



**Monday, March 8, 2021
Board of Education Meeting**

**APPLETON AREA SCHOOL DISTRICT
BOARD OF EDUCATION MEETING**

All members will be participating from remote locations

****Time: 7:00 PM****

***A live stream of this meeting will be available on the Appleton Area School District YouTube Channel:**

<https://www.youtube.com/channel/UChO-l09YGgt4uKnCWYvt8Pw>

***For remote attendance via telephone, please dial:**

1-312-626-6799

Meeting ID: 920 2243 9059

1. VIRTUAL MEETING NOTICE

Subject	A. This meeting will be conducted as a virtual meeting due to the active COVID-19 public health emergency situation, meaning that multiple Board members may be participating in the meeting from remote locations through the use of communications technology and/or that public access to the meeting may be arranged through the use of technology. The District discourages the public and/or media from attending the meeting in person at its noticed location due to concerns with health and safety and encourages use of the alternative method(s) of access that the District is providing.
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Meeting	Mar 8, 2021 - Board of Education Meeting
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Category	1. VIRTUAL MEETING NOTICE
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Type	Information
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Subject	B. Members of the media or general public may access the meeting via the live stream broadcast on the Appleton Area School District YouTube Channel: https://www.youtube.com/channel/UChO-l09YGgt4uKnCWYvt8Pw. For remote attendance via telephone, please dial: 1-312-626-6799 Meeting ID: 920 2243 9059
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Meeting	Mar 8, 2021 - Board of Education Meeting
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Category	1. VIRTUAL MEETING NOTICE
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Type	Information
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Subject	C. Any special needs or any requests for accommodations related to accessing the meeting should be sent to Clara Kopplinger, at kopplingerclar@asds.k12.wi.us or (920) 832-6126, at least 24-hours in advance of the meeting. This would include any person for whom it would be burdensome or infeasible to use the primary method(s) of remote access established by the District.
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Meeting Mar 8, 2021 - Board of Education Meeting

Category 1. VIRTUAL MEETING NOTICE

Type Information

Subject **D. With respect to the gravity of the current public health emergency, we have made every effort to streamline this meeting as much as possible while still focusing on items that are essential to the current and future operations of the District. As such, there will be no opportunity for live public comments this evening.**

Meeting Mar 8, 2021 - Board of Education Meeting

Category 1. VIRTUAL MEETING NOTICE

Type Information

Subject **E. Any comment you wish to have considered by the Board in conjunction with this meeting must be submitted in writing no later than 3:00 PM on the day of the meeting to Clara Kopplinger at kopplingerclar@asd.k12.wi.us (preferred) or mailed to 131 E. Washington Street, Suite 1A, Appleton, WI, 54911. **If you wish to have your comment included as public input, please clearly indicate PUBLIC COMMENT in the subject line of the email or in the body of the letter.****

Meeting Mar 8, 2021 - Board of Education Meeting

Category 1. VIRTUAL MEETING NOTICE

Type Information

Please send all written communication related to the meeting to: kopplingerclar@asd.k12.wi.us
Please include "Public Comment" in the email subject line.

Subject **F. All written comments submitted by the deadline will be distributed to all members of the Board prior to the meeting, as outlined in Policy 189 - Virtual Board Meetings in Emergency Situations. We appreciate your understanding during this unprecedented time.**

Meeting Mar 8, 2021 - Board of Education Meeting

Category 1. VIRTUAL MEETING NOTICE

Type Information

2. Meeting Opening

Subject **A. Roll Call**

Meeting Mar 8, 2021 - Board of Education Meeting

Category 2. Meeting Opening

Type Procedural

Subject	B. Pledge of Allegiance
Meeting	Mar 8, 2021 - Board of Education Meeting
Category	2. Meeting Opening
Type	Procedural

3. Approval of Minutes & Agenda

Subject	A. Board Meeting Minutes from February 22, 2021
Meeting	Mar 8, 2021 - Board of Education Meeting
Category	3. Approval of Minutes & Agenda
Type	Action, Minutes
Recommended Action	Motion to approve the Board Meeting Minutes from February 22, 2021.
Minutes	View Minutes for Feb 22, 2021 - Board of Education Meeting

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

Motion & Voting

Motion to approve the Board Meeting Minutes from February 22, 2021.

Motion by James Clemons, second by James Bowman.

Final Resolution: Motion Carried

Aye: Barry O'Connor, James Bowman, Kay Eggert, Deborah Truymen, Gary Jahnke, Kristine Sauter, James Clemons

Subject	B. Approval of Agenda
Meeting	Mar 8, 2021 - Board of Education Meeting
Category	3. Approval of Minutes & Agenda
Type	Action
Recommended Action	Motion to approve the Board Agenda

Motion & Voting

Motion to approve the Board Agenda as written.

Motion by Barry O'Connor, second by Gary Jahnke.

Final Resolution: Motion Carried

Aye: Barry O'Connor, James Bowman, Kay Eggert, Deborah Truymen, Gary Jahnke, Kristine Sauter, James Clemons

4. Special Presentation

Subject	A. Student School Board Representative Introductions
Meeting	Mar 8, 2021 - Board of Education Meeting

Category	4. Special Presentation
Type	Recognition

Brief introductions of this year's Student School Board Representatives:

Elizabeth Behnke - East High School
 Clara Weed - North High School
 Xzavion DeBruin - West High School

5. Board Business

Subject	A. Public Input and In-person School Board Meetings Update
Meeting	Mar 8, 2021 - Board of Education Meeting
Category	5. Board Business
Type	

6. Reports

Subject	A. Public Input Communications: Board President Kay Eggert will summarize communications that were received as public input for this meeting.
Meeting	Mar 8, 2021 - Board of Education Meeting
Category	6. Reports
Type	Comment

Subject	B. Safe and Resilient Return Report: Dr. Baseman and members of the Leadership Team will report on current matters relating to the Safe and Resilient Return.
Meeting	Mar 8, 2021 - Board of Education Meeting
Category	6. Reports
Type	Discussion, Information, Report

File Attachments
[BOE Report March 8, 2021.pdf \(1,027 KB\)](#)

Subject	C. Business Services Report: Board member Jim Bowman will report on the Annual Financial Report Year Ended June 30, 2020; Potential Referendum-Planning Update; Elementary & Secondary School Emergency Relief (ESSER II) Funding; North HS Outdoor Facilities Fundraising.
Meeting	Mar 8, 2021 - Board of Education Meeting
Category	6. Reports
Type	Information, Report

Jim Bowman will summarize items covered at the February 23rd Business Services Committee meeting.

Subject	D. Programs & Services Report: AGR mid-year report; Appleton Bilingual School five-year charter contract renewal; Wisconsin Connections Academy one-year charter contract renewal
Meeting	Mar 8, 2021 - Board of Education Meeting
Category	6. Reports
Type	Information, Report

7. Closed Session

Subject	A. Motion to go into Closed Session
Meeting	Mar 8, 2021 - Board of Education Meeting
Category	7. Closed Session
Type	Action

Motion & Voting

Motion to go into Closed Session, per Wisconsin State Statute 19.85 (1)(c)(f) for the purpose of discussing Individual Professional Staff Contract Matters.

9:14 PM

Motion by James Clemons, second by Gary Jahnke.

Final Resolution: Motion Carried

Aye: Barry O'Connor, James Bowman, Kay Eggert, Deborah Truymen, Gary Jahnke, Kristine Sauter, James Clemons

Subject	B. Wisconsin State Statute 19.85 (1)(c)(f) Individual Professional Staff Contract Matters
Meeting	Mar 8, 2021 - Board of Education Meeting
Category	7. Closed Session
Type	Discussion, Information

Subject	C. Motion to go back into Open Session
Meeting	Mar 8, 2021 - Board of Education Meeting
Category	7. Closed Session
Type	Action

Motion & Voting

Motion to go back into Open Session at 9:32 PM.

Motion by Gary Jahnke, second by Barry O'Connor.

Final Resolution: Motion Carried

Aye: Barry O'Connor, James Bowman, Kay Eggert, Deborah Truymen, Gary Jahnke, Kristine Sauter, James Clemons

8. Reconvene in Open Session

Subject **A. Board members will reconvene in open session**

Meeting Mar 8, 2021 - Board of Education Meeting

Category 8. Reconvene in Open Session

Type

9. School Services/Student Services Items

Subject **A. Appleton Bilingual School Charter Contract Five Year Renewal**

Meeting Mar 8, 2021 - Board of Education Meeting

Category 9. School Services/Student Services Items

Type Action

File Attachments

[Item for Consideration ~ Appleton Bilingual School Charter Contract Five Year Renewal.pdf \(9 KB\)](#)
[Appleton Bilingual School Charter Contract.pdf \(751 KB\)](#)

Motion & Voting

Motion to approve the following School Services/Student Services Action Items:

A-C

Motion by James Clemons, second by Kristine Sauter.

Final Resolution: Motion Carried

Aye: Barry O'Connor, James Bowman, Kay Eggert, Deborah Truymen, Gary Jahnke, Kristine Sauter, James Clemons

Subject **B. Request for Wisconsin Connections Academy Charter Contract Renewal**

Meeting Mar 8, 2021 - Board of Education Meeting

Category 9. School Services/Student Services Items

Type Action

File Attachments

[Item for Consideration ~ Request for Wisconsin Connections Academy Charter Contract Renewal .pdf \(139 KB\)](#)
[Wisconsin Connections Academy Addendum ~ One Year Renewal.pdf \(414 KB\)](#)

Subject **C. Policy Update: 443.5 - Student Use of Personal Electronic Communication Devices**

Meeting Mar 8, 2021 - Board of Education Meeting

Category 9. School Services/Student Services Items

Type Action

File Attachments

[IFC STUDENT USE OF PERSONAL ELECTRONIC COMMUNICATION DEVICES.pdf \(94 KB\)](#)

10. Business Services Items

Subject **A. AP Check Register February 2021**

Meeting Mar 8, 2021 - Board of Education Meeting

Category 10. Business Services Items

Type Action

Motion & Voting

Motion to approve the following Business Services Action Items:

A-B

Motion by James Bowman, second by James Clemons.

Final Resolution: Motion Carried

Aye: Barry O'Connor, James Bowman, Kay Eggert, Deborah Truymen, Gary Jahnke, Kristine Sauter, James Clemons

Subject **B. 2020-2021 Grants**

Meeting Mar 8, 2021 - Board of Education Meeting

Category 10. Business Services Items

Type Action, Information

2020-2021 Grants and Documentation.

File Attachments

[Grant Supporting Documentation 3-8-2021.pdf \(623 KB\)](#)

[IFC-3-8-2021.pdf \(117 KB\)](#)

[Grant Supporting Documents - 3-8-2021-2.pdf \(1,069 KB\)](#)

11. Personnel Services Items

Subject **A. Professional Educator Contract Changes**

Meeting Mar 8, 2021 - Board of Education Meeting

Category 11. Personnel Services Items

Type Action

Recommended Approval
Action

File Attachments

[IFC Professional Educator Contract Changes 3-8-21.pdf \(14 KB\)](#)

Motion & Voting

Motion to approve the following Personnel Services Action Items:

A-H

Motion by James Clemons, second by Deborah Truymen.

Final Resolution: Motion Carried

Aye: Barry O'Connor, James Bowman, Kay Eggert, Deborah Truymen, Gary Jahnke, Kristine Sauter, James Clemons

Subject B. Professional Educator Contract Changes (Based on Professional Growth)

Meeting Mar 8, 2021 - Board of Education Meeting

Category 11. Personnel Services Items

Type Action

File Attachments

[IFC-Professional Educator Contract Changes \(Based on Professional Growth\).pdf \(7 KB\).](#)

Subject C. Professional Educator Contract List 2021-2022

Meeting Mar 8, 2021 - Board of Education Meeting

Category 11. Personnel Services Items

Type Action

File Attachments

[IFC Professional Educator Contract List 2021-2022 3-8-21.pdf \(9 KB\).](#)

[Professional Educator Contract List 2021-2022 REVISED.pdf \(337 KB\).](#)

Subject D. Professional Educator Preliminary Notice of Layoff

Meeting Mar 8, 2021 - Board of Education Meeting

Category 11. Personnel Services Items

Type Action

File Attachments

[IFC Professional Educator Preliminary Notices of Layoff 3-8-21.pdf \(10 KB\).](#)

Subject E. Professional Educator Preliminary Notices of Non-renewal

Meeting Mar 8, 2021 - Board of Education Meeting

Category 11. Personnel Services Items

Type Action

File Attachments

Subject F. Professional Educator Resignations

Meeting Mar 8, 2021 - Board of Education Meeting

Category 11. Personnel Services Items

Type Action

File Attachments

[IFC Professional Educator Resignations 3-8-21.pdf \(12 KB\)](#)

Subject G. Professional Educator Retirements

Meeting Mar 8, 2021 - Board of Education Meeting

Category 11. Personnel Services Items

Type Action

File Attachments

[IFC Professional Educator Retirements 3-8-21.pdf \(17 KB\)](#)

Subject H. Administrative Retirements

Meeting Mar 8, 2021 - Board of Education Meeting

Category 11. Personnel Services Items

Type Action

File Attachments

[IFC-Administrative Retirements.pdf \(6 KB\)](#)

12. Items of Information

Subject A. 2020-2021 Achievement Gap Reduction (AGR) Mid-Year Report

Meeting Mar 8, 2021 - Board of Education Meeting

Category 12. Items of Information

Type Information

File Attachments

[Item of Information ~ 2020-2021 Achievement Gap Reduction \(AGR\) Mid-Year Report.pdf \(113 KB\)](#)

13. Future Meetings

Subject	A. Policy Review Committee Meeting: Tuesday, March 9, 2021, 8:30 AM, Remote
Meeting	Mar 8, 2021 - Board of Education Meeting
Category	13. Future Meetings
Type	Information
Subject	B. CANCELLED Programs and Services Committee Meeting: Thursday, March 11, 2021, 7:45 AM, Remote
Meeting	Mar 8, 2021 - Board of Education Meeting
Category	13. Future Meetings
Type	Information
Subject	C. Board Work Session - Coherent Governance Implementation Training and Policy Development (Session Three - Day 1): Friday, March 19, 2021, 8:00 AM, Remote
Meeting	Mar 8, 2021 - Board of Education Meeting
Category	13. Future Meetings
Type	
Subject	D. Board Work Session - Coherent Governance Implementation Training and Policy Development (Session Three - Day 2): Saturday, March 20, 2021, 8:00 AM, Remote
Meeting	Mar 8, 2021 - Board of Education Meeting
Category	13. Future Meetings
Type	
Subject	E. Next Board Meeting: Monday, March 22, 2021, 6:00 PM, Remote
Meeting	Mar 8, 2021 - Board of Education Meeting
Category	13. Future Meetings
Type	Information
Subject	F. Business Services Committee Meeting: Tuesday, March 23, 2021, 7:30 AM, Remote
Meeting	Mar 8, 2021 - Board of Education Meeting
Category	13. Future Meetings
Type	Information
Subject	

G. Personnel Services Committee Meeting: Tuesday, March 23, 2021, 9:00 AM, Remote

Meeting Mar 8, 2021 - Board of Education Meeting
Category 13. Future Meetings
Type Information

14. Adjourn

Subject A. Motion to Adjourn the Meeting

Meeting Mar 8, 2021 - Board of Education Meeting
Category 14. Adjourn
Type Action, Procedural

Motion & Voting

Motion to adjourn the meeting at 9:49 PM.

Motion by Gary Jahnke, second by James Clemons.

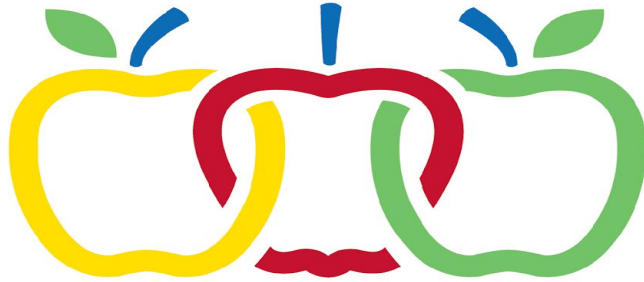
Final Resolution: Motion Carried

Aye: Barry O'Connor, James Bowman, Kay Eggert, Deborah Truymen, Gary Jahnke, Kristine Sauter, James Clemons

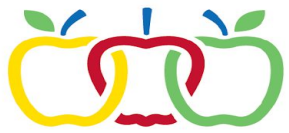
Safe and Resilient Return Report

Board of Education Meeting

March 8, 2021

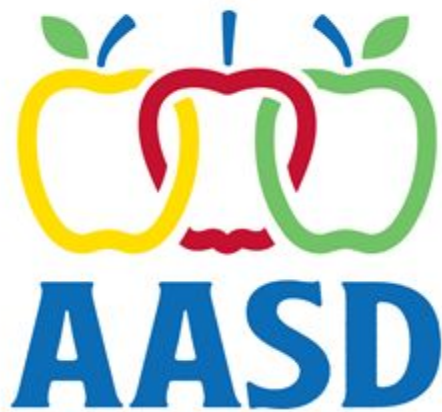


APPLETON AREA
— SCHOOL DISTRICT —



AGENDA

- Studer Education Pulse Survey Report
- External/Internal Matrix Data Review
- Staff and Student COVID-19 Data
- Increased In-Person Learning - Progress Update



MOTTO

**SUCCESS FOR EVERY STUDENT,
EVERY DAY**

VISION

**WORKING TOGETHER,
STUDENTS, FAMILIES, STAFF,
AND COMMUNITY WILL ENSURE
THAT EACH GRADUATE IS
ACADEMICALLY, SOCIALLY,
AND EMOTIONALLY PREPARED
FOR SUCCESS IN LIFE. EVERY
STUDENT, EVERY DAY.**

**INCLUSIVE &
ENGAGING
CULTURE TO
SUPPORT
TEACHING &
LEARNING**

**STUDENT
SUCCESS**

**FAMILY &
COMMUNITY
PARTNERSHIPS**

**RESOURCES &
OPERATIONAL
EXCELLENCE**

**ENSURE A SAFE,
HEALTHY, AND
WELCOMING
SCHOOL
ENVIRONMENT
FOR ALL.**

**ENSURE EVERY
STUDENT IS
ACADEMICALLY,
SOCIALLY, AND
EMOTIONALLY
SUCCESSFUL
AND GRADUATES
READY FOR
COLLEGE/
CAREER AND
THEIR
COMMUNITY.**

**CREATE AND
MAINTAIN
STRONG FAMILY,
COMMUNITY, AND
BUSINESS
PARTNERSHIPS
TO ACCELERATE
OUR COLLECTIVE
IMPACT ON
STUDENT
SUCCESS.**

**ALIGN
RESOURCES AND
OPERATIONS
DIRECTLY TO
DISTRICT
PRIORITIES THAT
ENSURE THE
SUCCESS OF ALL
STUDENTS WITH
MAXIMUM
EFFICIENCY AND
EXCELLENCE.**

Pulse Survey Results: February 2021 and November 2020

Assessing Perceptions of the COVID-19 Response in the Appleton Area School District

WHY WE CONDUCTED A PULSE SURVEY

- We're committed to listening and responding to the people we serve in the Appleton Area School District. This short survey gives us the “pulse” of both AASD employees and families.
- We recognize that COVID-19 has been a challenge for all, and we want to assess how we are addressing this challenge in service to our students, families, employees and community.
- We will use the feedback provided by families and employees to guide us in our next steps in our safe and resilient framework.

REFLECTION QUESTIONS – NOTICE AND WONDER

As we share the Pulse survey results with you, be curious. Ask yourself these two questions...

1. As you look at the Pulse Survey Results for Employees and Families, what do you notice?
2. What do the findings make you wonder about?

Employee Pulse Survey Results

EMPLOYEE PULSE SURVEY RESULTS, PARTICIPATION

Survey Window: **February 19-28, 2021**
 November 9-15, 2020

- **1,292 Total Survey Participants - February**
- **1,521 Total Survey Participants – November**

Identifying with a Current Work Location:

- **Working Face-to-Face: 456 February / 139 November**
- **Working in a Hybrid Setting: 776 February / 360 November**
- **Working Virtually: 49 February / 1,006 November**



EMPLOYEE PULSE SURVEY RESULTS, OVERALL

	Survey Question		Mean	Top Box
1	I feel confident that our school system is creating a safe work and learning environment.	(Feb.) (Nov.)	3.66 3.36	20.28% 17.29%
2	I am aware of what is occurring in our school system to meet these challenges.		3.73 3.45	18.22% 13.64%
3	I am involved with providing input to overcome these challenges.		2.99 2.80	7.85% 6.62%
4	I am confident that our school system will overcome these challenges.		3.60 3.28	15.13% 11.82%
D1	I am aware of and understand the AASD COVID safety protocols and mitigation strategies that are in place.		4.11 3.81	30.67% 23.25%

EMPLOYEE PULSE SURVEY RESULTS, FREQUENCY

	Survey Question	Strongly Disagree	Disagree	Mixed Feelings	Agree	Strongly Agree
1	I feel confident that our school system is creating a safe work and learning environment. (Feb.) (Nov.)	36 148	96 156	396 478	502 476	262 263
		 10% SD or D 20% SD or D			 59% SA or A 49% SA or A	
2	I am aware of what is occurring in our school system to meet these challenges.	22 88	109 175	294 432	630 616	235 207
		 13% SD or D 17% SD or D			 50% SA or A 54% SA or A	
3	I am involved with providing input to overcome these challenges.	131 244	325 393	352 394	376 380	101 100
		 35% SD or D 42% SD or D			 37% SA or A 32% SA or A	

EMPLOYEE PULSE SURVEY RESULTS, FREQUENCY

	Survey Question	Strongly Disagree	Disagree	Mixed Feelings	Agree	Strongly Agree
4	I am confident that our school system will overcome these challenges. (Feb.) (Nov.)	25 115	116 194	406 539	547 487	195 179
		 11% SD or D 20% SD or D			 57% SA or A 44% SA or A	
D1	I am aware of and understand the AASD COVID safety protocols and mitigation strategies that are in place.	14 65	34 98	145 249	702 753	396 353
		 4% SD or D 11% SD or D			 85% SA or A 73% SA or A	

KEY COMMENT THEMES FROM EMPLOYEES

1. **Appreciate the COVID testing – desire information on vaccines**
2. **Safety – Questions about such things as class size, mitigation, cleaning, mask wearing, lunch, consistency from school to school, contact tracing, one symptom rule**
3. **Amidst the stress, also a desire to be back with kids and for it to feel “normal” again**
4. **Desire for communication and increased opportunity for feedback**
5. **Desire for recognition of the work being done in challenging times**

Family Pulse Survey Results

FAMILY SURVEY PARTICIPATION

Survey Window: February 19-28, 2021

. 5,380 Survey Participants

Survey Window: November 9-15, 2020

. 5,240 Survey Participants

FAMILY PULSE SURVEY RESULTS, OVERALL

	Survey Question		Mean	Top Box
1	I am confident that my child's school is handling the COVID-19 challenge to keep my child safe.	(Feb.) (Nov.)	4.02 3.71	36.39% 31.79%
2	I am confident that my child's school is focused on the social emotional well-being of my child.		3.59 3.20	23.45% 17.80%
3	I have the resources needed to help my child learn.		3.65 3.38	24.09% 19.87%
4	I have access to my child's teacher(s) when needed.		4.04 4.00	35.17% 34.41%
5	I receive feedback from my child's teacher(s) about my child's learning progress.		3.67 3.69	25.85% 25.74%
6	I am confident that my child will not fall behind in school.		3.14 2.79	17.41% 13.94%
7	I receive timely communication on changes that occur at my child's school.		3.94 3.79	28.25% 24.43%

FAMILY PULSE SURVEY RESULTS, FREQUENCY

	Survey Question	Strongly Disagree	Disagree	Mixed Feelings	Agree	Strongly Agree
1	I am confident that my child's school is handling the COVID-19 challenge to keep my child safe. (Feb.) (Nov.)	252	141	830	2184	1949
		478	295	1147	1637	1658
		 7% SD or D 15% SD or D		 77% SA or A 63% SA or A		
2	I am confident that my child's school is focused on the social emotional well-being of my child.	538	366	1130	2067	1256
		879	606	1271	1535	929
		 17% SD or D 29% SD or D		 62% SA or A 47% SA or A		
3	I have the resources needed to help my child learn.	374	431	1166	2096	1291
		541	663	1317	1660	1037
		 15% SD or D 23% SD or D		 63% SA or A 52% SA or A		

FAMILY PULSE SURVEY RESULTS, FREQUENCY

	Survey Question	Strongly Disagree	Disagree	Mixed Feelings	Agree	Strongly Agree
4	I have access to my child's teacher(s) when needed. (Feb.) (Nov.)	194 213	207 212	689 707	2378 2287	1881 1794
		 8% SD or D 8%SD or D			 80% SA or A 78% SA or A	
5	I receive feedback from my child's teacher(s) about my child's learning progress.	330 307	543 496	1055 1023	2039 2042	1383 1341
		 16% SD or D 15% SD or D			 64% SA or A 65% SA or A	

FAMILY PULSE SURVEY RESULTS, FREQUENCY

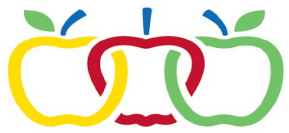
	Survey Question	Strongly Disagree	Disagree	Mixed Feelings	Agree	Strongly Agree
6	I am confident that my child will not fall behind in school. (Feb.) (Nov.)	917 1327	690 862	1401 1316	1413 984	932 727
		 30% SD or D 42% SD or D		 44% SA or A 33% SA or A		
7	I receive timely communication on changes that occur at my child's school.	239 299	210 323	709 852	2682 2467	1512 1274
		 8% SD or D 12% SD or D		 78% SA or S 72% SA or A		

KEY COMMENT THEMES FROM FAMILIES

1. Grateful for return to in-person learning but also grateful for options for those who elect to remain virtual. Appreciation for teachers
2. Concerns about learning loss and for more reporting on student progress/status as it pertains to whether they are behind or not. Desire to know the plan for addressing “catching students up”
3. Desire to return to 100% in person – and desire to better understand varying schedules by level
4. Questions about the one symptom rule
5. Desire for increased connection with school and enhanced communication about next steps for return

NEXT STEPS

- **We will be sharing the results of both surveys with all administrators and staff later this week.**
- **Our Lead Learners will analyze the data for both school and district trends. We will identify successes to celebrate as well as opportunities for improvement.**
- **We will share the results of the Family Pulse Survey with all families in our weekly communication March 12.**



Questions



THANK YOU!

Primary Indicators	Risk Level	Current Status	3-Week Trend (increase/decrease must be +/- 10%)
New Cases - City of Appleton within the last 14 days (burden).	To move from the CDC's <i>Highest Risk</i> of Transmission in Schools level to <i>Higher Risk</i> the burden must be less than 200 .	224 cases per 100,000 people	Decreasing (309 to 216 to 224)
New Cases - Tri-County region within the last 14 days (burden).	To move from the DHS' <i>High Risk</i> level to <i>Moderately High</i> the burden must be less than 100 .	125 cases per 100,000 people	Decreasing (169 to 133 to 125)
Ability to implement 5 key mitigation strategies (mask, social distance, hand hygiene, disinfecting, contact tracing)	To remain in the CDC's Lowest Risk level we must implement all 5 strategies correctly and consistently.	All 5 strategies are being implemented correctly and consistently	NA

Case Rate (Burden)



Secondary Indicators (Internal)	Goal	Current Status	3-Week Trend (increase/decrease must be +/- 10%)
Staffing - Substitute Pool	85% of last year's sub pool	72% of last year's sub pool	No Change (71% to 71% to 72%)
New Cases - Weekly total for in-person staff and students	14 new cases in one week is the equivalent of a 200 burden for our district's in-person staff and student population.	23 new cases	Increasing (13 to 15 to 23)
New Quarantines - Weekly total for in-person staff and students	No change or decreasing for our district's in-person staff and student population.	59 new quarantines	Decreasing (111 to 66 to 59)

Staff and Students Positive Cases and Quarantines

**Total # New
Cases**

23

Students 18

Staff 5

**Total # New
Quarantines**

59

Students 17

Staff 42

**Total New
Cases %**

.16%

Students .15%

Staff .26%

**Total New
Quarantine %**

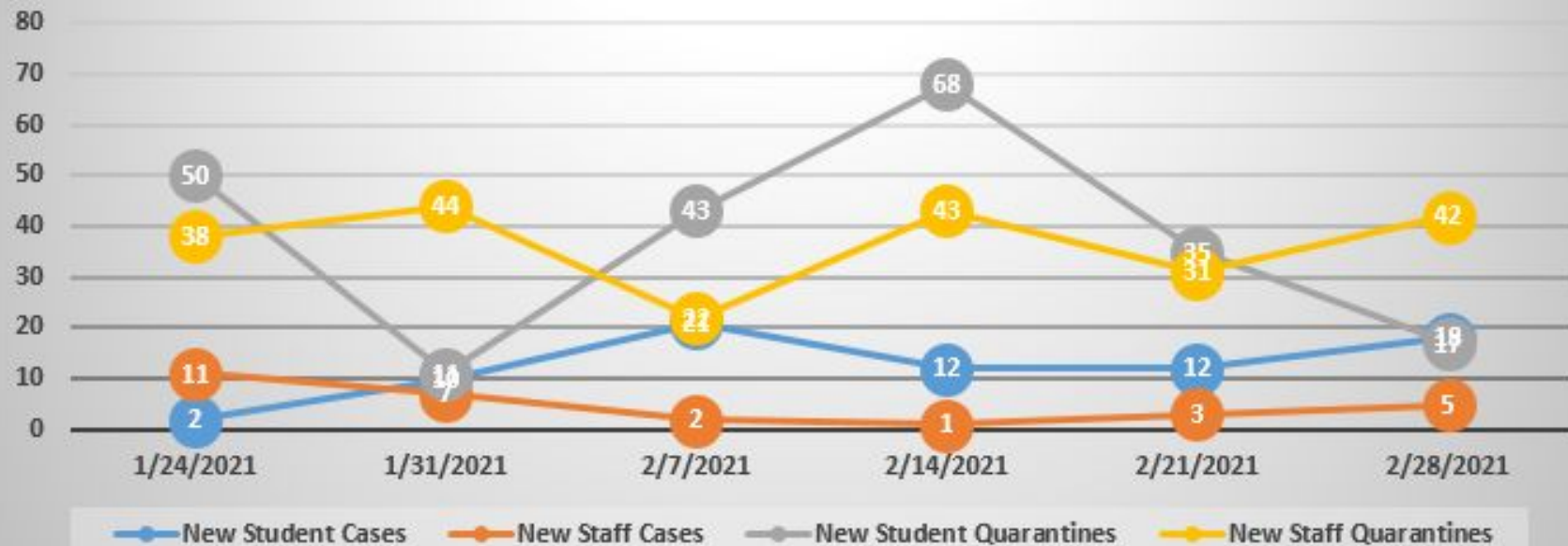
.42%

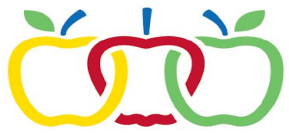
Students .14%

Staff 2.18%



COVID-19 Activity Level





Questions





Learning Model Planning Timeline

January 19th -

- Second Semester Start Date for In-Person/Hybrid Model

February 10th -

- Analysis of 3 Week Data Trend
- Consideration of Potential Target Dates for Increased In-Person Learning

Week of February 15th -

- Review of Potential Timeline and Next Steps with All Administrators
- Monitoring of Mitigation Strategies and Matrix

Week of February 22nd -

- Communication of Timeline and Next Steps with Staff
- Communication of Target Dates with Families
- Monitoring of Mitigation Strategies and Matrix



Learning Model Planning Timeline

March 3rd -

- Opportunity provided for all secondary families to change selection in-person/fully virtual model
- Detailed information provided for staff and families regarding increased class sizes and alternative CDC strategies that will be used when 6 feet distancing is not feasible

March 10th -

- Secondary family preference information due to school sites indicating returning fully in-person 4 days a week or fully virtual (hybrid no longer an option)

March 15th -

- Fully in-person learning model begins for 5th and 6th grade students
- Targeted secondary students provided with 4 days per week of in-person instruction
- Monitoring of mitigation strategies and matrix given increased numbers on site

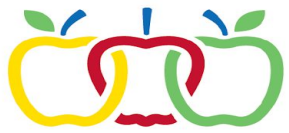
April 5th - 4th Quarter Start Date

- Fully in-person learning for all secondary students 4 days per week, Wednesday fully virtual
- Monitoring of mitigation strategies and matrix given increased numbers on site
- Fully virtual model option continues for all secondary students



SAFE School Reentry Guiding Principles

- **S**afety: For students, staff, and our community
- **A**ccessibility: To high quality instruction
- **F**lexibility: To respond to changing conditions
- **E**quity: To meet the needs of ALL students



SAFE Transition to Fully In-Person Learning

Safe start for younger students in grades 5, 6

- 1,000 more students per day, 5 days per week
- Tests effectiveness of alternative distancing plans to minimize quarantine for whole classrooms of students
- Provides data to modify strategies, as needed

Access ongoing for identified secondary students with highest needs while class sizes remain small

Flexible opportunities for families to move between models

Equity of technology, high quality staff, safety protocol across all classrooms and schools

ITEM FOR CONSIDERATION

Topic:	Appleton Bilingual School Charter Contract Five Year Renewal
Background Information:	Appleton Bilingual School (ABS) opened for students in September 2011. ABS students receive instruction in a dual language educational model, specifically in Spanish and English. Both Spanish-dominant and English-dominant students study and learn together at each grade level in an approximately 50/50 ratio of each language group. An integrated, interdisciplinary curriculum using current recommended bilingual and bi-literacy practices is used to develop high levels of proficiency in two languages, assure academic success in all content areas, and foster cross-cultural relationships. The revised contract being presented for approval includes the elimination of sixth grade and the addition of four-year old kindergarten.
Fiscal Note:	As per AASD Board of Education practice, the per-pupil expenditure will not exceed the per-pupil expenditure in the traditional setting.
Instructional Impact:	Charter schools help to provide another educational option for students and parents.
Administrative Recommendation:	Approval of the reauthorization of the Appleton Bilingual School Charter Contract as submitted.
Contact Persons:	Joel Cannon, 832-6232, cannonjoel@asds.k12.wi.us Nan Bunnaw, 832-6301, bunnawnanette@asds.k12.wi.us Ben Vogel, 832-6301, vogelben@asds.k12.wi.us

P&S: 02/25/21
BOE: 03/08/21

**CHARTER SCHOOL CONTRACT BETWEEN
THE APPLETON AREA SCHOOL DISTRICT AND APPLETON BILINGUAL SCHOOL**

THIS AGREEMENT is made by and between the Board of Education of the Appleton Area School District (“AASD”), 131 E. Washington St., Suite 1A, Appleton, WI 54911 and Appleton Bilingual School Governance Board (“ABS”), 912 N. Oneida St., Appleton, Wisconsin, 54914

WHEREAS, the Board of Education is authorized pursuant to Wisconsin Statute 118.40(2m)(a), to contract with an individual or group to operate a school as a charter school; and,

WHEREAS, the Board of Education wishes to grant to Appleton Bilingual School a charter to operate as a charter school pursuant to Wisconsin Statute §118.40(2m)(a),

NOW, THEREFORE, the parties agree as follows:

1. Definitions.

When used in this Agreement, the following definitions shall apply:

- a. “ABS”: means Appleton Bilingual School.
- b. “ABSGB”: means Appleton Bilingual School Governance Board.

2. Establishment. The entity seeking to establish the Charter School is the Appleton Bilingual School (Name of the Non-stock Corporation Or 501 (C) 3).

3. Administrative Services. At its sole cost and expense, AASD will provide administrative services to support all School District employees and all enrolled pupils at ABS in the same manner as other AASD schools, including but not limited to: purchasing, accounts payable, accounting, bookkeeping, risk management, auditing, cash management, payroll, benefits administration, pupil services, recordkeeping, reporting and other compliance monitoring and fulfillment, building and grounds maintenance, and testing of students. To the extent that AASD requires information maintained only by ABS to complete the reporting and compliance monitoring requirements hereunder, AASD will, no later than June 15 prior to the start of any school year, provide ABS with a list of all information required and ABS will provide full and accurate responses no later than September 1. AASD will at all times remain the sole employer of all personnel engaged in providing administrative services. All services set forth/outlined not in the budget will be provided by the AASD in a like manner as provided to the other schools.

4. Instrumentality. Appleton Bilingual School will be an instrumentality of the AASD.

5. **Educational Program.** The following is a description of the ABS educational program of the school and methods used to enable pupils to attain the educational goals under Wis. Stat. § 118.01. ABS shall notify the AASD in a timely manner in the event of a change in instruction method. ABS will enroll students in five year old kindergarten through fifth grade. By eliminating sixth grade, ABS has the opportunity to shift down to include four year old kindergarten. The educational program of Appleton Bilingual School will consist of these main features:

- a. ABS students will receive instruction in a dual language (bilingual) educational model, specifically in Spanish and English. Both Spanish-dominant and English-dominant students will be paired together in each grade level in an approximately 50/50 ratio of each language group.
- b. The non-sectarian, standards-based curriculum of ABS will be developed for a dual language model. The Appleton Bilingual School will adopt the AASD standard elementary curriculum and adapt it by offering an interdisciplinary approach to instruction.
- c. A key difference between ABS and traditional elementary schools is the implementations of this interdisciplinary instruction. Traditional subject areas like mathematics, science, social studies, and literature will be infused with strategically-placed literacy instruction in both Spanish and English. Instructional units based on math, science, and social studies content adapted from AASD curriculum will be developed to serve as a focus and a connecting point for the language and literacy instruction.
- d. ABS will develop a curriculum and follow an educational design model based on the current recommended practices in the areas of bilingual and Biliteracy teaching. Currently, the research of James Cummins (1979), Virginia Collier and Wayne Thomas (1997 and 2004), Kathryn Lindholm-Leary (2001), and the Center for Applied Linguistics as well as the research of Dr. Karen Beeman and Dr. Cheryl Urow from The Center for Teaching for Biliteracy has guided the curriculum process. ABS curriculum work groups will continue to refine the materials selection process through cycles of inquiry to match resources with current, research-based best practices.
- e. Bilingual teachers will use visuals, real objects, oral language, TPR (Total Physical Response), and graphic organizers to teach two languages in a comprehensible way. Initially, in kindergarten and first grade, there will be a heavy emphasis on academic language and content in Spanish. In kindergarten approximately 80% of the instruction will be in Spanish and 20% in English. This will scale to a 50/50 model by the time students begin 4th grade. This is necessary to establish a solid foundation in the minority language. Bilingual teachers will 'bridge' from Spanish to English at key points in the instructional unit. This methodology will not be based on direct translation. The 'bridging' activities will serve as an extension of the academic content and bring about an integration of the first and second language in a more natural and cognitively rich manner.

- f. It is critical to understand what is involved in learning a second language versus what is required to learn in a second language. *The Appleton Bilingual School will emphasize learning IN a second language.* Fundamentally, this approach is based on the process of *transference*. Based on successful outcomes and solid research, both groups of students in ABS will develop deeper conceptual and linguistic adeptness in general as a result of studying two languages.

6. **Methods of Measuring Student Progress.** ABS shall use the following local measures, assessments and standardized tests to measure pupil progress. ABS will participate in the District's Continuous School Improvement Planning (CSIP) and reporting process.

- a. Student Goal 1—ABS students will demonstrate language proficiencies in both Spanish and English.

- (1) Objective: By the end of fifth grade all ABS students who have attended kindergarten through fifth grade at ABS will demonstrate a proficiency level of I-3 or above on all domains of the ACTFL (American Council on Teaching Foreign Languages) Assessment of Performance toward Proficiency in Languages (AAPPL).

Assessment: [AAPPL given in spring of fifth grade year.](#)

- (2) Objective: By the end of fifth grade 85% or more of EL students who have attended ABS four or more consecutive years will demonstrate English proficiency levels of 5.0 or higher on the ACCESS 2.0 assessment.

Assessment: [ACCESS 2.0](#)

- b. Student Goal 2—ABS students will demonstrate continued improvement in reading and math.

- (1) Objective: Measuring from fall to spring each academic year, 85% or more of ABS students will reach or surpass their targeted growth goal set during the fall of the academic year as measured by the iReady assessment in their designated language.

Assessment: iReady for Reading and Math (English and/or Spanish)

- iReady Assessments Given in Spanish
 - Fall: K-5 in Reading; K-2 in Math
 - Winter: K-2 in Math
 - Spring: K-2 in Math
- iReady Assessments Given in English
 - Fall: K-5 in Reading; 3-5 in Math
 - Winter: 3-5 in Math
 - Spring: 3-5 in Math

- c. Student Goal 3— ABS students will value multicultural perspectives and demonstrate the values of responsibility, resiliency, empathy, and respect.

- (1) Objective: ABS students in grades 3 through 5 will have a composite score at or above the AASD average on all social-emotional competencies as measured by the Spring Panorama Survey.

Assessment: [Panorama Survey](#).

- e. ABS shall report progress on IEPs in accordance with the IDEA and AASD administrative practices.
- f. ABS shall administer other assessments as required under state and federal law, and as directed by AASD.
- g. ABS shall provide AASD records as required to document compliance with state and federal law.

7. Governance Structure.

- a. Governance Board. A Governance Board consisting of staff, parents, and community members will govern the school (the "Appleton Bilingual School Governance Board"). The ABS Governance Board will determine and oversee the mission and strategic plan, coordinate public relations strategies, establish policies as well as, oversee and approve the budget of the school subject to the terms of this Agreement and specific authorization by AASD. No individual member of a Charter School Governance Board has the right or authorization to individually exercise the rights listed below.

The Governance Board has the rights, subject to the terms and limitations of this Charter Agreement, necessary pursuant to state law to carry out the terms of this Charter Agreement including:

- 1) To determine and oversee the mission and strategic plan;
- 2) To set the educational philosophy of ABS as set forth in Appendix A;
- 3) To establish and oversee curriculum;
- 4) To establish and oversee school guidelines and policies not to exceed its authority granted herein;
- 5) To oversee and approve the school budget not to exceed its authority granted herein;
- 6) To coordinate public relations strategies;
- 7) To make recommendations related to employment decisions within the current supervision and evaluation process for AASD employees;
- 8) To ensure compliance with this Agreement not to exceed its authority granted herein;
- 9) To appoint the requisite number of ABS members to its committees, in accordance with ABS bylaws (See Appendix B for the current bylaws);
- 10) to receive and disburse funds, subject to Section 13 of this Agreement;

- 11) to secure appropriate insurance, which it has done pursuant to Section 18 of this Agreement;
 - 12) to enter contracts for technical or financial assistance, academic support, curriculum review or other services, which it has done and is subject to Section 13 of this Agreement;
 - 13) to incur debt in reasonable anticipation of funds, subject to Section 13 of this Agreement;
 - 14) to pledge, assign or encumber its assets to be used for loans, subject to Sections 13, 18 and 19 of this Agreement;
 - 15) to solicit and accept gifts or grants for school purposes, subject to Sections 13 and 18 of this Agreement;
 - 16) to acquire real property for its use, subject to Sections 13, 18 and 19 of this Agreement; and
 - 17) to sue and be sued in its own name, subject to limitations under this Agreement and state law.
 - 18) Such other matters as the Appleton Bilingual School may deem necessary or appropriate with regard to the operations or affairs of ABS, but not to exceed the authority granted by the AASD under the terms of this Agreement and state and federal law.
- b. Principal. A principal will be assigned to ABS by AASD. AASD will appoint the principal in collaboration with the ABS Governance Board. The ABS principal will demonstrate an interest and a commitment to the students as well as the mission and vision of the school. It is preferable for the ABS principal to have prior experience in bilingual education. The ABS principal will be appropriately licensed, pursuant to state law.
 - c. Governance Board Constitution. Other than issues specifically addressed in this Agreement regarding the ABS Governance Board, the size, method of appointment and constitution of the ABS Governance Board will be as stipulated in the ABS Governance Board's by-laws. Total membership of the ABS Governance Board shall be comprised of fewer than 50% AASD employees. AASD administrators and AASD Board of Education members will not serve on the ABS Governance Board.
 - d. Officers. Election of officers is detailed in the by-laws of the ABS Governance Board.
 - e. Meetings. Meetings will be held as outlined in the bylaws. A quorum, consisting of a majority of the Voting Members of the ABS Governance Board must be present. Of the members present, fewer than 50% can be AASD employees before business can be transacted. A majority vote of the Voting Members then serving is sufficient for any action, including election of Board Officers. Meetings are open to all staff, parents, students, and community members and participation on standing committees is encouraged.

f. Annual Report. AASD will create an Annual Report for DPI requirements as the authorizer. The Annual Report may include:

- (1) state testing results
- (2) Longitudinal assessment results (i.e., MAP, iReady, etc.)
- (3) enrollment data
- (4) attendance data
- (5) financial report
- (6) student academic progress
- (7) Other_____

The Charter School may provide the district additional data the Governance Board may feel pertinent. Furthermore, this annual report will be available to the Board of Education and the community.

8. Parental and Community Involvement.

The ABS Governance Board will organize and instruct parents to take an active role in the school and create a supportive parent network through the following activities:

Parents/guardians will be involved in the Appleton Bilingual School by having representation on the ABS Governance Board. Parents/guardians will also serve on ABS Governance Board committees such as enrollment, by-laws, curriculum and facilities. Parents will be an integral part of instructional delivery as they will be encouraged to share their expertise and interests related to the studies at ABS.

- a. ABS will provide numerous opportunities for meaningful parent/community involvement. The use of community members as primary sources in research, the opportunity to develop mentor relationships, and attending school-sponsored community events will allow parents to become contributing members of their communities on local, state, national and international levels.
- b. For the period that ABS is housed within a Host School, students will be able to participate in the after school activities available to the students of the Host School. If ABS students meet the age range for afterschool programs, ABS students will be able to attend these programs at the Host School.
- c. ABS will enrich the opportunities for students and staff at the Host School in a variety of ways as well. Speakers and programs brought in by ABS will be made available to the Host School's students, parents, and staff. ABS materials purchased through grant funds will be available for loan to the Host School's staff as well. Finally, positive learning relationships will develop as ABS students share their knowledge with students of the Host School when project fairs are held.

- d. Parents will receive semester reports on student progress at ABS. Parent-teacher conferences will be held at least once each semester. Additional parent teacher conferences, electronic mail, print correspondence, and telephone contacts will be used on an individual basis to communicate student progress when the parents, or teachers, feel it is appropriate.
- e. Students at ABS will fully utilize available technology under the supervision and website administration of ABS teachers.
- f. Parental issues, concerns, questions, and complaints will be handled following these steps:
 - (1) Contact the classroom teacher.
 - (2) If resolution has not been reached, or if the concern is school wide, the ABS administrator or designee will be contacted.
 - (3) If resolution is still not reached and based on the issue, the charter school principal will contact the ABS Governing Board or AASD Assistant Superintendent.
 - (4) Unresolved issues may be appealed the Superintendent of Schools.
 - (5) The final step in the District appeal process is to contact the Board of Education.

9. Faculty Qualifications.

- a. Describe qualifications: Individuals who have a desire to teach at ABS will be teachers who are appropriately licensed pursuant to state law. The positions will be posted to indicate that candidates should demonstrate an interest and a commitment to the students as well as the mission and vision of the school. In order to deliver educational services in a dual language classroom, all teaching staff will be required to have both a Wisconsin elementary certification and bilingual certification. In addition, teachers working at either kindergarten or lower must also have Early Childhood certification.
- b. Teachers who work at ABS will be employees of the AASD and will be entitled to all rights and privileges afforded other teachers in the District.
- c. Salary and benefits will be structured according to the Pay and Benefits Plan for Professional Employees as established by the AASD Board of Education.
- d. Open positions for ABS will be posted and filled through the staffing process as outlined in the AASD Employee Handbook.
- e. ABS and Principal have discretion on which AASD meetings/trainings teachers will attend, with the exception of mandatory meetings/trainings designated by AASD.

10. Student Health and Safety. All federal, state and local health and safety regulations and building code standards will be followed at all AASD locations at which ABS may be located. In

addition, the health and safety policies applicable to all other non-charter schools in the AASD shall apply equally to ABS.

11. Recruitment and Means of Achieving Racial/Ethnic Balance

- a. ABS prohibits discrimination and will not discriminate against students on the basis of sex, race, color, religion, age, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, gender identity, gender expression or physical, cognitive, emotional or learning disability in its education programs or activities or any other classification protected by law. ABS official non-discrimination policy will be applied in all operations. Access to ABS will also not be restricted or enhanced by the following: family income, academic performance, English language proficiency, or athletic ability. Equal access will be provided to all students.
- b. ABS will monitor the demographic make-up of the student population. If specific groups are under-represented, outreach efforts will be further customized to raise awareness and generate interest. Examples include holding informational meetings in special locations, providing additional translation or interpretation services, and expanding services to accommodate people with disabilities. Translations and interpretation services will be provided to ensure equal access to all students under the law.

12. Admission Requirements.

- a. ABS is open to all students of the AASD as well as students applying through the Wisconsin Inter-District Open Enrollment process. Application to and attendance at ABS is voluntary and no tuition is charged. Students who do not wish to attend or are not admitted to ABS may attend their neighborhood schools or seek enrollment in another AASD school per AASD Board policy.
- b. Parents will enroll their children by written or electronic registration form. A parent/guardian is encouraged to attend one informational meeting or visit ABS in order to assure understanding of the nature and work of the school.
- c. If the number of applicants exceeds available positions, a lottery will be employed. The names of students on the waiting list will be recorded in the order in which they were drawn. The waiting list does not roll over from year to year.
- d. ABS will give enrollment preference to current students at ABS. This group will be exempt from the lottery. Siblings of current students will be given preference in the lottery.
- e. Children of ABS full-time staff and governing board members may be given a preference for enrollment but must be limited to no more than 10% of ABS's total enrollment.
- f. Students may enroll and attend ABS at any point during the school year as space permits in accordance with ABS lottery procedures and guidelines.
- g. Students must be enrolled in or open-enrolled in the AASD.

- h. Special needs of students will be met according to the goals of their IEP. The AASD will provide required special education services as appropriate, given the needs of each student's IEP.
- i. Students with an IEP who apply by the deadline and are selected through the lottery will be enrolled unless FAPE (Free Appropriate Public Education) cannot be provided within the charter program with accommodations and modifications, pursuant to state and federal law.

13. Budget Responsibilities of AASD and the Charter School.

- a. Equal Funding: ABS understands that AASD support will not be greater or less than the same support given to other AASD schools. As an instrumentality, the AASD will be responsible for salaries and benefits of staff, as well as the lease and associated expenses of ABS space. In addition, ABS receives funding based on the per-pupil formula applied to all schools in the AASD. The ABS Governance Board will oversee, modify, and approve the site budget. All AASD or private contract services will be covered by the AASD with the exception of transportation.
- b. Purchases: Tangible materials/equipment purchased by Charter Schools with grants or donor dollars will be the property of the Charter School and the AASD and will be labeled as such. If the materials/equipment purchased becomes outdated or inoperable, it will be the Charter School's responsibility to maintain and/or replace this material/equipment according to the District's specifications. If the Charter dissolves, the property reverts to AASD ownership.

All Charter Schools will receive the same level of support for materials/equipment. As such, when the District updates old technology or teaching materials with more current items, the District will do so for the Charter Schools at the same rate as all other schools in the District. Example: If a Charter School purchases additional computers beyond the District's allocation for the building, it is the responsibility of the Charter School to maintain and/or replace them when they become incompatible with the District's operating programs.

- c. Personnel: Full-time Teacher Equivalents (FTE's) will be allocated to ABS in the same manner as it does for all AASD schools. As the school's enrollment grows, the necessary FTE's will increase, based on what are current AASD class ratios. Specialists will be allocated by AASD formula as well.
- d. Administration: Administrative services will be provided in the same manner as other AASD schools, including but not limited to: accounting, bookkeeping, risk management, auditing, cash management, payroll, benefits, administrations, labor relations, enrollment pupil services, record keeping, and general testing of students.
- e. Curriculum: Curriculum will be developed with input and/or assistance from accredited research-based, educational professional bilingual organizations. A quality curriculum at ABS will be sustained through AASD textbook replacement/adoption funds. Other expense incurred through the curriculum development process will be offset by

alternate sources of funding, i.e. those not covered in technology upgrades or other curricular purchases.

- f. Liability Insurance: As an instrumentality of the AASD, the ABS will fall under the umbrella of the AASD's liability insurance.
- g. Co-curricular Activities: All ABS students may participate in co-curricular activities.
- h. Food Services: Food service will be provided through the AASD's food service program assigned to the school's facility.
- i. Pupil Services: Pupil services will be provided through AASD staff assigned to the school's facility and subject to paragraph 21 herein.
- j. Custodial Services: Custodial and maintenance services will be provided by the AASD at the school's facility.
- k. Testing and Assessment: State and Federal testing and assessment that is administered by the AASD will be the same for ABS students as is given to students at other AASD schools.
- l. Grant Funds: Grant funds will be used to support travel and professional development budget for ABS to attend dual language education workshops and other professional development conferences that are aligned to the mission and goals of ABS.
- m. Health and Safety: ABS will rely upon AASD nursing staff and trained staff to provide the necessary resources. ABS will abide by all local, state, and federal laws regarding health and safety standards.

14. Student Behavior and Discipline Model.

- a. The discipline system for ABS will consist of the following steps:
 - 1) Student contact within the classroom that will immediately address the inappropriate behavior.
 - 2) Student meeting after school or during recess to address the behavior and discuss appropriate alternative behaviors.
 - 3) Meet with student and parents to discuss continuing behavioral problems and potential solutions.
- b. The ABS Governance Board reserves the right to create and/or approve an ABS Code of Conduct Policy.
- c. Behaviors that require suspension, removal from class (according to AASD procedures and guidelines), and expulsion will be referred to the ABS principal or designee and all AASD expulsion policies and procedures will be followed.

15. **Public School Alternatives.** No student will be required to attend ABS. Students, who do not elect to attend ABS, may attend a school within the AASD in conformance with the enrollment policy of the AASD Board of Education.
16. **Tuition.** ABS shall not charge any tuition. ABS may charge “activity fees” provided the AASD Board of Education has approved the activities and corresponding fees in advance.
17. **Audits.** The AASD usual and annual audit will include ABS. The scope of the annual audit will be determined by the AASD and conducted at the expense of the AASD. ABS will participate in all financial audits and comply with all audit procedures and requirements of the AASD audit team as contracted by the AASD Board of Education.

In conformance with the “Governmental Accounting Standards Board Statement No. 39,” funds provided by or procured from ABS as an instrumentality and component unit of the AASD are subject to the AASD fiscal accounting procedures, including audits, and will be included in the AASD financial statements as determined by the AASD audit team as contracted by the AASD Board of Education.

Annually AASD Charter School Committee may review progress toward performance goals.

18. **School Facilities and Liability Insurance.**

- a. **Facilities.** ABS is currently located at 912 N. Oneida St., Appleton, Wisconsin, 54911. The AASD will ensure that the building(s) in which the Charter School program is located meet(s) all building codes and other building requirements for a public school facility.
- b. **Liability Insurance.** The AASD shall insure all ordinary and reasonably foreseeable risks related to operation of ABS including liability, property, worker’s compensation, errors and omissions, and comprehensive coverage (\$10,000,000/occurrence).

19. **Indemnification and Limitation on Liability.**

- a. **Indemnification of District.**
- 1) Subject to the limitations and immunities set forth in Section 893.80 of the Wisconsin Statutes and all similar laws, to the extent applicable under law, ABS Governance Board agrees to indemnify, defend and hold AASD and its Board of Education, officers, administrators, agents and employees harmless from and against, any and all liabilities, losses, costs, expenses (including, without limitation, reasonable actual attorneys’ fees and expenses) and damages (collectively, “Losses”) arising out of any “Indemnity Claim,” which means any action, cause of action, suit, proceeding, claim, or demand of any third party that, if true, would establish:
- a) Breach by Appleton Bilingual School of any provision of this Agreement;

- b) Failure by ABS Governance Board to comply with all applicable law, relating to this Agreement or operation of ABS, and state and/or federal laws concerning the establishment or operation of a charter school, or identification, admission, access, and/or evaluation of, and/or provision of services and/or accommodations to and/or prohibition of discrimination against students or employees with known or suspected disabilities or any other discrimination as prohibited by applicable law against students or employees; or
- c) Any negligent or willful act or omission of ABS Governance Board, or its employees or agents in connection with the performance of the obligations of ABS Governance Board under this Agreement. The obligation of ABS Governance Board to indemnify and hold harmless under this Section 19 with respect to any Indemnity Claim will be reduced to the comparative extent, as established by a judgment entered in a court of competent jurisdiction after any appeals, that such Indemnity Claim arises out of acts of fraud, willful misconduct, or acts in breach of this Agreement on the part of AASD or its Board of Education, officers, administrators, agents and employees. The obligations set forth in this Section 19, survive the termination of this Agreement.

b. Indemnification of Appleton Bilingual School Governance Board

- 1) Subject to the limitations and immunities set forth in Section 893.80 of the Wisconsin Statutes and all similar laws, to the extent applicable under law, AASD agrees to indemnify, defend and hold ABS Governance Board and its directors, officers, agents and employees harmless from and against, any and all liabilities, losses, costs, expenses (including, without limitation, actual reasonable attorneys' fees and expenses) and damages (collectively, "Losses") arising out of any "Indemnity Claim," which means any action, cause of action, suit, proceeding, claim, or demand of any third party that, if true, would establish:
 - a) Breach by AASD of any provision of this Agreement; or
 - b) Any negligent or willful act or omission of AASD, the AASD Board of Education or its employees or agents in connection with the performance of the obligations of AASD under this Agreement and/or applicable law.

The obligation of AASD to indemnify and hold harmless under this Section 19 with respect to any Indemnity Claim will be reduced to the comparative extent, as established by a judgment entered in a court of competent jurisdiction after any appeals, that such Indemnity Claim arises out of acts of fraud, willful misconduct, or acts in breach of this Agreement on the part of ABS Governance Board or its agents and employees. The obligations set forth in this Section 19 survive the termination of this Agreement.

- c. Indemnification Procedure. Any Party entitled to indemnification under this Section 19 (each an “Indemnified Party”) agrees to give the Party required to indemnify such Party hereunder (each an “Indemnifying Party”) prompt written notice of any Indemnity Claim as to which it intends to request indemnification hereunder. The Indemnifying Party will have the right to direct, through counsel of its own choosing, the defense or settlement of any Indemnity Claim at its own expense. The Indemnified Party may participate in such defense at its own expense.
- d. If the Indemnifying Party fails to defend or, if after commencing or undertaking any such defense, fails to prosecute or withdraws from such defense, the Indemnified Party will have the right to undertake the defense or settlement thereof, at the Indemnifying Party’s expense. If the Indemnified Party assumes the defense of any such Indemnity Claim pursuant to this Section 19 and proposes to settle such Indemnity Claim prior to a final judgment thereon or to forego any appeal with respect thereto, then the Indemnified Party will give the Indemnifying Party prompt written notice thereof and the Indemnifying Party will have the right to participate in the settlement or assume or reassume the defense of such Indemnity Claim. Notwithstanding anything contained in this Section 19 to the contrary, the Indemnifying Party will not, without the prior written consent of the Indemnified Party (which consent will not be unreasonably withheld or delayed), agree to a settlement of any such Indemnity Claim.
- e. Limitation of Indemnity by AASD. The obligation of AASD to indemnify ABS is limited by the provisions of Section 893.80 of the Wisconsin Statutes to the full extent such statute affords limitations or immunities to AASD, AASD not intending to waive any such provisions.

20. Non-Sectarian Status. ABS shall be non-sectarian in its programs, admissions, policies, employment practices and all other operations.

21. Local Educational Agency Responsibilities. AASD is the Local Education Agency (LEA) for Appleton Bilingual School for purposes of all state and federal laws, codes, rules and regulations pertaining to LEA duties, rights and responsibilities, including, but not limited to, the Americans with Disabilities Act (ADA), 42 U.S.C. §1210, Section 504 of the Rehabilitation Act of 1973, (Sec. 504), 29 U.S.C. §794, the Individuals with Disabilities Education Act (IDEA), 20 U.S.C. §1400 *et seq.*, No Child Left Behind Act, 20 U.S.C. § 6301 *et seq.*, and the Asbestos Hazard Emergency Response Act (AHERA), 15 U.S.C. §2641 *et seq.*, Title II, 28 CFR Part 35 (implementing regulations of the Americans with Disabilities Act) and Wis. Stat. Chapter 115, subchapter V.

ABS staff shall participate in staff development opportunities provided by AASD pertaining to IDEA, ADA, Section 504, NCLB, AHERA and other related training provided for the implementation of educational services. The AASD policies governing the implementation of educational services for students with disabilities are applicable to ABS. ABS will follow the AASD policy and state law governing seclusion and restraint.

The implementation of the IDEA requirements by ABS shall be according to the following process:

- a. AASD will provide employees to provide required IEP services to ABS.
- b. ABS shall implement IEP services as determined by the LEA through the IEP and IDEA referral and evaluation process, to include assurances of providing the special education instructional time as required by the IEP and document progress on IEP goals at least as often as documenting progress for students without disabilities.
- c. ABS shall document the interventions as required through the Response to Intervention Process for use and consideration in all referrals under the IDEA.
- d. ABS will cooperate with the LEA in all initial evaluation and re-evaluation processes.
- e. ABS will assist in obtaining any required parental consents under the IDEA on behalf of the LEA in fulfillment of its duties under the IDEA, including parental consent for school-based therapy reimbursement and documentation for such reimbursement.
- f. ABS will provide the LEA with any required data for IDEA self-assessment process in a timely fashion.
- g. ABS shall provide appropriate notification to parents of all the LEA notices and procedural safeguards.
- h. ABS's implementation of the student IEPs shall follow the LEA AASD calendar, which will be provided to the ABS annually. If the ABS school calendar does not follow the LEA AASD calendar, IEP implementation shall follow the ABS calendar.
- i. The parties shall engage in regular participation in annual and periodic IEP meetings for the implementation of IEPs and IDEA processes. The parties agree to meet periodically to address IDEA implementation.
- j. Daily attendance records shall be maintained by the ABS in accordance with state requirements and sent upon request.
- k. The ABS will assist in the provision of information requested by the Department of Public Instruction (DPI) or the Office of Civil Rights if so requested due to compliance complaints or investigations.
- l. All special education staff providing special education services shall participate in joint training and professional development for purposes of delivery of special education service. All special education staff will be available for meetings outside of school hours, none of which shall be paid for by the AASD.
- m. ABS will ensure that all employees have completed the DPI training related to mandatory reporting of abuse or neglect and the use of seclusion and restraint pursuant to state law.
- n. CPR and First Aid trained staff shall be available during Program hours.

- o. The District will keep the ABS in CPI: Nonviolent Crisis Intervention Training rotation schedule.
- p. The District will invite the ABS special education staff to any District- wide special education professional development opportunities.
- q. The District has the right to inspect the charter school facilities and records with reasonable notice.

22. Term, Renewal and Termination of this Contract.

- a. Term. Consistent with the provisions of §118.40(3)(b), Wis. Stats., the term of this Contract (“Term”) shall be for five (5) years commencing on the first day of the 2021-2022 school year, and shall expire at midnight, on June 30, 2026, unless terminated or extended pursuant to the terms hereof.
- b. Renewal. Pursuant to §118.40(3)(b), Wis. Stats., upon expiration of the initial Term, the AASD Board of Education and ABS may mutually agree to renew this Contract for such additional terms for up to five (5) years each as the Boards of the AASD and ABS deem appropriate.
- c. Termination by Board of Education. This Contract may be terminated by the AASD Board of Education if it finds that:
 - (1) ABS has insufficient enrollment to successfully operate a charter school,
 - (2) If ABS fails to comply with generally accepted accounting principles and standards of fiscal management,
 - (3) If the students of ABS have not shown sufficient academic progress using multiple measures. Students enrolled at ABS for two or more consecutive years will perform at or above AASD average on WSAS or longitudinal assessments of mathematics and reading and local authentic assessment measures agreed upon jointly by the ABS Governance Board and AASD.
 - (4) If students enrolled in ABS have failed to make sufficient progress toward attaining the educational goals of their curriculum. If an extension of time to attain such goals is requested by the ABS Governance Board and/or Administration in writing, such request shall include a written plan acceptable to the AASD. This plan will set out the additional steps ABS will take to attain such educational goals within a reasonable timeframe. If the AASD Board accepts the written plan, or a modified plan, ABS shall be allowed a reasonable time in which to correct the progress deficiencies.
 - (5) The ABS Governance Board, Board Members, employees, or agents provide the AASD Board of Education false or intentionally misleading information or documentation in the performance of this Contract, or
 - (6) ABS has failed materially to comply with Applicable Law,

- (7) Any director, members, employee, or agent of ABS has knowingly violated any statute, ordinance or Board policy with respect to the operation of the Charter School,
 - (8) ABS knowingly violates Section 118.40 of the Wisconsin Statutes governing charter schools,
 - (9) ABS defaults materially in any of the terms, conditions, promises or representations contained in or incorporated into this Contract, unless otherwise required by law or addressed herein, if AASD asserts a material default on the part of ABS, the AASD will provide written notice of the specific material default asserted and afford ABS 60 calendar days in which to cure the asserted material default. This does not apply as to student progress or compliance with the IDEA, Sec. 504 or law directing educational services.
- d. Notice. Written notice of such termination shall be provided to the ABS via certified or registered mail, return receipt requested, and shall include the stated reasons for the termination and its effective date. The AASD will issue a provisional notice of termination on or before July 1 to be effective the subsequent July 1. During the interim school year, the AASD may require that ABS undertake corrective and remedial actions identified by the AASD. Termination of this Contract may be suspended by AASD upon compliance by ABS with the corrective and remedial measures identified by the AASD. Unless otherwise suspended, the provisional notice of termination will be effective on the date set forth in the provisional notice. In the event of termination, materials and equipment purchased with AASD funds of any character will remain the property of AASD. Funds raised by non-school groups through fundraising activities and directed to individual schools or school organizations, shall be considered gifts to the District and all gifts and bequests shall become property of the School District.
- e. Emergency Termination or Suspension. If the AASD Board of Education determines that any of the causes for termination set forth in Subsection c., above, have occurred and AASD reasonably determines that the health or safety of the students of ABS is put at actual risk thereby, the AASD Board of Education shall provide ABS written notice of such cause for termination and, upon delivering such notice, (i) may either terminate this Contract immediately or (ii) may exercise superintending control of ABS pending further action.
- f. Termination by Appleton Bilingual School Governance Board. This Contract may be terminated by ABS Governance Board if ABS finds that any of the following have occurred:
- (1) ABS has insufficient enrollment to successfully operate a public school;
 - (2) The AASD Board of Education defaults materially in any of the terms or conditions contained in this Contract.
 - (3) AASD willfully provides ABS false or intentionally misleading information or documentation in the performance of this Contract, or

- (4) AASD defaults materially in any of the terms, conditions, promises or representations contained in or incorporated into this Contract.

ABS shall provide notice of termination effective June 30 of any year upon written notice to the Board of Education prior to January 31. When ABS asserts a material default on the part of the AASD, ABS will provide written notice of the specific material default asserted and afford the AASD 60 calendar days in which to cure the asserted material default.

- g. Final Accounting. Upon termination of this Contract, ABS shall assist the AASD Board of Education in conducting a final accounting of ABS by making available to the AASD Board of Education all books and records that have been reviewed in preparing ABS annual audits and statements under Section 17 of this Contract.
- h. Equipment Disposition. ABS will respond to requests from the AASD Board of Education and Department of Public Instruction for inventory of equipment purchased with state or federal funds, including federal charter school funds, and the disposition of any individual item of equipment worth \$300 or more.
- i. Funds raised by non-school groups through fundraising activities and directed to ABS, ABS School, or school organizations, shall be considered gifts to ABS School. All gifts and bequests become property of AASD and ABS, but may be used to offset any debt owed to AASD upon the final accounting.

23. Autonomy.

- a. ABS will be exempt from all state educational laws and policies to which it is entitled to exemption in the Wisconsin State Charter School law (Wisconsin Statute §118.40).
- b. Particularly, Appleton Bilingual School and the ABS Governance Board will have autonomy related to:
 - 1) Curriculum Development
 - 2) Educational Materials Selection
 - 3) Professional Staff Development
 - 4) School Day Schedule
 - 5) School Calendar
 - 6) Longitudinal Assessment
 - 7) Other District Wide Assessments
 - 8) Course Offerings
 - 9) ABS Grade Promotion ABS Governance Board to establish criteria

24. **Transportation.** Transportation is not provided for students who choose to attend AASD Charter Schools. However, ABS students classified by the district-approved language screener as EL students may be eligible for district-sponsored transportation based on the programmatic needs of these students. While attending ABS, students who began their ABS career as EL students but have subsequently exited the program will continue to receive transportation services.
25. **Notices.** Whenever this Contract provides that notice must or may be given or that information must or may be provided, notice and information shall be provided in the following manner.

To AASD: Board President
Appleton Area School District
131 E Washington Street, Suite 1A
Appleton, Wisconsin 54911

With a copy to: Superintendent of Schools
Appleton Area School District
131 E Washington Street, Suite 1A
Appleton, Wisconsin 54911

To ABS: Board President
Appleton Bilingual School
912 N. Oneida St.
Appleton, WI 54911

With a copy to: Principal
Appleton Bilingual School
912 N. Oneida St.
Appleton, WI 54911

Notice hereunder shall be effective if made by hand delivery or by United States Mail, postage prepaid, certified with return receipt requested. Notices shall be effective (i) when actually received by the addressee, if made by hand delivery, or (ii) 2 days after delivering the pertinent notice to the control of the United States Postal Service, if made by certified mail with return receipt requested.

26. **AASD and Charter School Liability.** The parties agree that the establishment of ABS shall have no effect on the liability of AASD other than those obligations specifically undertaken by AASD under this Contract. The parties agree that the establishment of ABS shall have no effect on

the liability of ABS other than those obligations specifically undertaken by ABS under this Contract.

27. Miscellaneous.

- a. Governing Law. This Contract shall be governed by, and construed and interpreted under the laws of the State of Wisconsin.
- b. Application of Statutes. If, after the effective date of this Contract, there is a change in applicable law which alters or amends the responsibilities or obligations of any of the parties to this Contract, this Contract shall be altered or amended by the parties to conform to the change in existing law as of the effective date of such change.
- c. Enrollment. ABS shall seek to achieve full capacity of 153 full-time equivalent students in 5K - 5. Class sizes at 4K would add up to 24 half-day students.
- d. Entire Agreement. This Contract sets forth the entire Agreement between the parties with respect to the subject matter of this Contract. All prior applications, agreements or contracts, representations, statements, negotiations, understandings and undertakings are superseded by this Contract.
- e. Severability. If any provision of this Contract is held to be invalid or unenforceable, it shall be ineffective only to the extent of the invalidity, without affecting or impairing the validity and enforceability of the remainder of the provisions of this Contract. If any provision of this Contract shall be or be determined to be in violation of any federal, state or local law, such provision shall be considered null and void, and all other provisions shall remain in full force and effect.
- f. Modifications. No modification to this Contract shall be effective unless the same is in writing and signed by authorized representatives of both parties. During any year of this Contract, either party may request to amend a provision of this Agreement. A request for amendment will be presented in writing before March 30 of each year and identify the terms of the proposed amendment. Thereafter, the parties will promptly meet and confer in good faith with respect to the proposed amendment. Neither party shall be obligated to accept any request for amendment. Any amendment which is agreed upon will be effective July 1 or on such other date as the parties may agree.
- g. Assignment. This Contract is not assignable.
- h. Counterparts: Signature by Facsimile. This Contract may be signed in counterparts, which shall together constitute the signed original Contract. A signature delivered by facsimile or electronic mail shall be considered an original for purpose of this Contract.

IN WITNESS WHEREOF, the parties have caused this Contract to be executed by their duly authorized representatives as of the date written below. Through their signatures the representatives of the parties confirm that they have full authority to execute this Contract.

APPLETON AREA SCHOOL DISTRICT:

By: _____
Kay S. Eggert
President, Board of Education

Date: _____

ATTEST:

Deborah C. Truymen
Board of Education Clerk

Date: _____

Appleton Bilingual School

By: _____
Charles Garris
Governance Board President

Date: _____

ATTEST:

Alma Cendejas
Governance Board Secretary

Date: _____

ITEM FOR CONSIDERATION

Topic: Request for Wisconsin Connections Academy Charter Contract Renewal

Background Information: Wisconsin Connections Academy Governing Board is requesting a one-year renewal on the current Wisconsin Connections Academy charter contract. The charter contract is set to expire June 30, 2021; however, the renewal will allow the current charter to remain in effect until June 30, 2022. This renewal will coincide with the one-year contract extension between Wisconsin Connections Academy and Connections Education LLC.

Fiscal Note: None noted.

Instructional Impact: Wisconsin Connections Academy (WCA) opened in the fall 2002 as the State's first K-8 virtual, public, charter school. WCA expanded to include grades 9-12 during the 2011-12 school year and 4-year-old kindergarten during the 2019-2020 school year.

WCA has had a large influx of enrollments due to the current pandemic. For the 2020-2021 school year, the school's enrollment increased by approximately 125%. As WCA continues to navigate the ongoing conditions of the pandemic, a one year contract renewal is requested.

Administrative Recommendation: Approve a one year renewal to the existing WCA charter contract allowing it to remain in force until June 30, 2022.

Contact Persons: Michelle Mueller, 993-7076 x-2200, muellermichell@aasd.k12.wi.us
James Huggins, 997-1399 x-2026, hugginsjames@aasd.k12.wi.us
Ben Vogel, 997-1399 x-2027, vogelben@aasd.k12.wi.us

Addendum to the Wisconsin Connections Academy Charter Agreement with the Appleton Area School District

This addendum will renew the current charter agreement between the Governing Board of the Wisconsin Connections Academy (WCA) and the Appleton Area School District (AASD) for one year from the date of expiration.

The current agreement is set to expire on June 30, 2021. This addendum will renew the current charter agreement through June 30, 2022.

Appleton Area School District**Board of Education:**

Kay Eggert
President, Appleton Area School District
131 E. Washington Street, Suite 1A
Appleton, WI 54911

Wisconsin Connections Academy**Governance Board:**

Jane Kummer
President, Wisconsin Connections Academy
350 West Capitol Drive
Appleton, WI 54911

In witness whereof, the parties have caused this addendum to be executed by their duly authorized representatives to the dates written above.

For the Appleton Area School District:

Kay Eggert
AASD School Board President

Date

Deborah Truymen
AASD Board of Education Clerk

Date

For the Wisconsin Connections Academy:

Jane Kummer
WCA Board President

Date

Jeff LeMahieu
WCA Secretary

Date

ITEM FOR CONSIDERATION

Topic: Update to Student Use of Personal Electronic Communication Devices – 443.5

Background

Information: This policy was updated in June of 2020. At that time, we missed updating the Student Nondiscrimination statement language to reflect the current language (last updated in 2015).

Fiscal Note: None

Instructional

Impact: Student Nondiscrimination language will be consistent across all district policies and handbooks.

Administrative

Recommendation: Approve as submitted.

Contact

Person(s): Judy Baseman, Superintendent, 832-6126

STUDENT USE OF PERSONAL ELECTRONIC COMMUNICATION DEVICES

The Appleton Area School District recognizes the role schools play in educating students to use technology responsibly. The Appleton Area School District also recognizes the legitimate educational right that students have to learn and engage in school activities without distraction or disruption.

Students may be granted limited permission to possess and use Personal Electronic Communication Devices (PECDs) at school (before, during and/or after the normal school day) and/or in other school-supervised settings.

Personal Electronic Communication Devices (PECDs) are devices such as cellular telephones or other personal electronic devices with communication functions or with recording, photographic, or video-imaging capabilities. PECDs may or may not connect to the Internet.

Principals are authorized to establish school rules and acceptable use guidelines for limited, non-disruptive use of PECDs during the school day in the school building or during school activities. Such limited use shall be consistent with the following general parameters:

1. The Appleton Area School District shall not be responsible for the safety or security of PECDs that students bring to school. Students who bring PECDs to school do so at their own risk of possible theft, damage, misappropriation of data/equipment, or other loss.
2. Students have different needs, levels of understanding, and maturity levels. Accordingly, rules regarding student possession and use of PECDs may be different among students by grade level or another reasonable basis. The rules may address instructional and non-instructional uses of PECDs.
3. Permission to possess and or use personal electronic devices at school or in any school-supervised setting shall be subject to further modification or limitation by a staff member, activity supervisor, or any school administrator.
4. Consistent with state law requirements a copy of the District's rules regarding student possession and use of PECDs shall be provided to students on an annual basis.

5. Students who receive limited permission to possess and/or use any PECDs receive those permissions as a privilege, not a right. Students who violate any law or any applicable school policy, rule, or directive in connection with their possession or use of PECDs shall be subject to disciplinary action in accordance with established procedures.
6. Nothing within this policy or in any rules established in connection with this policy shall be construed to limit a student's ability to use a PECD in a manner that functions as assistive technology necessary for a student's education and that is required under an individualized education program (IEP) or a Section 504 plan.

The inappropriate use of PECDs by students while on campus is subject to disciplinary action. Students may not use PECDs to create, communicate, share, or post personal information, recordings or images of any other student or staff member without permission from that student or staff member.

The inappropriate use of cameras or other PECDs includes but is not limited to the following examples:

- in areas where one would reasonably expect privacy, i.e. locker rooms, bathrooms, etc.
- to communicate test answers, photograph tests, or in any way enable students to cheat.
- to engage in cyber-bullying – placing cell phone calls or sending text messages that ridicule, threaten or harass another student.

The inappropriate use of the Internet and PECDs by students while off campus is subject to disciplinary action if engaging in cyber bullying or maintaining or posting material to a website, social media account, or elsewhere on the Internet that threatens a likelihood of disruption in school or results in disruption in school.

Students involved in activities that interfere with the rights of other students to participate fully in school or extracurricular activities will be in violation of this policy.

Violation of this policy by students will result in disciplinary action which may include any of the following:

- revocation of District technology use privileges
- application of school disciplinary practices and procedures
- notification of law enforcement officials

- notification of parents/guardians or legal custodians
- notification of the activities director and/or co-curricular coaches/advisors
- notification of the District Superintendent or designee
- suspension from school
- recommendation for expulsion.
- *Personal Electronic Communication Devices may be confiscated and held by school officials for return to the parent(s)/guardian(s) of the student, retained for disciplinary reasons, or turned over to law enforcement officers.*

The rules related to this policy will be published in student handbooks and distributed annually.

Student Nondiscrimination

*The Appleton Area School District does not discriminate against students on the basis of sex, race, color, religion, **age**, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, **gender identity, gender expression** or physical, **mental cognitive, emotional or learning disability ~~or handicap~~** in its education programs or activities. ~~Discrimination complaints shall be processed in accordance with established procedures.~~*

Legal Reference: Wisconsin State Statute 118.258

Cross References: Locker Room Privacy, 443.92
Acceptable Use for Technology and Network Resources, 363

Adoption Date: September 13, 1993

Amended Dates: June 28, 1999, May 22, 2006, May 14, 2007, June 22, 2020

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Legal Reference: Wisconsin State Statute 118.258

Cross References: Locker Room Privacy, 443.92
Acceptable Use for Technology and Network Resources, 363

Adoption Date: September 13, 1993

Amended Dates: June 28, 1999, May 22, 2006, May 14, 2007, June 22, 2020

February 11, 2021

Leah Zwiers
Community Schools Resource Coordinator
Jefferson Elementary and Fox River Academy
1000 S. Mason St.
Appleton, WI 54914-5457

MISSION

We strengthen our
community for current
and future generations
by helping people
make a difference in
the lives of others

**DIRECTORS
AND OFFICERS**

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Chair
Beth Flaherty
Vice Chair
Peter Mariahazy
Secretary and Vice Chair
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Michelle Schuler
Charles Self
Pierce Smith
Raquel Strayer
Stephanie Viabro

PRESIDENT/CEO
Curt Detjen



Dear Leah,

The Community Foundation for the Fox Valley Region is pleased to inform you that a grant for \$11,250 has been awarded to support programming and resources through the Community School at Jefferson Elementary/Fox River Academy within the Appleton Area School District. This grant award comes from the *Robert Dohr and Lilas Dohr Current Community Needs Fund*, within the Foundation.

For publicity and recognition purposes, please refer to this as a grant from the "*Robert Dohr and Lilas Dohr Current Community Needs Fund*" within the Community Foundation for the Fox Valley Region".

If you have any questions, please contact Tammy Geenen, Vice President of Community Engagement at 920.702.7634 or tgeenen@cffoxvalley.org. Best wishes to you!

Cordially,

A handwritten signature in black ink, appearing to read "Curt S. Detjen".

Curt S. Detjen
President/CEO

Enclosed: Check



Covid-19 Community Response Funding Proposal

Total Ask: \$11,250

Literacy Engagement Kits: \$3,300

Take-home snack and craft kits available to any and all students

\$75 per 25 kits, distributed monthly from December until May

December: Kindergarten, 1st, and 2nd grade = \$225

January: Kindergarten, 1st, 2nd, and 3rd grade = \$300

February: Kindergarten, 1st, 2nd, 3rd, and 4th grade = \$375

March: Kindergarten through 6th grade = \$525

April: Kindergarten through 6th grade = \$525

May: Kindergarten through 6th grade = \$525

Replenishment of basic supplies: zipper pouches, returnable items such as scissors, markers, colored pencils, crayons, glue sticks - \$225

Monthly book giveaways: raffle off two or three of each grade level book to participants - \$600 (\$100/month)

Community School Clothing Closet: \$2000

Basic replenish of high-need items such as: socks, underwear, leggings, athletic pants, shorts (\$800)

Stock cold-weather gear: winter boots, snow pants, gloves/mittens, scarves, hats, warm socks, jackets (\$1200)

Virtual Mini Session Supplies: \$1,600

Extracurricular special-interest mini sessions: once per week, 4-week long mini sessions delivered via Youtube with a supply kit to be picked up at school

Kit costs will vary depending on contents/number of participants

Estimated \$200 per offering

Goal is to run 8 different offerings by the end of the school year

Family Blessing Kits: \$1,500

\$150 per family: basic cleaning supplies, paper products, laundry detergent, family gift(s): board games, card games, snacks, craft kits

8 Adopt-A-Family families

2 extra families

Big Brothers, Big Sisters Site-Based Mentoring Program: \$1,200

Supplemental supplies for virtual meetings: STEM activities, Lego sets, Craft Kits, Card Games, pre-paid postage and stationary

\$100 per year per match:

3 weekly match meetings currently taking place

4 in progress to begin weekly meetings soon

3 paused due to covid; but will resume once able to

Plus any new matches

Hygiene supplies: \$1,000

Basic replenish of high-need items such as: deodorant, body wash, shampoo, conditioner, feminine hygiene products, toothpaste, toothbrushes, floss and flossers

Expand current offerings for more all-inclusive needs: Ethnic and bi-racial hair products, lotion for all skin types, face wash, acne products, shaving cream

Laundry Program: \$400

Sustaining day-to-day programming: detergent, stain remover, fabric softener, replacement laundry bags, replacement laundry baskets

Community School Resource Center Student Snack Cabinet: \$250

Healthy, ready-to-eat snacks for students to take whenever they need with an emphasis on culturally traditional/appropriate snacks for ALL students.



Carolyn Stanford Taylor, State Superintendent

NOTIFICATION OF STATE GRANT AWARD

PI-1136 (Rev. 06-2020)

AWARD INFORMATION

DPI Grant Name

2020-21 School Based Mental Health Services

Subrecipients Information

Agency Name

Appleton Area School District

Agency Code

440147

DUNS Name

Appleton Area School District

DUNS No

106638786

Amount of State Funds Obligated By This Action

\$ 68,846

Total Amount of State Funds Obligated

\$ 3,846 (11/16/2020)

\$ 65,000 (7/14/2020)

Total Approved Cost Sharing or Matching

\$ 0

DPI Contact Information

Contact Name First & Last

Beth Herman

Email Address

beth.herman@dpi.wi.gov

Phone Area Code/No.

(608) 267-9242

Team

Student Services Prevention and Wellness

DPI Grant Number

DPI-297

DPI Source Code

630

DPI Project Code

297

State ID

255.297

Subaward Date Mo./Day/Yr.

11/16/2020

Subaward Period of Performance

Start Date Mo./Day/Yr.

7/1/2020

End Date Mo./Day/Yr.

6/30/2021

Grant Authority

115.367

APPROVAL SIGNATURES

Assistant Director, School Financial Services Team

> *Tom Caultkurt*

Date Signed Mo./Day/Yr.

01/21/2021

Division Administrator

> *Blanca Laren*

Date Signed Mo./Day/Yr.

01/21/2021

State Superintendent

> *Carolyn S. Taylor*

Date Signed Mo./Day/Yr.

01/21/2021

RECIPIENT INFORMATION

Recipient Name, Mailing Address, City, State, Zip

Appleton Area School District
122 E. College Ave. Suite 1A
Appleton, WI 54912

TERMS AND CONDITIONS OF AWARD

1. The grant shall be administered in accordance with the 2019-21 grant guidelines.
2. The recipient shall perform the work and services described in the grant proposal, including any amendments submitted to meet specific conditions.
3. The recipient shall conduct the project in accordance with grant assurances.
4. The recipient shall submit an amended budget if the grant amount is changed or grant activities are altered.
5. Expenditures are limited to the amount of the original proposal. Any variance must be approved prior to initiation. Budget and program related questions can be directed to Beth Herman at (608) 267-9242 or beth.herman@dpi.wi.gov.
6. The recipient shall submit a quarterly Program Fiscal Report, PI-1086. Claims and other financial questions can be directed to Mark Rudman at (608) 267-9187 or mark.rudman@dpi.wi.gov.
7. The recipient shall submit an End of Year (EOY) Report by June 30, 2021.

ADDITIONAL AWARD INFORMATION
Other information pertaining to the subrecipient.
If applicable

Appleton Education
Foundation

Enhancing Education and Excellence Since 1997

February 5, 2021

Becky O'Brien
Edison Elementary School
412 N. Meade St.
Appleton, WI 54911-5528

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Zach Snell
Kyle Tripp
Amy Van Straten

**EX-OFFICIO
DIRECTORS**
Judy Baseman
Kay Eggert

Dear Becky:

The Appleton Education Foundation's board of directors has reviewed your grant application for *Opera For the Young/Hansel & Gretel Opera*. We are pleased to inform you that a grant has been approved from the John Mielke and Sally Morcy Mielke Education Fund, Mile of Music Fund and Appleton Education Foundation Fund as follows:

Grant Amount:	\$1,900.00; check has been forwarded to the AASD Business Office per district policy
Grant Purpose:	All students within variety of elementary schools will have the opportunity to see a professional Opera performance.
Grant Start Date:	February 5, 2021
Final Report Due:	June 1, 2021

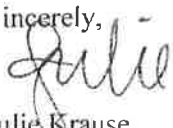
- **The funded program may be modified only with the Foundation's prior written approval.**
- Expenses charged to this grant may not be incurred prior to the start date or after the end date above.
- **The grantee shall return to the Foundation any unused funds at the grant end date.**

A final report is required as an additional condition of this grant. To complete, you may login to the AEF Grants Portal (apply.appletoneducationfoundation.org), click on Grant Applicant > My Awards. Open your proposal, click the Final Report link toward bottom of the page. The Foundation will send you a reminder with these instructions closer to the due date. Consideration for future funding from AEF is conditional upon receipt and acceptance of the final report.

For your publications and correspondence, please refer to this award as a grant from the Appleton Education Foundation. If you would like assistance in publicizing your project to the local media and/or if there are opportunities for the AEF to photograph your project in progress, please contact me at 832-1517 or jkrause@appletoneducationfoundation.org.

Thank you for your application and interest. We wish you every success as you implement this project.

Sincerely,


Julie Krause
Executive Director

CC: James Donnellan, Diane Wittman

122 E. College Ave., Suite 1B | Appleton, WI 54911 | 920-832-1517 | 920-832-1301 Fax

www.appletoneducationfoundation.org

The Appleton Education Foundation Inc. is a supporting organization within the Community Foundation for the Fox Valley Region Inc.

Appleton Education
Foundation

Enhancing Educational Excellence Since 1997

February 5, 2021

Kreston Peckham
Renaissance School
610 N. Badger Ave.
Appleton, WI 54914-3405

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Tim McKeag
Bob Molitor
David Platt
Edward Ruffolo
Aaron Sass
Kristin Schroeder
Zach Snell
Kyle Tripp
Amy Van Straten

**EX-OFFICIO
DIRECTORS**
Judy Baseman
Kay Eggert

Dear Kreston:

The Appleton Education Foundation's board of directors has reviewed your grant application for *The Arts Go to War Historical Model Building Project*. We are pleased to inform you that a grant has been approved from the Vira and Alan Stoner Education Fund and Appleton Education Foundation Fund as follows:

Grant Amount: \$1,500.00; check has been forwarded to the AASD Business Office per district policy
Grant Purpose: Arts Go to War focuses on art created as a response to war
Grant Start Date: February 5, 2021
Final Report Due: June 1, 2021

- **The funded program may be modified only with the Foundation's prior written approval.**
- Expenses charged to this grant may not be incurred prior to the start date or after the end date above.
- **The grantee shall return to the Foundation any unused funds at the grant end date.**

A final report is required as an additional condition of this grant. To complete, you may login to the AEF Grants Portal (apply.appletoneducationfoundation.org), click on Grant Applicant > My Awards. Open your proposal, click the Final Report link toward bottom of the page. The Foundation will send you a reminder with these instructions closer to the due date. Consideration for future funding from AEF is conditional upon receipt and acceptance of the final report.

For your publications and correspondence, please refer to this award as a grant from the Appleton Education Foundation. If you would like assistance in publicizing your project to the local media and/or if there are opportunities for the AEF to photograph your project in progress, please contact me at 832-1517 or jkrause@appletoneducationfoundation.org.

Thank you for your application and interest. We wish you every success as you implement this project.

Sincerely,


Julie Krause
Executive Director

CC: Todd Kadolph, Diane Wittman

122 E. College Ave., Suite 1B | Appleton, WI 54911 | 920-832-1517 | 920-832-1301 Fax

www.appletoneducationfoundation.org

The Appleton Education Foundation Inc. is a supporting organization within the Community Foundation for the Fox Valley Region Inc.

February 19, 2021

Judith Baseman, District Administrator
Appleton Area School District
122 East College Avenue, Suite 1A
Appleton, WI 54912

Dear Judith,

I am pleased to inform you that your agency's application for the 2020-21 Educator Effectiveness (EE) grant has been approved for funding in the amount of **\$ 101,920** for the period of July 1, 2020 through June 30, 2021. The Notification of State Grant Award is enclosed.

Your district must complete the following to receive EE system funding:

1. Pay fees or expenditures for EE system costs based on approved budget (e.g., model vendor invoice).
2. Submit claims using the Department of Public Instruction (DPI) provided form (PI-1086). The DPI will reimburse district claims within 4-6 weeks of receipt of the claim form pending approval of the district's budget..

For questions about this program, please contact Scott Prinster at (608) 267-0392 or scott.prinster@dpi.wi.gov. The enclosed Program Fiscal Report (PI-1086) must be submitted prior to September 30, 2021 to DPI Accountant Mark Rudman by email (preferred) at Mark.Rudman@dpi.wi.gov, or by mail at Department of Public Instruction, ATTN: Mark Rudman, P.O. Box 7841, Madison, WI 53707-7841. The Program Fiscal Report form instructions can also be found at <https://dpi.wi.gov/sites/default/files/imce/sfs/pdf/PI-1086-instruct.pdf>. Claims should not be filed until payment is made or received by the agency's model vendor or expenses have been made to cover the costs of an equivalent model. Reimbursement of claims for state-model districts will be held until payment of fees is verified.

Thank you for supporting educators and improved teaching and learning for all students through your participation in the Educator Effectiveness system.

Sincerely,



Carolyn Stanford Taylor
State Superintendent

CST:sgp

Enclosures



Carolyn Stanford Taylor, State Superintendent

NOTIFICATION OF STATE GRANT AWARD

PI-1136 (Rev. 06-2020)

AWARD INFORMATION

DPI Grant Name ⁽¹⁾

Educator Effectiveness Grant

Subrecipients Information

Agency Name ⁽²⁾

Appleton Area School District

Agency Code ⁽³⁾

440147

DUNS Name ⁽⁴⁾

Appleton Area School District

DUNS No. ⁽⁵⁾

106638786

Amount of State Funds Obligated By This Action ⁽⁶⁾

\$ 101,920

Total Amount of State Funds Obligated ⁽⁷⁾

\$ 101,920

Total Approved Cost Sharing or Matching ⁽⁸⁾

\$ 0

DPI Contact Information

Contact Name First & Last ⁽⁹⁾

Jacob Hollnagel

Email Address ⁽¹⁰⁾

jacob.hollnagel@dpi.wi.gov

Phone Area Code/No. ⁽¹¹⁾

(608) 266-5195

Team ⁽¹²⁾

Educator Development and Support

DPI Grant Number ⁽¹³⁾

DPI-940

DPI Source Code ⁽¹⁴⁾

630

DPI Project Code ⁽¹⁵⁾

583

State ID ⁽¹⁶⁾

255.940

Subaward Date Mo./Day/Yr. ⁽¹⁷⁾

12/10/2020

Subaward Period of Performance

Start Date Mo./Day/Yr. ⁽¹⁸⁾

7/1/2020

End Date Mo./Day/Yr. ⁽¹⁹⁾

6/30/2021

Grant Authority ⁽²⁰⁾

20.255(2)(ek)

APPROVAL SIGNATURES

Assistant Director, School Financial Services Team

Date Signed Mo./Day/Yr.

2/19/2021

Division Administrator

Date Signed Mo./Day/Yr.

2/19/2021

State Superintendent

Date Signed Mo./Day/Yr.

2/19/2021

RECIPIENT INFORMATION

Recipient Name, Mailing Address, City, State, Zip ^(2, 21, 22, 23, 24)

Appleton Area School District
122 East College Avenue, Suite 1A
Appleton, WI 54912

TERMS AND CONDITIONS OF AWARD ⁽²⁵⁾

Grant Restrictions:

Districts will only receive funds for appropriate, approved expenditures associated with participation in the Wisconsin Educator Effectiveness System within the period of the grant award (i.e., upon Department of Public Instruction's receipt of an application through June 30, 2021). Districts cannot carry over funds.

Grant monies must be spent or obligated by **June 30, 2021**. A final Program Fiscal Report (PI-1086) must be filed prior to **September 30, 2021**. Claims should not be filed until payment is made or received by the agency's model vendor or expenses have been made to cover the costs of an equivalent model. Reimbursement of claims for state-model districts will be held until payment of fees is verified.

Program Specific Assurances:

1. The Applicant shall cooperate with the annual evaluation of the Wisconsin Educator Effectiveness System conducted by an external evaluator on behalf of the Wisconsin Department of Public Instruction.
2. The Applicant shall cooperate with the WI EE System's external evaluation by: a) providing staff contact data upon request in the manner requested, b) whitelisting the email address domain (local-part@domain) of the external evaluator, and c) allowing the external evaluator to contact staff to encourage their participation in the external evaluation through the annual Survey of Wisconsin Educator Development, Support and Retention (WEDSR).
3. The Applicant shall not require individual district and school staff to respond to the WEDSR, but rather encourage participation through cooperation with Program Specific Assurances 1 and 2 above and not prohibiting staff from participating.

NOTE: The recipient is the employer of staff funded under this project for purposes of unemployment compensation.

ADDITIONAL AWARD INFORMATION ⁽²⁶⁾
Other information pertaining to the subrecipient.
If applicable

ITEMS FOR CONSIDERATION

Topic: 2020-2021 Grants

Background Information: The Appleton Area School District has been awarded various grants for the 20-21 fiscal year. The name and amount of each grant is listed below:

Fund 11

School Based Mental Health Services	\$ 3,846.00
Educator Effectiveness Grant	\$ 101,920.00
21 st Century Highland Community Learning Center	\$ 21,337.00

Fund 21

Opera for the Young/Hansel & Gretel Opera	\$ 1,900.00
The Arts Go to War Historical Model Bldg. Project	\$ 1,500.00
Robert Dohr and Lilas Dohr Current Community Needs Fund	\$ 11,250.00

Administrative Recommendation: Approval

Instructional Impact: **School Based Mental Health Services** – The Wisconsin Department of Public Instruction has awarded the District another \$3,846 to provide school-based mental health services. This is in addition to the first grant received in the amount of \$65,000 that was awarded in the fall. The funds will be used for projects that involve collaboration with community mental health providers to create support systems for children, youth and families.

Educator Effectiveness Grant – The Department of Public Instruction (DPI) has awarded the District a Grant in the amount of \$101,920.00. The Educator Effectiveness Grant funds the necessary cost to participants in the system. All districts and charter schools required to use the EE System must submit an application, annually, in order to receive funds.

21st Century Highland Community Learning Center – The Department of Public Instruction has awarded part B of a grant in the amount of \$21,337 for the 21st Century Community Learning Center within Highland Elementary School. Part A in the amount of \$145,000 was distributed in August on 2020.

Opera for the Young/Hansel & Gretel Opera – The Appleton Education Foundation (AEF) has awarded Edison Elementary School a Grant in the amount of \$1,900 approved from the *John Mielke and Sally Morey Mielke Education Fund*, *Mile of Music Fund* and *Appleton Education Foundation Fund*. This Grant's purpose is for all students within a variety of elementary schools to have an opportunity to see a professional Opera performance.

The Arts Go to War Historical Model Building Project – The Appleton Education Foundation has awarded the Renaissance School a Grant in the amount of \$1,500. This grant is approved from the *Vira and Alan Stoner Education Fund* and the *Appleton Education Foundation*. The focus of this Grant is on art created as a response to war.

Robert Dohr and Lilas Dohr Current Community Needs Fund –

This grant in the amount of \$11,250 has been awarded to support programming and resources through the Community School at Jefferson Elementary/Fox River Academy within the Appleton Area School District. This grant award comes from the *Robert Dohr and Lilas Dohr Current Community Needs Fund within the Community Foundation of the Fox Valley Region*.

Contact:
Board Action:

Greg Hartjes, 997-1399 ext. 2029
March 8, 2021



Carolyn Stanford Taylor, State Superintendent

NOTIFICATION OF FEDERAL GRANT SUBAWARD

PI-1138 (Rev. 07-16)

General Subaward Information (2 CFR §200.331(a))

SUBAWARD INFORMATION

DPI Grant Name

Title IV Part B - Nita M. Lowey 21st Century Community Learning Centers

Subrecipient Information

Agency Name

Appleton Area School District

DUNS Name

Appleton Area School District

Agency Code

440147

DUNS No

106638786

Amount of Federal Funds Obligated By This Action

\$21,337.00

Total Amount of Federal Funds Obligated

\$166,337.00 (11/10/2020)

\$145,000.00 (7/20/2020)

Total Approved Cost Sharing or Matching

\$0.00

DPI Contact Information

Contact Name First & Last

Susan Piazza

Email Address

susan.piazza@dpi.wi.gov

Phone Area Code/No

(608) 267-1284

Team

Student Service/Prevention and Wellness

DPI Grant Number

2021 - 440147 - DPI - T-IV-B - 367

DPI Source Code

730

DPI Project Code

367

Research & Development Grant

☒ No

☐ Yes

Indirect Rate Type

☒ Restricted

☐ Unrestricted

Subrecipient's Indirect Rate

5.38%

Subaward Date Mo/Day/Yr

11/10/2020

Subaward Period of Performance

Start Date Mo/Day/Yr

7/1/2020

End Date Mo/Day/Yr

6/30/2021

APPROVAL SIGNATURES

Senior Grant Management Accountant, School Management Services Team

Timothy Coulthart

Division Administrator

Barbara Van Haren

State Superintendent

Carolyn Stanford Taylor

Date Signed Mo./Day/Yr.

3/1/2021

Date Signed Mo./Day/Yr.

3/2/2021

Date Signed Mo./Day/Yr.

3/2/2021

RECIPIENT INFORMATION

Recipient Name, Mailing Address, City, State, Zip

Appleton Area School District
122 E. College Ave. Suite 1A
Appleton, WI 549122019

ADDITIONAL SUBAWARD INFORMATION

Other information pertaining to the subrecipient

The subaward of \$166,337 is to be used for services described in the application targeting Highlands Elementary Year 2

FEDERAL AWARD INFORMATION

Federal Award Name Title IV-B 21st Century Community Learning Centers		Name of Federal Agency U.S. Department of Education
Federal Award Identification Number (FAIN) S287C200050		Federal Award Date 7/1/2020
Current Total Federal Award Amount \$15,746,460.00		Expected Total Federal Amount \$15,746,460.00
CFDA Number 84.287	CFDA Name Twenty-First Century Community Learning Centers	CFDA Amount Made Available \$15,746,460.00

Federal Award Project Description

Title IV-B Nita M. Lowey 21st Century Community Learning Centers 84.287C

ITEM FOR CONSIDERATION

TOPIC: Professional Educator Contract Changes

BACKGROUND INFORMATION: Contract changes for the following individuals have been recommended for the 2020-2021 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>FTE</u>	<u>Effective Date</u>
Loren C. Daane	Tech Ed	A-Tech	100% to 110%	2/1/2021
Robert C. Lemke	Tech Ed	A-Tech	100% to 110%	1/19/2021

BACKGROUND INFORMATION: Contract changes for the following individuals have been recommended for the 2021-2022 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>FTE</u>	<u>Effective Date</u>
Amy G. Crum	Business Ed	East	100% to 80%	8/25/2021
Alexis A. Platt	Science	East	100% to 80%	8/25/2021

ADMINISTRATIVE RECOMMENDATION: Approval.

INSTRUCTIONAL IMPACT: These assignments will meet the needs of students.

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

3/08/21

ITEM FOR CONSIDERATION

TOPIC: Professional Educator Contract Changes (Based on Professional Growth)

BACKGROUND INFORMATION: The District realizes the importance of professional development in educator growth and, in turn, student success. Through coursework, educators gain exposure to new strategies and best practices that they can incorporate into their classrooms. In addition, it offers educators an opportunity to collaborate with other professionals to connect theory, practice, and student outcomes. As a result, teachers are better equipped to offer students diverse learning opportunities that will prepare them to meet content standards.

Initial placement on the Compensation Framework is determined at time of hire. Movement on the Compensation Framework is reviewed annually and is based on a satisfactory evaluation of educator practice, the completion of the capacity building professional development focused on improving instructional effectiveness, and the available funding. Educators must work a minimum of one semester to be eligible for a compensation increase.

2020-21 Semester I Contract Changes

Total Expenditure: \$30,000.00

Number of Educators Receiving a Contract Change: 6

FISCAL NOTE: TOTAL COST

CONTACT PERSONS: Greg Hartjes (x2029)
Julie King (x2042)

3/08/21

ITEM FOR CONSIDERATION

TOPIC: Professional Educator Contract List 2021-2022

BACKGROUND INFORMATION: The recommended professional educator contract list for the 2021-2022 school year will be shared as a separate document at the meeting. Individual contracts will be distributed to all professional educators as indicated on the list. These contracts must be signed and returned or rejected by the individual professional educators no later than April 15, 2021. Employment of these staff members provides for the continued education of the total student population for the 2021-2022 school year.

ADMINISTRATIVE RECOMMENDATION: Approval.

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

3/08/21

PROFESSIONAL EDUCATOR CONTRACT LIST (2021-2022) ~ REVISED ~

EMPLOYEE	PRIMARY LOCATION	FTE
ABEL, KELLY M	KALEIDOSCOPE ACADEMY	1.00
ABSHIRE, ROBERT J	NORTH HIGH SCHOOL	1.00
ACY, CAITLYNN S	MADISON MIDDLE SCHOOL	1.00
ADAMS DONNELLY, MEGHAN D	MORGAN	1.00
ADAMS, KATHERINE L	EAST HIGH SCHOOL	1.00
ADAMS, LORI E	MADISON MIDDLE SCHOOL	1.00
ADAMS, MATTHEW J	HIGHLANDS ELEMENTARY SCHOOL	1.00
ADESSO, ANNA R	KALEIDOSCOPE ACADEMY	0.90
AERTS, ALYSSA J	PROJECT SEARCH	1.00
AGUILAR DE ENRIQUEZ, NANCY	COLUMBUS ELEMENTARY SCHOOL	0.80
AGUILAR, STEVIE M	COLUMBUS ELEMENTARY SCHOOL	1.00
ALAN, KATHLEEN A	CLASSICAL SCHOOL	0.40
ALBA, KRISTY M	CLASSICAL SCHOOL	1.00
ALBERS, JORDAN T	HORIZONS ELEMENTARY SCHOOL	1.00
ALBERTSON, RAEANNE L	BERRY ELEMENTARY SCHOOL	0.80
ALBRIGHT, CORRINA A	FRANKLIN ELEMENTARY SCHOOL	0.30
ALBY, KATHLEEN R	EDISON ELEMENTARY SCHOOL	1.00
ALDANA, SARA L	EINSTEIN MIDDLE SCHOOL	1.00
ALFT OTTO, CHRISTINE L	HORIZONS ELEMENTARY SCHOOL	1.00
ALIOTA, TRACY M	HOUDINI ELEMENTARY SCHOOL	1.00
ALLEN, MICHAEL T	EAST HIGH SCHOOL	1.00
ALLINGER, ALEXANDER D	JEFFERSON ELEMENTARY SCHOOL	1.00
ALLINGER, JANE K	WEST HIGH SCHOOL	1.00
ALLWARDT, ASHLEY A	LINCOLN ELEMENTARY SCHOOL	1.00
AMAN, ASHTIN R	JEFFERSON ELEMENTARY SCHOOL	1.00
AMBROSE, KELLY J	JEFFERSON ELEMENTARY SCHOOL	1.00
AMEL, ANDREA E	KALEIDOSCOPE ACADEMY	1.00
ANDERSEN, MIRANDA L	HOUDINI ELEMENTARY SCHOOL	0.80
ANDREWS, SARAH A	APPLETON PUBLIC MONTESSORI	1.00
APLIN, BROOKE L	FRANKLIN ELEMENTARY SCHOOL	1.00
APRIESNIG, CHRISTOPHER J	KALEIDOSCOPE ACADEMY	1.00
ARMSTRONG, SARA M	WEST HIGH SCHOOL	0.80
ARMSTRONG, SCOTT E	EAST HIGH SCHOOL	1.00
ARMSTRONG, TANYA L	COMMUNITY EARLY LEARNING CENTER	1.00
ARNDT, BARBARA A	MORGAN THERAPY	1.00
AUGUSTINE, KRISTIN L	HOUDINI ELEMENTARY SCHOOL	1.00
AUMANN, LUKE J	NORTH HIGH SCHOOL	1.00
AUSTIN, DANA A	JOHNSTON ELEMENTARY SCHOOL	1.00
AUSTIN, GREGORY F	KALEIDOSCOPE ACADEMY	1.00
AUSTIN, STEPHANIE L	HORIZONS ELEMENTARY SCHOOL	1.00
BABCOCK, DAVID A	WEST HIGH SCHOOL	1.00
BAKER, ROBERTA L	NORTH HIGH SCHOOL	1.00
BALANE, AMANDA J	WEST HIGH SCHOOL	1.00
BALDA, KYLE J	MADISON MIDDLE SCHOOL	1.00
BANCROFT, EMILY M	RICHMOND ELEMENTARY SCHOOL	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2021-2022) ~ REVISED ~

EMPLOYEE	PRIMARY LOCATION	FTE
BANCROFT, HEATHER A	COMMUNITY EARLY LEARNING CENTER	1.00
BARKER, EMILY E	FERBER ELEMENTARY SCHOOL	1.00
BARKOVICH, KELLY M	WEST HIGH SCHOOL	1.00
BARNETT KASPEREK, LAURA R	HORIZONS ELEMENTARY SCHOOL	1.00
BARNETT, DIANE M	LINCOLN ELEMENTARY SCHOOL	1.00
BARTEL, BRIAN B	MORGAN	1.00
BARTEL, TRINA K	EAST HIGH SCHOOL	1.00
BARTLETT, MICHELE L	MADISON MIDDLE SCHOOL	1.00
BASLER, DALE J	MORGAN	1.00
BATES, THOMAS D	NORTH HIGH SCHOOL	1.00
BAUER, EMILY J	HUNTLEY ELEMENTARY SCHOOL	1.00
BAUER, SARAH J	EINSTEIN MIDDLE SCHOOL	1.00
BAUM, JADA J	MADISON MIDDLE SCHOOL	1.00
BAUMAN, TIFFANY A	WEST HIGH SCHOOL	1.00
BAUMGART, KATHERINE L	JEFFERSON ELEMENTARY SCHOOL	1.00
BAXTER, JESSICA L	EAST HIGH SCHOOL	1.00
BAZALDUA, MARK	MCKINLEY ELEMENTARY SCHOOL	1.00
BECKMAN, ELIZABETH AR	KALEIDOSCOPE ACADEMY	1.00
BEHLING, MELISSA J	MCKINLEY ELEMENTARY SCHOOL	1.00
BEHNKE, KAISER B	JEFFERSON ELEMENTARY SCHOOL	1.00
BEHNKE, KALI E	JEFFERSON ELEMENTARY SCHOOL	1.00
BEHNKE, MICHELLE C	JOHNSTON ELEMENTARY SCHOOL	1.00
BEHNKE, TARA A	EDISON ELEMENTARY SCHOOL	1.00
BELANGER, CASEY N	LINCOLN ELEMENTARY SCHOOL	1.00
BELLIN, TAMMY L	HUNTLEY ELEMENTARY SCHOOL	1.00
BELONGA, CARLY J	EINSTEIN MIDDLE SCHOOL	1.00
BEND, MARY H	EAST HIGH SCHOOL	1.00
BENGSON, MEGAN A	FRANKLIN ELEMENTARY SCHOOL	1.00
BENNETT, MARK L	NORTH HIGH SCHOOL	1.00
BERGIN, MICHELLE L	COMMUNITY EARLY LEARNING CENTER	1.00
BERINGER, KEVIN M	MADISON MIDDLE SCHOOL	1.00
BERLICK, KELLY A	EDISON ELEMENTARY SCHOOL	0.50
BERLOWSKI, MATTHEW E	NORTH HIGH SCHOOL	1.00
BERLOWSKI, TERI A	NORTH HIGH SCHOOL	1.00
BERNDT, JENNIFER A	WILSON MIDDLE SCHOOL	1.00
BEUTHIEN, GAYLE D	WEST HIGH SCHOOL	1.00
BEYER, JENNIFER L	FRANKLIN ELEMENTARY SCHOOL	1.00
BIDWELL, LAURA E	WILSON MIDDLE SCHOOL	1.00
BIRCH, JAMES T	FOX RIVER ACADEMY	1.00
BIRCH, ROSAMOND J	WEST HIGH SCHOOL	1.00
BISHOP, DIANE L	WELCOME CENTER	1.00
BJELDE, LORI A	EDISON ELEMENTARY SCHOOL	1.00
BJORK, KIMBERLY M	HOUDINI ELEMENTARY SCHOOL	1.00
BLAIR, KELLY A	MADISON MIDDLE SCHOOL	0.84
BLASKOWSKI, MARIA R	BADGER ELEMENTARY SCHOOL	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2021-2022) ~ REVISED ~

EMPLOYEE	PRIMARY LOCATION	FTE
BLATTNER, JENNIFER M	ODYSSEY CHARTER SCHOOL	1.00
BLECK, JENNIFER A	WEST HIGH SCHOOL	1.00
BLECK, KEVIN R	NORTH HIGH SCHOOL	1.00
BLENKER, LISA R	MCKINLEY ELEMENTARY SCHOOL	1.00
BLEVINS, AMY M	BADGER ELEMENTARY SCHOOL	1.00
BLOM, KRISTEN M	NORTH HIGH SCHOOL	1.00
BLOOD, ABBIE O	EAST HIGH SCHOOL	1.00
BLUHM, JACQUELINE A	NORTH HIGH SCHOOL	0.60
BOEGH, KATHRYN E	FOSTER ELEMENTARY CHARTER SCHOOL	1.00
BOGE, SARAH E	EINSTEIN MIDDLE SCHOOL	1.00
BOGGS, MORIAH G	WEST HIGH SCHOOL	1.00
BOISEN, JOANN M	COMMUNITY EARLY LEARNING CENTER	1.00
BOLDT, JODI L	NORTH HIGH SCHOOL	1.00
BOMANN, GWENDOLYN J	CLASSICAL SCHOOL	1.00
BONGERS, MICHELLE D	MADISON MIDDLE SCHOOL	1.00
BONGERT, CHELSEA D	MAGELLAN MAGNET SCHOOL	1.00
BONSON, MATTHEW D	HIGHLANDS ELEMENTARY SCHOOL	1.00
BOOKS, LINDA M	COMMUNITY EARLY LEARNING CENTER	1.00
BOUSLEY, ABBY M	MADISON MIDDLE SCHOOL	1.00
BOWE, JULIE M	HIGHLANDS ELEMENTARY SCHOOL	1.00
BOWEN, NANCY L	FRANKLIN ELEMENTARY SCHOOL	0.20
BRANNER, JULIE N	WEST HIGH SCHOOL	1.00
BRATSCH, SUSAN L	WEST HIGH SCHOOL	1.00
BRAUN, KATHRYN L	LINCOLN ELEMENTARY SCHOOL	1.00
BRAUNREITER, AMANDA M	RICHMOND ELEMENTARY SCHOOL	1.00
BREECHER, BRITTANY N	JEFFERSON ELEMENTARY SCHOOL	1.00
BREWTON, LAURIE L	EAST HIGH SCHOOL	0.40
BRICK, RACHEL A	EAST HIGH SCHOOL	1.00
BRINKMANN, PEGGY B	LEADERSHIP CENTER	1.00
BRITTON, LISA M	WISCONSIN CONNECTIONS ACADEMY	1.00
BROCKMAN, SUSAN J	HUNTLEY ELEMENTARY SCHOOL	1.00
BROKAW, MARGARET M	NORTH HIGH SCHOOL	1.00
BROLSMA, AMANDA E	HUNTLEY ELEMENTARY SCHOOL	1.00
BROOKS, HEIDI L	NORTH HIGH SCHOOL	1.00
BROWN, DARCY M	NORTH HIGH SCHOOL	1.00
BROWN, JULIE K	CLASSICAL SCHOOL	1.00
BROWN, LARISSA A	WELCOME CENTER	1.00
BROWN, RENEE L	EAST HIGH SCHOOL	1.00
BROYLD, KATIE L	BERRY ELEMENTARY SCHOOL	1.00
BRUCE, SUSANNE C	NORTH HIGH SCHOOL	1.00
BRUCH, JESSICA J	NORTH HIGH SCHOOL	1.00
BRUM, SHARYN L	BERRY ELEMENTARY SCHOOL	1.00
BRUNER, ANGIE K	WEST HIGH SCHOOL	1.00
BRUSDA, RACHEL M	NORTH HIGH SCHOOL	1.00
BRUSH, JANET L	WEST HIGH SCHOOL	1.00

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EMPLOYEE	PRIMARY LOCATION	FTE
BRYAN, CAROLINE M	EINSTEIN MIDDLE SCHOOL	1.00
BRZOZOWSKI, MEGHAN G	LINCOLN ELEMENTARY SCHOOL	1.00
BUCHBERGER, ALEX J	EAST HIGH SCHOOL	1.00
BUCHHOLZ, MICHAEL J	WEST HIGH SCHOOL	1.00
BUCHINGER, ROSS B	NORTH HIGH SCHOOL	1.00
BUCHTA, KATHLEEN B	WILSON MIDDLE SCHOOL	0.60
BUCK, CARI M	HIGHLANDS ELEMENTARY SCHOOL	1.00
BUECHEL, EMILIE D	BERRY ELEMENTARY SCHOOL	1.00
BUECHLER, REBECCA L	BERRY ELEMENTARY SCHOOL	1.00
BUMAN, AMANDA M	MCKINLEY ELEMENTARY SCHOOL	1.00
BURNS, LAURIE A	RICHMOND ELEMENTARY SCHOOL	1.00
BURT, ALISIA M	NORTH HIGH SCHOOL	1.00
BURT, SCOTT M	NORTH HIGH SCHOOL	1.00
BURTON MAHONEY, MARNI S	FOSTER ELEMENTARY CHARTER SCHOOL	1.00
BUSCH, KATHERINE M	EINSTEIN MIDDLE SCHOOL	1.00
BUSCH, WILLIAM G	EINSTEIN MIDDLE SCHOOL	1.00
BUSS, JENNIFER A	JOHNSTON ELEMENTARY SCHOOL	1.00
BUSSE, HEATHER G	EDISON ELEMENTARY SCHOOL	1.00
BUXTON, KARA A	JEFFERSON ELEMENTARY SCHOOL	0.50
CACHU, MARIA C	APPLETON BILINGUAL SCHOOL	1.00
CALEWARTS, ALISHA K	JOHNSTON ELEMENTARY SCHOOL	1.00
CAMBER, KELLY A	NORTH HIGH SCHOOL	1.00
CAMPBELL, AMIE L	BADGER ELEMENTARY SCHOOL	1.00
CAMPSHURE, KARI M	CLASSICAL SCHOOL	1.00
CANE PETERSEN, THERESA E	MORGAN	1.00
CANNER, DEBBIE J	EAST HIGH SCHOOL	1.00
CAREY, AMANDA L	HOUDINI ELEMENTARY SCHOOL	1.00
CARNEY, LISA L	NORTH HIGH SCHOOL	1.00
CARPENTER, JEFFREY J	EDISON ELEMENTARY SCHOOL	1.00
CARPENTER, KELLEY K S	BADGER ELEMENTARY SCHOOL	0.90
CARREL, ANGELA M	NORTH HIGH SCHOOL	1.00
CARSON, DARREN K	WEST HIGH SCHOOL	1.00
CARTER, SOPHIA M	MADISON MIDDLE SCHOOL	1.00
CARTWRIGHT, KRISTINA S	HORIZONS ELEMENTARY SCHOOL	1.00
CASH, DAVID W	WEST HIGH SCHOOL	1.00
CASH, LORI A	MAGELLAN MAGNET SCHOOL	1.00
CASTELLION, TRACI J	MADISON MIDDLE SCHOOL	1.00
CAVINS, VICTORIA	NORTH HIGH SCHOOL	1.00
CENDEJAS RUIZ, ALMA L	COLUMBUS ELEMENTARY SCHOOL	0.50
CENDEJAS RUIZ, ALMA L	COLUMBUS ELEMENTARY SCHOOL	0.50
CHAN, JENNIFER L	FERBER ELEMENTARY SCHOOL	1.00
CHANG, SUZANNE	FERBER ELEMENTARY SCHOOL	1.00
CHAPMAN, CHRISTINE A	NORTH HIGH SCHOOL	1.00
CHICQUETTE, KATHERINE A	CENTRAL PROGRAM	1.00
CHOJNACKI, AMANDA J	NORTH HIGH SCHOOL	1.00

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EMPLOYEE	PRIMARY LOCATION	FTE
CHOUDOIR, TAMI J	JOHNSTON ELEMENTARY SCHOOL	1.00
CHRISTIE, CARLA F	BADGER ELEMENTARY SCHOOL	1.00
CHRISTMAN, BRENDA K	RICHMOND ELEMENTARY SCHOOL	1.00
CHROGE, CAROL A	MCKINLEY ELEMENTARY SCHOOL	1.00
CIHLAR, ANNA L	CLASSICAL SCHOOL	1.00
CITTADINO, AMBER L	WILSON MIDDLE SCHOOL	1.00
CLARK, EMILY A	BERRY ELEMENTARY SCHOOL	1.00
CLARK, TIMOTHY M	FERBER ELEMENTARY SCHOOL	1.00
CLEMONS, ELIZABETH J	EAST HIGH SCHOOL	1.00
CLIFFORD, REBECCA	APPLETON BILINGUAL SCHOOL	1.00
CLINE SCHUBBE, KIRSTEN O	WEST HIGH SCHOOL	0.60
CLOUGH, SCOTT D	NORTH HIGH SCHOOL	1.00
COENEN, RACHAEL S	MCKINLEY ELEMENTARY SCHOOL	1.00
COENEN, SARAH E	EINSTEIN MIDDLE SCHOOL	1.00
COLEY, JULIE A	EDISON ELEMENTARY SCHOOL	1.00
COMBS, ORIEL R	NORTH HIGH SCHOOL	1.00
COMBS, RYAN M	HIGHLANDS ELEMENTARY SCHOOL	1.00
CONFORTI, PAMELA M	LINCOLN ELEMENTARY SCHOOL	1.00
CONN, CHRISTINA J	EAST HIGH SCHOOL	1.00
CONWAY, AMY L	WILSON MIDDLE SCHOOL	0.80
COOLIDGE, ROBIN E	BADGER ELEMENTARY SCHOOL	1.00
COONEN, JAY P	WEST HIGH SCHOOL	1.00
COOPER, STACY L	NORTH HIGH SCHOOL	1.00
COTE, RACHEL J	CLASSICAL SCHOOL	1.00
COUGHLIN, RUTH E	MORGAN THERAPY	0.80
COUNTERS, LORALIE H	FOSTER ELEMENTARY CHARTER SCHOOL	1.00
CROSS, ANDREW K	EINSTEIN MIDDLE SCHOOL	1.00
CROSS, KELLI L	MCKINLEY ELEMENTARY SCHOOL	1.00
CROSS, MARK G	WEST HIGH SCHOOL	1.00
CROWNHART, JESSICA E	CLASSICAL SCHOOL	1.00
CRUM, AMY G	EAST HIGH SCHOOL	0.80
CURTIN, CHRISTOPHER C	LINCOLN ELEMENTARY SCHOOL	1.00
CURTIN, LAUREN SR	FERBER ELEMENTARY SCHOOL	1.00
CUST, MELISSA J	JEFFERSON ELEMENTARY SCHOOL	0.50
DAANE, LOREN C	WEST HIGH SCHOOL	1.00
DAANE, MELISSA M	LINCOLN ELEMENTARY SCHOOL	1.00
DAANE, NINA K	HIGHLANDS ELEMENTARY SCHOOL	1.00
DACHELET, KATHLEEN A	JEFFERSON ELEMENTARY SCHOOL	1.00
DAGESSE, FRANCIS J	MADISON MIDDLE SCHOOL	1.00
DAILEY, MELISSA L	BADGER ELEMENTARY SCHOOL	1.00
DALEY, CHERYL A	WELCOME CENTER	1.00
DALKE, KATHRYN M	BERRY ELEMENTARY SCHOOL	1.00
DANFORTH, ABBY J	BERRY ELEMENTARY SCHOOL	1.00
DAUBERT, ELISABETH F	LINCOLN ELEMENTARY SCHOOL	1.00
DAUN, CHELSEA D	HORIZONS ELEMENTARY SCHOOL	1.00

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EMPLOYEE	PRIMARY LOCATION	FTE
DAVIDSON, CORRINE B	FOSTER ELEMENTARY CHARTER SCHOOL	1.00
DAVIS, GWEN SP	FRANKLIN ELEMENTARY SCHOOL	1.00
DAVIS, SHANNAN M	NORTH HIGH SCHOOL	1.00
DE BRUIN, ASHLEY M	APPLETON PUBLIC MONTESSORI	0.80
DE LA CRUZ, RACHEL M	COLUMBUS ELEMENTARY SCHOOL	1.00
DE LONG, JERALD S	EAST HIGH SCHOOL	1.00
DEBRUIN, DANIELLE C	LINCOLN ELEMENTARY SCHOOL	1.00
DECHAMPS, CHRISTINA JS	WELCOME CENTER	1.00
DEDERING, KATHERINE G	EINSTEIN MIDDLE SCHOOL	1.00
DEERING, KYLE J	FOSTER ELEMENTARY CHARTER SCHOOL	1.00
DEERING, LAURA C	HORIZONS ELEMENTARY SCHOOL	0.80
DEGOEY, STACI A	CLASSICAL SCHOOL	1.00
DEJARLAIS, KRISTA A	MADISON MIDDLE SCHOOL	1.00
DELVEAUX, HEATHER M	WEST HIGH SCHOOL	0.80
DELZER, JAMIE L	NORTH HIGH SCHOOL	1.00
DENZIN, LYDIA JP	FRANKLIN ELEMENTARY SCHOOL	1.00
DEPAGTER, ALICIA K	EAST HIGH SCHOOL	1.00
DEPASSE, VICKI A	HOUDINI ELEMENTARY SCHOOL	1.00
DERBER, EMMA C	MADISON MIDDLE SCHOOL	1.00
DERCKS, DEANNA S	APPLETON COMMUNITY 4K	0.50
DERCKS, MADISON D	JOHNSTON ELEMENTARY SCHOOL	1.00
DERIDDER, KRISTA M	BERRY ELEMENTARY SCHOOL	1.00
DESPRES BERRY, BYRON B	EAST HIGH SCHOOL	0.40
DEPERT, JAMIE L	EINSTEIN MIDDLE SCHOOL	1.00
DIBBS, KRISTY K	HIGHLANDS ELEMENTARY SCHOOL	1.00
DIEBOLD, JILLIAN N	WEST HIGH SCHOOL	1.00
DIEDRICH VASQUEZ, JENNIFER L	BADGER ELEMENTARY SCHOOL	1.00
DIETZEN, ELLIE S	COLUMBUS ELEMENTARY SCHOOL	1.00
DIKEMAN, JENNIFER R	WISCONSIN CONNECTIONS ACADEMY	1.00
DIPIETRO, MATTHEW J	WILSON MIDDLE SCHOOL	1.00
DISCH, KAELYNN M	WEST HIGH SCHOOL	1.00
DODEN, JONATHAN J	WISCONSIN CONNECTIONS ACADEMY	1.00
DORDEL, JENNIFER O	HUNTLEY ELEMENTARY SCHOOL	1.00
DORSCH ROSPENDA, MELISSA M	FERBER ELEMENTARY SCHOOL	1.00
DOUCETTE, KAYLA M	HUNTLEY ELEMENTARY SCHOOL	1.00
DOUGHERTY, ZOEY E	FOSTER ELEMENTARY CHARTER SCHOOL	1.00
DRESANG, GINA M	HORIZONS ELEMENTARY SCHOOL	1.00
DREW, CARLY R	HUNTLEY ELEMENTARY SCHOOL	1.00
DRIVER, BRITTANY M	BERRY ELEMENTARY SCHOOL	1.00
DUDENHOEFER, KATHERINE M	BADGER ELEMENTARY SCHOOL	1.00
DUESTERHAUS, SUSAN A	CLASSICAL SCHOOL	1.00
DUPONT, MOLLY M	BERRY ELEMENTARY SCHOOL	1.00
DURAN, MIKKI L	LEADERSHIP CENTER	1.00
DUTTER, NICOLE A	FRANKLIN ELEMENTARY SCHOOL	1.00
DVORACHEK, CORTNEY J	FOSTER ELEMENTARY CHARTER SCHOOL	1.00

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EMPLOYEE	PRIMARY LOCATION	FTE
DVORAK, BRENDA S	FRANKLIN ELEMENTARY SCHOOL	1.00
EAGAN, SUSAN L	HUNTLEY ELEMENTARY SCHOOL	1.00
EASTMAN, JENNIFER K	CLASSICAL SCHOOL	1.00
EASTMAN, LISA M	MADISON MIDDLE SCHOOL	1.00
EBBEN, AMY L	BADGER ELEMENTARY SCHOOL	1.00
EBBEN, CHRIS J	HUNTLEY ELEMENTARY SCHOOL	1.00
EBBEN, KAREN M	EDISON ELEMENTARY SCHOOL	1.00
EBERT, BRITTANY S	HOUDINI ELEMENTARY SCHOOL	1.00
ECKROSE, LAURA S	EAST HIGH SCHOOL	1.00
EDMONDS, BERNARD P	NORTH HIGH SCHOOL	1.00
EHLERS, MICHELLE L	NORTH HIGH SCHOOL	1.00
EHMKE, ALLISON N	JEFFERSON ELEMENTARY SCHOOL	1.00
EISCH, SARAH A	HUNTLEY ELEMENTARY SCHOOL	1.00
ELLENBECKER, TARA R	KALEIDOSCOPE ACADEMY	1.00
ELMS, ARIELLE E	CLASSICAL SCHOOL	1.00
EMANUEL, BRIANNA J	RICHMOND ELEMENTARY SCHOOL	1.00
ENDRES, CHAD M	NORTH HIGH SCHOOL	1.00
ENDRES, LISA G	EAST HIGH SCHOOL	1.00
ENDTER, PAUL P	WEST HIGH SCHOOL	1.00
ENGEN, ALYSON C	MADISON MIDDLE SCHOOL	1.00
ENGEN, BRENT P	WEST HIGH SCHOOL	1.00
ENGEN, LISA A	HUNTLEY ELEMENTARY SCHOOL	1.00
ENGLUND, SCHELBY A	BADGER ELEMENTARY SCHOOL	1.00
ENNIS, KATHY LS	EINSTEIN MIDDLE SCHOOL	1.00
ERICKSON, DAVID J	EAST HIGH SCHOOL	1.00
ERNST, MELISSA M	WILSON MIDDLE SCHOOL	0.80
ERSTAD, HEIDI MENDONCA	HIGHLANDS ELEMENTARY SCHOOL	1.00
EVERS, ALICIA L	LINCOLN ELEMENTARY SCHOOL	1.00
FAGER, MATTHEW W	CLASSICAL SCHOOL	1.00
FAHRNEY, JENNY A	COMMUNITY EARLY LEARNING CENTER	0.80
FASSBENDER, KELLY J	MCKINLEY ELEMENTARY SCHOOL	1.00
FAUST, SARA L	EINSTEIN MIDDLE SCHOOL	1.00
FECHTER, TERI L	RICHMOND ELEMENTARY SCHOOL	1.00
FELTON, ALEXIS E	LINCOLN ELEMENTARY SCHOOL	1.00
FERRITO, KATHLEEN M	FERBER ELEMENTARY SCHOOL	1.00
FERRY, CAITLIN M	BERRY ELEMENTARY SCHOOL	1.00
FIELDS, MELISSA A	HIGHLANDS ELEMENTARY SCHOOL	1.00
FIGLMILLER, LAURIE J	LINCOLN ELEMENTARY SCHOOL	1.00
FINK, HAILEY J	FOSTER ELEMENTARY CHARTER SCHOOL	1.00
FISCHER, ANN E	HIGHLANDS ELEMENTARY SCHOOL	1.00
FISCHER, SAMANTHA L	FRANKLIN ELEMENTARY SCHOOL	1.00
FISH, SCOTT A	NORTH HIGH SCHOOL	1.00
FISHER, AMANDA K	HIGHLANDS ELEMENTARY SCHOOL	1.00
FISHER, RACHEL G	MADISON MIDDLE SCHOOL	1.00
FOLEY, STACEY C	CLASSICAL SCHOOL	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2021-2022) ~ REVISED ~

EMPLOYEE	PRIMARY LOCATION	FTE
FORSETH, JULIE A	COLUMBUS ELEMENTARY SCHOOL	1.00
FOWLER, JODY L B	APPLETON PUBLIC MONTESSORI	1.00
FRANKE, TONI A	KALEIDOSCOPE ACADEMY	1.00
FRANKLIN, STEPHEN T	WEST HIGH SCHOOL	1.00
FREDRICKS, REBECCA F	FRANKLIN ELEMENTARY SCHOOL	1.00
FREGA, MARTHA H	HIGHLANDS ELEMENTARY SCHOOL	0.50
FREIENMUTH, JENNIFER E	WILSON MIDDLE SCHOOL	1.00
FREUND, BRITTANY A	HIGHLANDS ELEMENTARY SCHOOL	1.00
FREUND, TANNER W	WILSON MIDDLE SCHOOL	1.00
FRISCH, LAURIE JEAN L	NORTH HIGH SCHOOL	1.00
FROEHLKE, MICHAEL J	VALLEY NEW SCHOOL	1.00
FUCIK, STEFANIE J	HUNTLEY ELEMENTARY SCHOOL	1.00
FUDE, STEFANIE M	EAST HIGH SCHOOL	1.00
FULCER, APRIL E	MORGAN THERAPY	1.00
GALANTE, DAWN M	MORGAN THERAPY	0.90
GALLAGHER, SARA J	EDISON ELEMENTARY SCHOOL	1.00
GALLAGHER, STEPHANIE V	BADGER ELEMENTARY SCHOOL	1.00
GAMBARO, ANGELA A	JEFFERSON ELEMENTARY SCHOOL	1.00
GARR, ANDREW C	EAST HIGH SCHOOL	1.00
GARVENS, ANDREA S	EINSTEIN MIDDLE SCHOOL	1.00
GASSNER, DAVID K	WEST HIGH SCHOOL	1.00
GAUERKE, SARA J	COLUMBUS ELEMENTARY SCHOOL	1.00
GAY, KAYLA G	HIGHLANDS ELEMENTARY SCHOOL	1.00
GEERTS, JILL R	MCKINLEY ELEMENTARY SCHOOL	1.00
GEHRING, TIM P	EINSTEIN MIDDLE SCHOOL	1.00
GEISSLER CISNEROS, JENNIFER N	WILSON MIDDLE SCHOOL	1.00
GENIESSE, CHERI L	JOHNSTON ELEMENTARY SCHOOL	1.00
GENTRY, STEPHANIE J	WEST HIGH SCHOOL	1.00
GERMAN, ANN MARIE	MORGAN	1.00
GERMAN, NICHOLAS P	EAST HIGH SCHOOL	1.00
GIBSON, REBECCA L	KALEIDOSCOPE ACADEMY	1.00
GIEBEL, TONI T	KALEIDOSCOPE ACADEMY	1.00
GIETMAN, BROOKE M	FRANKLIN ELEMENTARY SCHOOL	1.00
GILBERT, JENNIFER ANN	FERBER ELEMENTARY SCHOOL	1.00
GILBERT, MICHAEL J	EINSTEIN MIDDLE SCHOOL	1.00
GILL, LISA J	NORTH HIGH SCHOOL	1.00
GLOUDEMANS, KIM M	HORIZONS ELEMENTARY SCHOOL	1.00
GOLDEN, ALLISON K	JOHNSTON ELEMENTARY SCHOOL	1.00
GOLTZ, AMY L	FOSTER ELEMENTARY CHARTER SCHOOL	1.00
GORGES, STEPHANIE A	WEST HIGH SCHOOL	1.00
GORSHE, MARK D	EAST HIGH SCHOOL	1.00
GOUDREAU, LORI L	BERRY ELEMENTARY SCHOOL	1.00
GRAF MILLER, LISA M	WISCONSIN CONNECTIONS ACADEMY	1.00
GRETHER, MICHAEL T	FOSTER ELEMENTARY CHARTER SCHOOL	1.00
GRIFFITH, JENNIFER S	MCKINLEY ELEMENTARY SCHOOL	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2021-2022) ~ REVISED ~

EMPLOYEE	PRIMARY LOCATION	FTE
GRIMMER, ELIZABETH K	BADGER ELEMENTARY SCHOOL	1.00
GROENJES, KIMBERLY A	BADGER ELEMENTARY SCHOOL	1.00
GROFF, LISA M	WEST HIGH SCHOOL	1.00
GROTH, TRACY J	FOSTER ELEMENTARY CHARTER SCHOOL	1.00
GROVER, ELIJAH E	MADISON MIDDLE SCHOOL	1.00
GROVER, MELISSA M	CLASSICAL SCHOOL	1.00
GRUBE, KATHLEEN M	MCKINLEY ELEMENTARY SCHOOL	1.00
GUILBEAULT, BRIAN W	MAGELLAN MAGNET SCHOOL	1.00
GUMTOW, ELIZABETH A	CENTRAL PROGRAM	1.00
GUNDRUM, JOHN A	NORTH HIGH SCHOOL	1.00
GUNDRUM, TAMIE S	FERBER ELEMENTARY SCHOOL	1.00
GUYETTE, TRACY A	WEST HIGH SCHOOL	1.00
GYSAN, LEA D	BADGER ELEMENTARY SCHOOL	1.00
HACKER, PAULA S	KALEIDOSCOPE ACADEMY	1.00
HAEN, LISA M	HIGHLANDS ELEMENTARY SCHOOL	1.00
HALL, SARAH A	JEFFERSON ELEMENTARY SCHOOL	1.00
HALL, THOMAS J	FERBER ELEMENTARY SCHOOL	1.00
HALLER, PAUL T	BERRY ELEMENTARY SCHOOL	1.00
HANSEN, AMMIE L	HUNTLEY ELEMENTARY SCHOOL	1.00
HANSON, ERIK L	EAST HIGH SCHOOL	1.00
HANSON, HEATHER M	HIGHLANDS ELEMENTARY SCHOOL	1.00
HARDING, RACHEL A	FERBER ELEMENTARY SCHOOL	1.00
HARN, CATHERINE M	HUNTLEY ELEMENTARY SCHOOL	1.00
HARRISON, AMY L	BERRY ELEMENTARY SCHOOL	1.00
HARVEY, KAMI J	JOHNSTON ELEMENTARY SCHOOL	1.00
HASKELL, HILARY K	NORTH HIGH SCHOOL	1.00
HAZEN, NATHAN J	WISCONSIN CONNECTIONS ACADEMY	1.00
HEAD, LISA M	HIGHLANDS ELEMENTARY SCHOOL	1.00
HECHEL, MATTHEW M	NORTH HIGH SCHOOL	1.00
HECHEL, SARA E	MORGAN	1.00
HECKNER, CRAIG A	EINSTEIN MIDDLE SCHOOL	1.00
HEGG, BAILEY J	RICHMOND ELEMENTARY SCHOOL	1.00
HEIDEN, SAMUEL J	MADISON MIDDLE SCHOOL	1.00
HEINEMAN BERGER, JANET L	JOHNSTON ELEMENTARY SCHOOL	1.00
HEINZ, STACY M	HOUDINI ELEMENTARY SCHOOL	1.00
HEISLER, HEATHER A	MCKINLEY ELEMENTARY SCHOOL	1.00
HEITING, AMBER M	HUNTLEY ELEMENTARY SCHOOL	1.00
HEITL, GAIL R	MORGAN	1.00
HELLER, CHRIS A	WEST HIGH SCHOOL	1.00
HELLER, LAURA A	WEST HIGH SCHOOL	1.00
HENDRICK, JOHN J	MAGELLAN MAGNET SCHOOL	1.00
HENDRICK, REBECCA A	MCKINLEY ELEMENTARY SCHOOL	1.00
HENRIKSON, DORENE A	HOUDINI ELEMENTARY SCHOOL	1.00
HENZEL, SALLY K	JEFFERSON ELEMENTARY SCHOOL	1.00
HERMANS, ASHLEY A	HUNTLEY ELEMENTARY SCHOOL	1.00

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EMPLOYEE	PRIMARY LOCATION	FTE
HERMANSEN, JOEL T	NORTH HIGH SCHOOL	1.00
HERMANSEN, MARY ANN	NORTH HIGH SCHOOL	1.00
HERMES, NICHOLE A	EDISON ELEMENTARY SCHOOL	0.50
HERMUS, ANDREW K	WILSON MIDDLE SCHOOL	1.00
HERMUS, LISA A	JEFFERSON ELEMENTARY SCHOOL	1.00
HERNANDEZ NAGREEN, ROBYN J	CLASSICAL SCHOOL	1.00
HERRICK, AMY M	EAST HIGH SCHOOL	1.00
HERRMANN, JACQUELINE M	HORIZONS ELEMENTARY SCHOOL	1.00
HERRMANN, MADELINE M	NORTH HIGH SCHOOL	1.00
HERRMANN, MAXWELL T	EAST HIGH SCHOOL	1.00
HERRMANN, SAMUEL E	BADGER ELEMENTARY SCHOOL	1.00
HEURKENS, CHARLES A	EDISON ELEMENTARY SCHOOL	1.00
HIETPAS, JAMIE S	EINSTEIN MIDDLE SCHOOL	1.00
HIGGINS, SASHA M	COLUMBUS ELEMENTARY SCHOOL	1.00
HILL, KRISTI S	EDISON ELEMENTARY SCHOOL	0.60
HILLESHEIM, AMY G	EINSTEIN MIDDLE SCHOOL	1.00
HIPKE, RACHAEL E	BADGER ELEMENTARY SCHOOL	1.00
HOEFS, KIMBERLY M	KALEIDOSCOPE ACADEMY	1.00
HOEFT, JUDITH L	FERBER ELEMENTARY SCHOOL	1.00
HOERNER, HEIDI T	MORGAN THERAPY	1.00
HOFACKER, STACY M L	HOUDINI ELEMENTARY SCHOOL	1.00
HOFFER FOAT, DAWN M	MCKINLEY ELEMENTARY SCHOOL	1.00
HOFFMAN, LYNN M	MADISON MIDDLE SCHOOL	1.00
HOFFMAN, SAVANNA L	JEFFERSON ELEMENTARY SCHOOL	1.00
HOHENSEE, MATTHEW W	BERRY ELEMENTARY SCHOOL	1.00
HOLLAND, KRISTA L	MORGAN THERAPY	1.00
HOOVER, MAGGIE J	HOUDINI ELEMENTARY SCHOOL	1.00
HOOYMAN, STEPHANIE M	HIGHLANDS ELEMENTARY SCHOOL	1.00
HOPFENSBERGER, JENNIFER L	MCKINLEY ELEMENTARY SCHOOL	1.00
HOPPE, JOHN J	MCKINLEY ELEMENTARY SCHOOL	1.00
HOPPE, KAREN R	MADISON MIDDLE SCHOOL	1.00
HORST, JEAN	EDISON ELEMENTARY SCHOOL	1.00
HOULE, SARA J	NORTH HIGH SCHOOL	1.00
HOVICK, HALEY A	BADGER ELEMENTARY SCHOOL	0.50
HOWARD, CASSANDRA A	MCKINLEY ELEMENTARY SCHOOL	1.00
HUEBNER, MARY A	HORIZONS ELEMENTARY SCHOOL	1.00
HUENINK, GREGORY M	NORTH HIGH SCHOOL	1.00
HUGGINS, KAY L	FERBER ELEMENTARY SCHOOL	1.00
HUGHES, ARLENE M	BERRY ELEMENTARY SCHOOL	1.00
HUTTER, MICHELLE A	NORTH HIGH SCHOOL	1.00
IHDE, ERIC M	FRANKLIN ELEMENTARY SCHOOL	1.00
INGLIS, SHANNON R	FRANKLIN ELEMENTARY SCHOOL	1.00
ISRAEL, PATRICIA K	NORTH HIGH SCHOOL	0.80
JACOBSEN, MACKENZIE A	RICHMOND ELEMENTARY SCHOOL	1.00
JACOBSON, KATHY J	JOHNSTON ELEMENTARY SCHOOL	1.00

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EMPLOYEE	PRIMARY LOCATION	FTE
JACOBSON, REBECCA M	JEFFERSON ELEMENTARY SCHOOL	1.00
JADIN, KATIE M	EAST HIGH SCHOOL	0.50
JADIN, LEVI G	JOHNSTON ELEMENTARY SCHOOL	1.00
JADIN, LOGAN M	EINSTEIN MIDDLE SCHOOL	1.00
JADIN, LUCAS N	EAST HIGH SCHOOL	0.85
JAHNER, KRISTEEN E	HORIZONS ELEMENTARY SCHOOL	1.00
JANSEN, OLIVIA C	MADISON MIDDLE SCHOOL	1.00
JANSSEN, ASHLEY F	FOSTER ELEMENTARY CHARTER SCHOOL	1.00
JAROLIMEK, BENJAMIN M	MADISON MIDDLE SCHOOL	1.00
JAZDZEWSKI, KIMBERLY D	KALEIDOSCOPE ACADEMY	1.00
JENKINS WERNER, JESSICA M	EDISON ELEMENTARY SCHOOL	0.80
JENSEN, SUE A	FOSTER ELEMENTARY CHARTER SCHOOL	1.00
JISKRA, HALLIE J	CLASSICAL SCHOOL	1.00
JOHNSON, ANN MARIE	NORTH HIGH SCHOOL	1.00
JOHNSON, ELEANORA G L	BERRY ELEMENTARY SCHOOL	1.00
JOHNSON, HANNAH E	MADISON MIDDLE SCHOOL	1.00
JOHNSON, KAIJA K	BERRY ELEMENTARY SCHOOL	1.00
JOHNSON, KENDRA L	FOSTER ELEMENTARY CHARTER SCHOOL	1.00
JOHNSON, LINDSAY V	JEFFERSON ELEMENTARY SCHOOL	1.00
JOHNSON, LISA A	NORTH HIGH SCHOOL	1.00
JOHNSON, MEREDITH L	APPLETON COMMUNITY 4K	1.00
JOHNSON, MICHELLE E	LINCOLN ELEMENTARY SCHOOL	1.00
JOHNSON, RILEY R	EAST HIGH SCHOOL	1.00
JOHNSON, SAMANTHA K	MADISON MIDDLE SCHOOL	1.00
JOHNSTON, JENNIFER L	WISCONSIN CONNECTIONS ACADEMY	1.00
JOLMA, ABIGAIL K	KALEIDOSCOPE ACADEMY	1.00
JONAS, BRITTANY J	MCKINLEY ELEMENTARY SCHOOL	1.00
JONES, CARLA J	MORGAN	1.00
JONES, DAWN S	MORGAN THERAPY	1.00
JOYCE, JOHN CORMAC	NORTH HIGH SCHOOL	1.00
JUHL, STACY M	EINSTEIN MIDDLE SCHOOL	1.00
JUNG, KATHLEEN E	LINCOLN ELEMENTARY SCHOOL	1.00
JUSTMAN, VICKI J	LINCOLN ELEMENTARY SCHOOL	1.00
KABLE, JILL E	EINSTEIN MIDDLE SCHOOL	1.00
KACZMAREK, ANN E	JEFFERSON ELEMENTARY SCHOOL	1.00
KACZOROWSKI, MICHELLE M	MCKINLEY ELEMENTARY SCHOOL	1.00
KANE, JAMES A C	NORTH HIGH SCHOOL	1.00
KANGAS, LAUREN S	BADGER ELEMENTARY SCHOOL	0.50
KAPHINGST, MARGERY D	HUNTLEY ELEMENTARY SCHOOL	1.00
KAPSA, STEPHANIE J	BERRY ELEMENTARY SCHOOL	1.00
KARCH, GRETCHYN M	COMMUNITY EARLY LEARNING CENTER	1.00
KARLL, BO J	RICHMOND ELEMENTARY SCHOOL	1.00
KARRELS, AMY L	WILSON MIDDLE SCHOOL	1.00
KASPAR, DANIELLE E	HOUDINI ELEMENTARY SCHOOL	0.80
KASPER, JOANN M	FOX RIVER ACADEMY	1.00

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EMPLOYEE	PRIMARY LOCATION	FTE
KAUTH, LAURA A	MCKINLEY ELEMENTARY SCHOOL	1.00
KAUTZ, JEREMY L	EAST HIGH SCHOOL	1.00
KEIL, SANDRA K	WEST HIGH SCHOOL	1.00
KELLENBERGER, CRAIG H	NORTH HIGH SCHOOL	1.00
KELLETT, CHRISTOPHER R	BADGER ELEMENTARY SCHOOL	1.00
KELLY, PAUL L	EINSTEIN MIDDLE SCHOOL	1.00
KEMPF COHEN, SHANDEE L	KALEIDOSCOPE ACADEMY	1.00
KENNEDY, SARA A	JEFFERSON ELEMENTARY SCHOOL	1.00
KERSTEN, MEGAN L	MORGAN	1.00
KETTER, TIMOTHY N	EAST HIGH SCHOOL	1.00
KIEKHAEFER, NICHOLAS J	NORTH HIGH SCHOOL	1.00
KIERZEK, MATTHEW D	FOSTER ELEMENTARY CHARTER SCHOOL	1.00
KILSDONK, JESSICA K	LINCOLN ELEMENTARY SCHOOL	1.00
KIMBALL, JAMIE L	HORIZONS ELEMENTARY SCHOOL	1.00
KIMME, KATIE L	MCKINLEY ELEMENTARY SCHOOL	1.00
KING, JOLENNE M	MADISON MIDDLE SCHOOL	1.00
KINNEY, JILL E	MCKINLEY ELEMENTARY SCHOOL	1.00
KINZENBAW, KATHERINE C	WEST HIGH SCHOOL	1.00
KISCHNICK, THERESA A	HUNTLEY ELEMENTARY SCHOOL	1.00
KIVISTO, ERIN L	FERBER ELEMENTARY SCHOOL	1.00
KLEIST, SHARI A	WILSON MIDDLE SCHOOL	1.00
KLEMP, JENNIFER A	WILSON MIDDLE SCHOOL	1.00
KLINNER, MOLLY A	EINSTEIN MIDDLE SCHOOL	1.00
KLITZKE, AMY K	EAST HIGH SCHOOL	1.00
KLUGE, GINA M	JOHNSTON ELEMENTARY SCHOOL	1.00
KNEPFEL, CHRISTA J	BERRY ELEMENTARY SCHOOL	1.00
NOBLOCH, GAIL R	MCKINLEY ELEMENTARY SCHOOL	1.00
KNOX, CHRISTINE M	HIGHLANDS ELEMENTARY SCHOOL	0.50
KNUDSEN, SHANE T	LINCOLN ELEMENTARY SCHOOL	1.00
KOCH, NICOLE M	HORIZONS ELEMENTARY SCHOOL	1.00
KOEHLER, LORI A	WILSON MIDDLE SCHOOL	1.00
KOENIGS, TARA M	MCKINLEY ELEMENTARY SCHOOL	1.00
KOEPKE, ANNETTE G	KALEIDOSCOPE ACADEMY	1.00
KOERNER, ANGELA L	EDISON ELEMENTARY SCHOOL	1.00
KOFFI, JESSICA A	HUNTLEY ELEMENTARY SCHOOL	1.00
KOHRELL, PIERSON J	COLUMBUS ELEMENTARY SCHOOL	1.00
KONKLE, KELLY P	HOUDINI ELEMENTARY SCHOOL	1.00
KORN, NICOLE M	CLASSICAL SCHOOL	0.50
KORNISH, AIMEE M	FERBER ELEMENTARY SCHOOL	1.00
KOSLOSKI, JENNIFER L	VALLEY NEW SCHOOL	1.00
KOSS, KAREN M	EAST HIGH SCHOOL	1.00
KRAFT MAHNKE, TARA L	WISCONSIN CONNECTIONS ACADEMY	1.00
KRAMER, ERIC A	HUNTLEY ELEMENTARY SCHOOL	1.00
KRANZUSCH, AMANDA E	KALEIDOSCOPE ACADEMY	1.00
KRAUSE, BARBARA M	EAST HIGH SCHOOL	1.00

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EMPLOYEE	PRIMARY LOCATION	FTE
KRAUSE, KENNETH J	WEST HIGH SCHOOL	1.00
KRAUSE, MICHELLE R	HOUDINI ELEMENTARY SCHOOL	1.00
KRAUSE, REBECCA M	FOSTER ELEMENTARY CHARTER SCHOOL	0.80
KREJCIE, EDWIN J	MADISON MIDDLE SCHOOL	1.00
KRIEVALDT, AMANDA S	FERBER ELEMENTARY SCHOOL	1.00
KROMM, JULIE E	JOHNSTON ELEMENTARY SCHOOL	1.00
KROMMENACKER, MARK D	EAST HIGH SCHOOL	1.00
KRUEGER, AMBER L	FOSTER ELEMENTARY CHARTER SCHOOL	0.50
KRUEGER, LORI J	NORTH HIGH SCHOOL	1.00
KRUEGER, WANDA J	MADISON MIDDLE SCHOOL	1.00
KRUEPKE, LORI A	HUNTLEY ELEMENTARY SCHOOL	1.00
KRUG, MITCHELL P	WEST HIGH SCHOOL	1.00
KRULL VANDER HEIDEN, KRISTIN H	BADGER ELEMENTARY SCHOOL	1.00
KRULL, MELISSA A	BERRY ELEMENTARY SCHOOL	1.00
KUEHL, SUSAN M	JOHNSTON ELEMENTARY SCHOOL	1.00
KUEHL, TAYLOR R	HUNTLEY ELEMENTARY SCHOOL	1.00
KUEHL, TRACY L	NORTH HIGH SCHOOL	1.00
KUHN, STEPHANIE L	JOHNSTON ELEMENTARY SCHOOL	1.00
KUPPERNUS, ELIZABETH K	HIGHLANDS ELEMENTARY SCHOOL	1.00
KURTH, BRIAN J	EAST HIGH SCHOOL	1.00
KUSSMANN, JENNIFER L	EDISON ELEMENTARY SCHOOL	1.00
KVALVIK, PRERNA J	WILSON MIDDLE SCHOOL	1.00
LA BARRE, RYAN R	EAST HIGH SCHOOL	1.00
LA GUARDIA, CHRISTY L	HUNTLEY ELEMENTARY SCHOOL	1.00
LABARGE, NICOLE R	FOSTER ELEMENTARY CHARTER SCHOOL	1.00
LABORDE, TAMMY M	JOHNSTON ELEMENTARY SCHOOL	1.00
LACKOWSKI POSTEL, APRIL L	RICHMOND ELEMENTARY SCHOOL	1.00
LAEDTKE, BETH A	MORGAN THERAPY	1.00
LAFLEUR, MARGARET M	EAST HIGH SCHOOL	1.00
LAHVIC, AMY S	KALEIDOSCOPE ACADEMY	1.00
LAMB, JODI L	HIGHLANDS ELEMENTARY SCHOOL	1.00
LAMERS, CRYSTAL L	BERRY ELEMENTARY SCHOOL	1.00
LAMERS, JENNIFER M	FERBER ELEMENTARY SCHOOL	1.00
LANGE, SHAYLA M	FRANKLIN ELEMENTARY SCHOOL	1.00
LANGENHUIZEN, ALLEN D	EAST HIGH SCHOOL	1.00
LANGLOIS, ANNE K	WEST HIGH SCHOOL	1.00
LARIVIERE, SARA J	CLASSICAL SCHOOL	1.00
LARSH, JAKE R	WEST HIGH SCHOOL	1.00
LARSON, LISA A	WEST HIGH SCHOOL	1.00
LASZEWSKI, MALLORY M	FRANKLIN ELEMENTARY SCHOOL	1.00
LAUDEN, KARLA S	WEST HIGH SCHOOL	1.00
LAWRENCE STEINER, DENISE K	MADISON MIDDLE SCHOOL	1.00
LEAVITT, ANASTASSIA K	MADISON MIDDLE SCHOOL	1.00
LEBEAU, VICTORIA H	HIGHLANDS ELEMENTARY SCHOOL	0.80
LECKER, DANIELLE M	MORGAN THERAPY	0.50

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EMPLOYEE	PRIMARY LOCATION	FTE
LEE, AI B	MCKINLEY ELEMENTARY SCHOOL	1.00
LEE, CHIA V	WILSON MIDDLE SCHOOL	1.00
LEE, LOR B	HIGHLANDS ELEMENTARY SCHOOL	1.00
LEE, SOUA B	HUNTLEY ELEMENTARY SCHOOL	1.00
LEE, THAI	NORTH HIGH SCHOOL	1.00
LEFEVRE, ALLISON M	MCKINLEY ELEMENTARY SCHOOL	1.00
LEHMAN, CAROLYN R	BERRY ELEMENTARY SCHOOL	1.00
LEHTO, JAMES F	HIGHLANDS ELEMENTARY SCHOOL	1.00
LEINTZ, SARA R	FOX RIVER ACADEMY	1.00
LEMAHIEU, JEFFREY A	WISCONSIN CONNECTIONS ACADEMY	1.00
LEMKE, MARKE J	MCKINLEY ELEMENTARY SCHOOL	1.00
LEMKE, ROBERT C	WEST HIGH SCHOOL	1.00
LEMMERS, KELLY M	EDISON ELEMENTARY SCHOOL	1.00
LEONARD, ANN C	NORTH HIGH SCHOOL	1.00
LEOPOLD, KELLY M	WEST HIGH SCHOOL	1.00
LESAGE, JACLYN R	HORIZONS ELEMENTARY SCHOOL	1.00
LESCHKE, MARK S	LEADERSHIP CENTER	1.00
LETTAU, MIKAYLA H	FOSTER ELEMENTARY CHARTER SCHOOL	1.00
LICHTENWALD, SAMANTHA	EAST HIGH SCHOOL	1.00
LICHTTENEGGER, CASSANDRA M	WEST HIGH SCHOOL	1.00
LIDBURY, LEAH A	NORTH HIGH SCHOOL	1.00
LIEBERGEN, THOMAS D	EAST HIGH SCHOOL	1.00
LIEDTKE, MADDIE W	KALEIDOSCOPE ACADEMY	0.43
LIND, ANDREW D	CLASSICAL SCHOOL	1.00
LINDSAY, JESSICA B	WEST HIGH SCHOOL	1.00
LISCH, SUSAN B	MORGAN	1.00
LISOWE, MEGAN M	WISCONSIN CONNECTIONS ACADEMY	1.00
LOESCHE, DEBRA AF	EAST HIGH SCHOOL	1.00
LOFGREN, MELANIE M	MADISON MIDDLE SCHOOL	1.00
LOKKEN, JOHN V	EAST HIGH SCHOOL	1.00
LONDO, DARLENE J	EAST HIGH SCHOOL	1.00
LONECHILD, BARBARA A	EAST HIGH SCHOOL	1.00
LONG, JOY E	MORGAN THERAPY	1.00
LOPEZ LARA, ALMA	APPLETON BILINGUAL SCHOOL	1.00
LOR, YER L	COLUMBUS ELEMENTARY SCHOOL	0.60
LOR, ZONG D	BADGER ELEMENTARY SCHOOL	1.00
LORITZ, AMY S	EAST HIGH SCHOOL	1.00
LOSTOCCO, GWEN M	HIGHLANDS ELEMENTARY SCHOOL	1.00
LOUX, EMILY L	MCKINLEY ELEMENTARY SCHOOL	1.00
LUBECK, MACKENZIE J	EAST HIGH SCHOOL	1.00
LUCAS, ELYSE C	NORTH HIGH SCHOOL	1.00
LUEBKE, JENNIFER M	FOSTER ELEMENTARY CHARTER SCHOOL	1.00
LUEDTKE, ALLISON P	HIGHLANDS ELEMENTARY SCHOOL	1.00
LUEDTKE, MEGAN J	EAST HIGH SCHOOL	1.00
LUEDTKE, NICOLE L	VALLEY NEW SCHOOL	1.00

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EMPLOYEE	PRIMARY LOCATION	FTE
LUNIAK, RENEE M	BADGER ELEMENTARY SCHOOL	1.00
LYNAUGH, TIMOTHY M	EAST HIGH SCHOOL	1.00
MACIEJEWSKI, AMBER L	RICHMOND ELEMENTARY SCHOOL	0.60
MADER, BRITTANY A	HUNTLEY ELEMENTARY SCHOOL	1.00
MADER, KRISTEN A	KALEIDOSCOPE ACADEMY	1.00
MADER, NICOLE A	FRANKLIN ELEMENTARY SCHOOL	1.00
MADER, STACY A	FOSTER ELEMENTARY CHARTER SCHOOL	1.00
MADSON, KATLYN R	HIGHLANDS ELEMENTARY SCHOOL	1.00
MAGNUSON, BRETT L	MADISON MIDDLE SCHOOL	1.00
MAHONY, DALINDA A	APPLETON BILINGUAL SCHOOL	1.00
MALM, MELANIE A	KALEIDOSCOPE ACADEMY	1.00
MALONE, HANNAH M	HOUDINI ELEMENTARY SCHOOL	1.00
MAMMENGGA, KELLI M	JEFFERSON ELEMENTARY SCHOOL	1.00
MANGOLD, KORI A	HORIZONS ELEMENTARY SCHOOL	0.50
MANTEUFFEL, PAYTON M	BERRY ELEMENTARY SCHOOL	1.00
MARCH, JODI C	FRANKLIN ELEMENTARY SCHOOL	1.00
MARKER, LEAH J	FRANKLIN ELEMENTARY SCHOOL	1.00
MARKO, ROBERT A, IV	WEST HIGH SCHOOL	1.00
MARKS, AVA H	MCKINLEY ELEMENTARY SCHOOL	1.00
MARNOCHA, JAN L	KALEIDOSCOPE ACADEMY	1.00
MARTA, STEPHANIE M	EAST HIGH SCHOOL	1.00
MARTELL, AMY B	FERBER ELEMENTARY SCHOOL	0.80
MARTIN, JACQUELINE K	WILSON MIDDLE SCHOOL	1.00
MARTIN, RAMONA R	JOHNSTON ELEMENTARY SCHOOL	1.00
MARTIN, SANDIE L	WEST HIGH SCHOOL	1.00
MARTIN, TONY J	EINSTEIN MIDDLE SCHOOL	1.00
MARX, KATHLEEN A	EAST HIGH SCHOOL	1.00
MARX, KRISTILYN M	EINSTEIN MIDDLE SCHOOL	1.00
MARX, MARISSA M	HUNTLEY ELEMENTARY SCHOOL	1.00
MARX, RYAN P	EAST HIGH SCHOOL	1.00
MATHIS, KRISTINA M	MADISON MIDDLE SCHOOL	1.00
MATTIOLI, STEVEN P	WILSON MIDDLE SCHOOL	1.00
MAUTHE, COLLEEN A	FERBER ELEMENTARY SCHOOL	1.00
MAVES, GUSTAVE A B	NORTH HIGH SCHOOL	1.00
MAYER, JULIE T	BADGER ELEMENTARY SCHOOL	1.00
MAZEMKE, CAYLEE J	BERRY ELEMENTARY SCHOOL	1.00
MCALOON, AMY L	EAST HIGH SCHOOL	1.00
MCCALLUM, MATTHEW V	HIGHLANDS ELEMENTARY SCHOOL	1.00
MCCALLUM, MEGHAN R	JOHNSTON ELEMENTARY SCHOOL	1.00
MCCLONE, ELISSA C	MCKINLEY ELEMENTARY SCHOOL	0.50
MCCLOY, KELLY M	BADGER ELEMENTARY SCHOOL	1.00
MCCORMICK, NICOLE R	KALEIDOSCOPE ACADEMY	1.00
MCCOY, DOREEN B	WILSON MIDDLE SCHOOL	1.00
MCDERMOTT MARZULLO, HEATHER A	NORTH HIGH SCHOOL	1.00
MCELDERRY, LEAH M	WEST HIGH SCHOOL	1.00

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EMPLOYEE	PRIMARY LOCATION	FTE
MCGINN, JUDITH S	FERBER ELEMENTARY SCHOOL	1.00
MCGRATH, KELLY J	COMMUNITY EARLY LEARNING CENTER	1.00
MCGREGOR, CANDICE M	MADISON MIDDLE SCHOOL	0.92
MCGUIRE, BRITTANY R	HOUDINI ELEMENTARY SCHOOL	1.00
MCINNES, LORI A	FRANKLIN ELEMENTARY SCHOOL	1.00
MCINNES, ROBERT J	COMMUNITY EARLY LEARNING CENTER	1.00
MCLAREN, CAMERON B	WEST HIGH SCHOOL	1.00
MCLENNAN, RILEY H	HIGHLANDS ELEMENTARY SCHOOL	1.00
MCNEELY, WENDY A	RICHMOND ELEMENTARY SCHOOL	1.00
MCQUILLAN, LINDSEY V	EDISON ELEMENTARY SCHOOL	1.00
MCQUILLEN, DENISE M	WILSON MIDDLE SCHOOL	1.00
MEACHAM, MORGAN E	BADGER ELEMENTARY SCHOOL	1.00
MEIDAM, JON S	WEST HIGH SCHOOL	1.00
MEIDL, NORMA	WEST HIGH SCHOOL	1.00
MEISEL, SHAWNA S	MADISON MIDDLE SCHOOL	0.80
MEISTER, KATHERINE A	FERBER ELEMENTARY SCHOOL	1.00
MEIXL, CHRISTINE A	FOSTER ELEMENTARY CHARTER SCHOOL	1.00
MEIXL, DAVID B	NORTH HIGH SCHOOL	1.00
MEIXL, STEVEN A	MADISON MIDDLE SCHOOL	1.00
MELCHERT, KIMBERLY A	APPLETON COOPERATIVE EDUCATION CENTER	0.80
MELMAN, LISA A	HOUDINI ELEMENTARY SCHOOL	1.00
MENEGHINI, KRISTA M	WILSON MIDDLE SCHOOL	1.00
MENTING, AMANDA M	HUNTLEY ELEMENTARY SCHOOL	1.00
MERCKX, LINDSAY A	FERBER ELEMENTARY SCHOOL	1.00
MEREDITH, KYLER M	HUNTLEY ELEMENTARY SCHOOL	1.00
MERONK, GREGORY R	FERBER ELEMENTARY SCHOOL	1.00
MERRIFIELD, PATRICIA J M	COLUMBUS ELEMENTARY SCHOOL	1.00
MESSAGE, MATTHEW B	NORTH HIGH SCHOOL	1.00
MEUER, MEGAN L	EINSTEIN MIDDLE SCHOOL	1.00
MEULEMANS, ASHLEY R	HIGHLANDS ELEMENTARY SCHOOL	1.00
MEULEMANS, KAYLA R	RICHMOND ELEMENTARY SCHOOL	1.00
MEYER, LINDA S	NORTH HIGH SCHOOL	1.00
MEYER, PAULA J	NORTH HIGH SCHOOL	1.00
MEYERS, AUTUMN R	WEST HIGH SCHOOL	1.00
MEYLINK, TERI A	LINCOLN ELEMENTARY SCHOOL	0.80
MICK, LAURA A	EINSTEIN MIDDLE SCHOOL	1.00
MILBACH, ASHLEE S	MCKINLEY ELEMENTARY SCHOOL	1.00
MILLER, BRETT G	NORTH HIGH SCHOOL	1.00
MILLER, JOHN P	BADGER ELEMENTARY SCHOOL	1.00
MILLER, LEANNA R	FOSTER ELEMENTARY CHARTER SCHOOL	0.20
MILLER, MICHELLE A	HOUDINI ELEMENTARY SCHOOL	1.00
MILLER, PAUL H	EAST HIGH SCHOOL	1.00
MITCHELL, ANN M	MADISON MIDDLE SCHOOL	1.00
MLEZIVA, ELIZABETH A	FERBER ELEMENTARY SCHOOL	1.00
MODER, KRISTIE L	NORTH HIGH SCHOOL	1.00

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EMPLOYEE	PRIMARY LOCATION	FTE
MOHR, ERIN L	HIGHLANDS ELEMENTARY SCHOOL	1.00
MOORE, LYNNE W	MORGAN THERAPY	0.80
MORALES, JENNIFER A	FOSTER ELEMENTARY CHARTER SCHOOL	1.00
MORALES, JULIO V, III	APPLETON BILINGUAL SCHOOL	1.00
MORAN, PAULINE L	EAST HIGH SCHOOL	1.00
MOREHOUSE, LORI J	EAST HIGH SCHOOL	0.50
MORIARTY, JOSEPH T	NORTH HIGH SCHOOL	1.00
MOROIS, BROOKE P	HOUDINI ELEMENTARY SCHOOL	1.00
MOROIS, CRAIG M	KALEIDOSCOPE ACADEMY	1.00
MORRISON, TERRI L	EINSTEIN MIDDLE SCHOOL	1.00
MOSCINSKI, MATTHEW R	KALEIDOSCOPE ACADEMY	1.00
MOUA, PHENG	WILSON MIDDLE SCHOOL	1.00
MUDRAK, NOELLE A	HORIZONS ELEMENTARY SCHOOL	1.00
MUELLER, CARLEY R	WILSON MIDDLE SCHOOL	1.00
MUELLER, ERIC S	EAST HIGH SCHOOL	1.00
MULLEN, MICHAEL P	HUNTLEY ELEMENTARY SCHOOL	1.00
MULLEN, STEPHANIE M	EAST HIGH SCHOOL	0.80
MULLEN, YVONNE K	HUNTLEY ELEMENTARY SCHOOL	1.00
MUNSON, KATHRYN S	JOHNSTON ELEMENTARY SCHOOL	1.00
MURPHY, PATRICIA K	EAST HIGH SCHOOL	1.00
MURPHY, WENDI A	HIGHLANDS ELEMENTARY SCHOOL	1.00
MURRAY, ANNE M	WILSON MIDDLE SCHOOL	1.00
MURRAY, MADISON A	HIGHLANDS ELEMENTARY SCHOOL	1.00
MURTHY, NICOLE M	HORIZONS ELEMENTARY SCHOOL	1.00
NACKERS, DIANE L	MORGAN THERAPY	1.00
NAGAN, JACLYN K	JOHNSTON ELEMENTARY SCHOOL	1.00
NELSON, AMY M	RICHMOND ELEMENTARY SCHOOL	1.00
NELSON, MARI J	NORTH HIGH SCHOOL	1.00
NELSON, NICOLE M	EINSTEIN MIDDLE SCHOOL	1.00
NICHOLAS, ALEXANDRA S	MCKINLEY ELEMENTARY SCHOOL	1.00
NICHOLS, MITCHELL D	NORTH HIGH SCHOOL	1.00
NICLA, MARGARET M	BERRY ELEMENTARY SCHOOL	1.00
NIEMEIER, LAURA E	EDISON ELEMENTARY SCHOOL	1.00
NILSSON, AMANDA C	EAST HIGH SCHOOL	1.00
NIQUETTE, JULIE A	JEFFERSON ELEMENTARY SCHOOL	1.00
NIQUETTE, SCOTT D	HORIZONS ELEMENTARY SCHOOL	1.00
NOE, LISA A	FRANKLIN ELEMENTARY SCHOOL	1.00
NOFFKE, HAROLD L	EAST HIGH SCHOOL	1.00
NOTO, LORI A	WISCONSIN CONNECTIONS ACADEMY	1.00
NOVAK, MEGAN M	JOHNSTON ELEMENTARY SCHOOL	1.00
NUSSBAUM, JACQUELYN L	HIGHLANDS ELEMENTARY SCHOOL	1.00
O BRIEN, BECKY S	EDISON ELEMENTARY SCHOOL	1.00
OLANDER, JENNIFER A	EDISON ELEMENTARY SCHOOL	0.50
OLIVAS DIMMER, NICOLE R	MADISON MIDDLE SCHOOL	1.00
OLSEN, TRAVIS D	KALEIDOSCOPE ACADEMY	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2021-2022) ~ REVISED ~

EMPLOYEE	PRIMARY LOCATION	FTE
OLSON, ANGELA M	FERBER ELEMENTARY SCHOOL	0.80
OLSON, CASSANDRA A	NORTH HIGH SCHOOL	1.00
OLSON, HEATHER N	HORIZONS ELEMENTARY SCHOOL	1.00
ORABUTT, MEAGAN A	WELCOME CENTER	1.00
OSBORNE HURLEY, JULIE E	HOUDINI ELEMENTARY SCHOOL	1.00
OSORIO, BRIDGETTE M	CLASSICAL SCHOOL	1.00
OSSMANN, NATHAN R	WEST HIGH SCHOOL	1.00
OTIS, COREY W	EAST HIGH SCHOOL	1.00
OTIS, KRISTIN L	FERBER ELEMENTARY SCHOOL	1.00
OTT, LAUREN E	WEST HIGH SCHOOL	1.00
OTTESTAD VALLAFSKEY, SHAYA S L	WEST HIGH SCHOOL	1.00
OVERESCH, CORI B	HOUDINI ELEMENTARY SCHOOL	1.00
PAINE, CAROLYN D	WISCONSIN CONNECTIONS ACADEMY	1.00
PALMA, ANTHONY G	EAST HIGH SCHOOL	1.00
PALMER, SARAH B	HOUDINI ELEMENTARY SCHOOL	1.00
PALZEWICZ, STEPHANIE R	FERBER ELEMENTARY SCHOOL	1.00
PANIGHETTI, SARA J	KALEIDOSCOPE ACADEMY	1.00
PARKER, KATHRYN J	KALEIDOSCOPE ACADEMY	1.00
PARKER, RONALD C	NORTH HIGH SCHOOL	1.00
PARKER, ROXANNE	EINSTEIN MIDDLE SCHOOL	1.00
PATSCHKE, SARAH L	HUNTLEY ELEMENTARY SCHOOL	1.00
PAUL, ELISA A	LINCOLN ELEMENTARY SCHOOL	1.00
PAULSON, SHANNON B	KALEIDOSCOPE ACADEMY	1.00
PAVELSKI, CYNTHIA E	NORTH HIGH SCHOOL	1.00
PEACHY, JILL R	WISCONSIN CONNECTIONS ACADEMY	1.00
PECKHAM, KRESTON B	WEST HIGH SCHOOL	1.00
PEDERSEN, SOFIE R	JEFFERSON ELEMENTARY SCHOOL	1.00
PEEBLES, KELLY E	JEFFERSON ELEMENTARY SCHOOL	1.00
PELLINGER, ELIZABETH M	CLASSICAL SCHOOL	1.00
PENCIL, KIM S	COLUMBUS ELEMENTARY SCHOOL	1.00
PENNEBECKER, CHARLE P	HOUDINI ELEMENTARY SCHOOL	1.00
PENNEWELL, ROBERT J	WISCONSIN CONNECTIONS ACADEMY	1.00
PETERS, CHERYL R	FERBER ELEMENTARY SCHOOL	1.00
PETERS, DAYNE M	LINCOLN ELEMENTARY SCHOOL	1.00
PETERSON, JENNIFER L	NORTH HIGH SCHOOL	1.00
PETERSON, TRACY D	MADISON MIDDLE SCHOOL	1.00
PEVONKA, HOLLY L	FERBER ELEMENTARY SCHOOL	1.00
PHELPS, SARAH T	BADGER ELEMENTARY SCHOOL	0.70
PHILLIPS, KAITLIN E	CLASSICAL SCHOOL	1.00
PHILLIPS, KELSEY L	HUNTLEY ELEMENTARY SCHOOL	1.00
PICKEN, KRISTEN S	HIGHLANDS ELEMENTARY SCHOOL	1.00
PIERCE, COURTNEY D	WEST HIGH SCHOOL	1.00
PINKERT, DAVID R	MADISON MIDDLE SCHOOL	1.00
PINKLEY, LINDSEY K	NORTH HIGH SCHOOL	1.00
PITTS, WENDY S	JOHNSTON ELEMENTARY SCHOOL	1.00

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EMPLOYEE	PRIMARY LOCATION	FTE
PLANTIKO, MELISSA J	WISCONSIN CONNECTIONS ACADEMY	1.00
PLATH, VALERIE A	MORGAN	1.00
PLATT, ALEXIS A	EAST HIGH SCHOOL	0.80
PLATTEN, ELIZABETH A	NORTH HIGH SCHOOL	1.00
PODLASEK, ELIZABETH L	EAST HIGH SCHOOL	1.00
POKWINSKI, MOLLY A	BADGER ELEMENTARY SCHOOL	1.00
POLCYN, BROOKE E	BADGER ELEMENTARY SCHOOL	0.80
POLSTER, LIZA B	FERBER ELEMENTARY SCHOOL	1.00
POPE, SARAH A	MADISON MIDDLE SCHOOL	1.00
PORTER, CATHERINE J	JEFFERSON ELEMENTARY SCHOOL	1.00
PORTER, SHAYNE S	WILSON MIDDLE SCHOOL	1.00
POSS, LISA K	HOUDINI ELEMENTARY SCHOOL	1.00
POWELL, KRISTA P	EAST HIGH SCHOOL	1.00
POWELL, WESLEY C	MADISON MIDDLE SCHOOL	1.00
PRAST, MELISSA L	FRANKLIN ELEMENTARY SCHOOL	1.00
PRESTIDGE, SAMANTHA L	EAST HIGH SCHOOL	1.00
PRESTIGIACOMO, JENNY A	JOHNSTON ELEMENTARY SCHOOL	1.00
PRICE, DAWN E	COLUMBUS ELEMENTARY SCHOOL	1.00
PRINCE, SUSAN J	HORIZONS ELEMENTARY SCHOOL	1.00
PRITZL, AMY M	JEFFERSON ELEMENTARY SCHOOL	1.00
PRITZL, THOMAS J	EAST HIGH SCHOOL	1.00
PRUDOM, JULIE A	NORTH HIGH SCHOOL	1.00
PULS, JOSHUA E	WEST HIGH SCHOOL	1.00
PUTMAN, MARIE E	WEST HIGH SCHOOL	1.00
PYNENBERG, JEAN A	NORTH HIGH SCHOOL	1.00
QUINN, JORDAN J	EINSTEIN MIDDLE SCHOOL	1.00
QUINN, KIMBERLY A	MCKINLEY ELEMENTARY SCHOOL	1.00
QUIROGA, DANIEL A	KALEIDOSCOPE ACADEMY	1.00
RAATZ, MICHELLE L	HOUDINI ELEMENTARY SCHOOL	1.00
RADL, NICOLE M	HUNTLEY ELEMENTARY SCHOOL	1.00
RADLIFF, CHARLOTTE R	WEST HIGH SCHOOL	1.00
RADTKE, ALYSSA A	BADGER ELEMENTARY SCHOOL	1.00
RADUE, JOAN M	EAST HIGH SCHOOL	1.00
RALEIGH, JOELENE M	LINCOLN ELEMENTARY SCHOOL	1.00
RAMPONI, AARON	NORTH HIGH SCHOOL	1.00
RAMSEY, SHERI L	NORTH HIGH SCHOOL	1.00
RANKIN, DANIEL J	EAST HIGH SCHOOL	1.00
RASMUSSEN, EMILY S	HIGHLANDS ELEMENTARY SCHOOL	1.00
RAUDABAUGH, WILLIAM A	WEST HIGH SCHOOL	1.00
RAUTH, JESSICA L	JEFFERSON ELEMENTARY SCHOOL	0.70
REBMAN, TRAVIS J	COLUMBUS ELEMENTARY SCHOOL	1.00
REED, RANDALL K	EAST HIGH SCHOOL	0.80
REICHARDT, JANE M	EAST HIGH SCHOOL	1.00
REICHARDT, KEVIN J	EAST HIGH SCHOOL	1.00
REICHELT, JAIME A	MCKINLEY ELEMENTARY SCHOOL	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2021-2022) ~ REVISED ~

EMPLOYEE	PRIMARY LOCATION	FTE
REICHENBERGER, BRANDON M	WEST HIGH SCHOOL	1.00
REICHENBERGER, DAVID H	EAST HIGH SCHOOL	1.00
REIERSON, CHLOE A	WILSON MIDDLE SCHOOL	1.00
REIMER, JAMES E	WILSON MIDDLE SCHOOL	1.00
REINEKING, LISA H	HORIZONS ELEMENTARY SCHOOL	0.80
REINKE, ALISA P	RICHMOND ELEMENTARY SCHOOL	1.00
REIS, SARAH A	CENTRAL PROGRAM	1.00
REISWEBER, PHILLIP, IV	EAST HIGH SCHOOL	1.00
REMMEL, SARAH L	JOHNSTON ELEMENTARY SCHOOL	1.00
RETZLAFF, DAWN M	JEFFERSON ELEMENTARY SCHOOL	0.50
REXFORD, KYLIE E	BERRY ELEMENTARY SCHOOL	1.00
RICHARDS, GRETCHEN S	KALEIDOSCOPE ACADEMY	1.00
RICHARDS, JOHN C	WEST HIGH SCHOOL	1.00
RICHARDS, RACHEL A M	WILSON MIDDLE SCHOOL	1.00
RICHARDSON, MICHELLE A	COLUMBUS ELEMENTARY SCHOOL	1.00
RICK, BRITTANY M	HOUDINI ELEMENTARY SCHOOL	1.00
RIDLEY, COLETTE A	NORTH HIGH SCHOOL	1.00
RIEBAU, KARA A	EINSTEIN MIDDLE SCHOOL	1.00
RIECKMAN, SUANNE C	EINSTEIN MIDDLE SCHOOL	1.00
RIEGERT, KIMBERLY M	WEST HIGH SCHOOL	0.60
RIETVELD, JILL C	NORTH HIGH SCHOOL	1.00
RING, KARISSA K	JOHNSTON ELEMENTARY SCHOOL	1.00
RIVERA, ALMA C	EAST HIGH SCHOOL	1.00
RIVERS, CRYSTAL M	NORTH HIGH SCHOOL	1.00
ROBERTS, HEATHER F	HUNTLEY ELEMENTARY SCHOOL	1.00
ROECKER, AARON J	HUNTLEY ELEMENTARY SCHOOL	1.00
ROFFERS, STEPHANIE M	HIGHLANDS ELEMENTARY SCHOOL	1.00
ROHAN, JILL C	MADISON MIDDLE SCHOOL	1.00
ROHR, KRISTY S	BADGER ELEMENTARY SCHOOL	1.00
ROMENESKO, MELISSA A	JEFFERSON ELEMENTARY SCHOOL	1.00
ROSENBAUM, KATHRYN R	WEST HIGH SCHOOL	1.00
ROSETTI, SHAWNA L	JOHNSTON ELEMENTARY SCHOOL	1.00
ROSS, ALLISON L	FERBER ELEMENTARY SCHOOL	1.00
ROTTIER, STACEY L	HIGHLANDS ELEMENTARY SCHOOL	1.00
ROUSH, MICHAEL S	EAST HIGH SCHOOL	1.00
ROZEK, BROOKE A	MCKINLEY ELEMENTARY SCHOOL	1.00
RUDIE, KELLY M	LINCOLN ELEMENTARY SCHOOL	1.00
RUDIE, REED M	NORTH HIGH SCHOOL	1.00
RUDIG, STACY L	COMMUNITY EARLY LEARNING CENTER	1.00
RUDOLF, JULIAN M	LINCOLN ELEMENTARY SCHOOL	1.00
RUECKL, SHANE F	NORTH HIGH SCHOOL	1.00
RUFE, JANE E	EAST HIGH SCHOOL	1.00
RUSHKOFESKE, JILL M	HUNTLEY ELEMENTARY SCHOOL	1.00
RUSSELL, MAUREEN H	APPLETON PUBLIC MONTESSORI	1.00
RYAN, LISABETH K	EDISON ELEMENTARY SCHOOL	1.00

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EMPLOYEE	PRIMARY LOCATION	FTE
RYCZKOWSKI, JENESSA J	JEFFERSON ELEMENTARY SCHOOL	1.00
RYDER, KAY L	FRANKLIN ELEMENTARY SCHOOL	1.00
RYDZEWSKI, JENNIFER R	FERBER ELEMENTARY SCHOOL	1.00
SACKMAN, LISA K	KALEIDOSCOPE ACADEMY	1.00
SALM, CURTIS M	NORTH HIGH SCHOOL	1.00
SALM, NICOLE L	RICHMOND ELEMENTARY SCHOOL	0.60
SALM, ROBERT E, JR	NORTH HIGH SCHOOL	1.00
SANDERS, MELISSA M	MADISON MIDDLE SCHOOL	1.00
SARGENT, MARY K	MCKINLEY ELEMENTARY SCHOOL	0.50
SARTORI, JENNIFER F	MADISON MIDDLE SCHOOL	1.00
SASS, MELISSA J	FERBER ELEMENTARY SCHOOL	1.00
SAUBY, LYNN A	BERRY ELEMENTARY SCHOOL	0.80
SAUER, MEGAN E	COLUMBUS ELEMENTARY SCHOOL	0.50
SAUGSTAD, BRITTANY L	KALEIDOSCOPE ACADEMY	1.00
SAVATSKI, JANE A	BERRY ELEMENTARY SCHOOL	1.00
SCHADRIE, LYNN E	WEST HIGH SCHOOL	1.00
SCHAEFER, TERRY K	MCKINLEY ELEMENTARY SCHOOL	1.00
SCHAREN BROCK, PAMELA J	MORGAN THERAPY	1.00
SCHAUER, MATTHEW R	JEFFERSON ELEMENTARY SCHOOL	1.00
SCHEFFLER, MARGARET C	PRIDE PROGRAM	1.00
SCHICKERT, KATHRYN R	JEFFERSON ELEMENTARY SCHOOL	1.00
SCHINDEL, SHANNON I	FOSTER ELEMENTARY CHARTER SCHOOL	0.50
SCHMIDT, ABBY L	JOHNSTON ELEMENTARY SCHOOL	1.00
SCHMIDT, JENNIFER A	EAST HIGH SCHOOL	1.00
SCHMIDT, MELISSA L	FOX RIVER ACADEMY	0.60
SCHMITZ, STACY L	FOSTER ELEMENTARY CHARTER SCHOOL	1.00
SCHNEIDER, JACOB D	EAST HIGH SCHOOL	1.00
SCHNEIDER, KRISTINE A	EAST HIGH SCHOOL	1.00
SCHNEIDER, NICOLE M	HORIZONS ELEMENTARY SCHOOL	1.00
SCHOOL, JACQUELINE S	EDISON ELEMENTARY SCHOOL	1.00
SCHRADER, MARISSA M	WILSON MIDDLE SCHOOL	1.00
SCHRIMPF, ALYSSA A	MCKINLEY ELEMENTARY SCHOOL	1.00
SCHROEDER, CRYSTAL M	WILSON MIDDLE SCHOOL	1.00
SCHROEDER, KARA J	NORTH HIGH SCHOOL	1.00
SCHROEDER, MICHAEL L	KALEIDOSCOPE ACADEMY	1.00
SCHROEDER, SARA K	CLASSICAL SCHOOL	1.00
SCHROEDER, TIMMLYN I	MORGAN	1.00
SCHUFF, SEAN L	EAST HIGH SCHOOL	1.00
SCHULTZ, KELLY S	NORTH HIGH SCHOOL	1.00
SCHULTZ, TORI A	MADISON MIDDLE SCHOOL	1.00
SCHUMACHER, JAMIE L	HORIZONS ELEMENTARY SCHOOL	1.00
SCHWALENBERG, ANNETTE F	WEST HIGH SCHOOL	1.00
SCHWAN, EMILY S	HUNTLEY ELEMENTARY SCHOOL	1.00
SCHWAN, JASON R	NORTH HIGH SCHOOL	1.00
SCHWANKE THOMAS, EMILY L	HORIZONS ELEMENTARY SCHOOL	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2021-2022) ~ REVISED ~

EMPLOYEE	PRIMARY LOCATION	FTE
SCHWANKE, RACHEL E	JEFFERSON ELEMENTARY SCHOOL	1.00
SCHWARTZBAUER, JULIE L	MORGAN	1.00
SEDENQUIST, KATELYN R	WEST HIGH SCHOOL	1.00
SEDOVIC, KRISTIN L	LINCOLN ELEMENTARY SCHOOL	1.00
SEELIG, SHANNON L	LINCOLN ELEMENTARY SCHOOL	1.00
SEIDL, STACY A	EAST HIGH SCHOOL	1.00
SHADICK, AMANDA E	KALEIDOSCOPE ACADEMY	1.00
SHADICK, ANDREW T	NORTH HIGH SCHOOL	1.00
SHAW, AARON J	EAST HIGH SCHOOL	1.00
SHEA, JAYME N	WEST HIGH SCHOOL	1.00
SHERMAN, JESSICA M	MADISON MIDDLE SCHOOL	1.00
SHERRY, KRIS A	MCKINLEY ELEMENTARY SCHOOL	1.00
SHIMEK, DANIEL J	CENTRAL PROGRAM	1.00
SHINNERS, SUSAN A	CLASSICAL SCHOOL	1.00
SHOEMAKER, AARON C	FOSTER ELEMENTARY CHARTER SCHOOL	1.00
SHOVER, ANN C	WILSON MIDDLE SCHOOL	1.00
SICS, CAITLIN P	HOUDINI ELEMENTARY SCHOOL	1.00
SIEVERT, COURTNEY A	WEST HIGH SCHOOL	1.00
SIGL, JACLYN A	HORIZONS ELEMENTARY SCHOOL	1.00
SILHA, AMY M	JEFFERSON ELEMENTARY SCHOOL	1.00
SIMONIS, KAM M	NORTH HIGH SCHOOL	1.00
SINA, KATHERINE E	FRANKLIN ELEMENTARY SCHOOL	0.80
SIX FRONEK, JAMES A	HIGHLANDS ELEMENTARY SCHOOL	1.00
SKARDA, PAUL F	HIGHLANDS ELEMENTARY SCHOOL	1.00
SKRYPCZAK, LAURA E	FERBER ELEMENTARY SCHOOL	1.00
SMESTAD, LORI M B	MCKINLEY ELEMENTARY SCHOOL	1.00
SMET, SARA M	HUNTLEY ELEMENTARY SCHOOL	1.00
SMITH, CHELSA L	HUNTLEY ELEMENTARY SCHOOL	1.00
SMITH, DANIEL L	LINCOLN ELEMENTARY SCHOOL	1.00
SMITH, KADIE L	RICHMOND ELEMENTARY SCHOOL	1.00
SMITH, KATHLEEN R	WEST HIGH SCHOOL	1.00
SMUDDE, DENISE A	FOSTER ELEMENTARY CHARTER SCHOOL	1.00
SODDY, JOSEPH T	EINSTEIN MIDDLE SCHOOL	1.00
SOKEL, MICHELLE S	RICHMOND ELEMENTARY SCHOOL	1.00
SONETTI, ANTHONY J	MADISON MIDDLE SCHOOL	1.00
SONNTAG, DEBRA L	JEFFERSON ELEMENTARY SCHOOL	1.00
SORENSEN, BOBBIE JO	WEST HIGH SCHOOL	1.00
SORENSEN, TIFFANNIE R	FERBER ELEMENTARY SCHOOL	0.60
SPARKS, MARK E	WEST HIGH SCHOOL	1.00
SPENCER FOLEY, REBECCA J	EAST HIGH SCHOOL	1.00
SPENCER, MOLLIE C	NORTH HIGH SCHOOL	1.00
SPERBERG, BRITTANY J	JEFFERSON ELEMENTARY SCHOOL	1.00
SPICER, BETH A	MORGAN THERAPY	0.45
SPRANGERS, LISA L	EDISON ELEMENTARY SCHOOL	1.00
SPRING, JANEAL K	NORTH HIGH SCHOOL	0.80

PROFESSIONAL EDUCATOR CONTRACT LIST (2021-2022) ~ REVISED ~

EMPLOYEE	PRIMARY LOCATION	FTE
SPRTEL, LAURA J	JEFFERSON ELEMENTARY SCHOOL	0.40
STANGLER, SARA J	HUNTLEY ELEMENTARY SCHOOL	1.00
STARK, NICOLE C	HIGHLANDS ELEMENTARY SCHOOL	0.50
STASCAK, AARON R	EINSTEIN MIDDLE SCHOOL	1.00
STASSI, SARAH S	NORTH HIGH SCHOOL	1.00
STEINEKE, HEATHER M	EDISON ELEMENTARY SCHOOL	1.00
STELLA, TAYLOR M	FOSTER ELEMENTARY CHARTER SCHOOL	1.00
STELLMACHER, JASON A	MORGAN	1.00
STEPANSKI, SCOTT P	WEST HIGH SCHOOL	1.00
STERN, AMY I	COMMUNITY EARLY LEARNING CENTER	1.00
STERNHAGEN, SAMANTHA L	WEST HIGH SCHOOL	1.00
STEWART, MONIQUE	KALEIDOSCOPE ACADEMY	1.00
STEWART, SUZETTE M	HIGHLANDS ELEMENTARY SCHOOL	1.00
STICKNEY, CHRISTINA A	WEST HIGH SCHOOL	1.00
STIDHAM GEBERT, SHERYL F	NORTH HIGH SCHOOL	1.00
STINSON, HEATHER A	WEST HIGH SCHOOL	0.80
STOUTHAMER, SHANNON M	RICHMOND ELEMENTARY SCHOOL	1.00
STRAND, SARAH L	APPLETON PUBLIC MONTESSORI	1.00
STRATTON, CHRISTOPHER J	EAST HIGH SCHOOL	1.00
STRATTON, MOLLIE R	KALEIDOSCOPE ACADEMY	1.00
STRECK, NICOLE L	WEST HIGH SCHOOL	1.00
STREY, TESHARA L	LINCOLN ELEMENTARY SCHOOL	0.50
STRICK, DEBBIE J	NORTH HIGH SCHOOL	1.00
STRICK, DIANE M	HIGHLANDS ELEMENTARY SCHOOL	1.00
STROHFELDT, CORENE L	BERRY ELEMENTARY SCHOOL	1.00
STRUBE, JODI L	COMMUNITY EARLY LEARNING CENTER	1.00
STRUBE, STEPHANI L	EDISON ELEMENTARY SCHOOL	1.00
STRUENSEE, SARAH J	HIGHLANDS ELEMENTARY SCHOOL	0.50
STRUPP, AMANDA J	BADGER ELEMENTARY SCHOOL	1.00
SUGRUE, STEVEN M	NORTH HIGH SCHOOL	1.00
SUMMERS, CHRISTINA M	MADISON MIDDLE SCHOOL	1.00
SUNKE, AMY T	EAST HIGH SCHOOL	1.00
SUNKE, DOUGLAS M	KALEIDOSCOPE ACADEMY	1.00
SUTTON, LAURA K	NORTH HIGH SCHOOL	1.00
SWAAGMAN, ABBY L	HORIZONS ELEMENTARY SCHOOL	0.80
SWAIM, ANGELA R	BERRY ELEMENTARY SCHOOL	1.00
SWANSON, LISA M	MORGAN THERAPY	0.90
SWEENEY, TRICIA L	FERBER ELEMENTARY SCHOOL	1.00
SWEET, MONICA N	NORTH HIGH SCHOOL	1.00
SWICK, HANNAH LS	NORTH HIGH SCHOOL	1.00
SZEKERES, AMBER M	KALEIDOSCOPE ACADEMY	1.00
SZYMANSKI, ASHLEY M	JOHNSTON ELEMENTARY SCHOOL	1.00
TASSI, KAITLYN A	CLASSICAL SCHOOL	1.00
TERRY, STEPHANIE A	HUNTLEY ELEMENTARY SCHOOL	1.00
TESCH, DANYELL R	HUNTLEY ELEMENTARY SCHOOL	1.00

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EMPLOYEE	PRIMARY LOCATION	FTE
TESCH, KEVIN E	FOSTER ELEMENTARY CHARTER SCHOOL	1.00
TESKE, HEATHER J	EAST HIGH SCHOOL	0.70
TESKE, KELLY L	BADGER ELEMENTARY SCHOOL	1.00
TETZLAFF, DENISE A	MORGAN	1.00
THALMANN, TEGWEN H	HOUDINI ELEMENTARY SCHOOL	1.00
THAO, ZOA	HIGHLANDS ELEMENTARY SCHOOL	1.00
THEISS, JULIA N	KALEIDOSCOPE ACADEMY	1.00
THIEL, LANA C	MADISON MIDDLE SCHOOL	1.00
THIEL, MELISSA A	HOUDINI ELEMENTARY SCHOOL	1.00
THOMA, BETSY A	EAST HIGH SCHOOL	1.00
THOR, GAO GNIA C	WILSON MIDDLE SCHOOL	1.00
THOR, HER MEE	HOUDINI ELEMENTARY SCHOOL	1.00
THURBER, NORA L	WEST HIGH SCHOOL	1.00
TIBBETS, BRIAN M	ODYSSEY CHARTER SCHOOL	1.00
TIEDE, ERIN L	WEST HIGH SCHOOL	1.00
TIEDT, CARLY J	EAST HIGH SCHOOL	1.00
TIERNEY, NICOLE A	FERBER ELEMENTARY SCHOOL	1.00
TIMMONS, JACOB S	MADISON MIDDLE SCHOOL	1.00
TOLLEFSON, KYLE G	NORTH HIGH SCHOOL	1.00
TOMASIK, ERIN N	HOUDINI ELEMENTARY SCHOOL	1.00
TOMAZEVIC, SARA J	HORIZONS ELEMENTARY SCHOOL	1.00
TOSHNER, ERIC A	EAST HIGH SCHOOL	1.00
TOTH, CHERYL T	FRANKLIN ELEMENTARY SCHOOL	1.00
TOUCHET, CARTER M	NORTH HIGH SCHOOL	0.80
TRAAS, PETER J	MADISON MIDDLE SCHOOL	1.00
TRAYNOR, KATHERINE E	EDISON ELEMENTARY SCHOOL	1.00
TRCKA, KATHARINE E	WEST HIGH SCHOOL	1.00
TREAGER, ERIC M	MADISON MIDDLE SCHOOL	1.00
TRETTIN, ELIZABETH M	HOUDINI ELEMENTARY SCHOOL	1.00
TRUEBLOOD, MARGARET B	FERBER ELEMENTARY SCHOOL	1.00
TRUETTNER, KELLY A	EINSTEIN MIDDLE SCHOOL	1.00
TURNER, ASHLEY M	FRANKLIN ELEMENTARY SCHOOL	1.00
TWEED, JUDITH A	HIGHLANDS ELEMENTARY SCHOOL	1.00
ULMAN, JASON N	WEST HIGH SCHOOL	1.00
UPHILL, ADAM R	EAST HIGH SCHOOL	1.00
USLABAR, KATHY J	EDISON ELEMENTARY SCHOOL	1.00
VAN ASTEN, KAYLA R	MCKINLEY ELEMENTARY SCHOOL	1.00
VAN DEHY, LAURA J	COLUMBUS ELEMENTARY SCHOOL	1.00
VAN DER LOOP, NANCY S	NORTH HIGH SCHOOL	1.00
VAN DOMELLEN, ASHLEY J	HOUDINI ELEMENTARY SCHOOL	1.00
VAN EPEREN, CAREY A	HOUDINI ELEMENTARY SCHOOL	1.00
VAN FOSSEN, KELSI A	MORGAN	1.00
VAN GROLL, JENNIFER A	JOHNSTON ELEMENTARY SCHOOL	0.50
VAN LAANEN, CHAD M	NORTH HIGH SCHOOL	1.00
VAN SICKLE, DANIEL J	EAST HIGH SCHOOL	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2021-2022) ~ REVISED ~

EMPLOYEE	PRIMARY LOCATION	FTE
VAN STIPPEN, ERIN L	HOUDINI ELEMENTARY SCHOOL	1.00
VAN ZEELAND, AMANDA T	HORIZONS ELEMENTARY SCHOOL	0.50
VAN ZEELAND, AMY M	MCKINLEY ELEMENTARY SCHOOL	1.00
VANDAALWYK, CARRIE R	COLUMBUS ELEMENTARY SCHOOL	1.00
VANDE HEI, PAMELA S	HOUDINI ELEMENTARY SCHOOL	1.00
VANDE HEY, JAMIE J	MCKINLEY ELEMENTARY SCHOOL	1.00
VANDEHEY, COLLEEN A	RICHMOND ELEMENTARY SCHOOL	1.00
VANDEN HEUVEL, JACCI L	NORTH HIGH SCHOOL	1.00
VANDENBERG, STACEY A	WILSON MIDDLE SCHOOL	1.00
VANDENENG, JENNIFER M	MORGAN THERAPY	0.80
VANDER HEIDEN, JAIME L	WEST HIGH SCHOOL	1.00
VANDER LOGT, BENJAMIN T	WISCONSIN CONNECTIONS ACADEMY	1.00
VANDER LOOP, AMY M	BERRY ELEMENTARY SCHOOL	1.00
VANDER LOOP, ERIC M	FOX RIVER ACADEMY	1.00
VANDER PAS, GWENDOLYN L	HUNTLEY ELEMENTARY SCHOOL	1.00
VANDERHEYDEN, KIMBERLY A	BERRY ELEMENTARY SCHOOL	1.00
VANDERLOOP, ABBY B	NORTH HIGH SCHOOL	1.00
VANDERLOOP, KATHLEEN M	WEST HIGH SCHOOL	1.00
VANDERPAS, CATHERINE A	MORGAN THERAPY	1.00
VANDERZANDEN, KEVIN J	HOUDINI ELEMENTARY SCHOOL	1.00
VANEVENHOVEN, ABBY M	HOUDINI ELEMENTARY SCHOOL	1.00
VANG, CHIA	JOHNSTON ELEMENTARY SCHOOL	1.00
VANG, PA HOUA VUE	HUNTLEY ELEMENTARY SCHOOL	1.00
VANG, YER THAO	EDISON ELEMENTARY SCHOOL	1.00
VANHAASTER, SONYA J	FERBER ELEMENTARY SCHOOL	0.60
VANHANDEL, SHEILA M	FERBER ELEMENTARY SCHOOL	1.00
VANSTRATEN, BRIANNA A	FERBER ELEMENTARY SCHOOL	1.00
VAUGHN, SAMANTHA M	MORGAN	1.00
VELDT, TAMI L	HUNTLEY ELEMENTARY SCHOOL	1.00
VELPEL, COURTNEY M	ODYSSEY CHARTER SCHOOL	1.00
VERBOOMEN, BETH L	FERBER ELEMENTARY SCHOOL	1.00
VERHAGEN, TIFFANY A	JOHNSTON ELEMENTARY SCHOOL	1.00
VERHEYEN, BRYCE S	HIGHLANDS ELEMENTARY SCHOOL	1.00
VIETH, HEATHER E	KALEIDOSCOPE ACADEMY	1.00
VIETH, SCOTT D	LINCOLN ELEMENTARY SCHOOL	1.00
VILKER KRAUSE, NANCY K	MORGAN THERAPY	1.00
VOGEL, LESLEY A	WILSON MIDDLE SCHOOL	0.42
VOIGT, TINA M	HOUDINI ELEMENTARY SCHOOL	1.00
VOS, STEPHANIE D	JOHNSTON ELEMENTARY SCHOOL	1.00
VOSS, AMANDA N	FOX RIVER ACADEMY	1.00
WAGNER, SANDRA W	WEST HIGH SCHOOL	1.00
WALDVOGEL, ANDREW J	NORTH HIGH SCHOOL	1.00
WALLACE, ABIGAIL A	COLUMBUS ELEMENTARY SCHOOL	1.00
WALLACE, REBECCA E	FOSTER ELEMENTARY CHARTER SCHOOL	1.00
WALLACE, ZACHARY R	HIGHLANDS ELEMENTARY SCHOOL	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2021-2022) ~ REVISED ~

EMPLOYEE	PRIMARY LOCATION	FTE
WALTER NESS, CHRISTIE L	HORIZONS ELEMENTARY SCHOOL	0.50
WALTER, MELISSA L	FERBER ELEMENTARY SCHOOL	1.00
WALTERS, EMILY C	JEFFERSON ELEMENTARY SCHOOL	1.00
WANAMAKER, THOMAS M	EAST HIGH SCHOOL	1.00
WARA, AMY L	BADGER ELEMENTARY SCHOOL	1.00
WARKENTHIEN, DUSTIN C	EAST HIGH SCHOOL	1.00
WATERS, SHAWNA J	MORGAN	1.00
WATKINSON, CHRISTINA L	MORGAN	1.00
WAUTERS, KERRY S	EAST HIGH SCHOOL	1.00
WAYLAND, SARA L	FERBER ELEMENTARY SCHOOL	1.00
WEBER, NICOLE A	FERBER ELEMENTARY SCHOOL	1.00
WEBER, VANESSA A	JOHNSTON ELEMENTARY SCHOOL	0.80
WEGAND, AARON J	EAST HIGH SCHOOL	1.00
WEIJOLA, TONI KUO	LINCOLN ELEMENTARY SCHOOL	0.70
WEILAND HESTRES, SARAH J	HIGHLANDS ELEMENTARY SCHOOL	1.00
WEIS, TIMOTHY J	EAST HIGH SCHOOL	1.00
WEISGERBER WESTPHAL, MICHELLE L	APPLETON BILINGUAL SCHOOL	1.00
WEITERMANN, BRENDA L	HUNTLEY ELEMENTARY SCHOOL	1.00
WELCH, JILLIAN E	HOUDINI ELEMENTARY SCHOOL	1.00
WELHOUSE, MOLLY M	EAST HIGH SCHOOL	1.00
WENDT, TAMI R	HUNTLEY ELEMENTARY SCHOOL	1.00
WEST, PAMELA A	HORIZONS ELEMENTARY SCHOOL	1.00
WEST, SHANNON L	HORIZONS ELEMENTARY SCHOOL	1.00
WESTBROOK, MICHAEL M	EAST HIGH SCHOOL	1.00
WESTFALL, LAURA J	JOHNSTON ELEMENTARY SCHOOL	1.00
WESTPHAL, ALYSSA M	WEST HIGH SCHOOL	0.90
WESTPHAL, BROOKE R	HIGHLANDS ELEMENTARY SCHOOL	1.00
WESTPHAL, JULIE J	JOHNSTON ELEMENTARY SCHOOL	1.00
WETTENGEL, MARISSA A	EDISON ELEMENTARY SCHOOL	1.00
WEYENBERG, CARISA M	HORIZONS ELEMENTARY SCHOOL	1.00
WEYENBERG, JULIA R	HORIZONS ELEMENTARY SCHOOL	1.00
WEYERS, BRIANNA K	RICHMOND ELEMENTARY SCHOOL	1.00
WHITE, KARI J	KALEIDOSCOPE ACADEMY	1.00
WHITTLE, REBECCA L	WEST HIGH SCHOOL	1.00
WICHMAN, KATIE L	EDISON ELEMENTARY SCHOOL	1.00
WICK, KELLY L	EAST HIGH SCHOOL	1.00
WICKERSHIEM, STACY A	MORGAN THERAPY	1.00
WIDMAN, DEANNA E	HOUDINI ELEMENTARY SCHOOL	1.00
WIERSCHKE, AMY M	WISCONSIN CONNECTIONS ACADEMY	0.50
WIERSCHKE, JASON L	MADISON MIDDLE SCHOOL	1.00
WIGGINS, LAURA A	COLUMBUS ELEMENTARY SCHOOL	1.00
WILDA, SARA T	FRANKLIN ELEMENTARY SCHOOL	1.00
WILLES, STEPHANIE J	HIGHLANDS ELEMENTARY SCHOOL	1.00
WILLIAMS, ADELLE E	NORTH HIGH SCHOOL	1.00
WILLIAMSON, CLAIRE E	WEST HIGH SCHOOL	1.00

PROFESSIONAL EDUCATOR CONTRACT LIST (2021-2022) ~ REVISED ~

EMPLOYEE	PRIMARY LOCATION	FTE
WILSON, MONICA J	MCKINLEY ELEMENTARY SCHOOL	1.00
WILTERDINK, SARAH A	HORIZONS ELEMENTARY SCHOOL	1.00
WINKLER, CHRISTINE M	MORGAN	1.00
WINSOR, GRETCHEN E	HIGHLANDS ELEMENTARY SCHOOL	1.00
WIRTZ, CHRISTINE M	NORTH HIGH SCHOOL	1.00
WITAK, KENDRA M	MCKINLEY ELEMENTARY SCHOOL	1.00
WITZELING, DOROTHY R	ODYSSEY CHARTER SCHOOL	1.00
WLOSZCZYNSKI, MELISSA M	HIGHLANDS ELEMENTARY SCHOOL	1.00
WOCKENFUS, NICOLE J	APPLETON PUBLIC MONTESSORI	1.00
WOJAHN, LESA J	HIGHER GROUND	1.00
WOLFER, BARBRAJEAN	NORTH HIGH SCHOOL	1.00
WOLFGRAM, LYNAE M	HOUDINI ELEMENTARY SCHOOL	1.00
WOLLER, EMILY E	NORTH HIGH SCHOOL	1.00
WOLTER, JACY K	WEST HIGH SCHOOL	0.80
WOLTMAN, LAURA L	FERBER ELEMENTARY SCHOOL	1.00
WOOD, BENJAMIN G	MADISON MIDDLE SCHOOL	1.00
WOOD, BRIANNA J	BERRY ELEMENTARY SCHOOL	1.00
WOODFORD, EMMIE C	EINSTEIN MIDDLE SCHOOL	1.00
WORDELL, REGINA E	KALEIDOSCOPE ACADEMY	1.00
WRIGHT, SARAH K	MCKINLEY ELEMENTARY SCHOOL	1.00
WULF, ELIZABETH C	HUNTLEY ELEMENTARY SCHOOL	1.00
XIONG, POYEE V	LEADERSHIP CENTER	1.00
XIONG, SELENA P	KALEIDOSCOPE ACADEMY	0.80
YACH, ANGELA L	HOUDINI ELEMENTARY SCHOOL	1.00
YANG, JOHNNY K	LINCOLN ELEMENTARY SCHOOL	1.00
YANG, PANHIA V	MADISON MIDDLE SCHOOL	1.00
YANG, SAE	WEST HIGH SCHOOL	1.00
ZABEL, JONATHON R	EINSTEIN MIDDLE SCHOOL	1.00
ZAMORA, SHERIDAN L	HORIZONS ELEMENTARY SCHOOL	1.00
ZANON, KAREN M	EAST HIGH SCHOOL	1.00
ZARECKI, HANNAH L	EAST HIGH SCHOOL	1.00
ZARUBA SIGL, VICKI K	HUNTLEY ELEMENTARY SCHOOL	0.80
ZEMAN, ANGELA C	EAST HIGH SCHOOL	1.00
ZEWICKI, AMY S	FERBER ELEMENTARY SCHOOL	1.00
ZIEMAN, KATELYN J	EDISON ELEMENTARY SCHOOL	0.80
ZIMMERMAN, BAILEY A	BERRY ELEMENTARY SCHOOL	1.00
ZIMMERMAN, JON M	BERRY ELEMENTARY SCHOOL	1.00
ZIMMERMANN, ISAAC M	MADISON MIDDLE SCHOOL	1.00
ZINGLER, RACHEL R	BADGER ELEMENTARY SCHOOL	1.00
ZIPPERER, VICKI F	JEFFERSON ELEMENTARY SCHOOL	1.00
ZITZELSBERGER, JESSICA J	NORTH HIGH SCHOOL	1.00
ZOLD, CATHERINE A	HUNTLEY ELEMENTARY SCHOOL	1.00
ZORNOW, JEANINE A	EDISON ELEMENTARY SCHOOL	1.00
ZWICKER, GAYLE A P	WEST HIGH SCHOOL	1.00

ITEM FOR CONSIDERATION

TOPIC: Professional Educator Preliminary Notices of Layoff

BACKGROUND INFORMATION: A preliminary notice of layoff is recommended for the professional educators listed below, effective June 5, 2021:

<u>Name</u>	<u>Location</u>	<u>Total FTE</u>	<u>Layoff FTE</u>	<u>2021-2022 Contract</u>
Byron B. Despres-Berry	EHS/NHS/WHS	75%	35%	40%
Maddie W. Liedtke	KA/MAD/WIL	83%	40%	43%

ADMINISTRATIVE RECOMMENDATION: Approval.

INSTRUCTIONAL IMPACT: It is imperative that the District hires the correct number of certified personnel to meet educational needs.

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

3/08/21

ITEM FOR CONSIDERATION

TOPIC: Professional Educator Contracts - Preliminary Notices of Non-renewal

BACKGROUND INFORMATION: Wisconsin Statutes §118.22 required teachers not receiving contracts for the upcoming school year to receive both a preliminary notice of non-renewal and a final notice of non-renewal by specific dates.

The Board of Education is required to provide teachers with written notice of renewal or non-renewal on or before May 15. Per Statute, at least 15 days prior to giving written notice of refusal to renew a teacher's contract for the ensuing school year, the employing board shall inform the teacher by preliminary notice in writing that the board is considering nonrenewal of the teacher's contract and that, if the teacher files a request therefor with the board within 5 days after receiving the preliminary notice, the teacher has the right to a private conference with the board prior to being given written notice of refusal to renew the teacher's contract.

FISCAL NOTE: None.

ADMINISTRATIVE RECOMMENDATION: Approval.

INSTRUCTIONAL IMPACT: None.

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

3/08/21

ITEM FOR CONSIDERATION

TOPIC: Professional Educator Resignations

BACKGROUND INFORMATION: The following Professional Educators have submitted a letter of resignation.

Amanda J. Forster has been with the District for ten years, most recently as a Grade 3 Teacher at Huntley Elementary School. Ms. Forster's resignation is effective at the end of the 2020-2021 school year.

Matthew T. Kohler has been with the District for 6 months, most recently as a temporary Math Teacher at Madison Middle School. Mr. Kohler's resignation is effective at the end of the Monday, March 1, 2021 workday.

Katherine M. Mendoza has been with the District for nine years, most recently as an English Teacher at Madison Middle School. Ms. Mendoza's resignation is effective at the end of the 2020-2021 school year.

Barbara A. Mincheff has been with the District for thirteen years, most recently as an Itinerant Early Childhood Special Education Teacher. Ms. Mincheff's resignation is effective at the end of the 2020-2021 school year.

Linda R. Stroik has been with the District for four years, most recently as a Literacy Coach/Interventionist at Columbus and Jefferson Elementary Schools. Ms. Stroik's resignation is effective at the end of the 2020-2021 school year.

FISCAL NOTE: Dependent upon replacements.

ADMINISTRATIVE RECOMMENDATION: Approval.

INSTRUCTIONAL IMPACT: Qualified replacements will be procured.

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

3/08/21

ITEM FOR CONSIDERATION

TOPIC: Professional Educator Retirements

BACKGROUND INFORMATION: The following Professional Educators have submitted letters of retirement effective the end of the 2020-2021 school year.

Judy A. Coenen-Eichhorn has been with the District for thirty-three years, most recently as a Speech & Language Pathologist at Highlands Elementary School.

Douglas S. Davis has been with the District for twenty-nine years, most recently as a Science Teacher at North High School.

Susan K. Davis has been with the District for twenty-two years, most recently as a School Psychologist with Appleton Community 4K and Early Childhood Diagnostics. Ms. Davis' retirement is effective Friday, June 11, 2021.

Steven R. DeMay has been with the District for twenty-nine years, most recently as an Advisor at Valley New School.

David K. Eagan has been with the District for twenty-five and one-half years, most recently as a Grade 2 Teacher at Huntley Elementary School.

Brian J. Garvey has been with the District for twenty years, most recently as a Physical Education Teacher at Houdini Elementary School.

Dennis J. Giaimo has been with the District for thirty-six and one-half years, most recently as a Physical Education Teacher at Einstein Middle School.

Amy L. Goltz has been with the District for thirty-two years, most recently as a Grade 2 Teacher at Foster Elementary Charter School.

Colleen A. Hansen has been with the District for thirty years, most recently as a Grade 5 Teacher at Houdini Elementary School.

Joan E. Hiebing has been with the District for thirty-seven years, most recently as a Grade 2 Teacher at Horizons Elementary School.

Shelly A. Kosgard has been with the District for ten years, most recently as a Kindergarten Teacher at Foster Elementary Charter School.

Roberta L. Kramer has been with the District for thirty-six years, most recently as a Special Education Teacher at Madison Middle School.

John C. Moe has been with the District for thirty-seven years, most recently as a Math Teacher at West High School.

Stephanie J. Murray has been with the District for thirty-two years, most recently as a Library Media Specialist at West High School.

Jacqueline J. Nider has been with the District for twenty years, most recently as a Special Education Teacher at Kaleidoscope Academy.

Tracy L. Ostwald Kowald has been with the District for twenty-six years, most recently as a Grade 5 and Music Teacher at Wisconsin Connections Academy.

Donna J. Paul has been with the District for twenty-three years, most recently as a Literacy Coach/Interventionist at Berry Elementary School.

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

Nancy D. Quasius has been with the District for twenty years, most recently as a Grade 3 Teacher at Lincoln Elementary School.

Lynn L. Schilling has been with the District for thirteen years, most recently as a Social Worker at Classical School and Highlands Elementary School.

Lu Anne M. Schneider has been with the District for thirty-three years, most recently as an English Learners Teacher at Horizons Elementary School.

Tracy F. Sturtevant has been with the District for thirty-three years, most recently as a World Language-Spanish Teacher at West High School.

Michele A. Tabak has been with the District for thirty-one and one-half years, most recently as a Grade 4 Teacher at Ferber Elementary School and the Elementary Virtual School.

James S. Thaldorf has been with the District for thirty-two years, most recently as the Band Director at North High School.

Ann M. Toonen has been with the District for twenty-nine years, most recently as a Grade 1 Teacher at Lincoln Elementary School.

Peter C. Worley has been with the District for twenty-six years, most recently as a Technology Education Teacher at East High School and Youth Apprenticeship Coordinator.

FISCAL NOTE: Dependent upon replacements.

ADMINISTRATIVE RECOMMENDATION: Approval.

INSTRUCTIONAL IMPACT: Qualified replacements will be procured.

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

3/08/21

ITEM FOR CONSIDERATION

TOPIC: Administrative Retirements

BACKGROUND INFORMATION: The following administrators have submitted letters of retirement effective the end of the 2020-21 school year.

James J. Donnellan has been with the District for twenty-six years, most recently as the Principal of Edison Elementary School.

James K. Huggins has been with the District for twenty-six years, most recently as an Assistant Superintendent of School Services.

Ben A. Vogel has been with the District for twenty years, most recently as an Assistant Superintendent of School Services.

Richard J. Waters has been with the District for nineteen years, most recently as the Principal at Berry Elementary School.

FISCAL NOTE: None

ADMINISTRATIVE RECOMMENDATION: Approval.

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

3/08/21

ITEM OF INFORMATION

Topic: 2020-2021 Achievement Gap Reduction (AGR) Mid-Year Report

**Background
Information:**

The Achievement Gap Reduction (AGR) Program, formerly known as Student Achievement Guarantee in Education (SAGE), was established in the 2015-16 school year by the Wisconsin Department of Public Instruction. The AGR program allows a participating school to meet the obligations of its five-year contract by implementing one of three strategies, or a combination of these strategies in every kindergarten through grade three classroom:

- one-to-one tutoring provided by a licensed teacher;
- instructional coaching for teachers provided by a licensed teacher; or
- maintaining 18:1 or 30:2 classroom ratios and providing professional development on small group instruction.

The following schools in the Appleton Area School District participate in the AGR program: Badger, Columbus, Edison, Foster, Horizons, Jefferson, and Lincoln.

The AGR program requires a participating school to create performance objectives, including reducing the achievement gap between low-income students in that school and students in the same grade and subject statewide.

The AGR program also requires school board review of implementation and progress toward achieving annual performance objectives at the end of every semester.

Contact

Persons: Nan Bunnaw , 920-832-6301, bunnownanette@aasd.k12.wi.us
Karen Brice, 920-832-4600, bricekaren@aasd.k12.wi.us

P&S: 02/25/2021

BOE: 03/08/2021