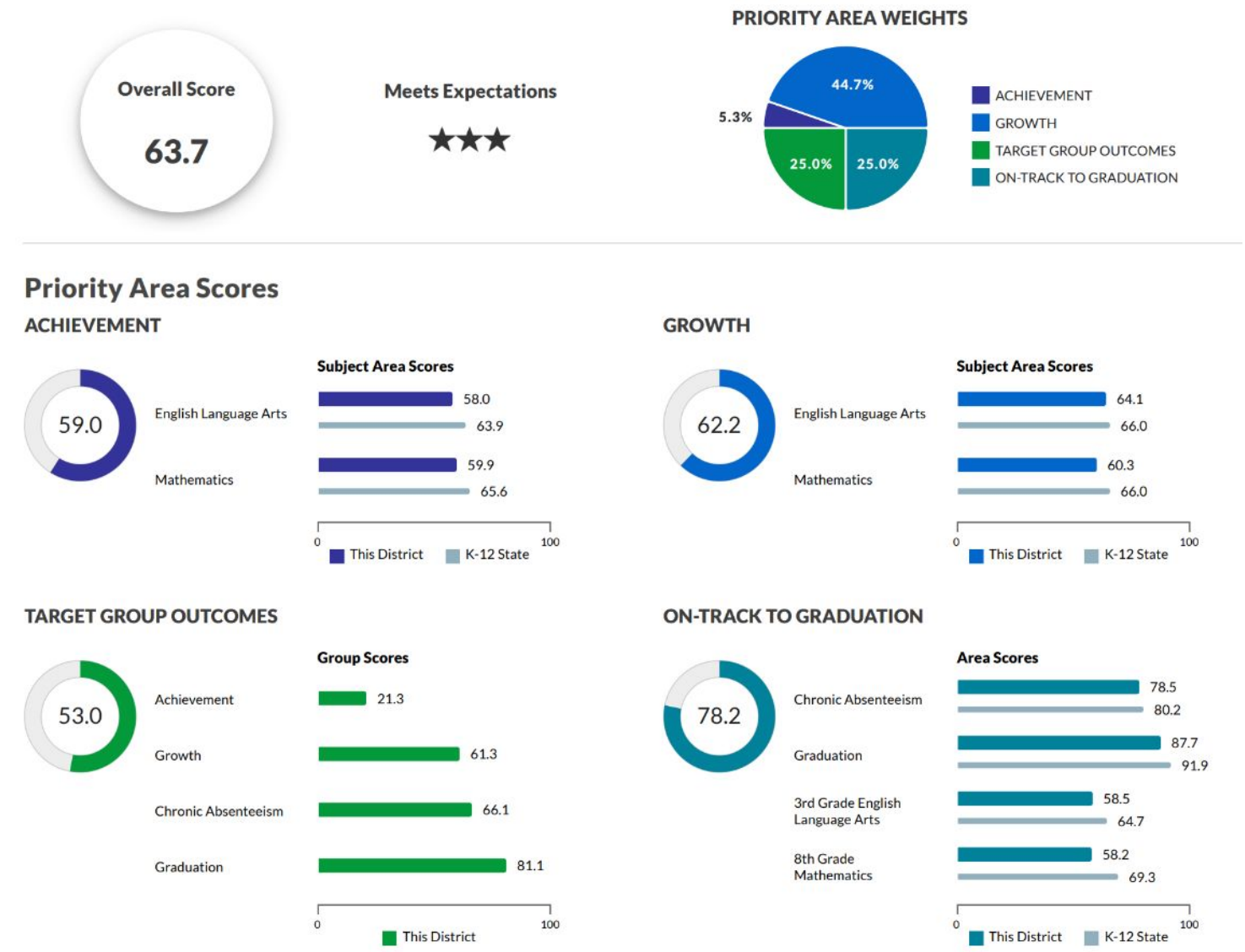
Sheboygan Area School District Vision

State Report Cards

WHAT'S CHANGED?

1. Rating Category Score Ranges
2. Two Years of Achievement Data
3. No 2023-24 Scale Adjustment
4. Norming Update

PRIORITY AREA SCORES



- The SASD continues to meet expectations
- Which falls in the typical range along with the majority of school districts in the State

ACCOUNTABILITY RATINGS

Accountability Rating Category	Accountability Score Range			
	Min	Max	# of Schools	Econ Dis range / # of districts
Significantly Exceeds Expectations	84	100	42 Districts	1%-20% / 30 districts 20.1%-40% / 10 districts 40.1%-60% / 1 district 60.1%+ / 1 districts
Exceeds Expectations	71	83.9	169 Districts	1%-20% / 29 districts 20.1%-40% / 111 districts 40.1%-60%/ 28 district 60.1%+ / 1 districts
Meets Expectations	60	70.9	184 Districts	1%-20% / 4 districts 20.1%-40% / 53 districts 40.1%-60% / 110 district 60.1%+ / 17 districts
Meets Few Expectations	49	59.9	25 Districts	1%-20% / 0 district 20.1%-40% / 1 districts 40.1%-60% / 17 district 60.1%+ / 7 districts
Fails to Meet Expectations	0	48.9	0 Districts	**Note:** There are 421 school districts in Wisconsin

ACCOUNTABILITY RATINGS

Accountability Rating Category	Accountability Score Range		# of Schools	Schools
	Min	Max		
Significantly Exceeds Expectations	84	100	1 School	Lincoln-Erdman (85.3)
Exceeds Expectations	71	83.9	7 Schools	Cleveland (75.6), Etude Elementary (76.2), Pigeon-River (77.9), Madison (82.8), Wilson (82.4), Warriner High (72.3), LCA (77.1),
Meets Expectations	60	70.9	8 Schools	Grant (64.2), Jackson (61.0), Jefferson (61.3), Longfellow (64.6), Sheridan (67.7), Etude High (62.4), North (67.6), SLA (62.5)
Meets Few Expectations	49	59.9	7 Schools	Cooper (54.0), Etude Middle (53.1), Horace Mann (59.0), Farnsworth (58.7), Urban (58.9), Warriner Middle (59.2), South (57.6)
Fails to Meet Expectations	0	48.9	1 Schools	Central (40.2)

High School- ACT Results

ACT Subject Area and Composite Scores

	Math				English				Reading				Science				Composite Scores			
	21-22	22-23	23-24	24-25	21-22	22-23	23-24	24-25	21-22	22-23	23-24	24-25	21-22	22-23	23-24	24-25	21-22	22-23	23-24	24-25
State	19.2	19.0	19.1	19.1	18.1	18.3	18.1	18.4	19.7	19.5	19.4	19.4	19.8	19.8	19.7	19.7	19.3	19.3	19.2	19.2
District	17.8	18.6	18.3	17.9	16.4	18.0	17.5	17.4	18.4	19.0	18.6	18.2	18.4	19.2	19.1	18.8	17.9	18.8	18.6	18.1
NHS	18.8	19.6	19.8	19.2	17.2	19.0	19.1	18.5	19.5	20.1	19.8	18.9	19.4	20.1	20.0	19.8	18.9	19.8	19.8	19.1
SHS	17.2	17.9	17.3	17.1	16.0	17.2	16.6	16.7	17.4	18.3	17.7	18.0	17.8	18.8	18.4	18.3	17.2	18.1	17.6	17.5
WHS	17.6	18.0	16.7	16.2	17.7	19.4	17.1	17.8	21.7	20.3	18.2	18.3	19.1	19.9	19.5	18.6	19.2	19.5	18.0	17.9
CHS	14.5	14.1	13.9	13.8	11.9	11.7	12.0	11.5	13.8	13.1	14.5	13.3	14.6	13.7	15.6	15.0	13.8	13.3	14.1	13.8
Etude	15.2	18.7	16.4	14.3	17.9	19.8	19.1	20.1	21.4	18.2	20.2	19.8	16.8	20.2	19.7	18.2	17.9	19.4	19.1	17.9

Elementary School-Forward Results

Forward Exam-Elementary School Results

	Math % Meeting	ELA % Meeting	ML % Enrollment	SwD % Enrollment	Econ Dis % Enrollment
State 3-8	52.8	51.6	6.9	15.7	40.4
District 3-5	50.7	45.6	17.5	18.2	64.5
Cleveland	48.3	37.9	29.1	20.5	58.1
Cooper	41.3	33.3	18.0	20.7	71.9
Etude	62.9	66.3	4.2	13.2	51.6
Grant	42.6	46.2	16.3	21.1	83.4
Jackson	59.7	53.7	16.3	21.7	61.0
James Madison	53.1	41.4	19.6	25.4	74.6
Jefferson	33.6	26.0	34.1	27.4	89.7
Lincoln- Erdman	73.6	58.3	8.9	12.9	45.9
Longfellow	36.4	26.4	21.4	19.2	94.0
Pigeon River	42.3	40.7	15.7	17.7	60.2
Sheridan	28.0	29.6	65.0	11.9	78.0
Wilson	69.8	50.9	28.8	15.5	70.8

Middle School School-Forward Results

Forward Exam-Middle School Results

	Math % Meets	ELA % Meets	ML % Enrollment	SwD % Enrollment	Econ Dis % Enrollment
State	52.8	51.6	6.9	15.7	40.4
District	43.7	43.7	17.5	18.2	64.5
Farnsworth	41.2	37.9	21.9	21.4	71.8
Warriner MS	30.8	30.8	4.7	11.6	62.8
Horace Mann	47.3	47.2	20.9	18.3	61.6
Etude MS	39.7	45.6	1.3	18.2	66.2
Urban	43.4	45.2	20.2	19.7	67.3
Lake Country (3-8)	57.6	59.0	7.2	6.0	37.6
SLA (3-8)	31.4	45.5	10.3	11.7	72.3

District Comparables

Report Card Comparisons

Indicator	State Value	Comparison Group Average	Sheboygan Area	Green Bay Area Public	Janesville	Kenosha	La Crosse	Manitowoc	Racine Unified	Superior	West Allis-West Milwaukee	Wisconsin Rapids
ELA Proficiency	51.0%	41.2%	43.4%	33.7%	49.3%	42.2%	47.3%	37.4%	28.1%	50.6%	39.8%	42.8%
Math Proficiency	52.0%	38.7%	45.4%	35.6%	48.0%	40.5%	43.1%	37.1%	22.1%	44.1%	32.8%	44.8%
Achievement Score	65.9	54.5	59.0	48.8	61.5	55.7	60.4	52.1	39.0	60.8	50.7	61.1
ELA Achievement Score	64.8	55.6	58.0	48.0	61.7	56.6	62.0	52.6	42.4	63.7	53.8	59.6
Math Achievement Score	67.0	53.2	59.9	49.5	61.3	54.7	58.7	51.5	35.5	57.8	47.6	62.5
Growth Score	65.3	60.3	62.2	59.4	55.6	62.2	66.0	51.8	59.4	62.2	71.7	54.6
ELA Growth Score	65.4	62.2	64.1	58.4	56.5	64.1	67.9	52.7	64.1	67.9	77.4	50.8
Math Growth Score	65.1	58.4	60.3	60.3	54.6	60.3	64.1	50.8	54.6	56.5	66.0	58.4
3rd Grade ELA Achievement Score	65.8	57.8	58.5	52.3	69.8	56.9	59.6	53.5	42.3	72.9	48.6	64.2
8th Grade Mathematics Achievement Score	69.5	54.2	58.2	45.8	65.3	56.1	56.0	57.0	34.3	53.3	55.6	64.4
On-Track to Graduation Score	84.9	77.1	78.2	73.7	80.8	75.4	79.1	75.8	64.5	84.3	76.1	83.9

Source: ECRA Group, Data & Analytic Solutions for Districts

College & Career Readiness

CCR Data - College/Career Readiness - All Students

Career Readiness Accountability Measures	% of Students Achieving			
	2025	2024	2023	3 Year Average
Career Ready (2 Indicators)	79.10%	83.2%	72.7%	78.3%
90% Attendance	68.90%	72.3%	68.1%	69.8%
25 Hours of Community Service	23.60%	20.3%	12.9%	18.9%
Workplace Learning Experience	40.20%	45.9%	28.9%	38.3%
Industry Credential	10.50%	12.3%	6.4%	11.0%
Dual Credit Career Pathway Course	71.40%	79.5%	72.2%	74.4%
Two or More Organized Co-Curricular Activities	57.20%	56.1%	47.7%	53.7%
College Ready (GPA 2.8+ and 1 additional indicator)	48.10%	50.1%	42.0%	46.7%
GPA 2.8+	52.10%	51.5%	48.4%	50.7%
Advanced Standing, CAPP, AP Course (Grade "C" or better)	60.40%	67.0%	61.4%	62.9%
Dual Credit College Course	44.70%	48.9%	41.2%	44.9%
Advanced Algebra	35.60%	43.1%	39.2%	39.3%
4-Year ACT Benchmarks (English 18; Reading 22; Science 23; Math 22)	12.20%	13.6%	8.9%	11.6%
2-Year ACT Benchmarks (English 18; Reading 18; Science 18; Math 18)	6.30%	6.1%	7.5%	6.6%

CCR Data - College/Career Readiness - 4-Year Bound

College Readiness Accountability Measures	% of 4-Year Students Achieving			
	2025	2024	2023	3 Year Average
4-Year Career Ready	95.50%	94.5%	88.4%	92.8%
4-Year College Ready (GPA 2.8+ and 1 additional indicator)	79.90%	74.8%	70.4%	75.0%
GPA 2.8+	80.30%	75.8%	73.8%	76.6%
Advanced Standing, CAPP, AP Course (Grade "C" or better)	86.90%	88.3%	82.4%	85.9%
Dual Credit College Course	58.90%	53.4%	48.9%	53.7%
Advanced Algebra	64.60%	69.0%	56.2%	63.3%
4-Year ACT Benchmarks (English 18; Reading 22; Science 23; Math 22)	30.30%	29.1%	26.2%	28.5%

Academic Return on Investment

Sheboygan Area School District

ACADEMIC RETURN ON INVESTMENT (ROI)

- We continue to demonstrate year-over-year growth
- 19 schools increased their scores, and 5 schools improved their accountability category
- 10 schools increased their report card score by 3+ points
- 79% of students of the Class of 2025 graduated “career ready”
- Nearly 80% of our college-bound students met their college-ready accountability measures
- Over 57% of our 2025 graduating class were actively engaged in two or more school sanctioned activities
- 60% of the 2025 senior class took an advanced standing course

ACADEMIC RETURN ON INVESTMENT (ROI)

- Per ECRA Group, an independent data analyst, we outperformed our comparable districts on every metric
- When compared to 9 peer districts, we have the 2nd highest percentage economic need, the 2nd highest percentage of multilingual learners, the 4th highest percentage of students with disabilities, and the 5th highest enrollment
- Our student demographics is one of many ways to view our district
- We celebrate our uniqueness
- We must continue to leverage our resources responsibly and in a balanced way to meet the needs of all our learners
- We fight hard for student success in the Sheboygan Area School District!

CONTINUOUS IMPROVEMENT, 24-25 SY

- Continue to build collective teacher efficacy through PLCs
- Continue to build our Equitable Multi-Level Systems of Support (EMLSS) to get students what they need, when they need it
- Continue to invest in a strong universal curriculum
- Continue to engage our school in data driven school improvement processes

Questions?

Rachel Ledezma
Assistant Superintendent
Student & Instructional Services
rledezma@sasd.net

Kelly Blum
Coordinator
Student & Instructional Services
kblum@sasd.net

Sheboygan Public Education Foundation
Board of Directors - MINUTES

Meeting - Nov. 19th, 2025
Meeting location: Civic Room Lakeview Tower (US Bank building)

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

Jerry called the meeting to order at 4:30 pm

School Board Report - Denise Wittstock- Not in attendance

Superintendent's Report - Jake Konrath - Not in attendance

President's Report- led by President Jerry Jones
Nominations for Friends of Education: Mike Jaber, Amy Dekker, Ryan Glaeser, Terry Shircel, Janet Ross. Discussion followed on all the contributions made by these individuals to help make SPEF a success. All nominations are approved. Dave approved the motion, Chris seconded it. It was suggested that Brandon, who is helping us with computer set-up be nominated next year. We will honour them at our annual meeting on Wednesday, Jan. 14th at the Yacht Club. Advisory Board Members and past Friends of Education will be invited.

Finance Committee - Anne Holzem
Anne reviewed the Treasurer's Report, Variance Report and Operation Budget for September. The Financial reports were approved by the board.

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

- All In for Education a Great Success - THANK YOU! Recap, Jerry mentioned there was lots of good buzz about the event. Bill came for the first time with his friends. He reported it was better than expected. Chris Conway said all of her friends had a great time, loved all the silent auction items. Pine Hills had better food this year. Anne mentioned that the poker aspect of it is nostalgic in a good way since so many people play online now and it's a great way to socialize. Rox is still calculating the final tally minus the expenses, but it looks like SPEF made around $29K on the event - the best yet, due to very generous sponsors, donors and guests.
- Rox mentioned that we need 4-6 more volunteers for the event, especially the 2nd half of the night.
- Due to a conflict, the All In Event will be on Friday, Oct. 16th next year. It was suggested to email this year's guests a Save the Date now so they have that date blocked out. The only possible conflict

with this date is Kohler Food and Wine, but it tends to be a different crowd from those that attend our event.

- Rayna reported that she has met with all the Sheb. County Counselors on Oct. 31st. She just ran an essay writing workshop at South and has a drop-in scholarship help session planned for December.
- SASD Solicitation update - Laurie reported that most of the envelopes have been collected and she is in the process of sorting through them. We had around 20 Venmo donations this year.
- Fall Teacher Grant Updates and Voting- The Teacher Grant Committee met on Monday to go through the 13 non-tech and 5 tech grants. A request was made to approve $28,801 for the Fall Grant Cycle.. Bill Sachse made a motion to approve, Chris Conway seconded it. Rox recommended sending all the board members copies of the Teacher Grants, since some members missed the October meeting and were not asked to attend in error. Board members must attend the grant meeting in person for discussion to way in on what is recommended for approval.
- Annual Solicitation coming up next month.
- In December, Rayna or Laurie will reach out to SASD schools for Mid-Year School Supplies. Those supplies will be delivered in January.
- Several years ago there was a by-law change allowing one of the Co-managing Directors to be a second signature on checks from the office over $5000 to make it smoother to get the checks out (particularly scholarship checks).. Currently we do not have additional managing directors, so Jerry and Anne are the only additional signers… might revisit this in the future to make that process a little more streamline, especially regarding scholarship checks in Fall and Spring.
- Seeking out More Board Members in 2026. Bill mentioned he would reach out to Charlotte Nnenig. Chris Conway suggested Bob Konrad and Terry Urben, she will inquire..
- Other Business: Dave reported that Brandon has been working on the new computer set-up in the office so that all 3 staff members have a laptop with a docking station and one portable printer. The budget needs to be increased from $2500 to $4000. Chris made a motion to approve, Jenn seconded the motion. Motion passed unanimously.
- Jerry said we have exhausted the agenda.

Next meeting will be our Annual Meeting on Wed. Jan. 14th at the Yacht Club at 4:30pm. Quick meeting at 4:30pm, followed by honoring the Friends of Education at 5:00pm.

Human Growth & Development Citizens' Advisory Committee
Sheboygan Area School District
Monday, November 3, 2025; 4:00pm

The meeting of the Human Growth and Development Citizens' Advisory Committee of the Sheboygan Area School District will be held on Monday, November 3, at 4:00pm. The items below will be presented for consideration at that time. This meeting will be held in room 224 at Sheboygan North High School, 2926 N. 10th St. For those who are unfamiliar with North's layout, please plan to meet in the Main Office at 4:00 to be escorted to room 224. The office is located through door 2, off the large parking lot on N 10th St. In addition, the committee is offering video access to the meeting via the following:

Meeting ID
meet.google.com/ztb-msnp-wjz

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

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

I. Call to Order - Beth
- 4:06pm

II. Approval of the Agenda (Action) -Beth
- Motion (Jeff) / Second (Jen); 12 (Yes); 0 (No)

III. Roll Call (Informal) - Beth Eric

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

IV. Approval of Minutes (Discussion / Action) - Beth
- HG&D Meeting Notes 9/8/25
- Motion (Jeff) / Second (Christina); 12 (Yes); 0 (No)

V. Review of Strategy (Discussion) - Beth
- The committee will review the slides one by one.
- Committee members are encouraged to share any concerns or edits to the slides.
- The goal is to give the teachers enough approved resources that they have some flexibility with timing and sequence for the lessons.

VI. Review of Slides (Discussion) - Eric /Amy
- The committee reviewed slides 1-33 of the Anatomy and Physiology Slide Deck.
- Edits focused largely on wording, with notes to come back and look at graphics

VII. Safe Harbor Update (Information) - Amy
- Our guest speaker from Safe Harbor is no longer with the organization.
- Amy will continue using the approved Safe Harbor slides and deliver the content herself.

VIII. Next Steps (Information) - Beth
- At the December meeting the committee hopes to finish 7th and 8th grade Anatomy and Physiology slides and move on to reviewing the Puberty slides.
- A draft of the Pregnancy and Reproduction slides should be completed for the January meeting.
- Jeff will connect with Adam and Beth regarding opportunities to connect with DA Urmanski and Judge Torry regarding a potential discussion on Personal Safety issues seen in our community.

IX. Adjournment (Action) - Beth
- Motion (Jen) / Second (Tracy); 12 (Yes); 0 (No)

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes, November 11, 2025

CURRICULUM & INSTRUCTION COMMITTEE – Ms. Kay Robbins, Chair

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

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

1. **LUXEMBOURG 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 Luxembourg, Germany, March 20-April 1, 2026 to strengthen relationships (academically and culturally) with our sister school as per Policy 2340. All ayes. Motion carried unanimously.

2. **CLASS SIZE REPORT – Ms. Rachel Ledezma** (Information/Discussion)

   Ms. Ledezma presented the Class Size Report which provides the school board with an update on current class sizes within the District. She reported that there are ten schools that have no classes above the class size policy. Administration continues to monitor schools who have sections with high student numbers and explained the various elements that are looked at with those classes. If there is a need to shift a staff member, or budgetary concerns they are re-evaluated. Dr. Konrath added that principals are given the freedom to make decisions with regards to class size in coordinator with the Student and Instructional Services Coordinators as well as department chairs, and while we look to have smaller class sizes, there is a cost associated with it. He added that there is a lot of thought that goes into these decisions, and it is always a difficult discussion.

   Ms. Robbins has concerns with the student numbers in first grade at Jackson Elementary School and Ms. Ledezma noted that while there are higher numbers of students there are additional supports in place. Ms. Wittstock asked who makes the determination on grade splitting and Ms. Ledezma responded that it just occurs if there are not enough students for a class.

Ms. Robbins noted she would like one motion for agenda items #3, #4, #5, #6, #7, #8, #9, #10, #11, #12, #13, #14, #15, #16, and #17, and asked if the committee had questions on any of the policies and there were none.

Moved by Ms. Tasche, seconded by Ms. Wittstock to approve agenda items #3 through #17. All ayes. Motion carried unanimously.

3. **Introduction (First Reading) of Revised Board of Education Policy 2210 – Program; Curriculum Development**
4. **Introduction (First Reading) of Revised Board of Education Policy 2270 – Program; Religion in the Curriculum**
5. **Introduction (First Reading) of Revised Board of Education Policy 2271.01 – Program; Start College Now Program**
6. **Introduction (First Reading) of Revised Board of Education Policy 2416 – Program; Student Privacy and Parental Access to Information**
7. **Introduction (First Reading) of Revised Board of Education Policy 5112 – Students; Entrance Age**
8. **Introduction (First Reading) of Revised Board of Education Policy 5113 – Students; Open Enrollment Program (Inter-District)**
9. **Introduction (First Reading) of Revised Board of Education Policy 5310.01 – Students; Emergency Nursing Services**
10. **Introduction (First Reading) of Revised Board of Education Policy 5330 – Students; Administration of Medication/Emergency Care**
11. **Introduction (First Reading) of Revised Board of Education Policy 5411 – Students; Third Grade Promotion and Retention: At-Risk Students**

12. **Introduction (First Reading) of Revised Board of Education Policy 5464 – Students; Early Graduation**
13. **Introduction (First Reading) of Revised Board of Education Policy 5505 – Students; Academic Honesty**
14. **Introduction (First Reading) of Revised Board of Education Policy 5512 – Students; Use of Tobacco and Nicotine by Students**
15. **Introduction (First Reading) of Revised Board of Education Policy 5530 – Students; Student Use or Possession of Intoxicants, Drugs, or Paraphernalia**
16. **Introduction (First Reading) of Revised Board of Education Policy 7440.02 – Property; Smart Monitoring Equipment**
17. **Introduction (First Reading) of Revised Board of Education Policy 9151 – Relations; Use of Cameras and Other Devices in Locker Rooms**

Ms. Robbins noted she would like one motion for agenda items #18 and #19, and asked if the committee had questions on any of the policies and there were none.

Moved by Ms. Wittstock, seconded by Ms. Hibl to approve agenda items #18 and #19. All ayes. Motion carried unanimously.

18. **Introduction (First Reading) to Delete Board of Education Policy 5611 – Students; Due Process Rights**
19. **Introduction (First Reading) to Delete Board of Education Policy 5710 – Students; Student Complaints**

Meeting adjourned at 6:24 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes of November 11, 2025

HUMAN RESOURCES COMMITTEE – Ms. Leah Hibl, Chair

Ms. Leah Hibl, Chair, called the meeting to order at 6:31 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. Donohue, seconded by Ms. Robbins to confirm the following appointments. All ayes. Motion carried unanimously.

COOK			
Latricia Trotter	South High	October 28, 2025	$15.57 per hour
CUSTODIAN			
Moses Wilke	Madison	November 03, 2025	$19.98 per hour
EDUCATIONAL ASSISTANTS			
Aaron Covey	Jackson	October 28, 2025	$18.20 per hour
Ashley Phillips	Jackson	November 03, 2025	$18.80 per hour
Jennifer Smith	ASPIRE	October 20, 2025	$25.74 per hour
Therese Weaver	Wilson	November 03, 2025	$18.00 per hour
ELECTRICIAN			
Andrew Thimmig	District-Wide	November 04, 2025	$35.00 per hour

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

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

Kevana Ruffin	Educational Assistant	Longfellow	October 27, 2025 – December 18, 2025

3. SEPARATIONS – Ms. Jami Hintz (Information)

The following separations have been granted:

Christina Flores	Cook	Cooper	October 10, 2025
Jill Hirschmann	Educational Assistant	Jefferson	October 10, 2025
Sondra Kallman	Educational Assistant	Wilson	October 22, 2025
Ana Maria Pabayos	Teacher	South High	October 31, 2025
David Smith	Carpenter	Facilities	October 30, 2025

4. RETIREMENTS – Ms. Jami Hintz (Action)

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

Vicki Rautmann	Educational Assistant	North High	10.25 years of service

Thomas Resch	Custodian	Recreation Department	25.25 years of service
Sarah Resch	Educational Assistant	Sheridan	28.25 years of service

5. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 1130 – ETHICS AND CONFLICT OF INTEREST – Ms. Jami Hintz** (Discussion/Possible Action)

   Moved by Ms. Boehmer, seconded by Ms. Donohue to approve the introduction (first reading) of revised Board of Education Policy 1130 – Administration; Ethics and Conflict of Interest. All ayes. Motion carried unanimously.

6. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 3230 – ETHICS AND CONFLICT OF INTEREST – Ms. Jami Hintz** (Discussion/Possible Action)

   Moved by Ms. Boehmer, seconded by Ms. Donohue to approve the introduction (first reading) of revised Board of Education Policy 3230 – Professional Staff; Ethics and Conflict of Interest. All ayes. Motion carried unanimously.

7. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 4230 – ETHICS AND CONFLICT OF INTEREST – Ms. Jami Hintz** (Discussion/Possible Action)

   Moved by Ms. Donohue, seconded by Ms. Boehmer to approve the introduction (first reading) of revised Board of Education Policy 4230 – Support Staff: Ethics and Conflict of Interest. All ayes. Motion carried unanimously.

8. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 3214 – STAFF GIFTS – Ms. Jami Hintz** (Discussion/Possible Action)

   Moved by Ms. Boehmer, seconded by Ms. Donohue to approve the introduction (first reading) of revised Board of Education Policy 3214 – Professional Staff; Staff Gifts. All ayes. Motion carried unanimously.

9. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 4214 – STAFF GIFTS – Ms. Jami Hintz** (Discussion/Possible Action)

   Moved by Ms. Robbins, seconded by Ms. Boehmer to approve the introduction (first reading) of amended revised Board of Education Policy 4214 – Support Staff; Staff Gifts. All ayes. Motion carried unanimously.

   Ms. Hibl noted that in the second paragraph of the recommended language, the first word "Teacher" should be corrected to "Support staff."

10. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 3281 – PERSONAL PROPERTY OF STAFF MEMBERS – Ms. Jami Hintz** (Discussion/Possible Action)

    Moved by Ms. Donohue, seconded by Ms. Boehmer to approve the introduction (first reading) of revised Board of Education Policy 3281 – Professional Staff; Personal Property of Staff Members. All ayes. Motion carried unanimously.

11. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 4124 – LETTER OF REASONABLE ASSURANCE – Ms. Jami Hintz** (Discussion/Possible Action)

    Moved by Ms. Boehmer, seconded by Ms. Donohue to approve the introduction (first reading) of revised Board of Education Policy 4124 – Support Staff; Letter of Reasonable Assurance. All ayes. Motion carried unanimously.

12. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 8120 – VOLUNTEERS – Ms. Jami Hintz** (Discussion/Possible Action)

    Moved by Ms. Donohue, seconded by Ms. Boehmer to approve the introduction (first reading) of revised Board of Education Policy 8120 – Operations; Volunteers. All ayes. Motion carried unanimously.

The meeting adjourned at 6:46 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes, November 11, 2025

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

Mr. Peter Madden, Chair, convened the meeting at 6:33 p.m.

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

1. **2025 RDK LEGACY GRANT – Mr. Jody Brooks** (Information)

   Mr. Brooks reported that this has been a continuous grant; however, this year they have increased the amount to $25,000. The RDK Legacy program was established in 2022 to support arts and culture organizations that Ruth DeYoung Kohler II personally supported throughout her lifetime.

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

   Moved by Ms. Ruiz-Harrison, seconded by Ms. Wittstock to accept the Sheboygan Theatre Company Financial Report through September 30, 2025. All ayes. Motion carried unanimously.

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

   Moved by Ms. Tasche, seconded by Ms. Ruiz-Harrison to accept the Community Recreation Department Financial Report through September 30, 2025. All ayes. Motion carried unanimously.

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

   Mr. Brooks presented the Facility Permit Report through October 31, 2025 for information.

Meeting adjourned at 6:37 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes of November 11, 2025

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

Ms. Sarah Ruiz-Harrison, Chair called the meeting to order at 6:00 p.m.
Present: Ms. Sarah Ruiz-Harrison, Ms. Heidi Boehmer, Mr. Peter Madden, Ms. Mary Lynne Donohue

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

   Moved by Ms. Boehmer, seconded by Ms. Donohue to approve the Fund 41 Capital Projects through September 30, 2025, as presented. All ayes. Motion carried unanimously.

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

   Moved by Ms. Boehmer, seconded by Ms. Donohue to approve the Statement of Cash Flow through September 30, 2025, as presented. All ayes. Motion carried unanimously.

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

   Moved by Mr. Madden, seconded by Ms. Donohue to approve the Revenue & Expenditures reports through September 30, 2025, as presented. All ayes. Motion carried unanimously.

   Mr. Boehlke noted that under 'Support Services – Capital Objects' the expenditure amount of $767,914 is considerably higher than last year at this time, which is because the bulk of the equipment was purchased for the secondary data center in the Administrative Services Building. This is part of IT infrastructure designated funds that have not been revised; however, after fund balance is approved, the expenditure will no longer be be overbudget.

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

   There are no budget revisions or transfers in the month of September.

5. **NUTRITIONAL SERVICES UPDATE – Mr. Mark Boehlke/Ms. Grace Tesmer** (Information)

   Ms. Grace Tesmer, School Nutrition Coordinator, provided a presentation giving an update on the Nutritional Services Department. Ms. Tesmer reported that the School Nutritional Association posted today that the Senate passed a bill last night that includes full year funding for USDA ensuring continued support for federal and nutritional assistance programs including school meals, SNAP, and WIC. This measure now goes to the House for a vote. She highlighted that this is year three of four for the district-wide Community Eligibility Program (CEP) that offers free breakfast and lunch for all Sheboygan Area School District students. After-school supper meals are available at nine sites with seven of those offering hot meals. Ms. Tesmer reported that breakfast and lunch counts are down compared to last year; however, the supper meal counts are higher than last year at this time. The District is using DataWrangler, which is a real-time energy analysis tool that tracks usage and identifies ways to cut energy costs in the kitchens. Currently, this is being used in the middle and high school kitchens. She spoke about the freezer and cooler alarms that are in the school kitchens. The purpose is to monitor the temperature in the coolers and freezers, and this provides alerts and detects equipment issues early to prevent food loss.

6. **FUND BALANCE DESIGNATION DISCUSSION – Mr. Mark Boehlke** (Discussion/Possible Action)

   Moved by Ms. Donohue, seconded by Ms. Boehmer to approve administration's recommendation for the June 30, 2025, fund balance designations as presented. All ayes. Motion carried unanimously.

   Mr. Boehlke noted there are a few minor changes to the carryover amounts that were presented last month for fund balance designations. He reported that the updated carryover amount increased from $4,309,767 to $4,313,450, updated

unassigned for working capital amount from $25,210,237.91 to $25,206,554.91, and an updated 2025-26 original budget amount from $150,634,316.24 to $150,903,161.24. The unassigned fund balance is still equal to 16.7% of the 2025-26 general budget. Board policy requires an unassigned balance of 15-20%. He explained that the unassigned fund balance is used for working capital and avoids the need for the District to borrow for cash flow purposes. Mr. Boehlke noted that any of the fund balance designations can be changed at any time during the school year.

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

Moved by Mr. Madden, seconded by Ms. Boehmer to approve the introduction (first reading) of revised Board of Education Policy 6114 – Finances; Cost Principles – Spending Federal Funds. All ayes. Motion carried unanimously.

8. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 6231 – BUDGET IMPLEMENTATION – Mr. Mark Boehlke** (Discussion/Possible Action)

Moved by Ms. Donohue, seconded by Ms. Boehmer to approve the introduction (first reading) of revised Board of Education Policy 6231 – Finances; Budget Implementation. All ayes. Motion carried unanimously.

9. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 6235 – FUND BALANCE – Mr. Mark Boehlke** (Discussion/Possible Action)

Moved by Mr. Madden, seconded by Ms. Donohue to approve the introduction (first reading) of revised Board of Education Policy 6235 – Finances; Fund Balance. All ayes. Motion carried unanimously.

10. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 6620 – PETTY CASH – Mr. Mark Boehlke** (Discussion/Possible Action)

Moved by Ms. Boehmer, seconded by Ms. Donohue to approve the introduction (first reading) of revised Board of Education Policy 6620 – Finances; Petty Cash. All ayes. Motion carried unanimously.

11. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 7410 – MAINTENANCE – Mr. Mark Boehlke** (Discussion/Possible Action)

Moved by Mr. Madden, seconded by Ms. Donohue to approve the introduction (first reading) of revised Board of Education Policy 7410 – Property; Maintenance. All ayes. Motion carried unanimously.

12. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 7430 – SAFETY STANDARDS – Mr. Mark Boehlke** (Discussion/Possible Action)

Moved by Mr. Madden, seconded by Ms. Donohue to approve the introduction (first reading) of revised Board of Education Policy 7430 – Property; Safety Standards. All ayes. Motion carried unanimously.

13. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 8531 – FREE AND REDUCED-PRICE MEALS – Mr. Mark Boehlke** (Discussion/Possible Action)

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

14. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 8600 – TRANSPORTATION – Mr. Mark Boehlke** (Discussion/Possible Action)

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

15. **GIFTS – Mr. Mark Boehlke** (Action)

Moved by Mr. Madden, seconded by Ms. Boehmer 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			
Trumpet	The Lambrecht Family	Horace Mann	$250.00
VISA Gift Card	Corporate Thrivent Leading Generosity Community Impact Program	Urban	250.00
Monetary	Annelle Anderson	North	700.00
Monetary	Milwaukee Robotics Academy	North (Red Raider Robotics)	1,750.00
Monetary	Barbara Thode	SASD Music Dept.	50.00
For Action			
Monetary	Frank G. & Freida K. Brotz Family Fdtn	Sheboygan Theatre Company	3,000.00
Monetary	Optimist Club	Sheridan (Book Vending with books)	7,803.68
Monetary	Jay Christopher	North (Baseball)	2,500.00
Monetary	Rockline Industries	North (Red Raider Robotics)	2,500.00
Student Passes (1,825)	Marcus Theatres	SASD	20,221.00
Monetary	Cathy Nack	Sheridan (Reading Garden in memory of Kyle Nack)	5,000.00
Monetary	Bartelt Family Fund	North (Red Raider Robotics)	10,000.00

The meeting adjourned at 6:29 p.m.

SHEBOYGAN AREA
SCHOOL DISTRICT

Committee Meeting Minutes of November 11, 2025

COMMITTEE OF THE WHOLE – Ms. Heidi Boehmer, Chair

1. Vice President Boehmer called the meeting to order at 6:49 p.m.

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

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

4. Present: Ms. Allie Tasche, Ms. Leah Hibl, Mr. Peter Madden, Ms. Kay Robbins, Mr. Santino Laster, Ms. Heidi Boehmer, Ms. Sarah Ruiz-Harrison, Ms. Mary Lynn Donohue, Ms. Denise Wittstock

5. **RESOLUTION ESTABLISHING PARAMETERS FOR THE SALE OF NOT TO EXCEED $9,500,000 GENERAL OBLIGATION PROMISSORY NOTES (2025) – Mr. Mark Boehlke/Mr. Brian Brewer, R.W. Baird Public Finance** (Discussion/Possible Action)

Moved by Mr. Laster, seconded by Ms. Wittstock to approve the resolution establishing parameters for the sale of not to exceed $9,500,000 general obligation promissory notes (2025). All ayes. Motion carried unanimously.

Mr. Boehlke introduced Mr. Brian Brewer of R.W. Baird Public Finance. Mr. Brewer explained that the next two agenda items are for the next components of the referendum financing. This past December, the first portion of the referendum borrowing locked in the $93 million general promissory notes at 3.78% versus the planning rate of 4.75% interest rates, which was significant. Mr. Brewer stated they are seeking Board approval for the two resolutions which are establishing the parameters that the school board is authorizing the clerk and president the authority to allow for borrowing. Mr. Brewer reviewed the financing goals, debt structuring and timeline for borrowing and repayment of the general obligation promissory notes (2025) and (2026). He added that Phase II is to lock in $9.5 million general obligation promissory notes with the closing in December 2025. Phase III will lock in $9.5 million general obligation promissory notes to close by early spring 2026. This would give the project account another $19 million in funds out of the remaining $28 million. He noted that Phase IV of the remaining $9 million is currently planned for early 2027. He explained the reason for doing separate resolutions under $10 million is because there is an additional federal tax law that allows banks to take an additional tax write off, if they buy from municipal issuers like the school district, when they borrow less than $10 million in a calendar year, and that is why the timeline is so important. By closing in 2025, that counts for this calendar year and closing in 2026, counts for that calendar year. This allows the District to benefit for both issues. He explained that the banks take that write-off and offer lower interest rates to the District. How much lower changes every week, right now about half-percent; however, on each of these the District will save over $1 million in interest costs. The first payment of these would be March 1, 2026, and that is built into the budget. Mr. Brewer highlighted that the key takeaway is that the District is significantly better than what was communicated a year ago leading into the referendum.

6. **RESOLUTION ESTABLISHING PARAMETERS FOR THE SALE OF NOT TO EXCEED $9,500,000 GENERAL OBLIGATION PROMISSORY NOTES (2026)– Mr. Mark Boehlke/Mr. Brian Brewer, R.W. Baird Public Finance** (Discussion/Possible Action)

Moved by Ms. Ruiz-Harrison., seconded by Ms. Robbins to approve the resolution establishing parameters for the sale of not to exceed $9,500,000 general obligation promissory notes (2026). All ayes. Motion carried unanimously.

7. **COMMUNITY TAX INFORMATION COMMUNICATION – Dr. Jacob Konrath** (Discussion/Possible Action)

Moved by Ms. Donohue, seconded by Ms. Tasche, to approve sending a postcard as drafted in conjunction with or without the other school districts. All ayes. Motion carried unanimously.

Dr. Konrath spoke about meeting with Sheboygan County school superintendents to discuss getting state aid information out to community members, as far as no money being added to state aid and having a negative impact on what school districts will have to do locally for taxes. He highlighted that Ms. Boehmer attended the last meeting and from those discussions, they talked about how school boards, in a unified matter, could send information out, and they produced this draft postcard. He reviewed information that was outlined on the postcard which included that Wisconsin has dropped from 11th to 26th in pupil spending over the last 12 years; public schools in Sheboygan County are getting $4.3 million less in state funding for the 2025-2026 school year. This data is from Wisconsin Policy Forum, a statewide nonpartisan organization. Dr. Konrth reported he is not sure how many of the other superintendents will carry this forward with their school boards. He noted the Board can determine to send the postcard out whether the other school districts follow through or not, as it is important to get this information out to our community members and board members agreed. There was discussion about adding an additional source/site along with the Wisconsin Policy Forum data on the draft postcard. The postcard will be designed and printed in-house with the cost per postcard approximately .16 cents, printing about $3,000 and postage approximately $3,000.

8. Moved by Mr. Laster, seconded by Ms. Donohue to adjourn at 7:33 p.m. All ayes. Motion carried unanimously.