# 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 2026 11% premium increase would be reduced to a 0% increase and erase the current 2025-2026 $400,000 budget deficit. If this is approved by the Board, it would go into effect on January 1, 2026, and be included in the District's open enrollment information that is sent out to employees before November 1, 2026.

7. Confirmation of Sale of Property

   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