SHEBOYGAN AREA SCHOOL DISTRICT

BOARD OF EDUCATION
SHEBOYGAN AREA SCHOOL DISRICT
Sheboygan, Wisconsin

REGULAR MEETING AGENDA
Tuesday, January 27, 2026
6:00 p.m.

The regular meeting of the Board of Education of the Sheboygan Area School District will be held in the Board of Education meeting room, 3330 Stahl Road, Sheboygan, Wisconsin on **Tuesday, January 27, 2026, at 6:00 p.m.** The following items will be presented for consideration at that time:

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

(*times may vary)

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

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

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

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

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

Action on the Regular Board of Education meeting minutes of December 9, 2025 and Closed Session meeting minutes of December 9, 2025.

6:05 **VI. DIPLOMAS – Ms. Kay Robbins/Ms. Rachel Ledezma** (Information/Action)

A. The Curriculum and Instruction Committee recommends that high school diplomas (early graduation) be awarded to students from Central High School, North High School, South High School, Étude High School, and George D. Warriner High School who are members of the Class of 2026.

	Total
Central High School	2
North High School	12
South High School	13
Étude High School	2
George D. Warriner High School	6
Total	**35**

B. The Curriculum and Instruction Committee recommends that high school diplomas be awarded to Arianna Lewis, Central High School Class of 2024, and Aliyah Lyles and Blanca Olivas, Central High School Class of 2025.

6:10 **VII. STUDENT REPRESENTATIVES** (Information)

Reports will be provided by:
Étude High School: Eric Reilly **Warriner High School:** Derek DiBona
Central High School: Adreonna Johnson

6:15 **VIII. COMMUNITY INPUT – President** (Information)

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

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

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

6:20 **X. MISCELLANEOUS**

15 min. **A. 2024-2025 AUDIT REPORT – Mr. Mark Boehlke/Mr. Eric Spielman/Mr. Bryan Grunewald, CliftonLarsonAllen** (Information/Discussion)

Mr. Bryan Grunewald will present the 2024-2025 audit that was completed by CliftonLarsonAllen.

15 min. **B. CHARTER SCHOOL RE-AUTHORIZATION – Ms. Rachel Ledezma/Mr. Adam Broten/Mr. Jason Duff** (Discussion/Possible Action)

Administration requests approval for re-authorization of the George D. Warriner Middle School charter school contract.

15 min. **C. STATE BUDGET AND ENROLLMENT UPDATE – Dr. Jacob Konrath** (Information/Discussion)

Dr. Konrath will provide an update on the state budget and enrollment.

7:05 **XI. REPORT OF COMMITTEES**

A. CURRICULUM AND INSTRUCTION COMMITTEE – Ms. Kay Robbins, Chair
1. Diplomas (Early Graduation) (See above)
2. Diplomas (See above)
3. International Model United Nations Conference Fieldtrip (Information/Action)
4. Regular and Special Education Enrollment Caps (Information/Action)

B. HUMAN RESOURCES COMMITTEE – Ms. Leah Hibl, Chair
1. Appointments (Confirming Action)
2. Leave of Absence (Action)
3. Separations (Information)
4. Retirements (Action)

C. FACILITIES/RECREATION/THEATRE COMMITTEE – Mr. Peter Madden, Chair
1. Sheboygan Theatre Company Financial Report (Action)
2. Community Recreation Department Financial Report (Action)
3. Facility Permit Report (Information)

D. FINANCE AND BUDGET COMMITTEE – Ms. Sarah Ruiz-Harrison, Chair
1. Fund 41 Capital Projects (Action)

2. Statement of Cash Flow (Action)
3. Revenues and Expenditures Reports (Action)
4. Budget Revisions and Transfers of Appropriations (Action)
5. Introduction (First Reading) of Revised Board of Education Policy 7440.03 – Small Unmanned Aircraft Systems (sUAS) (Discussion/Possible Action)
6. Introduction (First Reading) of Revised Board of Education Policy 7450 – Property Inventory (Discussion/Possible Action)
7. Introduction (First Reading) of Revised Board of Education Policy 7455 – Accounting System for Capital Assets (Discussion/Possible Action)
8. Gifts (Action)

E. COMMITTEE OF THE WHOLE – Mr. Santino Laster, Vice Chair

1. Call to Order
2. Pledge of Allegiance
3. Approval of the Agenda (Action)
4. Roll Call
5. Purchase of Property for Future House Construction Program (Information/Possible Action)
6. WASB Proposed Resolutions (Discussion/Possible Action)
7. School Finance Update (Information/Discussion)
8. Farnsworth and Urban Middle Schools Referendum Update (Information/Discussion)
9. Adjourn (Action)

F. SPECIAL BOARD/COMMITTEE ASSIGNMENTS

1. Legislative Roundtable – Dr. Jacob Konrath (Information)
   Information from the January 19, 2026 meeting will be shared.
2. Sheboygan Public Education Foundation – Ms. Denise Wittstock/Dr. Jacob Konrath (Information)
   Information from the January 14, 2026 meeting will be shared.
3. Human Growth and Development Citizens' Advisory Committee – Ms. Allie Tasche (Information)
   Information from the December 8, 2025 and January 12, 2026 meetings will be shared.

7:15 **XII. FUTURE MEETING DATES** (Information/Possible Action)
February 10, 2026 – Committee meetings at 6:00 p.m.
February 24, 2026 - Regular Board of Education meeting at 6:00 p.m.

XIII. ADJOURN TO CLOSED SESSION PER WISCONSIN STATE STATUTES SECTION 19.85(1)(c) *(Action with roll call vote)* – To consider employment, promotion, compensation, or performance evaluation data of any public employee over which the Board of Education has jurisdiction or exercises responsibility – To consider possible modifications to the employment contract of the Superintendent of Schools.

XIV. Reconvene to Open Session (Action)

XV. Adjourn (Action)

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

JK/jjh

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

Community Input Guidelines
At
Board of Education Meetings

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

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

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

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

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

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

Thank you for your assistance.

SHEBOYGAN AREA SCHOOL DISTRICT

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BOARD OF EDUCATION
SHEBOYGAN AREA SCHOOL DISTRICT
Sheboygan, Wisconsin
REGULAR MEETING MINUTES
Tuesday, December 9, 2025

The regular meeting of the Board of Education of the Sheboygan Area School District was held on Tuesday, the 9th day of December, 2025, at 6:15 p.m. at the Administrative Services Building (Boardroom), 3330 Stahl Road, Sheboygan, Wisconsin, as well as members attending via teleconference or other remote access technology. This regular meeting was announced in compliance with the Open Meeting Law of the Wisconsin State Statutes.

President Laster called the meeting to order at 6:21 p.m.

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

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

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

APPROVAL OF MINUTES

Moved by Ms. Tasche, seconded by Ms. Boehmer to approve the Regular Board of Education meeting minutes of November 25, 2025 and Closed Session meeting minutes of November 25, 2025. All ayes. Motion carried unanimously.

STUDENT REPRESENTATIVES

Ms. Emma Martinez, South High School student representative is a senior and class president. She is enrolled in the Rising Phoenix program and will graduate high school with her associates degree. Post-secondary plans are to major in political science with pre-law. South had a positive ending to their fall sports and recently hosted the Veteran's Day Program. The North/South musical *Lightning Thief* just finished and was a success. She talked about Red Wing Time which helps students build connections through activities with the community. Activity Day kicks off the holiday break and the winter concert season is in full swing.

Ms. Asiah Clifton, North High School student representative is a senior and class vice president. She will graduate with 27 credits and her post-secondary plan is to major in environmental engineering. North students qualified for state in tennis and cross country. Volunteer Day recently took place with more than 200 students volunteering for a variety of activities in and around the community. The second Career Expo with more than 50 companies was recently held. The Expo allows students to explore a variety of career paths. The annual Holiday Breakfast for the entire community raise $700 for Safe Harbor. More than 1,000 people attended with 600 pounds of food being served.

COMMUNITY INPUT

There was no community input.

SUPERINTENDENT'S REPORT

Dr. Konrath reminded board members of the school holidays programs put on by students and music staff and encouraged them to take the time to attend. A letter will be sent to staff regarding the district's budget situation which will be at a $1.6 million deficit. Future discussions will occur on how administration plans to close the deficit. He does not want staff concerned about this issue going into the holiday season. He reminded the Board on the negative effects of this year's budget including $7.3 million to voucher schools and a reduction in special education reimbursement rate ($800k difference). This budget issue has nothing to do with the referendum. He added that many other districts are in a much more difficult situation. Remaining true to our staffing formulas is important. He wished everyone a happy holiday season with their families. Ms. Hibl commented that she appreciates that administration is proactive with staff and are in constant communication with them and the Board.

MISCELLANEOUS

A. Strategic (Long-Range) Plan Quarterly Review

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

Mr. Laster noted he would like one motion for agenda items B., C., D., E., F., G., H., I., J., K., L., M., N., O., P., Q., R., S., T., U., V., W., X., Y., Z., AA., BB., CC., DD., EE., FF., GG., and HH., and asked if the committee had questions on any of the policies and there were none.

Moved by Ms. Donohue, seconded by Ms. Robbins to approve agenda items B. through HH. All ayes. Motion carried unanimously.

B. Adoption (Second Reading) of Revised Board of Education Policy 1130 – Administration; Ethics and Conflict of Interest
C. Adoption (Second Reading) of Revised Board of Education Policy 2210 – Program; Curriculum Development
D. Adoption (Second Reading) of Revised Board of Education Policy 2270 – Program; Religion in the Curriculum
E. Adoption (Second Reading) of Revised Board of Education Policy 2271.01 – Program; Start College Now Program
F. Adoption (Second Reading) of Revised Board of Education Policy 2416 – Program; Student Privacy and Parental Access to Information
G. Adoption (Second Reading) of Revised Board of Education Policy 3214 – Professional Staff; Staff Gifts
H. Adoption (Second Reading) of Revised Board of Education Policy 3230 – Professional Staff; Ethics and Conflict of Interest
I. Adoption (Second Reading) of Revised Board of Education Policy 3281 – Professional Staff; Personal Property of Staff Members
J. Adoption (Second Reading) of Revised Board of Education Policy 4124 – Support Staff; Letter of Reasonable Assurance
K. Adoption (Second Reading) of Revised Board of Education Policy 4214 – Support Staff; Staff Gifts
L. Adoption (Second Reading) of Revised Board of Education Policy 4230 – Support Staff; Ethics and Conflict of Interest
M. Adoption (Second Reading) of Revised Board of Education Policy 5112 – Students; Entrance Age
N. Adoption (Second Reading) of Revised Board of Education Policy 5113 – Students; Open Enrollment Program (Inter-District)
O. Adoption (Second Reading) of Revised Board of Education Policy 5310.01 – Students; Emergency Nursing Services
P. Adoption (Second Reading) of Revised Board of Education Policy 5330 – Students; Administration of Medication/Emergency Care
Q. Adoption (Second Reading) of Revised Board of Education Policy 5411 – Students; Third Grade Promotion and Retention: At-Risk Students
R. Adoption (Second Reading) of Revised Board of Education Policy 5464 – Students; Early Graduation
S. Adoption (Second Reading) of Revised Board of Education Policy 5505 – Students; Academic Honesty
T. Adoption (Second Reading) of Revised Board of Education Policy 5512 – Students; Use of Tobacco and Nicotine by Students
U. Adoption (Second Reading) of Revised Board of Education Policy 5530 – Students; Student Use or Possession of Intoxicants, Drugs, or Paraphernalia
V. Adoption (Second Reading) to Delete Board of Education Policy 5611 – Students; Due Process Rights
W. Adoption (Second Reading) to Delete Board of Education Policy 5710 – Students; Student Complaints
X. Adoption (Second Reading) of Revised Board of Education Policy 6114 – Finances; Cost Principles – Spending Federal Funds
Y. Adoption (Second Reading) of Revised Board of Education Policy 6231 – Finances; Budget Implementation
Z. Adoption (Second Reading) of Revised Board of Education Policy 6235 – Finances; Fund Balance
AA. Adoption (Second Reading) of Revised Board of Education Policy 6620 – Finances; Petty Cash
BB. Adoption (Second Reading) of Revised Board of Education Policy 7410 – Property; Maintenance
CC. Adoption (Second Reading) of Revised Board of Education Policy 7430 – Property; Safety Standards
DD. Adoption (Second Reading) of Revised Board of Education Policy 7440.02 – Property; Smart Monitoring Equipment
EE. Adoption (Second Reading) of Revised Board of Education Policy 8120 – Operations; Volunteers
FF. Adoption (Second Reading) of Revised Board of Education Policy 8531 – Operations; Free and Reduced-Price Meals
GG. Adoption (Second Reading) of Revised Board of Education Policy 8600 – Operations; Transportation
HH. Adoption (Second Reading) of Revised Board of Education Policy 9151 – Relations; Use of Cameras and Other Devices in Locker Rooms

REPORT OF COMMITTEES

A. CURRICULUM & INSTRUCTION COMMITTEE

1. Europe 2027 Fieldtrip

   Moved by Ms. Robbins, seconded by Ms. Boehmer to accept the Curriculum and Instruction Committee recommendation to approve North High School students to travel to Europe (France, Germany, Switzerland), June 17-28, 2027. All ayes. Motion carried unanimously.

   From the committee meeting:
   Moved by Ms. Hibl, seconded by Ms. Wittstock to approve North High School students to travel to Europe (France, Germany, Switzerland), June 17-28, 2027, for a cultural and culinary exploration, as per Policy 2340. All ayes. Motion carried unanimously.

2. Introduction of New Course

   Moved by Ms. Robbins, seconded by Ms. Wittstock to accept the Curriculum and Instruction Committee recommendation to adopt the course Spanish for Spanish Speakers – North High School (Grades 9-12) for the 2026-2027 school year. All ayes. Motion carried unanimously.

   From the committee meeting:
   Moved by Ms. Wittstock, seconded by Ms. Tasche to accept administration's recommendation to adopt the course Spanish for Spanish Speakers – North High School (Grades 9-12) for the 2026-2027 school year. All ayes. Motion carried unanimously.

   Ms. Blum reported that this course is designed for students who grew up with Spanish at home and/or in their community but have gaps in formal academic Spanish. They may be proficient at comprehending spoken Spanish but may have difficulty in the areas of reading and/or writing. Mr. LaCrosse added that at the end of the students third year they would qualify for UW-Green Bay advanced Spanish classes and/or would be ready to pass a bilingual assessment. Credits received from the UW-Green Bay can be transferred to any other school. Ms. Hibl commented that she likes that the focus is on both career and college readiness.

B. HUMAN RESOURCES COMMITTEE

1. Appointments

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

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

   TEACHER

Lizamelia Guerrero Alcantara	Grade 3 Dual Language	University of Puerto Rico	Bachelor's Degree
Sheboygan, WI	Sheridan		$33,276.38 (pro-rated)

   Ms. Guerrero Alcantara has been hired for the remainder of the 2025-2026 school year. She has been serving as a substitute teacher with the District since August 2024. She is certified in Cross-Categorical Special Education and Regular Education. She was the only candidate interviewed.

   CUSTODIANS

Matthew Abraham	District-Wide	November 18, 2025	$19.88 per hour
Tyler Stasiak	Pigeon River/Etude	November 06, 2025	$19.98 per hour

   EDUCATIONAL ASSISTANTS

Cassie Astorga	Sheboygan Leadership Academy	November 17, 2025	$17.97 per hour
Tammy Darling	James Madison	December 08, 2025	$19.25 per hour
Michele Fortino	South High	November 24, 2025	$18.43 per hour
Nicole Marcus	Jefferson	December 01, 2025	$18.03 per hour
Mangda Moua	Wilson	December 01, 2025	$17.93 per hour

INTERPRETERS

Stacey Rice	District-Wide	August 26, 2026	$33.00 per hour

*Relative of SASD employee

2. Leave of Absence

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

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

Amy Shear	Educational Assistant	Early Learning Center	December 02, 2025 – January 4, 2026

3. Separations

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

Bobbi Diedrich	Cook	North High	November 18, 2025
Kelsey Jump	Assistant Cook	Wilson	November 10, 2025
Ethan Lilyquist	Educational Assistant	North High	December 19, 2025
Amber Moya	Cook	Horace Mann	November 17, 2025
Jennifer Schmidt	Cook	Central High	November 21, 2025

4. Retirement

Moved by Ms. Hibl, seconded by Ms. Wittstock to accept the Human Resources Committee recommendation to approve an employee's request to retire. All ayes. Motion carried unanimously.

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

Karen Rosenthal	Educational Assistant	Early Learning Center	30.00 years of service

C. FACILITIES/RECREATION/THEATRE COMMITTEE

1. Winter/Spring Community Recreation Department Marketing Insert

From the committee meeting:
Administration presented the *Sheboygan Sun* marketing insert and noted that registration began on December 3.

2. Sheboygan Theatre Company Financial Report

Moved by Mr. Madden, seconded by Ms. Boehmer to accept the Facilities/Recreation/Theatre Committee recommendation to approve the Sheboygan Theatre Company Financial Report through October 31, 2025. All ayes. Motion carried unanimously.

From the committee meeting:
Moved by Ms. Ruiz-Harrison, seconded by Ms. Wittstock to accept the Sheboygan Theatre Company Financial Report through October 31, 2025. All ayes. Motion carried unanimously.

3. Community Recreation Department Financial Report

Moved by Mr. Madden, seconded by Ms. Donohue to accept the Facilities/Recreation/Theatre Committee recommendation to accept the Community Recreation Department Financial Report through October 31, 2025. All ayes. Motion carried unanimously.

From the committee meeting:
Moved by Ms. Tasche, seconded by Ms. Wittstock to accept the Community Recreation Department Financial Report through October 31, 2025. All ayes. Motion carried unanimously.

4. Facility Permit Report

From the committee meeting:
Mr. Brooks presented the Facility Permit Report through November 30, 2025 for information. He added that the recent Hmong New Year event went well despite the weather not cooperating.

D. FINANCE & BUDGET COMMITTEE

Moved by Ms. Ruiz-Harrison, seconded by Ms. Hibl to accept the Finance and Budget Committee recommendation to approve agenda items #1, #2, #3, and #4. All ayes. Motion carried unanimously.

1. Fund 41 Capital Projects

From the committee meeting:
Moved by Ms. Boehmer, seconded by Ms. Donohue to approve the Fund 41 Capital Projects through October 31, 2025, as presented. All ayes. Motion carried unanimously.

2. Statement of Cash Flow

From the committee meeting:
Moved by Ms. Boehmer, seconded by Ms. Donohue to approve the Statement of Cash Flow through October 31, 2025, as presented. All ayes. Motion carried unanimously.

3. Revenues and Expenditures Reports

From the committee meeting:
Moved by Mr. Madden, seconded by Ms. Donohue to approve the Revenue & Expenditures reports through October 31, 2025, as presented. All ayes. Motion carried unanimously.

4. Budget Revisions and Transfers of Appropriations

From the committee meeting:
Moved by Ms. Boehmer, seconded by Mr. Madden to approve the Budget Revisions and Transfers reports through October 31, 2025, as presented. All ayes. Motion carried unanimously.

GENERAL FUND (FUND 10)	**Original Budget 10-31-25**	**Revised Budget 10-31-25**	**Budget Increase (Decrease)**
REVENUES			
100 Transfers-in	**0.00**	**0.00**	0.00
Local Sources 210 Taxes	27,983,748.00	27,983,748.00	0.00
240 Payments for Services Provided Local Governments	0.00	0.00	0.00
260 Non-Capital Sales	405,702.53	416,282.93	10,580.40
270 School Activity Income	313,083.83	320,773.83	7,690.00
280 Interest on Investments	2,268,155.00	2,268,155.00	0.00
290 Other Revenue, Local Sources	123,675.00	203,091.31	79,416.31
Subtotal Local Sources	**31,094,364.36**	**31,192,051.07**	97,686.71
Other School Districts Within Wisconsin 340 Payments for Services	**2,495,194.00**	**2,495,194.00**	0.00
Revenue from Intermediate Sources 510 Transit of Aids	**18,173.00**	**18,173.00**	0.00

State Sources 610 State Aid -- Categorical	1,140,774.00	1,140,774.00	0.00
620 State Aid -- General	89,579,870.00	89,579,870.00	0.00
630 DPI Special Project Grants	46,600.00	46,600.00	0.00
640 Payments for Services	143,000.00	143,000.00	0.00
650 Student Achievement Guarantee in Education	1,638,000.00	1,638,000.00	0.00
660 Other State Revenue Through Local Units	15,000.00	15,000.00	0.00
690 Other Revenue	8,074,866.00	8,074,866.00	0.00
Subtotal State Sources	**100,638,110.00**	**100,638,110.00**	0.00
Federal Sources 710 Transit of Aids	113,573.00	113,573.00	0.00
730 DPI Special Project Grants	2,083,755.46	2,093,755.46	10,000.00
750 IASA Grants	2,377,081.00	2,377,081.00	0.00
780 Other Federal Revenue Through State	300,000.00	300,000.00	0.00
790 Other Revenue from Federal Sources	0.00	0.00	0.00
Subtotal Federal Sources	**4,874,409.46**	**4,884,409.46**	10,000.00
Other Financing Sources 860 Compensation, Fixed Assets	**0.00**	**14,007.00**	14,007.00
Other Revenues 960 Adjustments	0.00	0.00	0.00
970 Refund of Disbursement	100,000.00	100,000.00	0.00
990 Miscellaneous	322,424.16	324,108.15	1,683.99
Subtotal Other Revenues	**422,424.16**	**424,108.15**	1,683.99
TOTAL REVENUES	**139,542,674.98**	**139,666,052.68**	123,377.70
EXPENDITURES	**Original Budget 10-31-25**	**Revised Budget 10-31-25**	**Budget Increase (Decrease)**
Instruction 110 000 Undifferentiated Curriculum	24,101,906.00	24,121,329.00	19,423.00
120 000 Regular Curriculum	31,481,133.25	31,480,163.25	(970.00)
130 000 Vocational Curriculum	3,086,322.44	3,096,993.15	10,670.71
140 000 Physical Curriculum	3,030,572.00	3,030,572.00	0.00
160 000 Co-Curricular Activities	1,436,159.80	1,439,282.80	3,123.00
170 000 Other Special Needs	512,660.00	512,660.00	0.00
Subtotal Instruction	**63,648,753.49**	**63,681,000.20**	32,246.71
Support Sources 210 000 Pupil Services	6,673,219.46	6,674,154.46	935.00
220 000 Instructional Staff Services	4,462,403.85	4,462,076.85	(327.00)
230 000 General Administration	1,757,177.16	1,758,861.15	1,683.99
240 000 School Building Administration	7,942,736.35	7,946,748.45	4,012.10
250 000 Business Administration	16,187,024.50	16,268,420.40	81,395.90
260 000 Central Services	553,436.00	553,436.00	0.00
270 000 Insurance & Judgments	1,403,861.00	1,403,861.00	0.00
280 000 Debt Services	1,700.00	1,700.00	0.00
290 000 Other Support Services	2,337,915.00	2,337,915.00	0.00
Subtotal Support Sources	**41,319,473.32**	**41,407,173.31**	87,699.99
Non-Program Transactions 410 000 Inter-fund Transfers	14,039,919.00	14,039,919.00	0.00

430 000 Instructional Service Payments	20,534,529.17	20,538,035.17	3,506.00
490 000 Other Non-Program Transactions	0.00	0.00	0.00
Subtotal Non-Program Transactions	**34,574,448.17**	**34,577,954.17**	3,506.00
TOTAL EXPENDITURES	**139,542,674.98**	**139,666,127.68**	123,452.70
SPECIAL EDUCATION (FUND 27)	**Original Budget 10-31-25**	**Revised Budget 10-31-25**	**Change in Budget**
TOTAL REVENUES	**25,400,405.26**	**25,400,405.26**	-
100 000 Instruction	21,250,436.26	21,250,436.26	-
200 000 Support Services	4,099,969.00	4,099,969.00	-
400 000 Non-Program Transactions	50,000.00	50,000.00	-
TOTAL EXPENDITURES	**25,400,405.26**	**25,400,405.26**	-

5. Fund 49 Referendum Projects

From the committee meeting:
Mr. Boehlke reviewed a quarterly report of the revenue and expenditures through September 30, 2025, for the Fund 49 middle school referendum projects. He explained the report shows the bond proceeds of the original $93 million that was received by the District. He noted that the first borrow of $9.5 million, that was recently approved by the Board should take place on December 15, 2025. The second borrow of $9.5 million (which was also recently approved by the Board) should take place in early spring of 2026. The expenditures through September 30, 2025, is $3.5 million. Mr. Boehlke reported that of the $93 million borrowed there is $95 million as those monies are being invested. It is estimated that the overall interest earnings over the life of that $93 million loan is approximately $7 million, which would be used for contingencies, and possibly for solar projects at both middle schools. Doing geothermal was not feasible at either of the middle schools.

6. Gifts

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

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

Gift	Donor	Building/Program	Amount
For Information			
Monetary	St. Luke United Methodist Church	SASD McKinney-Vento Program	563.00
Monetary	WI Family & Career & Community Leaders of America Foundation	North High – FCCLA Club	50.00
Monetary	Christian Dekok	South High	100.00
Christmas Poinsettias (26)	Caans Floral	Central High	181.74
Monetary	Redwing 3 Point Club	South High	2,000.00
Monetary	Adam/Bobbie Norlander	Sheboygan Theatre Company	500.00
Monetary	Mary Werner	Sheboygan Theatre Company	1,000.00
Monetary	Jeanne Bitker	Sheboygan Theatre Company	75.00
Action			
Monetary	Kohler Foundation	Sheboygan Theatre Company	10,000.00
Monetary	Ruth Arts/RDK Foundation	Sheboygan Theatre Company	25,000.00
Monetary	Master's Gallery Food Inc.	North/Red Raider Robotics	5,000.00
Monetary	Vollrath Company	North/Red Raider Robotics	8,000.00

FUTURE MEETING DATES

January 13, 2026 – Committee meetings at 6:00 p.m.
January 27, 2026 - Regular Board of Education meeting at 6:00 p.m.

ADJOURN

Moved by Ms. Tasche, seconded by Ms. Wittstock to adjourn at 7:05 p.m. to Closed Session per Wisconsin State Statutes 19.85(1)(c) – To consider employment, promotion, compensation, or performance evaluation data of any public employee over which the Board of Education has jurisdiction or exercises responsibility – Review status of individual administrative contract. A roll call vote was taken and carried unanimously (Tasche, Hibl, Madden, Robbins, Laster, Boehmer, Ruiz-Harrison, Donohue, Wittstock).

Moved by Ms. Donohue, seconded by Ms. Wittstock to reconvene at 7:23 p.m. to Open Session. All ayes. Motion carried unanimously.

Moved by Ms. Hibl, seconded by Ms. Robbins to adjourn at 7:24 p.m. All ayes. Motion carried unanimously.

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

X. Miscellaneous A.



Sheboygan Area School District Audit Results

WEALTH ADVISORY | OUTSOURCING | AUDIT, TAX, AND CONSULTING

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Responsibilities



Management Responsibilities

Preparation and fair presentation of financial statements

Including design, implementation, and maintenance of internal control relevant to the financial statements



Auditors Responsibilities

Express opinions on the financial statements based on our audit

Evaluate the appropriateness of accounting policies used and the reasonableness of estimates made by management

Consider internal control relevant to the preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate

Perform procedures to obtain audit evidence about the amounts and disclosures in the financial statements

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Summary of Audit Results

Auditors' Report on the Basic Financial Statements	Auditors' Report on Internal Control	Auditors' Report on Compliance
• Unmodified Opinion	• Finding 2025–001 Preparation Of the Financial Statements	• Finding 2025-002 Pupil Transportation • Finding 2025-003 Suspension & Debarment

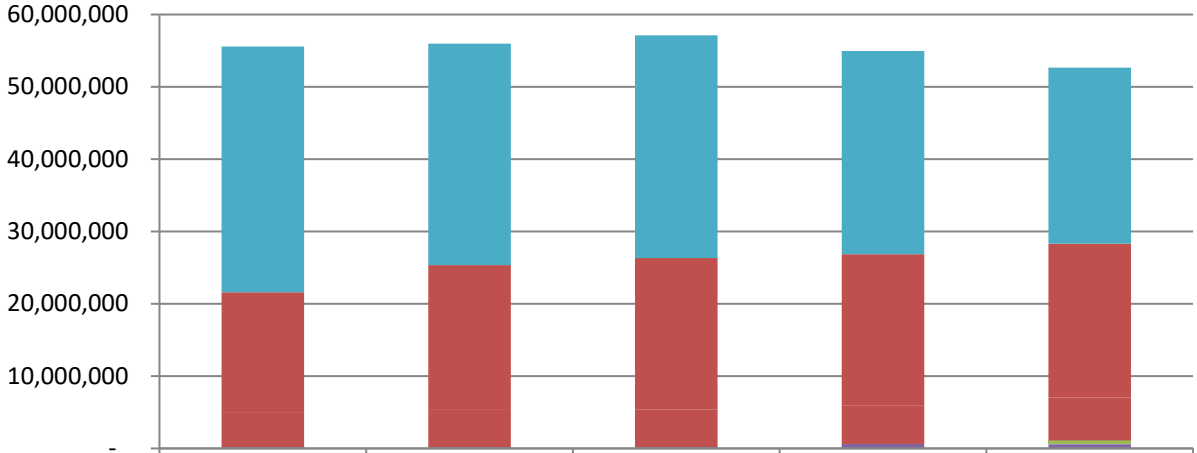
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Governance Communication

- Qualitative aspects of accounting practices and significant estimates
- Financial statement disclosures
- No difficulties
- No disagreements with management
- Audit adjustments
- No consultations with other accountants
- Management representations

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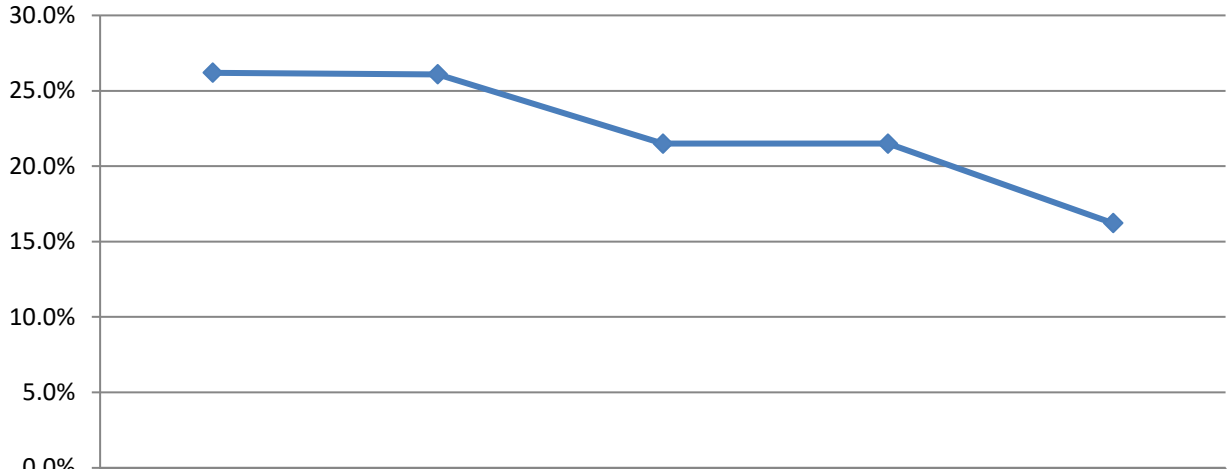
General Fund Balance



	2021	2022	2023	2024	2025
Unassigned	33,988,546	30,647,391	30,779,994	28,063,982	24,301,209
Assigned	16,664,284	19,894,775	20,986,019	20,883,971	21,278,613
Committed	4,738,161	5,247,911	5,168,350	5,373,878	5,945,820
Restricted	-	-	-	-	514,319
Nonspendable	179,728	205,028	194,617	626,813	606,739

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General Fund –
Unassigned Fund Balance vs Actual Expenditures



	2021	2022	2023	2024	2025
Percent	26.2%	26.1%	21.5%	21.5%	16.2%

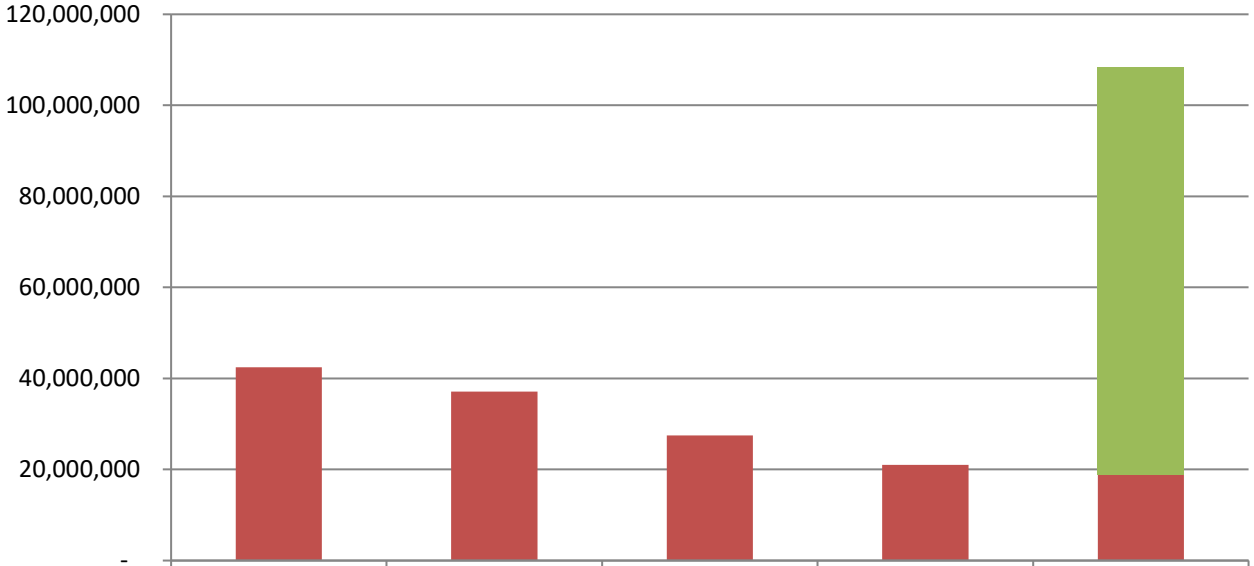
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Other Governmental Funds

	June 30, 2025	June 30, 2024
Special Revenue Funds:		
Restricted:		
Donations (Fund 21)	1,832,984	1,458,965
Food Service Programs	1,610,768	2,364,930
Community Service Programs	928,963	1,051,396
Total Special Revenue Funds	4,372,715	4,875,291
Debt Service Funds:		
Retirement of Long-Term Debt	2,314,194	563,375
Capital Projects Fund:		
Capital Projects	93,680,181	2,431,682
Long-Term Capital Projects (Fund 46)	12,666,142	12,314,209
Total Capital Projects Fund	106,346,323	14,745,891

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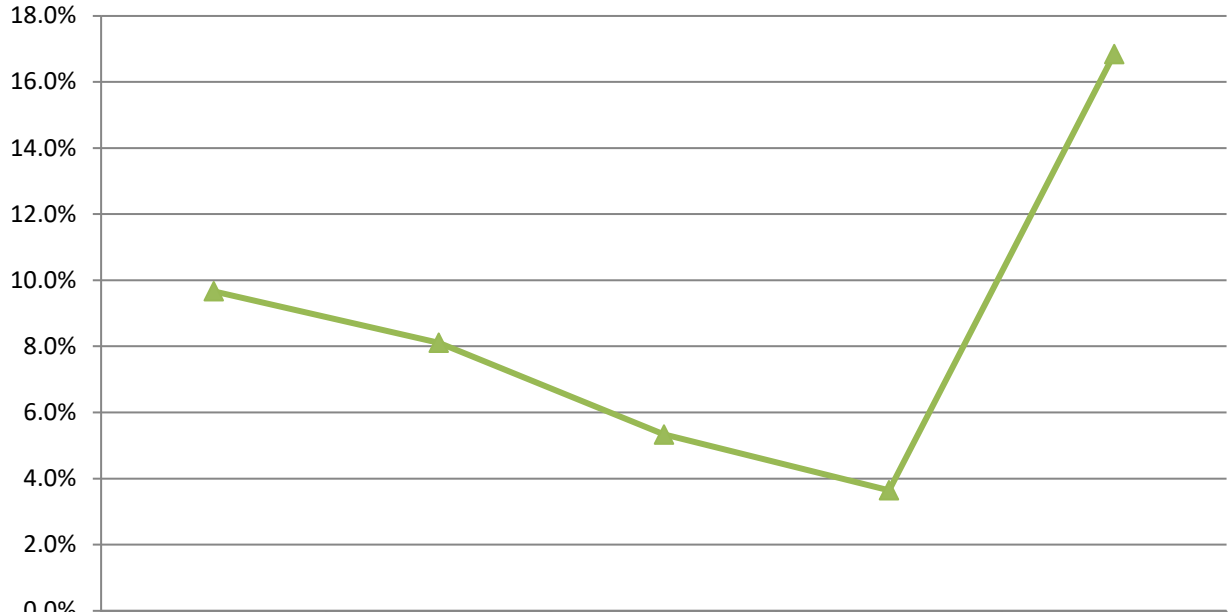
Long-term Debt



	2021	2022	2023	2024	2025
Notes	-	-	-	-	89,410,000
Bonds	42,479,000	37,127,000	27,508,000	21,036,000	18,963,000

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General Obligation Debt as a % of Statutory Debt Limit



	2021	2022	2023	2024	2025
Percent	9.7%	8.1%	5.3%	3.6%	16.8%

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Other Postemployment Benefits

Fund 73 Benefit Trust

- Established in August 2006

1. Traditional Insurance Benefits:
   - Actuarial accrued liability = $1.7 million
   - Net Position as of 6/30/25 (included in fund 73)= $2.2 Million

2. HRA Benefits:
   - $32.3 Million in both assets and net position

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Regulatory Environment

Effective for future years:

- GASB Statement No. 103, "*Financial Reporting Model*"
- GASB Statement No. 104, "*Disclosure of Certain Capital Assets*"
- GASB Statement No. 105, "Subsequent Events"

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Warriner Middle School



SASD Charter Reauthorization
2026-2031

SHEBOYGAN AREA
SCHOOL DISTRICT

GEORGE D.
WARRINER
SCHOOLS

Warriner Middle School

Faculty & Staff

Jody Bruflat - Lead Teacher, Social Studies, Language Arts
Becky Syverson - Math, Language Arts
Emma Jossart - Science, Language Arts
Laura Schieffer - Special Education
Cary Smith - Technology Educational Assistant
Kerri Schaefer - Secretary
Jason Duff - Principal



GEORGE D. WARRINER SCHOOLS

Warriner Middle School Philosophy

1. Project-based Learning
2. Personalized Learning Plans
3. Online Course Offerings
4. Flexible Scheduling (full day, online, hybrid)

Personal, Flexible, Immersive



GEORGE D. WARRINER SCHOOLS

Review of Ending Charter Contract
2021 - 2026

Project-based Learning

Year	% Proficient or Advanced
21-22	89%
22-23	84%
23-24	81%
24-25	83%

GEORGE D. WARRINER SCHOOLS

Review of Ending Charter Contract
2021-2026

PBL Grading Rubric

Name: _____

Total Points _____/100
Paper Points _____/60

Grade:_____

		(-2)	(-4)
Mechanics	Exceeds Expectations	Meets Expectations	Needs Improvement
Cover Page	Perfect without errors	One error in format	More than one error
Sources	More than 3, accurately documented, at least one is a book and one is a primary source.	3 accurately documented, at least one is a book or a primary source.	Less than 3, or sources are not accurately documented.
Paper Length	More than 5 well constructed paragraphs.	5 well constructed paragraphs.	Less than 5 paragraphs or not well constructed.

Content	Exceeds Expectations	Meets Expectations	Needs Improvement
Introduction	Gets our attention, explains the topic and is creative and well constructed.	Gets our attention and explains the topic.	Does not get our attention or explain the topic.
Body	Paragraphs have an introduction, conclusion, supporting details and transitions. Details are backed up with evidence.	Paragraphs have an introduction, conclusion, supporting details and transitions.	Introduction, conclusion, supporting details or transitions are missing.
Conclusion	A thoughtful end to the paper giving the main points or author's point of view.	There is a definite concluding paragraph that sums up the writing.	Conclusion is missing or unrelated to the paper.
Information	Information is related to the topic including clear details or examples.	Information is related to the topic. An effort is made to provide supporting details.	The paper lacks related information, details or relevant examples.
Language Mechanics	The paper is error free.	Only a few errors are made in the paper.	The paper has many errors.

Presentation Points_____/10

		(-1)	(-2)
Presentation	Exceeds Expectations	Meets Expectations	Needs Improvement
Preparation	Speaker is very well prepared,	Speaker clearly participated in practice.	Speaker shows clear lack of practice.
Fluency	Speaker is fluent and uses rich vocabulary and pronunciation	Speech is clear and distinct.	Speaker is not fluent or difficult to understand.
Eye contact and posture	Student stands up straight, looks relaxed and makes eye contact with the entire audience.	Student stands up straight and makes an effort at eye contact.	Student does not stand up straight or make eye contact.
Volume	Volume is excellent! Speaker is heard by all.	Volume does not interfere with understanding the speaker.	Volume interferes with understanding the speaker.
Time	4-10 minutes.	Time:	Less than 4 or over 10.

Artifact_____/20

		(-1)	(-2)
Artifact	Exceeds Expectations	Meets Expectations	Needs Improvement
Presentation	Artifact is used effectively.	Artifact is shown within the presentation.	Artifact is not a clear part of the presentation.
Connection	Artifact helps the audience understand the topic.	Artifact is connected to the topic.	The artifact is not really related to the topic.
Creativity	The artifact knocked our socks off.	The artifact is creative and neatly made.	The artifact is not neat or creative.
Effort	Obvious effort and time were taken to create an outstanding artifact.	Effort was clearly made to create the artifact.	Artifact appears to be made with little effort or thought.

GEORGE D. WARRINER SCHOOLS

Review of Ending Charter Contract
2021-2026

STAR SGP - % of Students 35+ SGP

(students demonstrating appropriate growth)

	21-22	22-23	23-24	24-25
Reading	68.9%	68.2%	69.4%	57.2%
Math	72.4%	66.7%	57.9%	66.7%

GEORGE D. WARRINER SCHOOLS

Review of Ending Charter Contract
2021-2026

WMS Parent Satisfaction

	% Agree and Strongly Agree	Average (1-5 rating)
I believe my child's learning is a high priority at this school	100%	4.50
I am treated with respect at this school	96%	4.50
I believe this school is clean and well-maintained	96%	4.46
I believe this school positively impacts my child's growth and development	92%	4.46
I am proud to say I have a child at this school	92%	4.50

GEORGE D. WARRINER SCHOOLS

Review of Ending Charter Contract
2021-2026

WMS Parent Satisfaction

“Warriner provides the flexibility, creativity and inclusiveness that my daughter needs right now. I don't know what we would do without Warriner. Thank you!”

“My son thrives here! Warriner has changed not only igniting his spark to learn but helped him with confidence to advocate for himself in so many new and great ways.”

“This is my son’s first year at Warriner as a 6th grader and I must say so far this has been his best school since he started school. Warriner helps my family in every situation possible including getting my child to school when emergency situations happen and most schools would not do that.”

“Warriner Middle School has been a great fit for our kiddo. She struggles with ADHD and the smaller class sizes along with the ample opportunity for one on one help, has really helped her grow confidence in her education. Jody is wonderful when it comes to (*student name omitted*) and, not only her education, but her overall well being. Teachers like her are such a blessing and a comfort to us parents!”

GEORGE D. WARRINER SCHOOLS

Review of Ending Charter Contract
2021-2026

WMS Student Satisfaction – Panorama Social Emotional Learning Surveys

Topic	National benchmarks	Compared to district
School Safety	Above the **90th** percentile	+ 20
Teacher-Student Relationships	Above the **90th** percentile	+ 21
School Climate	Above the **90th** percentile	+ 15
Sense of Belonging	Around the **70th** percentile	+ 8

GEORGE D. WARRINER SCHOOLS

Review of Ending Charter Contract
2021-2026

Academic & Career Planning

100% of students enrolled in the WMS full-day program for more than one year completed an ACP portfolio including but not limited to personality and learning style inventories, career matchmaker, and a 6-year plan

Top 3 Saved Careers: Computer Programmer, Actor, Animator

Top 3 Saved Clusters: STEM, Government & Public Administration, IT

Top 3 Personality Styles: Creator/Artistic, Helper/Social, Organizer/Conventional

Top 3 Learning Styles: Tactile, Auditory, Visual-Auditory

GEORGE D. WARRINER SCHOOLS

Review of Ending Charter Contract
2021-2026

Additional Work

- **EMLSS – Academic/Behavioral intervention system for students with unfinished learning**
- **New Community Partnerships – PE/YMCA, JMKAC**
- **Two, 2-week cross-categorical collaborative learning projects based on real-world problems**

GEORGE D. WARRINER SCHOOLS

Proposed Changes from Current to New Contract

There are no significant changes to the overall contract.
Most changes involve…

- Updated Names/Dates
- Updated Educational Wording (i.e. restorative practices, etc.)
- Updated Goals for New 5-Year Contract

GEORGE D. WARRINER SCHOOLS

Goals for New Charter Contract

Goal #1 STAR SGP (reading/math)

- 80-100% of WMS students will have an SGP of 35 or higher by the Spring STAR Reading assessment
- 80-100% of WMS students will have an SGP of 35 or higher by the Spring STAR Math assessment

ACTIONS

- Utilize team meetings to problem solve teaching and learning needs
- Increase interventions and academic supports for students in reading and math

GEORGE D. WARRINER SCHOOLS

Goals for New Charter Contract

Goal #2 Satisfaction Rates (families/students)

- 90% of families will report a positive satisfaction rate on spring family survey
- 90% of students will report a positive satisfaction rate on spring student survey

ACTIONS

- Continue to provide quality service and a personal approach to educating students
- Continue parent outreach and partnerships routinely during the school year

GEORGE D. WARRINER SCHOOLS

Goals for New Charter Contract

Goal #3 Increasing Enrollment

- Increase enrollment to 65 students by the 2030-2031 school year

ACTIONS

- Investigate and implement pathways for increased online learning opportunities
- Targeted marketing to promote online learning

GEORGE D. WARRINER SCHOOLS

Thoughts & Questions



GEORGE D. WARRINER SCHOOLS

CHARTER SCHOOL CONTRACT
BETWEEN

THE SHEBOYGAN AREA SCHOOL DISTRICT

AND

THE GEORGE D. WARRINER SCHOOLS GOVERNING BOARD

I. Charter School Responsibilities: 1

A. The name of the person who is seeking to establish the Charter School. 1

B. The name of the person who will be in charge of the Charter School and the manner in which administrative services will be provided. 1

C. A description of the educational program of the school and methods the Charter School will use to attain educational goals under Wis. Stat §118.01. 2

D. The method by which pupil progress in attaining the educational goals under Wis. Stat. §118.01 will be measured. 2

E. The governance structure of the school, including the method to be followed by the school to ensure parental involvement. 3

F. Subject to Wis. Stat. §§118.40(7)(a), 118.19(1) and 121.02(1)(a)2. The qualifications that must be met by the individuals to be employed in the school. 3

G. The procedures that the school will follow to ensure the health and safety of the pupils. 4

H. The means by which the school will achieve a racial and ethnic balance among its pupils that is reflective of the school district school-age population. 4

I. The requirements for admission to the school. 5

J. The manner in which annual audits of the financial and programmatic operations of the school will be performed. 5

K. The procedures for disciplining pupils. 6

L. The public-school alternatives for pupils who reside in the Charter School attendance area and do not wish to attend or are not admitted to Charter School. 6

M. A description of the school facilities and the types and limits of the liability insurance that the school will carry. 6

N. The effect of the establishment of the Charter School on liability. 6

O. Nonsectarian. 7

P. Tuition and fees. 7

Q. Nondiscrimination, Statutory Requirements, and Special Needs Students. 7

R. Right to inspect and receive requested information and reports. 7

S. Calendar. 9

T. Transportation. 9

U. Policies which will not apply to the Charter School. 10

II. SASD Responsibilities 11

A. Per pupil allocation 11

B. Categorical aids and other funding - yes, if eligible 11
C. Grants 11
III. Term and Modification Or Termination of Contract 12
A. Term. 12
B. Modification. 12
C. Termination. 12
D. Legal status upon termination. 13
IV. Notice and Providing of Information 13
V. Statutes 14
VI. Miscellaneous 14
A. Severability 14
B. Waiver 14
C. Assignment 14
D Entire Contract 14

CHARTER SCHOOL CONTRACT
BETWEEN
THE SHEBOYGAN AREA SCHOOL DISTRICT
AND
THE GEORGE D. WARRINER SCHOOLS GOVERNING BOARD

THIS AGREEMENT is made by and between the Board of Education of the Sheboygan Area School District ("SASD"), 3330 Stahl Road, Sheboygan, Wisconsin 53081 and the George D. Warriner Governing Board, 830 Virginia Avenue, Sheboygan, WI 53081.

WHEREAS, the SASD 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;

WHEREAS, the SASD wishes to grant to the George D. Warriner Schools Governing Board a charter to operate a Charter School, George D. Warriner Middle School (the "Charter School") pursuant to Wisconsin Statute §118.40(2m)(a); and

WHEREAS, the Charter School will be an instrumentality of the SASD;

NOW, THEREFORE, the parties agree as follows:

I. CHARTER SCHOOL RESPONSIBILITIES:

A. The name of the person who is seeking to establish the Charter School.

In accordance with Wis. Stat. §118.40(2m), SASD is entering into this Contract on its own initiative to reauthorize the Charter School, and the persons seeking to reauthorize the Charter School are the Board.

B. The name of the person who will be in charge of the Charter School and the manner in which administrative services will be provided.

The administrator of the Charter School will be Jason Duff. Thereafter, the administrator will be mutually agreed to by the SASD and the George D. Warriner Schools Governing Board. The administrator will oversee the educational programs, handle student discipline, oversee clerical activities including attendance, correspondence and record maintenance, supervise and oversee the Charter School teachers and other staff, administer assessment and evaluation programs, monitor achievement of educational goals, maintain daily building operations, and serve as primary contact for communications between the SASD and the George D. Warriner Schools Governing Board. The job performance of the administrator shall be jointly reviewed and evaluated by the George D. Warriner Schools Governing Board and SASD Superintendent. Future hiring will conform to the present process used by the SASD. The SASD shall conduct background screening and forward eligible candidates for the posted position. The George D. Warriner Schools Governing Board will make recommendations for final hiring to the SASD Superintendent. If the administrative position is a shared position within the SASD, the George D. Warriner Schools Governing Board will work in conjunction

with the SASD to fill the position.

Except where noted herein or otherwise agreed upon in writing, at its sole cost and expense, the SASD will provide administrative services to support all School District employees and all enrolled pupils at the Charter School in the same manner as other SASD schools. SASD will at all times remain the sole employer of all personnel engaged in providing administrative services.

C. A description of the educational program of the school and methods the Charter School will use to attain educational goals under Wis. Stat §118.01.

Warriner Middle School will enroll students in a middle school program (grades 6-8). The educational program of the Charter School will consist of these main features to support the needs of our students:

Project Based Learning (PBL): Project Based Learning will be used as a focal point for the application of career and college readiness skills through authentic learning experiences. Students will draw on their interests and background knowledge as they undertake in-depth research projects. These projects will be focused on essential questions and the process will be student driven and teacher supported based on each student's skills and independence.

Personalized Learning Plans (PLP): In conjunction with students and their parents, advisors will develop a personalized learning plan that allows all students to develop their interests and reach their full potential. This includes any technology needs that support an individual student's learning journey.

Online Course Offerings: Students have the opportunity to engage in online learning during the school year. Building staff and administration work with families and students to ensure online courses are appropriate and supporting the child's needs. This can be in the form of year long classes, hybrid classes, and short-term/long-term learning cycles.

Flexible Scheduling: Schedules will be personalized for each student's needs and will include online, partial day, and full day programming.

D. The method by which pupil progress in attaining the educational goals under Wis. Stat. §118.01 will be measured.

1. STAR Reading and Math Test - Student Growth Percentile

1.1 - 80-100% of WMS students will have an SGP of 35 or higher by the Spring STAR Reading assessment.

1.2 - 80-100% of WMS students will have an SGP of 35 or higher by the Spring STAR Math assessment.

2. Parent/Student Satisfaction

2.1 - 90% of families will report a positive satisfaction rate on the spring family survey.

2.2 - 90% of students will report a positive satisfaction rate on the spring student survey.

3. Increasing Enrollment

3.1 - Increase enrollment to 65 students by the 30/31 school year.

E. The governance structure of the school, including the method to be followed by the school to ensure parental involvement.

1. Incorporation. The George D. Warriner Schools Governing Board can incorporate as a non-stock corporation in the State of Wisconsin and apply for §501(c)(3) tax-exempt status from the Internal Revenue Service. If the George D. Warriner Schools Governing Board decides to incorporate the George D. Warriner Schools Governing Board must submit the Articles of Incorporation to the Coordinator of Charter Schools. Material changes to the George D. Warriner Schools Governing Board's corporate or tax status, or Articles of Incorporation or Bylaws, will be promptly disclosed to SASD. The George D. Warriner Schools Governing Board will provide the School District with a copy of its properly completed annual report, filed with the Department of Financial Institutions.

2. Governance Structure. The Charter School will be governed by the George D. Warriner Schools Governing Board. Membership qualifications and terms will be determined by the George D. Warriner Schools Governing Board by-laws, as amended from time to time. Amendments to the by-laws will be presented to the SASD within two weeks of the approved changes.

A primary responsibility of the George D. Warriner Schools Governing Board will be to develop and implement action plans to address the goals, objectives, and the educational program. These decisions include areas of curriculum content, instructional strategies, instructional structures (i.e. scheduling), and assessments.

3. Parental Involvement. Charter Parents and community members will be involved in the operations of the Charter School through a multitude of ways. First, parents and community members will serve on the George D. Warriner School Governing Board that develops and oversees the budget, and develops the policies and practices for the school. Second, parents and community members will serve on the George D. Warriner school Parent-Teacher Organization that organizes activities for students and staff and fundraisers for student activities. Third, parents and community members will share their careers, skills, and talents with students to enhance students' projects and/or college and career readiness.

As members of the George D. Warriner Governing Board parents and community will be involved in establishing school goals and objectives, and helping monitor progress. In addition, parents and community members will help with development of policies and practices central to the school's operation.

F. Subject to Wis. Stat. §§118.40(7)(a), 118.19(1) and 121.02(1)(a)2. The qualifications that must be met by the individuals to be employed in the school.

1. Licensure. All teachers hold a current and appropriate license or permit required by §118.40. Wis. Stats. and Wisconsin Administrative Code §PI Chapter 34. All teachers employed must meet the requirements of the Charter School job description.

2. Required Qualifications of Teachers. Required qualifications for teachers will be outlined in the George

D. Warriner Governing Board school operational plan, as amended from time to time.

3. Additional Training. If the George D. Warriner Governing Board determines that the Charter School teachers are in need of more professional development, the teacher(s) will be required to obtain further training, within a two-year period. If Federal or state funds are made available to SASD for teacher training, and the Charter School teachers qualify for use of such funds, the Charter School will receive its proportional share of such funds.

4. Hiring or Employment of Faculty. The SASD will conduct background checks for all employment positions in the Charter School, and the George D. Warriner Governing Board will be responsible for screening and interviewing such candidates using the approved SASD screening process and standards. The George D. Warriner Governing Board will forward the names of candidates who meet School District hiring standards to the SASD (or its designee) for review prior to presentation to the SASD Board of Education for hiring approval.

Special Education staff, specifically providing services to Learning Disabled students and Emotionally Disturbed students, who are assigned to the school for more than 50% of their contract, will be subject to the qualifications specified in subsection 2 above.

5. Meetings. The Director of the Charter School is authorized to determine whether or not teachers will be required to attend SASD meetings, other than those mandated by federal or state law which must be attended by all employees of the SASD.

6. Teacher. Faculty members of the Charter School will be evaluated under the SASD Educator Effectiveness Model.

G. The procedures that the school will follow to ensure the health and safety of the pupils.

All state and local health and safety regulations and building code standards will be followed at all SASD locations at which the Charter School may be located. In addition, the health and safety policies applicable to all other non-Charter Schools in the SASD shall apply equally to this Charter School. Visitors to the Charter School will be required to sign in at the school office and will be required to wear a name badge on the Charter School premises.

The Charter School will follow the SASD wellness policy that addresses nutrition including school lunches, snacks, vending machines, and instruction in healthy eating.

H. The means by which the school will achieve a racial and ethnic balance among its pupils that is reflective of the school district school-age population.

1. General. The SASD and the Charter School will conform to established initiatives and procedures that will help ensure equal access will be achieved. Information dissemination to district residents will be extensive and varied in order to reach diverse populations in the community. The admissions application procedures provide equal access to all interested students and parents. If applications exceed enrollment caps, a subsequent random lottery selection ensures fairness without regard to potentially discriminating factors.

2. Racial/Ethnic Balance. The Charter School 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.

3. Non-Discrimination. In conformance with the SASD policy the Charter School will not discriminate on the basis of age, handicap, marital or parental status, national origin, pregnancy, race, religion, sex, or sexual orientation. The SASD official non-discrimination policy will be applied in all Charter School operations. Access to the Charter School 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 in grades 6-8.

I. The requirements for admission to the school.

1. Primary Requirements. The primary requirements for admission to the Charter School are appropriate age, together with a timely submission of an enrollment application. If the applications received during the enrollment window do not exceed the established enrollment cap, then all students, who have submitted applications by the deadline, will be accepted for admission. Additional students will be accepted on a first-come, first-serve basis with the date of application being the establishment of priority.

2. Lottery. The lottery will follow all SASD Admission and Enrollment of Students in Charter Schools policy 5113.03 and Act 55 (2015) requirements. In the case that more applications are received during the enrollment window than spaces available, a random lottery will be conducted in accordance with Sheboygan Area School District policy 5113.03 and Act 55.

3. Lottery Exemptions. The exemptions to the lottery process are children of the Charter School teachers (to be less than 10 percent of total enrollment), and children of the school founders (listed on a separate appendix to this agreement, and to be less than 10 percent of total enrollment). These children are exempt from the requirements of a lottery and they can remain in attendance throughout all subsequent grades.

4. Subsequent Years. Preference will be given first to age/grade eligible students who were enrolled in the previous year, and to siblings of students currently enrolled in the school.

J. The manner in which annual audits of the financial and programmatic operations of the school will be performed.

1. The SASD usual and annual audit will include the Charter School. The scope of the annual audit will be determined by the SASD and conducted at the expense of the SASD. Charter School will participate in all financial audits and comply with all audit procedures and requirements of the SASD audit team as contracted by the SASD Board of Education.

In conformance with the "Governmental Accounting Standards Board Statement No. 39," funds provided by or procured from Charter School as an instrumentality and component unit of the SASD are subject to the SASD fiscal accounting procedures, including audits, and will be included in the SASD financial statements as

determined by the SASD audit team as contracted by the SASD Board of Education.

2. Funds procured by the George D. Warriner Governing Board through grants, fundraising and other non-SASD sources that are kept in trust in SASD accounts will be part of the SASD at no cost to the Charter School. Funds procured through the same process but not kept in SASD accounts will be subject to annual audit in compliance with GAAP and GASBE requirements at sole cost to the Charter School.

K. The procedures for disciplining pupils.

All students enrolled in the Charter School will be subject to SASD School Board policies on appropriate student behavior and discipline, as amended from time to time. Our Restorative Practices framework supports how we engage with students in disciplinary situations. If substantial changes are made to such policies, the George D. Warriner Schools Governing Board may submit its own policy for review and approval by the SASD. All students, upon enrolling in the Charter School, will be notified of their rights, responsibilities and expectations while attending George D. Warriner Middle School.

L. The public-school alternatives for pupils who reside in the Charter School attendance area and do not wish to attend or are not admitted to Charter School.

No student will be required to attend the Charter School. Students, who do not elect to attend the Charter School, may attend a school within the SASD in conformance with the enrollment policy of the Board of Education.

M. A description of the school facilities and the types and limits of the liability insurance that the school will carry.

1. Facilities. The Charter School will be located at 830 Virginia Avenue, Sheboygan, WI 53081. The SASD will assure that the building(s) in which the Charter School is located meet(s) all building codes and other building requirements for a public-school facility.

2. Inspection of the Charter School Facilities. The facilities of George D. Warriner Middle School shall be open to inspection at any time during the term of this contract provided that such inspection shall not materially interfere with the orderly and efficient operation of the school.

3. Physical Space. Expansion decisions will be made by the SASD Board of Education upon recommendation of the George D. Warriner Governing Board. After annual review by the parties, examining enrollments and space availability, additional facilities may be allocated by the Board of Education.

4. Liability Insurance. The SASD shall insure all ordinary and reasonably foreseeable risks related to operation of the Charter School including liability, property, worker's compensation, errors and omissions, and comprehensive coverage.

N. The effect of the establishment of the Charter School on liability.

The parties agree that the establishment of the Charter School shall have no effect on the liability of the SASD other than those obligations specifically undertaken by the SASD under this Contract. The parties

agree that the establishment of the Charter School shall have no effect on the liability of Charter School other than those obligations specifically undertaken by the Charter School under this Contract.

O. Nonsectarian.

The Charter School shall be nonsectarian in their programs, admissions policies, employment practices and all other operations.

P. Tuition and fees.

The Charter School shall not charge tuition for any student attending a Charter School under this Contract. The Charter School may assess activity fees under the same circumstances and under the same regulations that apply to all public-school students, provided the Board of Education has approved the activities and corresponding fees in advance.

Q. Nondiscrimination, Statutory Requirements, and Special Needs Students.

The Charter School shall not discriminate in admissions or deny participation in any program or activity on the basis of a person's sex, race, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability, homeless or migrant status.

The Charter School shall not discriminate against any qualified employee or qualified applicant for employment because of sex, race, religion, color, national origin or ancestry, age, disability, lawful source of income, marital status or sexual orientation.

The Charter School site is fully accessible to individuals with physical disabilities. SASD teachers certified to work with special needs students are available to assist students as needed and as delineated in IEPs and 504 Plans. SASD staff members certified to work with special needs populations and/or specially trained volunteers will directly support any student, parent, or community member who requires additional assistance because of a disability (e.g. hearing/vision impaired, physically/cognitively disabled, and emotionally disturbed). For all students to participate fully, tasks and activities will be made accessible to all students through a variety of approaches to the extent possible. The administrator will ensure that all students, regardless of disability, will receive an educational program that best meets their unique needs. Whether students have emotional, cognitive, learning, and/or physical disabilities, the unique instructional approaches presented by the Charter School will provide all students with an opportunity to process information using their best mode(s) of learning and performance to achieve goals outlined in their personal education plans. Self-directed learning strategies will facilitate the inclusion of students with disabilities in all classroom activities and instructional groups.

R. Right to inspect and receive requested information and reports.

1. Annual Reports. The George D. Warriner Governing Board shall provide to the Board of Education the following required reports, at the times described below:

a) September enrollment data (third Friday in September).

b) Other mutually agreed upon reports suggested by the SASD S&I Coordinator

2. Notice of Annual Budget; Grants; Financial Operations.

a) Charter School will prepare and submit to the Board of Education a proposed budget for the subsequent school year in compliance with Board of Education policies and timelines. The George D. Warriner Governing Board and the Board of Education will approve each school year budget.

b) The parties recognize that grants will be pursued by Charter School. Acceptance of these funds for use by the Charter School will require approval by the SASD Board of Education. A separate account will be established for each grant to assure appropriate monitoring and reporting to the funding source. Detailed records will be kept of all non-cash gifts and donations including capital and non-capital objects (i.e. computers, furniture, materials, food, supplies, etc.). In conformance with SASD Policy, non-cash gifts and donations will be submitted to the SASD Board of Education for approval.

c) The oversight of the operating, planning and implementation grant budgets will be the responsibility of the George D. Warriner Governing Board. The George D. Warriner Governing Board will make all decisions related to discretionary budget revisions and adjustments. The George D. Warriner Governing Board will monitor all expenditures and continue to make decisions regarding revisions and adjustments subject to State Statutes and Wisconsin Uniform Financial Accounting Requirements (WUFAR).

d) A separate account will be established for the projected annual budget consisting of income and expense account series following the Wisconsin Uniform Financial Accounting Requirements (WUFAR) codes. Charter School will use the SASD financial system, to include using purchase orders and receipt accounting procedures that are standard for all Wisconsin schools (WUFAR). All grant funds will be monitored and reviewed by the SASD Coordinator of Financial Services who will assist with setting up appropriate accounts and submitting reimbursement requests to the Department of Public Instruction.

e) Carryover Funds will be tracked and preserved for the Charter School as with other SASD schools.

3. Other Notices.

a) **Agendas and Meetings.** The Charter School shall provide to the Board of Education agendas and notice in advance of all meetings of the George D. Warriner Governing Board.

b) **Governmental Agencies.** The Charter School shall immediately notify the Board of Education when the Charter School receives any correspondence from the United States Department of Education or the Wisconsin Department of Public Instruction that requires a formal response, except that no notice shall be required of any routine or regular, periodic mailings.

c) **Legal Actions.** The Charter School shall immediately report to the Board of Education any litigation commenced against the Charter School or administrative proceedings filed with respect to the Charter School.

4. Access to Charter School Records. Subject to applicable law, the Charter School shall grant any designee(s) of the SASD upon reasonable notice the right to reasonably inspect and copy at cost any and all the Charter School records and documents, including but not limited to pupil records, at any time within normal business hours during the term of this Contract: provided, however, that such inspection shall not materially interfere with the orderly and efficient operation of George D. Warriner Middle School. All pupil records of the Charter School will be managed and safeguarded in conformance with section 118.125 of the Wisconsin Statutes and in accordance with all applicable federal and state public records laws.

5. Open Meetings. The Charter School specially agrees that the following meetings shall be open to the general public:

a) Meetings of the George D. Warriner Governing Board.

b) Approval of the annual budget of the Charter School by the George D. Warriner Governing Board.

c) Approval of the annual audit of the Charter School by the George D. Warriner Governing Board.

d) Open house programs.

The Charter School shall use its good faith efforts to provide reasonable notice of the above listed meetings to the parent/guardian of each student attending the Charter School and shall notify the public under Wisconsin Statute Section 19.84

6. Additional Information Required. To the extent that the SASD requires information maintained only by the Charter School to complete the reporting and compliance monitoring requirements hereunder, the SASD will, no later than June 15 prior to the start of any school year, provide the Charter School with a list of all information required and the Charter School will provide full and accurate responses no later than September 1.

S. Calendar.

The calendar for each school year shall be submitted to the Board of Education no later than the prior June 1 and shall be subject to the approval of the Board of Education or the Board of Education's designee. If the Board of Education or Board of Education's designee does not notify the Charter School otherwise, the calendar shall be deemed approved 30 days after submission to the Board of Education.

T. Transportation.

The Charter School will be administered in conformance with the SASD policy on school choice. Parents are responsible for providing their child's transportation to and from the Charter School. However, if the SASD maintains existing transportation services that could be used by Charter School students, the SASD will allow Charter School students to utilize those services at no cost to the Charter School. The Charter School shall be responsible for any additional transportation required to allow Charter School students to utilize existing SASD routes (i.e., transport from North High School to the Charter School).

U. Policies which will not apply to the Charter School.

The George D. Warriner Governing Board has the full authority to create and monitor the mission and philosophy of the school and to set forth the policies, rules, and procedures of the school. The George D. Warriner Governing Board oversees and supports the fulfillment of these operations and policies. SASD policies adopted or amended by the SASD will be reviewed for potential requests for waiver by the George D. Warriner Governing Board. The George D. Warriner Governing Board may request waivers after review of new or amended policies by submitting proposed replacement policies for the SASD's review and approval. Except as provided herein, those policies of the Board of Education of the SASD, which will not apply to the Charter School are:

Area	**Relevant Statute, Policy or Rule**	**Description & Rationale**
Physical Education	SS: 121.02 SR: 8.01(2)(j) 2	Description: Pupils 7-12 shall participate in the instructional program of physical education taught by a licensed physical education teacher.
		Rationale: Physical Education may be taught by the charter teachers.
Elementary & Secondary Curriculum	BP: 6140 BP: 6161.1	Description: All subject area offerings and instructional materials must be pre-approved by the school board.
		Rationale: Based on charter school contracts, this will become the function of the Charter School Governance Board.
Suspension of Policies by the District	BP: 9340NC	Description: The SASD Board can suspend policies in whole or part by a 2/3 majority of the total membership.
		Rationale: This function will be held by the charter school board.
Length of School Day	SS: 121.02 (1)(f).1. SR: PI 8.01(2)(f) 2BP: 5113(a)	At least 1,137 hours of direct pupil instruction in grades 7-12
		Rationale: An exemption is sought in order to provide adequate time to plan and collaborate on individual student needs.
Class Size	BP: 6151	Description: Recommend a student – teacher ratio of 1:22
		Rationale: The George D Warriner Governing Board will be responsible for setting class sizes based upon the needs of our educational model.
Library Media Services	SS: 121.02(1)(h) SR: 8.01(h)(4)	Statute requires library media services be performed by licensed library and audiovisual personnel.
		Rationale: These services will be coordinated by charter school staff.
Abbreviations: SS = State Statute SR = State Rule BP = Board Police		

II. SASD RESPONSIBILITIES

As a condition of funding, the Charter School shall maintain and report accurate enrollment and attendance data. Payment by the SASD to the Charter School shall be made under the following terms and conditions:

A. Per pupil allocation

Charter School will be paid a percentage of district per pupil revenue amount. The percentages are as follows:

Elementary Schools – 53%
Middle Schools – 56% in the remaining years of the contract
High Schools – 53%

B. Categorical aids and other funding - yes, if eligible

If the Charter School is eligible to receive categorical aids, such as Title I funds, such aids shall flow to the Charter School through the SASD. Such aids shall not reduce the per pupil revenue to be received by the Charter School from the SASD. The grant funds will be used in conjunction with the following federally funded initiatives and programs:

1. Staff Development Initiatives – Title II A & Title V (ESEA): Funds will provide Charter School staff with access to staff development opportunities that support implementation of an innovative, integrated standards based instructional program.

2. Technology Support - Title II D (ESEA): A staff position is funded that provides technology support to schools and teachers. The Charter School and the staff will have access to this resource.

3. Multilingual Learners (ML) Resources - Title III (ESEA): Funds target improving the English proficiency and academic achievement of EL students by supporting staff positions and annual student assessments to identify instructional levels. The Charter School will have access to itinerant EL support including consultation with EL staff to adapt curriculum. All EL students in the Charter School will participate in annual assessments.

4. Safe and Drug Free Schools - Title IV (ESEA): Funds support staff time in areas of ATOD coordination and student assistance. Other funded resources include staff training and student curriculum materials (i.e. Life Skills). Upon request and as needed, the Charter School and staff will have access to these resources including staff consultations, training and materials.

5. Special Education (IDEA): Charter School staff and regular education staff will consult to develop an individualized education plan for students with identified disabilities. The Charter School will have access to itinerant special education resource staff including consultation to adapt curriculum, and to develop and monitor IEPs.

C. Grants

The Charter School is authorized to apply for grants. The Charter School shall expend any grant monies it

may receive in a manner consistent with the terms of this Contract as well as the grant. Any grant money received by the Charter School shall not reduce the per pupil revenue to be received by Charter School from the SASD. The School shall submit to the SASD for approval, copies of any applications for grants made on behalf of the Charter School before the application is submitted to the funding authority

III. TERM AND MODIFICATION OR TERMINATION OF CONTRACT

A. Term.

The term of this Contract is five school years commencing (July 1, 2026 and ending June 30, 2031).

B. Modification.

This Contract represents the entire agreement between the parties. This contract may be modified only upon mutual agreements between the parties reduced to writing. If either party wishes to modify any of the terms of this Contract, that party shall put the proposed modification in writing and submit it to the other party.

C. Termination.

This Contract may be terminated before expiration of its term upon any of the following grounds:

BY BOTH PARTIES:

1. Both parties agree in writing to the termination.

BY SASD:

2. If the Charter School has materially breached this Contract and fails to cure the breach; or

3. If the pupils enrolled in a Charter School have failed to make sufficient progress toward attaining the educational goals under Wis. Stat. §118.01, or the academic performance criteria established by the SASD for three consecutive years; or

4. If the Charter School has failed to comply with state and federal guidelines and with generally accepted accounting principles and standards, including applicable categorical and/or grant guidelines, financial standards and has failed to remedy the default; or

5. If the Charter School has violated Wis. Stat. §118.40 and has failed to cure the default.

BY THE Charter School

6. If the Charter School has insufficient enrollment to operate or continue to operate its school; or

7. If the Charter School has lost its right to occupy all or substantially all of its facility and is unable to occupy another suitable facility at a cost deemed reasonable by the Charter School; or

8. If the Charter School has become insolvent or has been adjudged bankrupt; or

9. If the SASD has materially breached this Contract and fails to cure the breach.

If this Contract is terminated under the first ground (because both parties agree in writing to the termination) the termination shall become effective on a date agreed to by the parties. If this Contract is terminated under the second through fifth grounds (because of a determination on the part of the SASD) the termination of this Contract shall not become effective until after the Charter School has been given a reasonable period (in no instance less than 30 days) in which to cure or otherwise remedy the default and in any case no earlier than the end of the school year in which notice of termination is given. If this Contract is terminated under the ninth ground (because of a determination by the Charter School) the termination of this Contract shall not become effective until after the SASD has been given a reasonable period (in no instance less than 30 days) in which to cure or otherwise remedy the default and in any case no earlier than the end of the school year in which notice of termination is given.

Failure on the part of either party to exercise its right to terminate this Contract under any ground listed above shall not be deemed to constitute an amendment to the terms of this Contract or to constitute a waiver of the right of that party to terminate this Contract at a later date under that ground.

In the event of termination of this Contract, advance written notice by certified or registered mail, return receipt requested, shall be provided which shall list the reason(s) for termination and the effective date of the termination.

D. Legal status upon termination.

Upon revocation of this Contract, all legal associations between the SASD and the Charter School shall be severed.

IV. NOTICE AND PROVIDING OF INFORMATION

Unless specified otherwise in this Contract, whenever under this Contract notice must or may be given to the other party, or whenever information or reports may or must be provided to the other party, the party who may or must give notice or provide information or reports shall fulfill any such responsibility under this Contract if notice is given or information or reports are provided to the following persons, or their successors:

To SASD: Adam Broten, Coordinator of Student and Instructional Services

To Charter School: Jason Duff, Administrator of George D. Warriner Middle School

A party to this Contract shall immediately give written notice to the other party if the contact person for purposes of notice and providing information is modified.

V. STATUTES

This Contract shall be governed by the laws of the State of Wisconsin. Whenever under this Contract reference is made to a provision in the Wisconsin Statutes or United States Code or implementing code, rule, or regulation, and such provision is subsequently amended by the Wisconsin Legislature, United States Congress or state or federal administrative agency, such reference in this Contract shall be deemed to be amended to conform to the new law, code, rule, or regulation.

VI. MISCELLANEOUS

A. Severability

If any term or provision of this Contract shall be found by a court of competent jurisdiction to be invalid, illegal or otherwise unenforceable, the same shall not affect the other terms or provisions hereof or the whole of this Contract, but such term or provision shall be deemed modified to the extent necessary in the court's opinion to render such term or provision enforceable, and the rights and obligations of the parties shall be construed and enforced accordingly, preserving to the fullest permissible extent the intent and agreements of the parties herein set forth.

B. Waiver

No waiver of any breach of this Contract shall be held as a waiver of any other or subsequent breach.

C. Assignment

This Contract may not be assigned or delegated by either party.

D Entire Contract

This Contract constitutes the entire contract and understanding between the parties. It supersedes and replaces any and all prior agreements, contracts, and understandings between the parties except as referenced and incorporated herein.

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.

SHEBOYGAN AREA SCHOOL DISTRICT:

By: _____

Santino Laster

President, Board of Education

Date: _____

ATTEST:

_____

Sarah Ruiz-Harrison

Clerk, Board of Education

Date: _____

GEORGE D. WARRINER SCHOOLS GOVERNING BOARD:

By: _____

Cassandra Mondesir

President, George D. Warriner Schools Governing Board

Date: _____

ATTEST:

_____

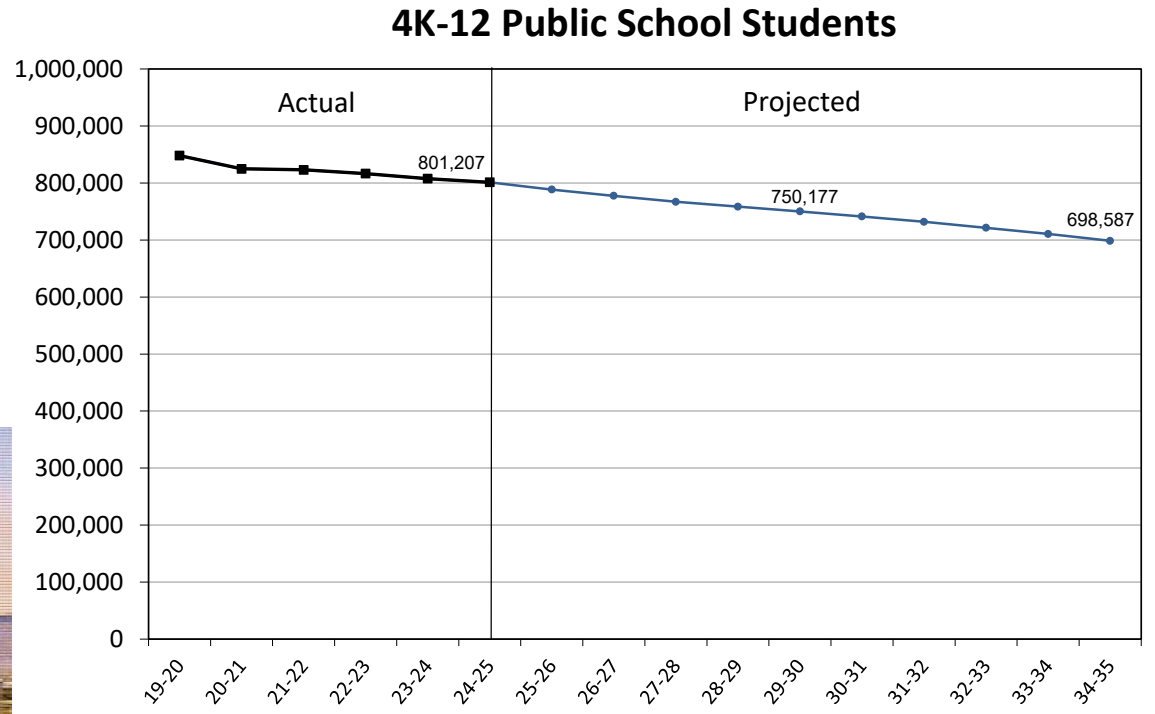
Jose Araujo

Board Member, George D. Warriner Schools Governing Board

Date: _____

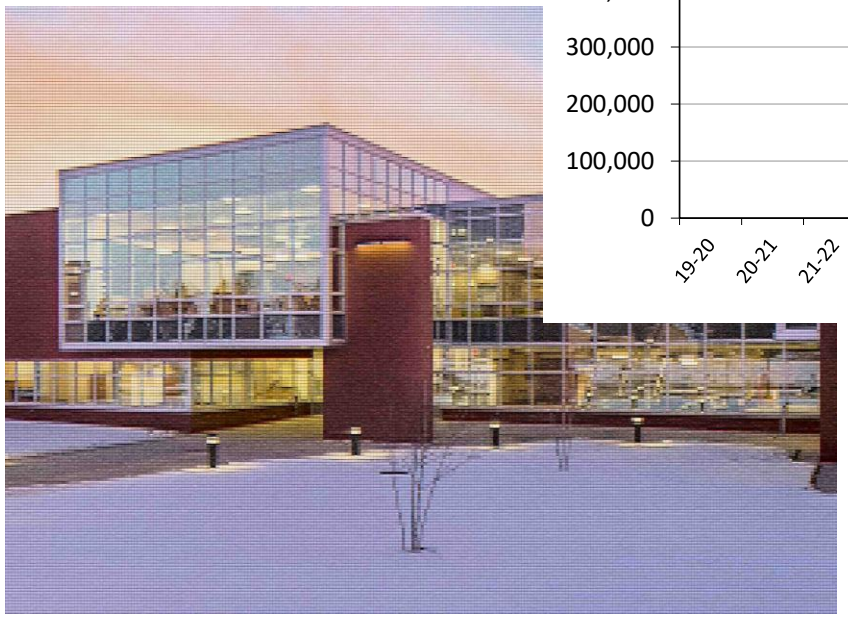
Declining Enrollment: Wisconsin Demographics, School Enrollment, and Statewide Projections

Sarah Kemp
University of Wisconsin-Madison
Applied Population Laboratory



CESA1: Declining Enrollment Workshop

December 3, 2025



THE UNIVERSITY of WISCONSIN MADISON

Wisconsin Demographics



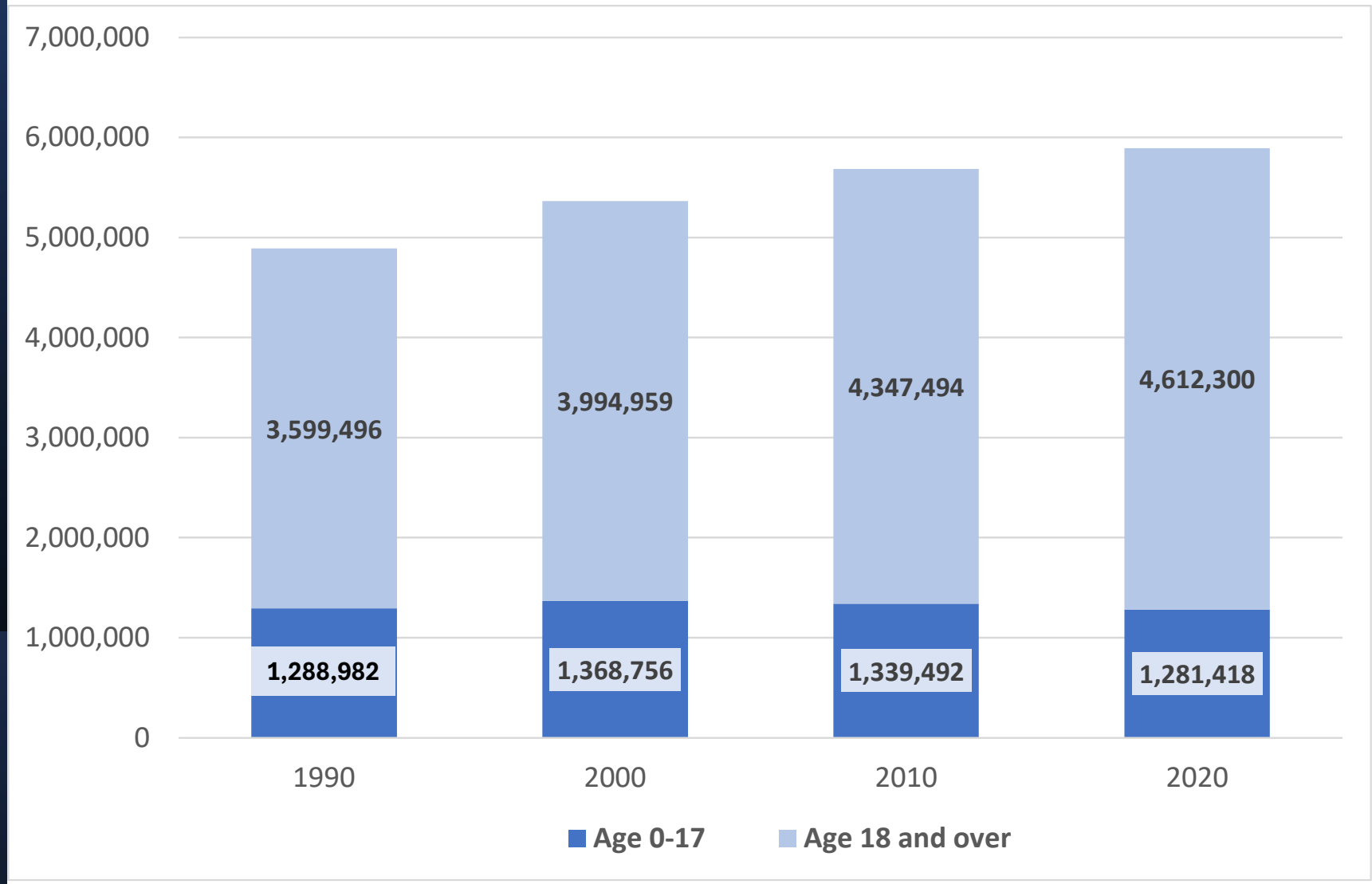
State Population Increased by:

11% in 1990s

9% in 2000s

6% in 2010s

2010 Census	2020 Census	1/1/2025 Estimate
5,686,986	5,893,718	6,033,500



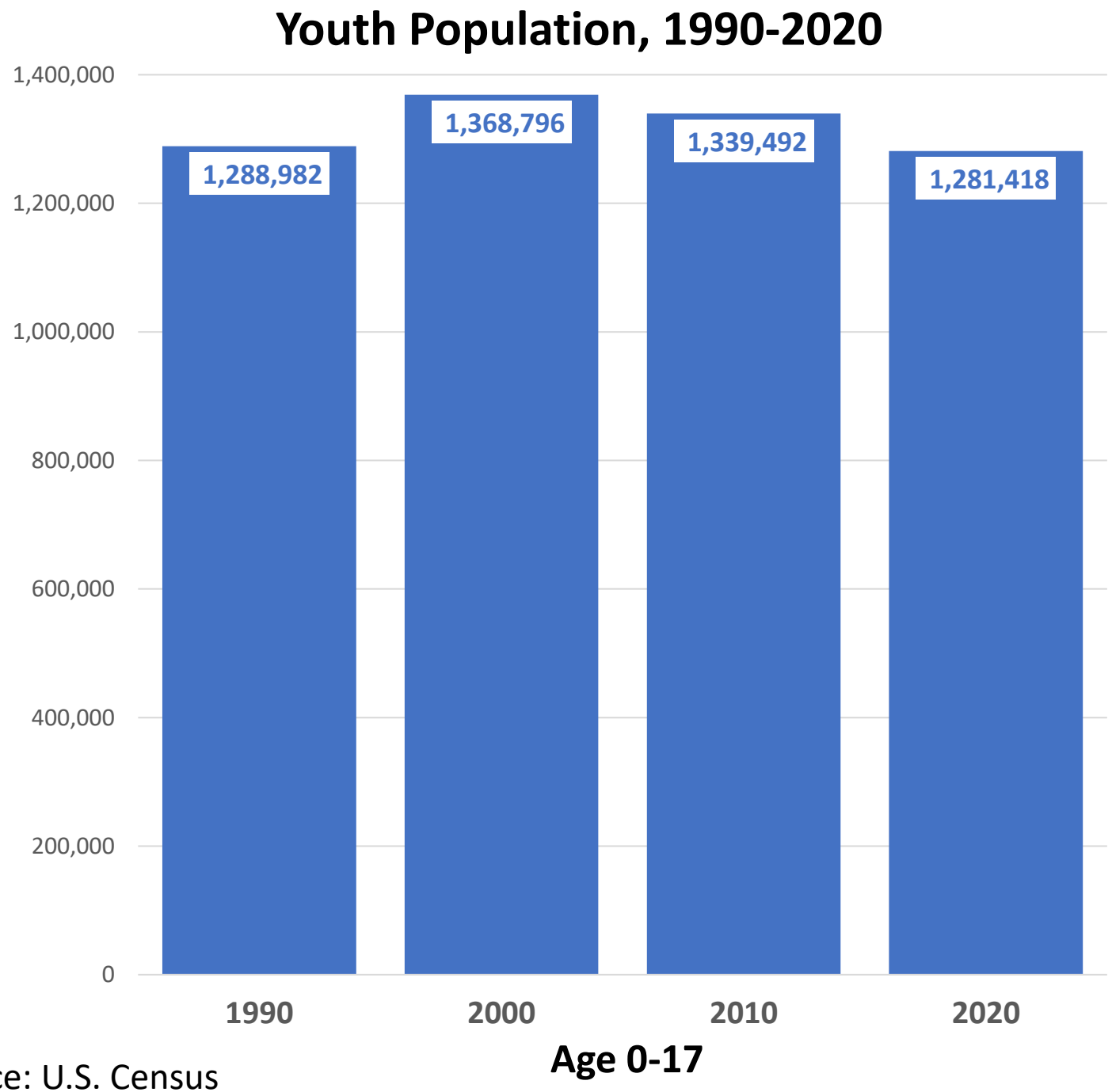
Source: U.S. Census

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Youth Population

Increased by:
6% in 1990s

Decreased by:
2% in 2000s
4% in 2010s



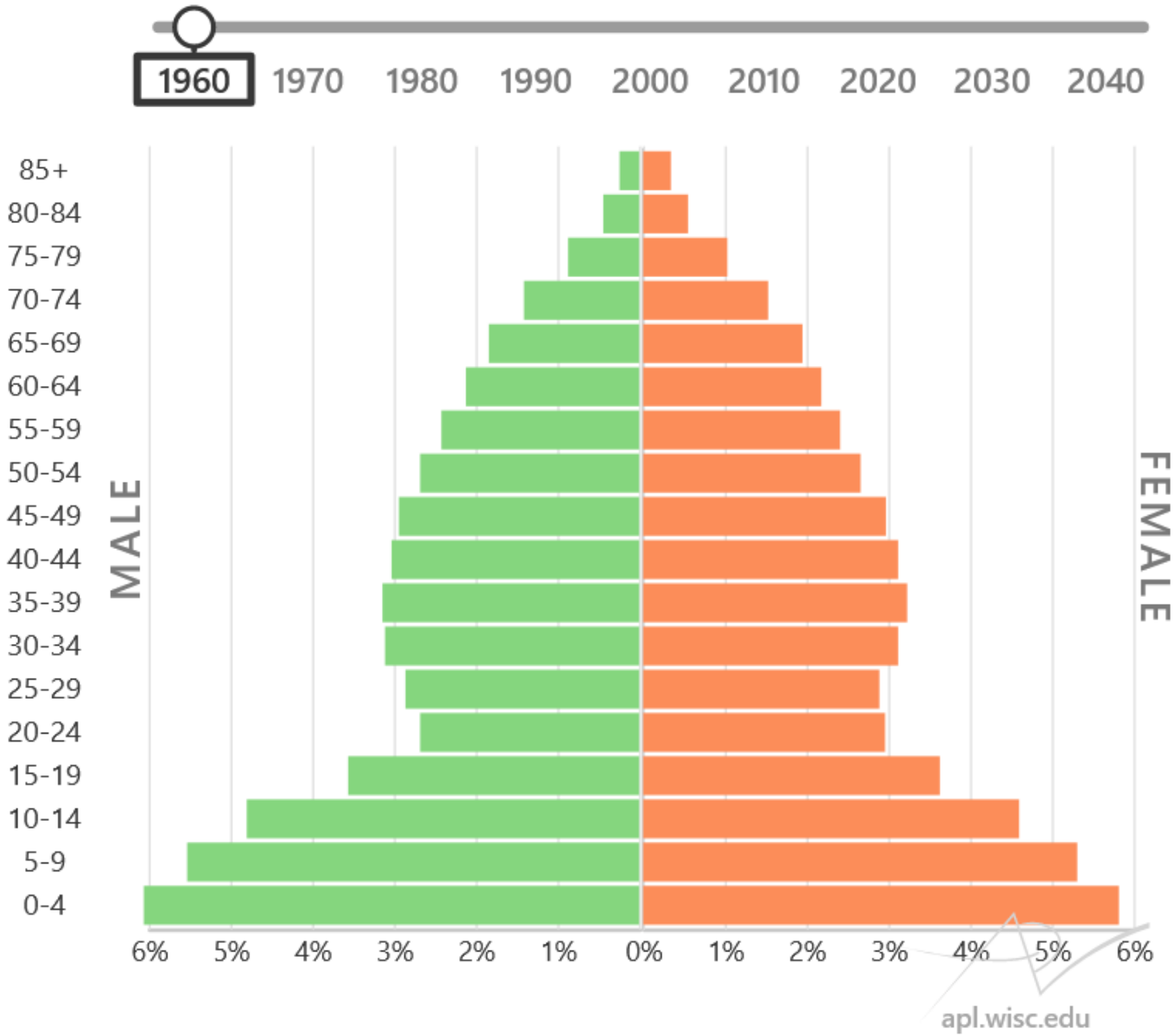
Source: U.S. Census

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In 1960s & 1970s, Wisconsin's population was much younger

By 2040, the population is projected to be equally distributed

Wisconsin Population, 1960-2040



Source: U.S. Census

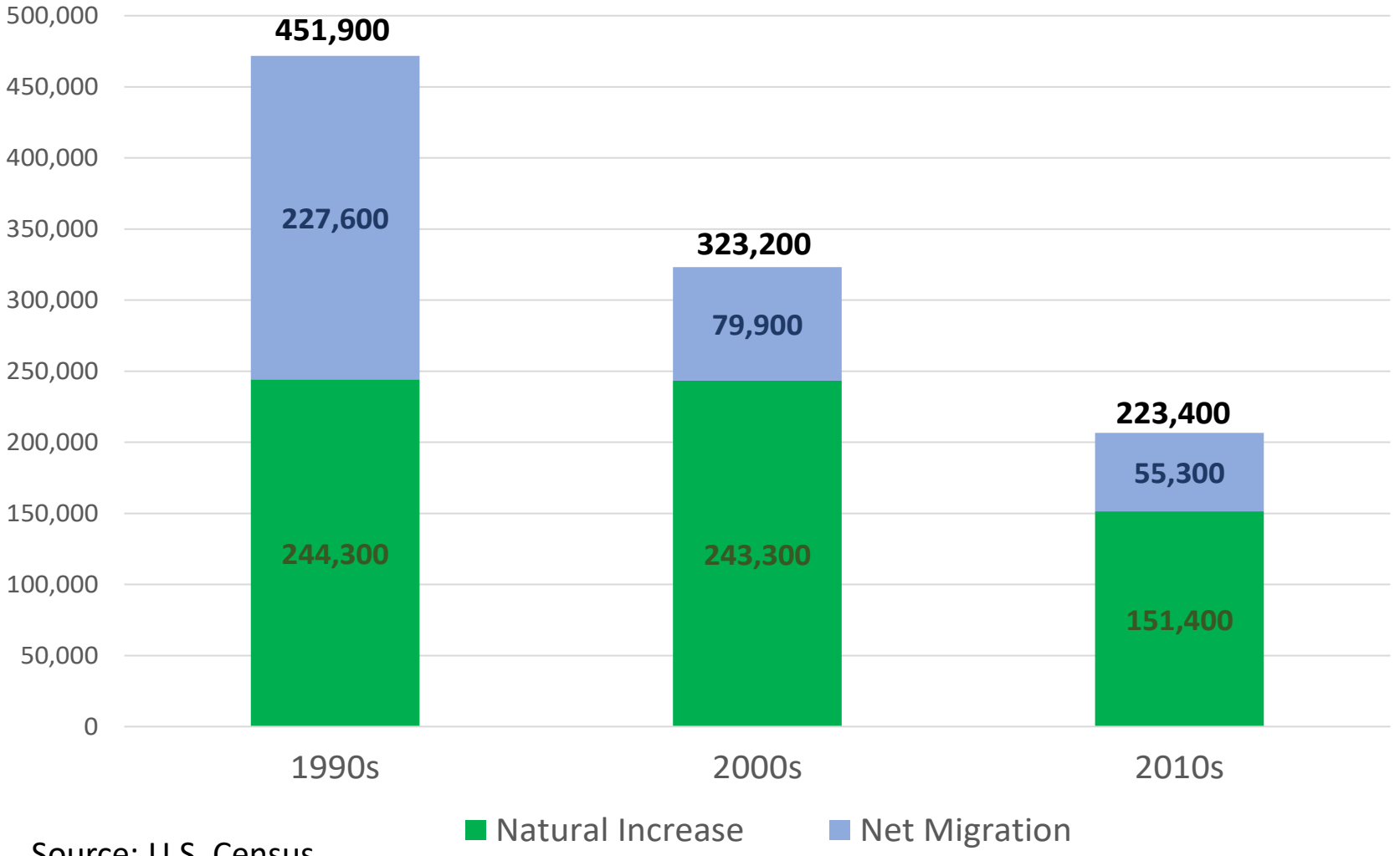
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Population growth slowing

Fewer people moving into WI

Fewer births

Components of Population Change

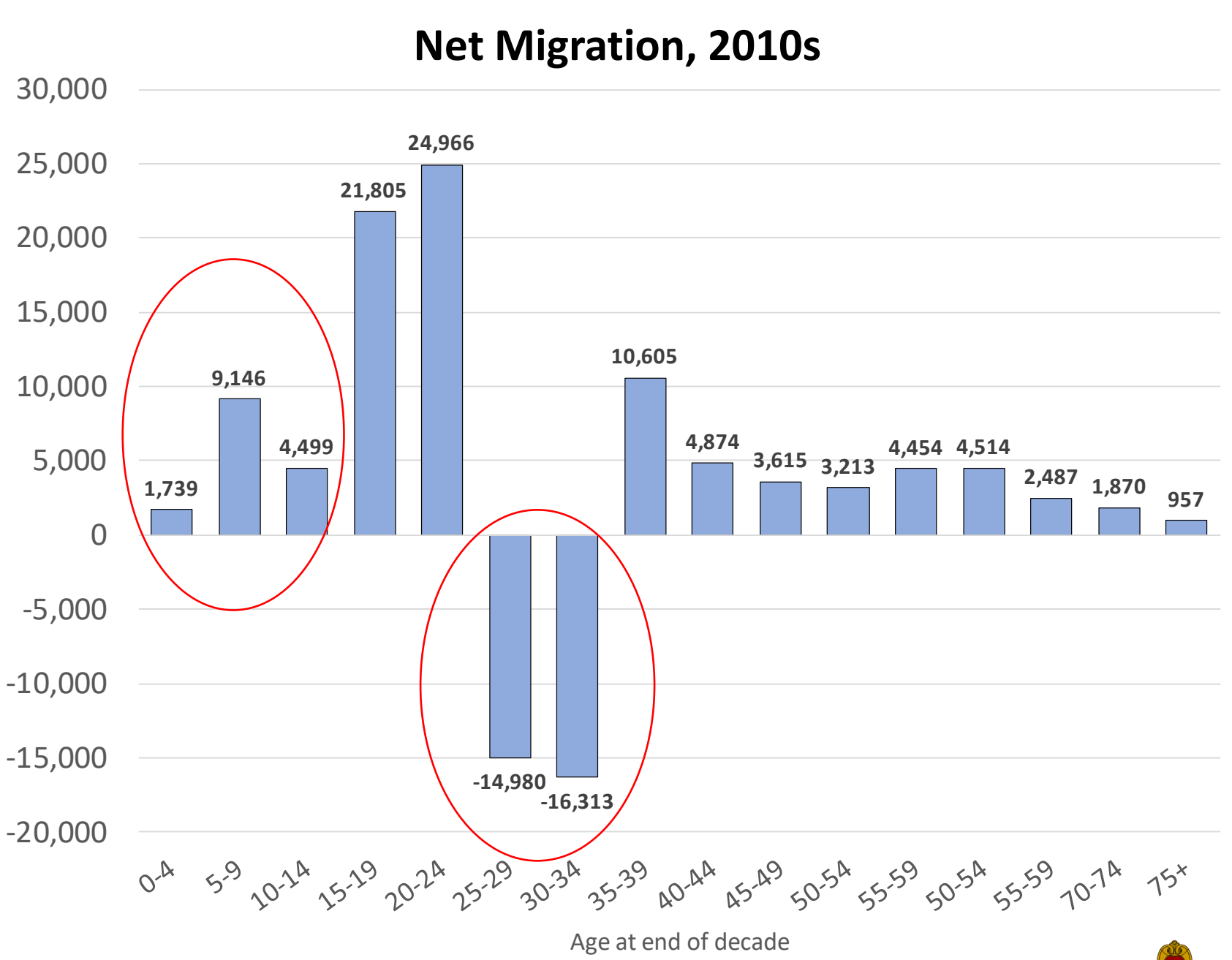


Source: U.S. Census

Population Change = (Births + Immigration) - (Deaths + Emigration)

Move-ins: Fewer young children (0-14)

Move-outs: young adults (25-34)



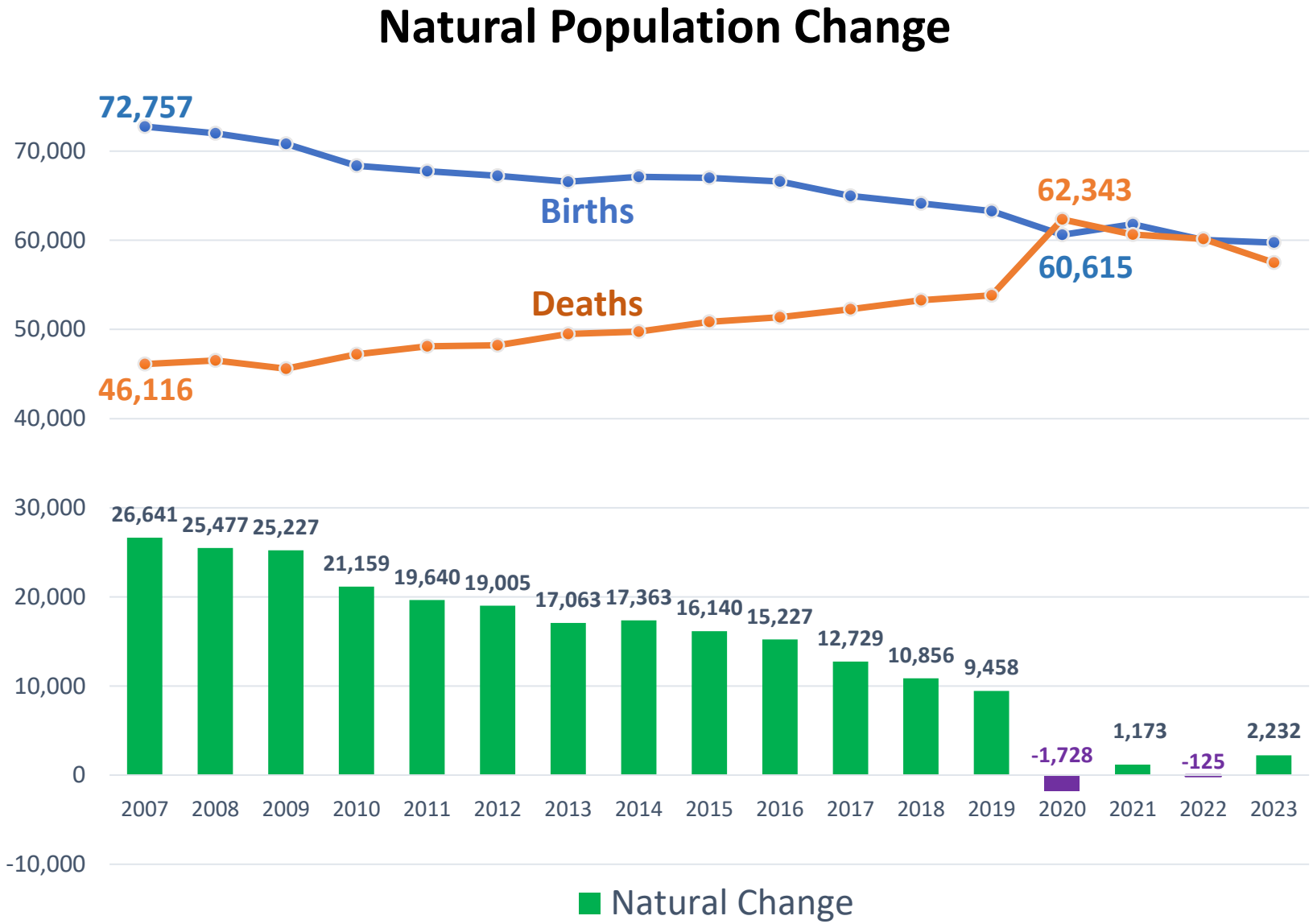
Source: APL Net Migration Project

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Since 2007

Births have decreased

Deaths have increased



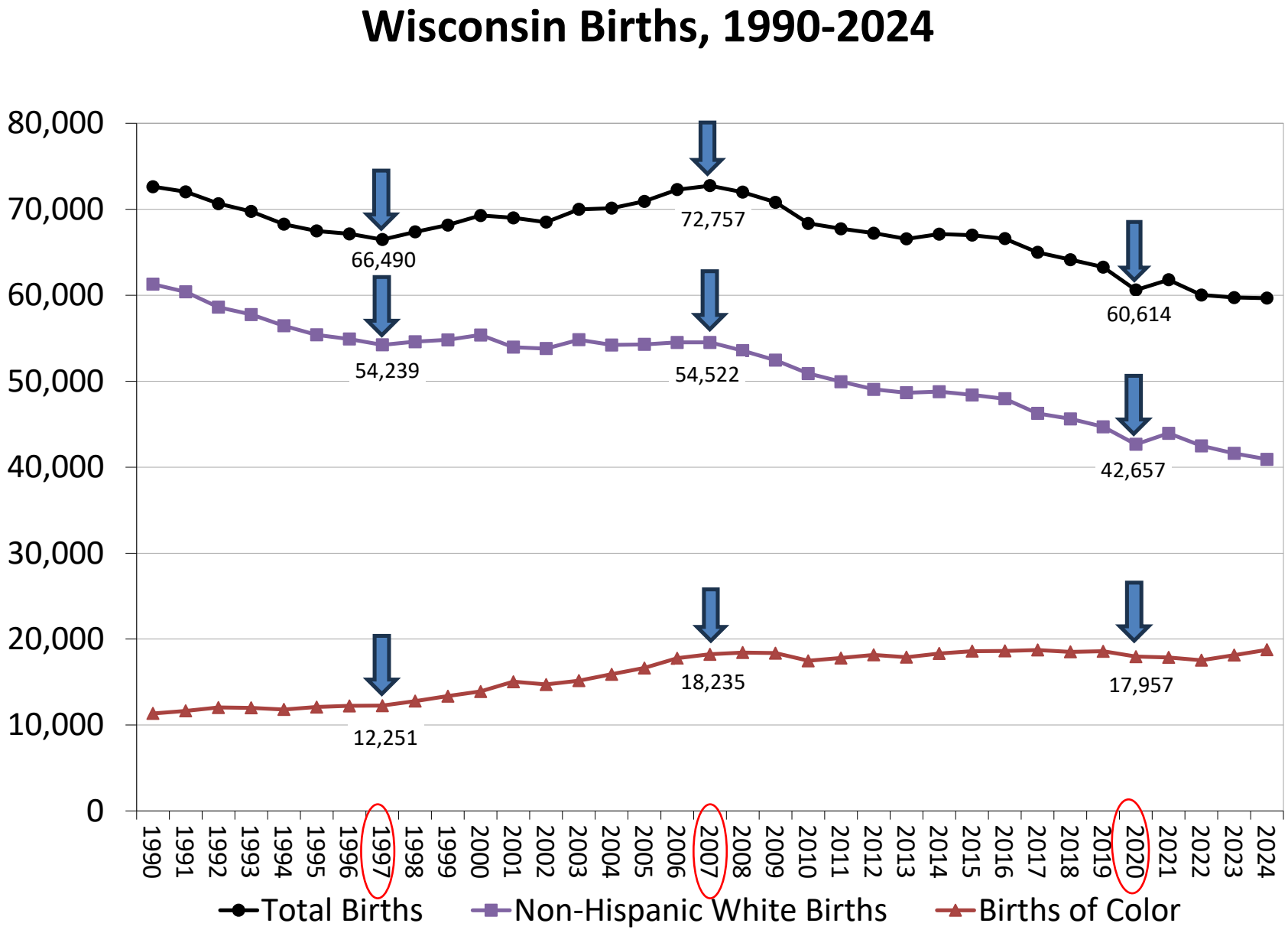
Source: Department of Health Services

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Peak decline in 1997

Peak increase in 2007

After significant decline in 2020 continued decline



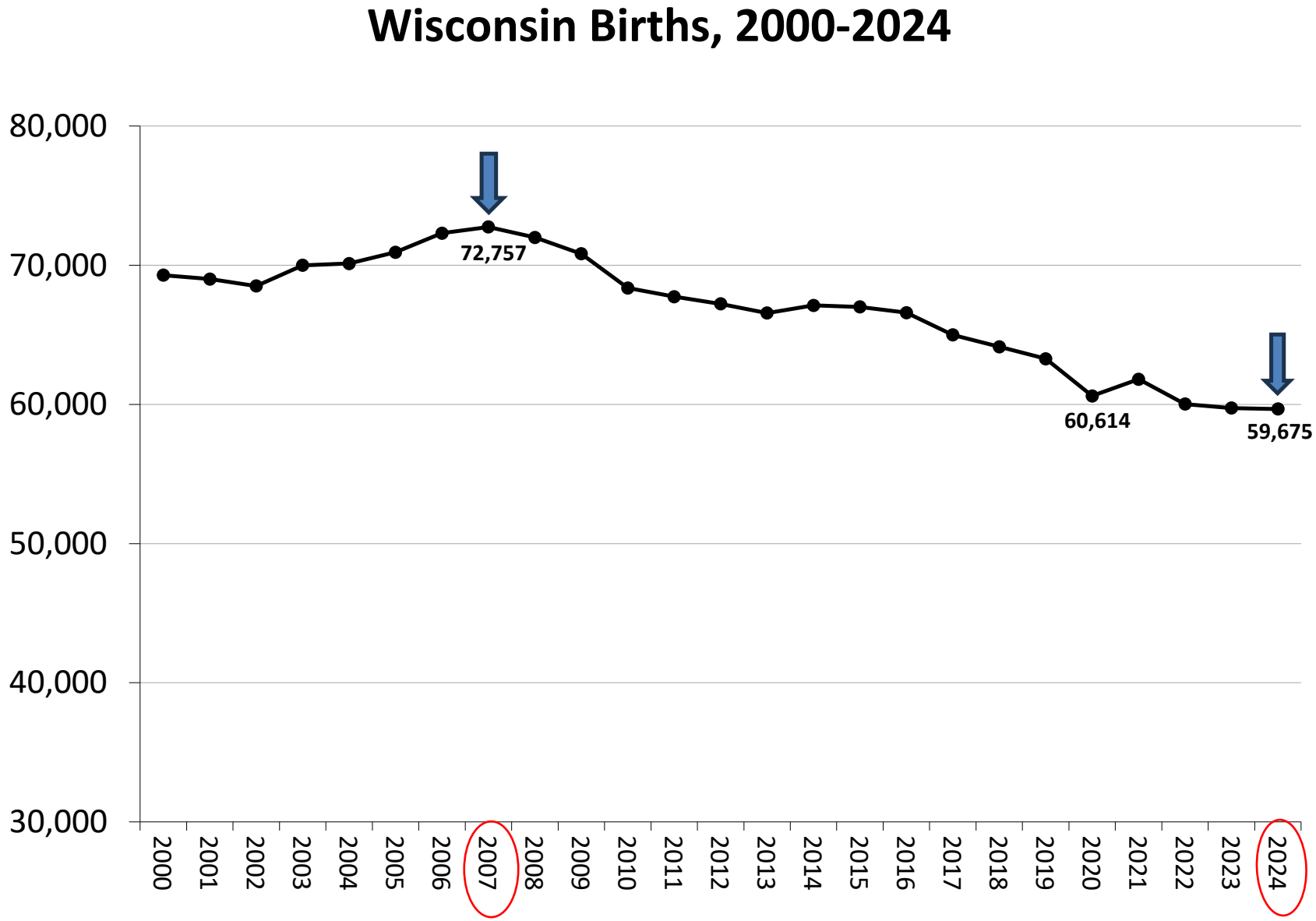
Source: Department of Health Services

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Since 2007

18 years of 18% decline

Children born in 2007 are graduating



Source: Department of Health Services

THE UNIVERSITY of WISCONSIN MADISON

Wisconsin Public School Enrollment



Students home schooled have increased by 44%

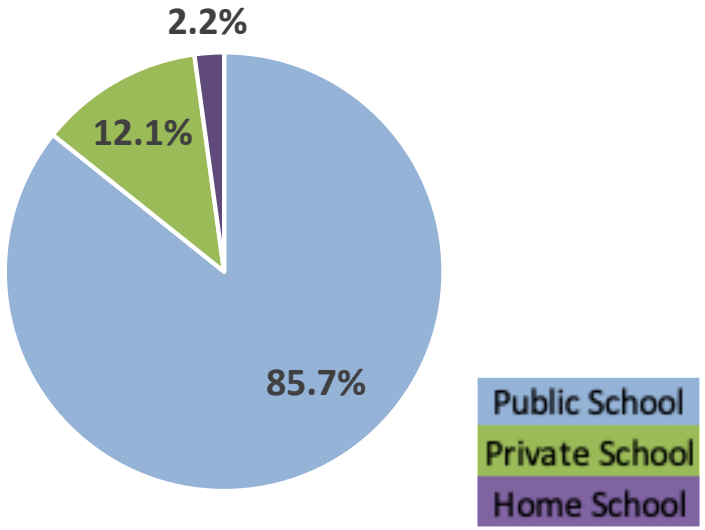
Students in private schools have increased by 5%

Students in public schools have decreased by 6%

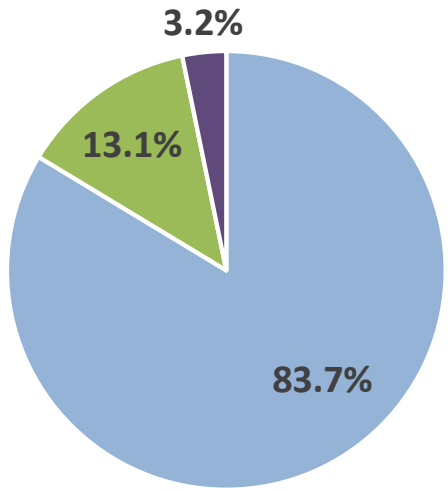
Students by School Type

Change from 2019-20 to 2024-25		
	Students	% change
Home increase	9,450	43.7%
Private increase	5,650	4.7%
Public decrease	-49,078	-5.7%
Total decrease	-33,978	-3.4%

2019/20 Students



2024/25 Students

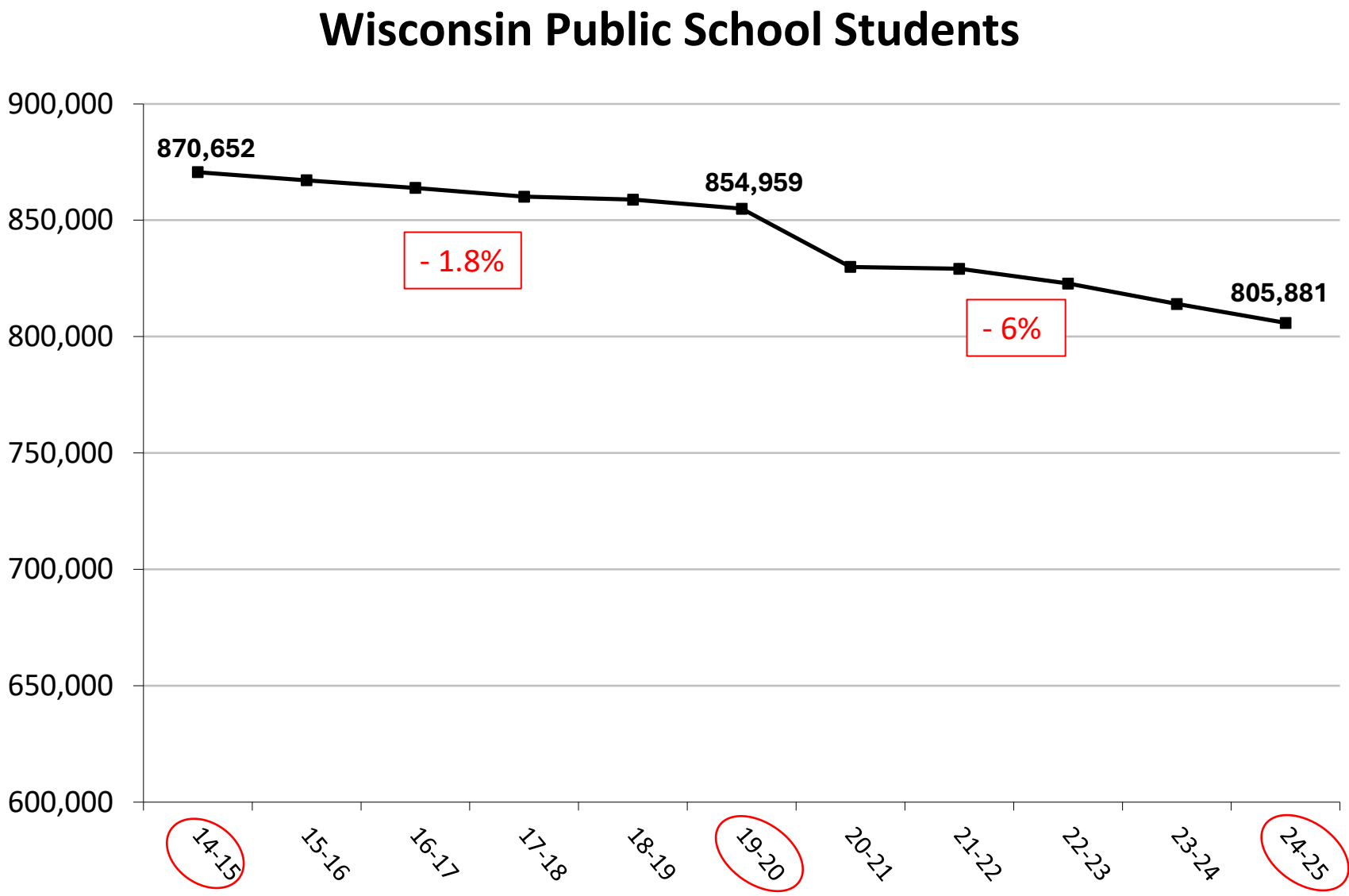


Source: Department of Public Instruction

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2014/15 - 2019/20
Declined by 2%

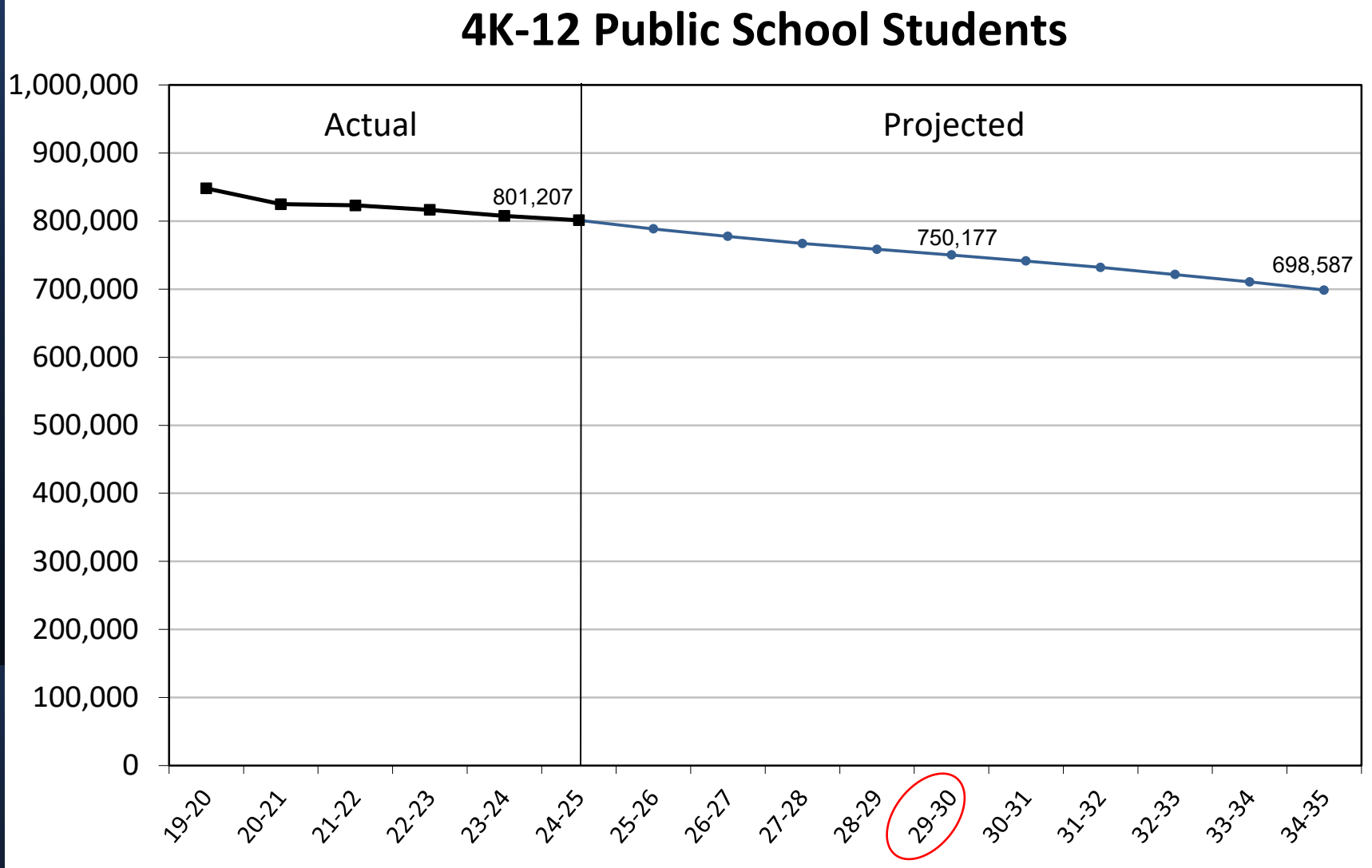
2019/15 - 2024/25
Declined by 6%



Source: Department of Public Instruction WISEdash

THE UNIVERSITY of WISCONSIN MADISON

By 2029/30, 4K-12 students projected to DECREASE by 6%



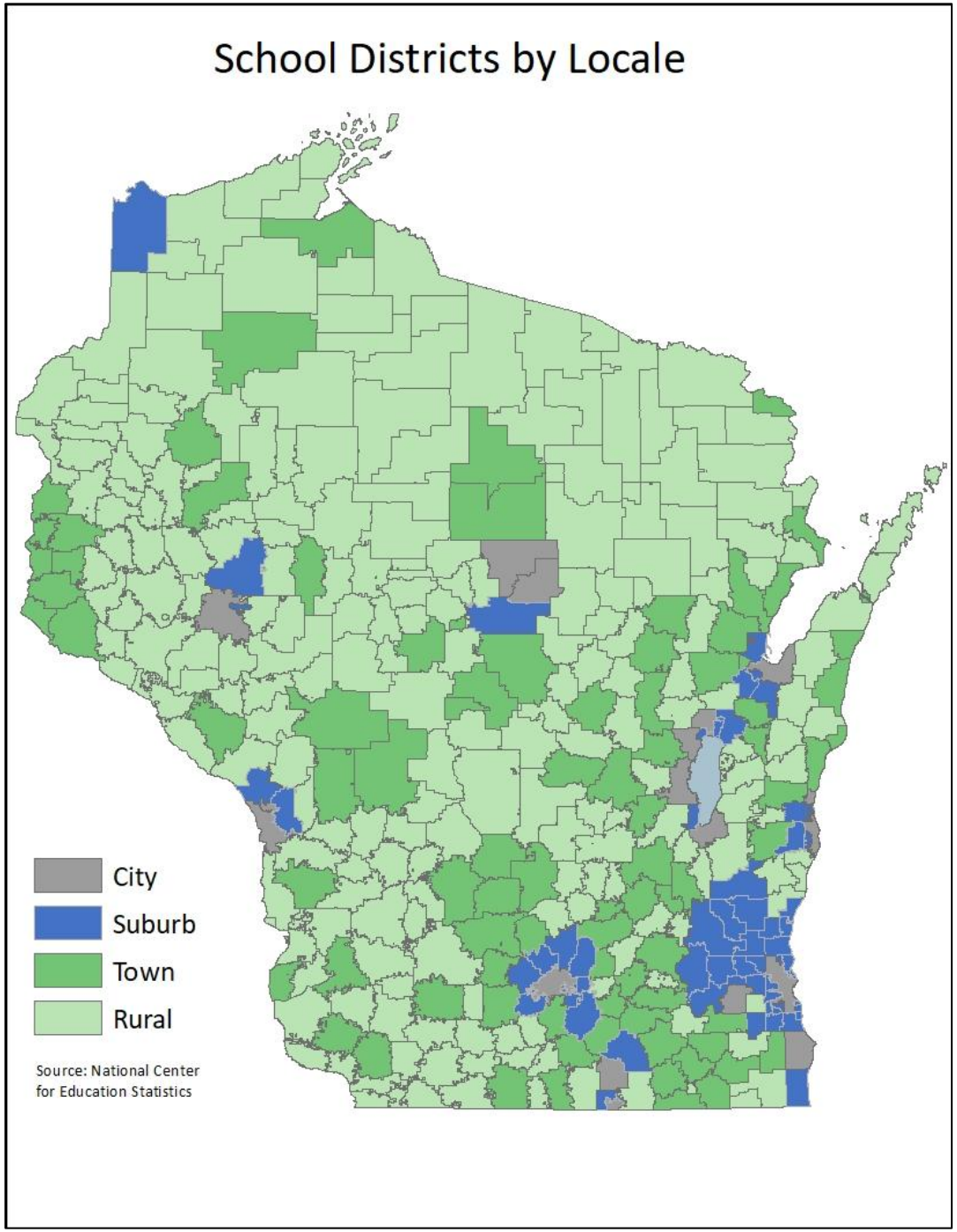
In 5 years, all grade groupings will decline:

Elementary by **9%**, Middle by **2%**, and High by **6%**

City: 4% of districts with 31% of students

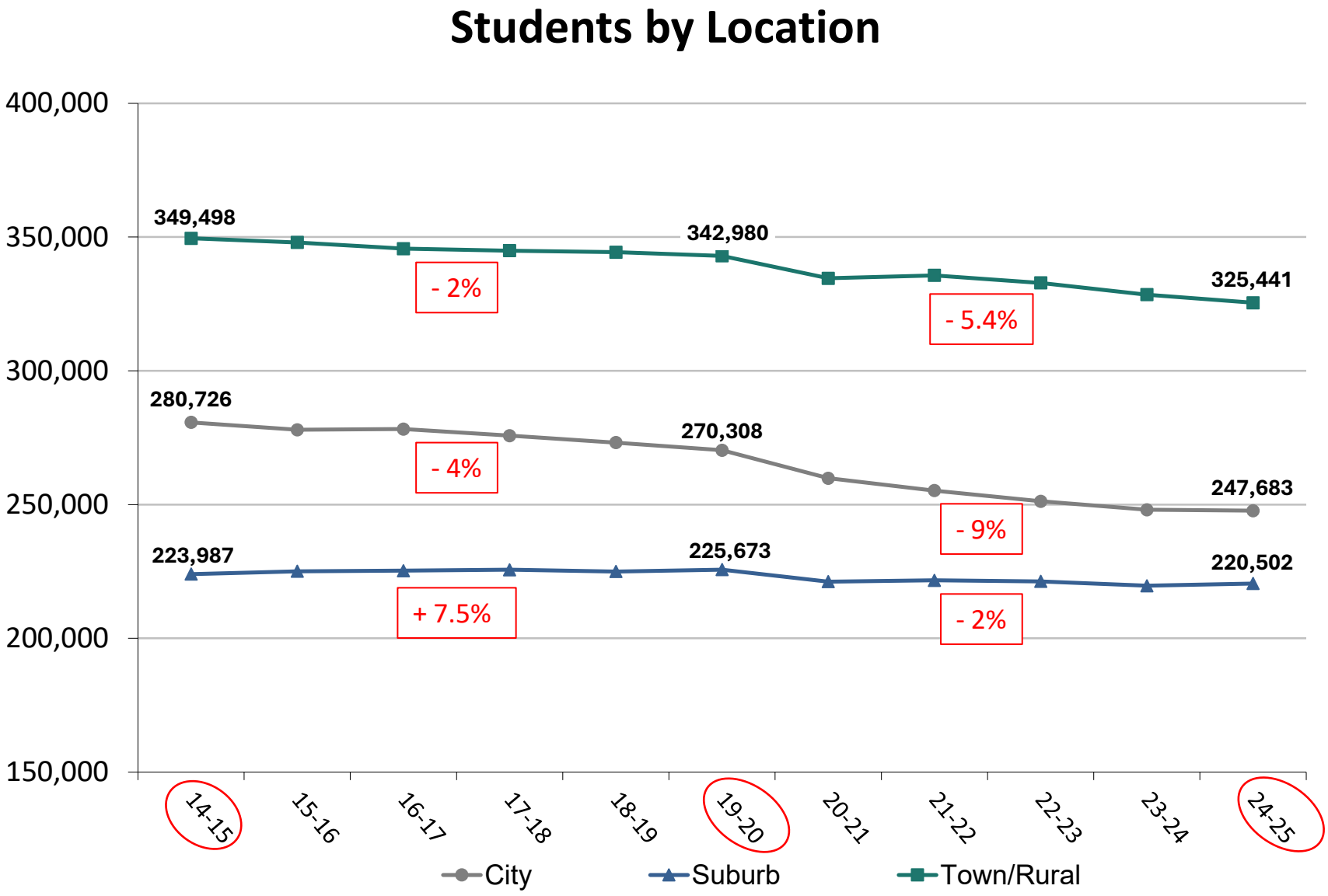
Suburb: 18% of districts with 27% of students

Town/Rural: 78% of districts with 41% of students



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Last year's projections forecast decline for all locale codes



Source: Department of Public Instruction

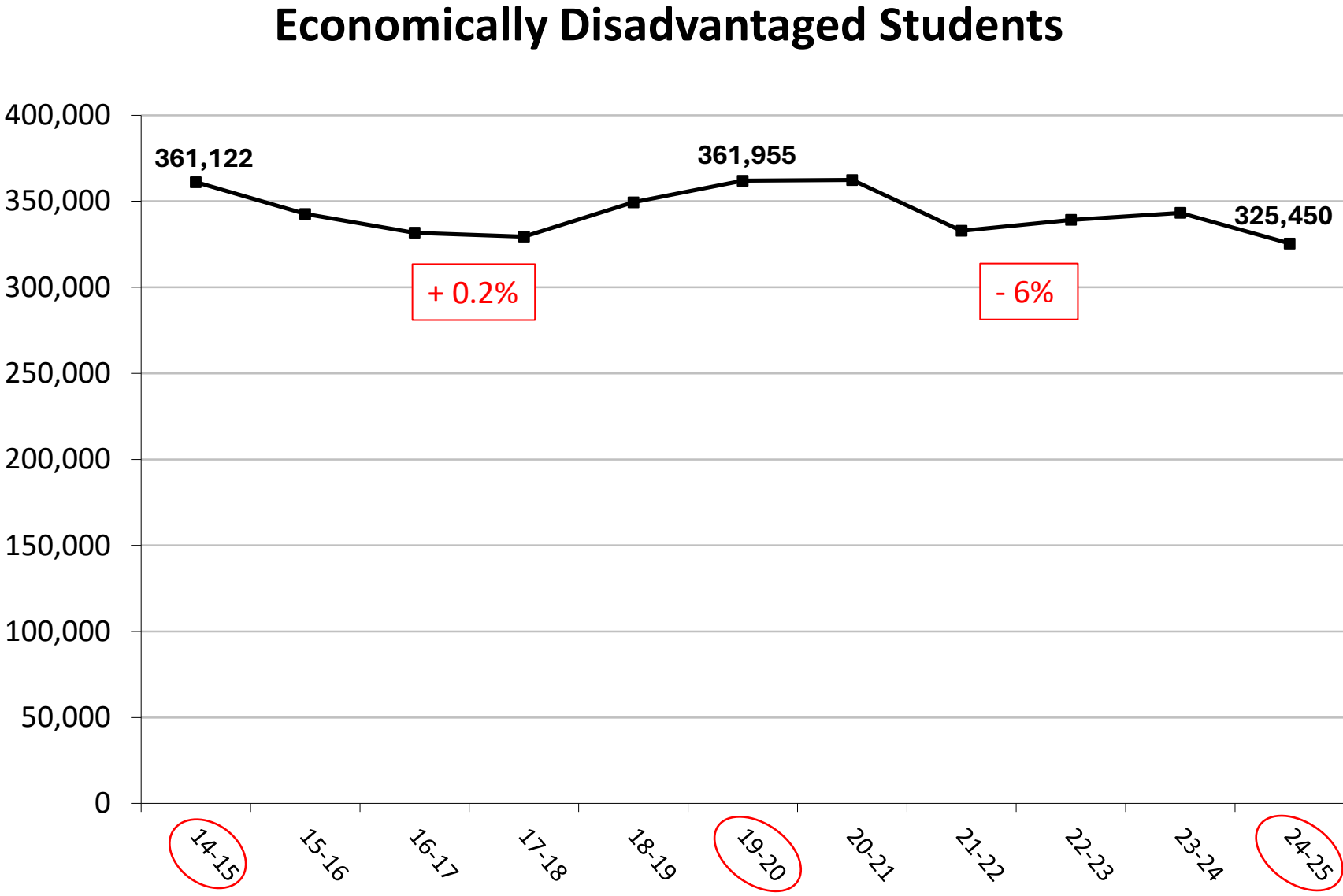
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Public School Enrollment By Student Type



2014/15 - 2019/20
Similar enrollment

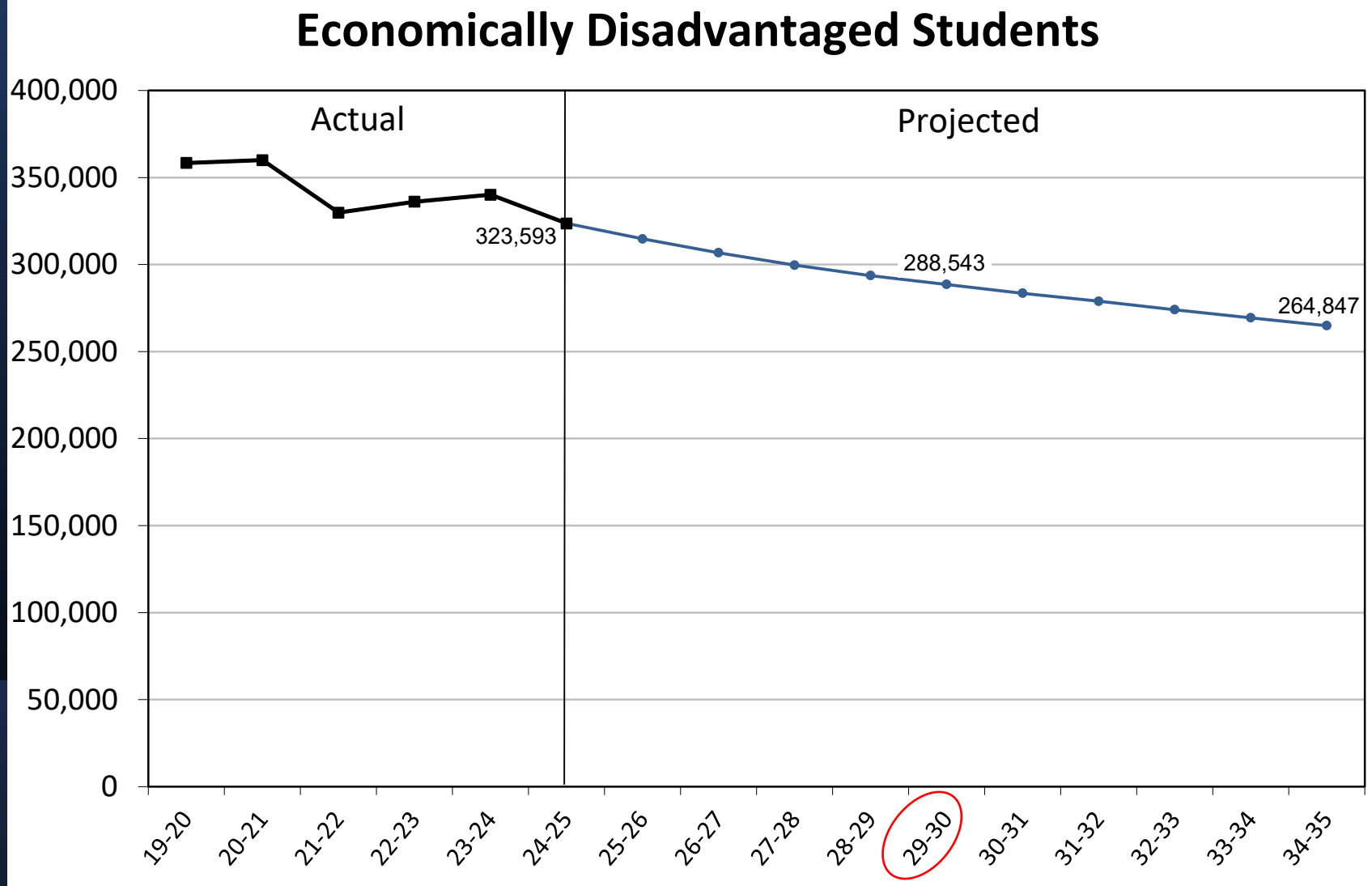
2019/15 - 2024/25
Declined by 6%



Source: Department of Public Instruction WISEdash

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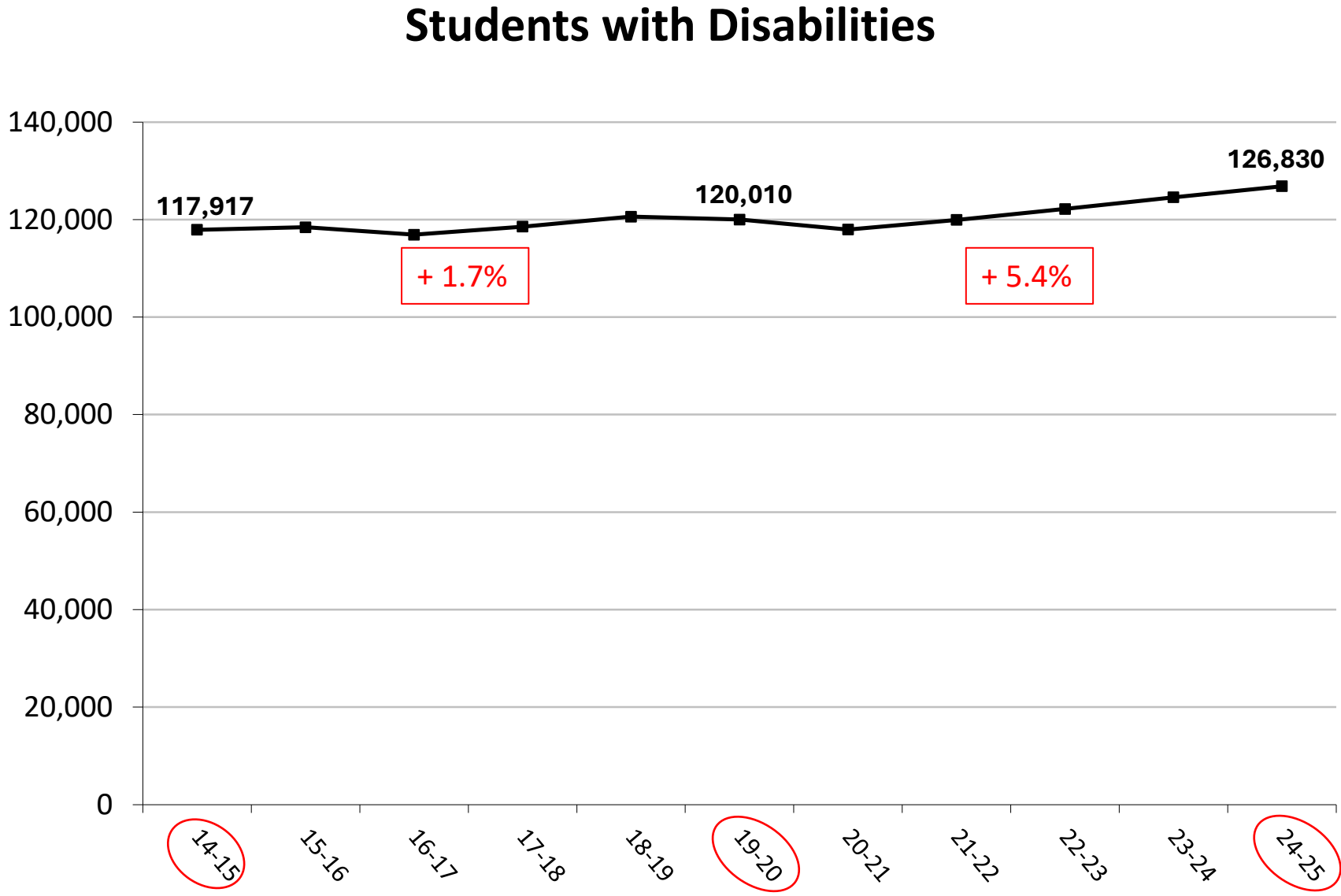
By 2029/30, economically disadvantaged students are projected to DECREASE by 11%



In 5 years, economically disadvantaged students will decline from 40% to 38% (-2% share) of the student population.

2014/15 - 2019/20
Grew by 1.7%

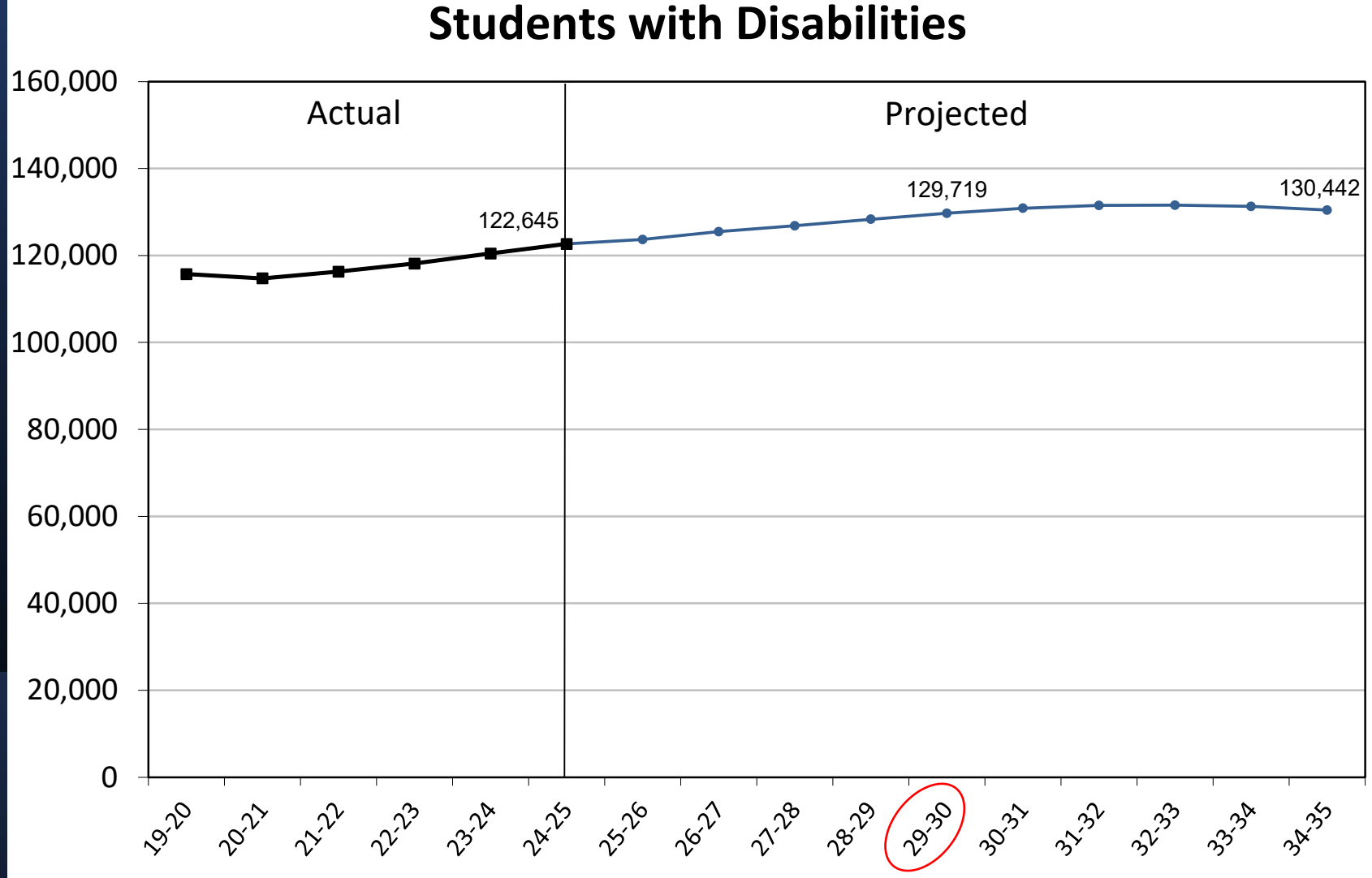
2019/15 - 2024/25
Grew by 5.4%



Source: Department of Public Instruction WISEdash

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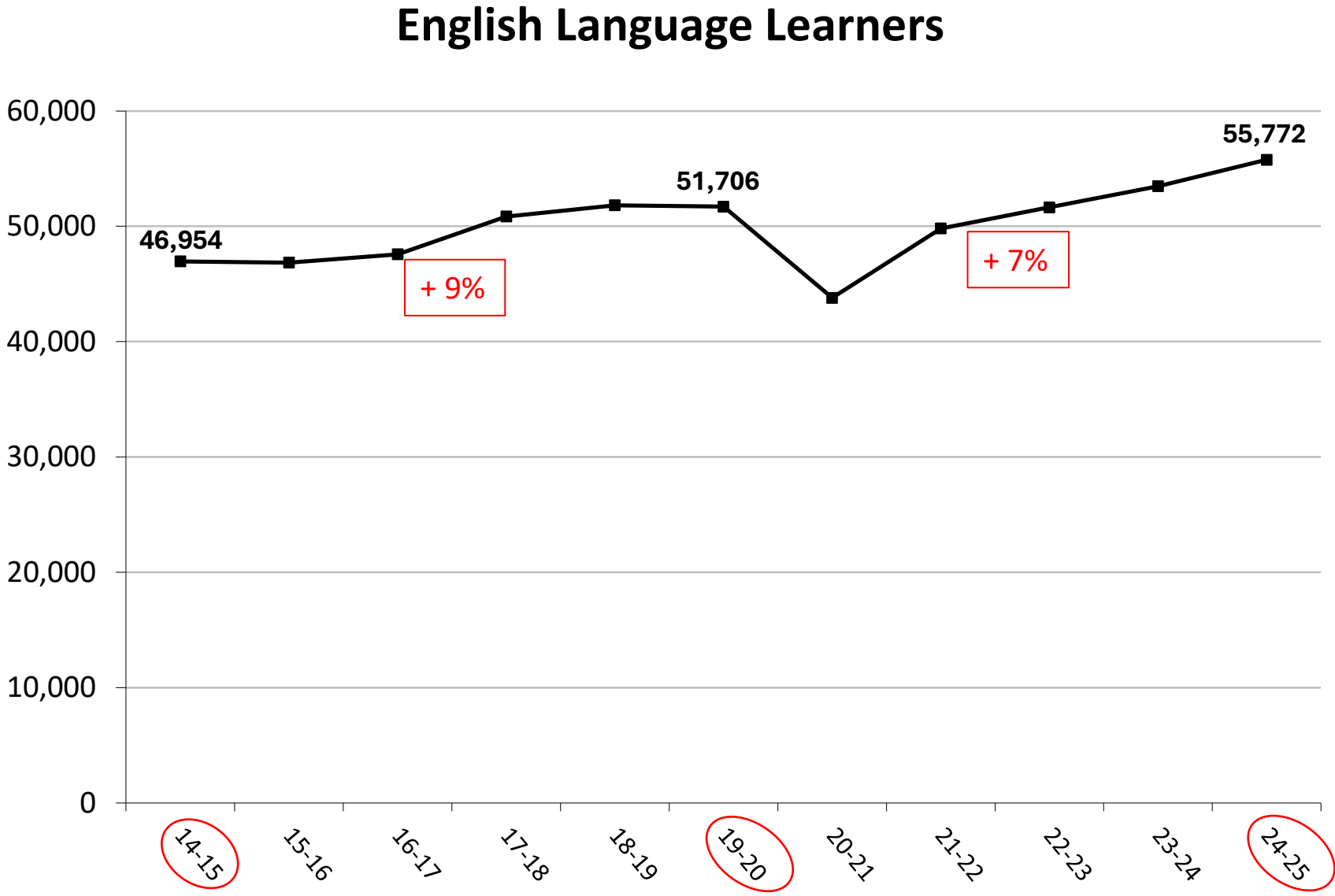
By 2029/30, students with disabilities are projected to INCREASE by 6%



In 5 years, students with disabilities will increase from 15% to 17% (+2% share) of the student population.

2014/15 - 2019/20
Grew by 9%

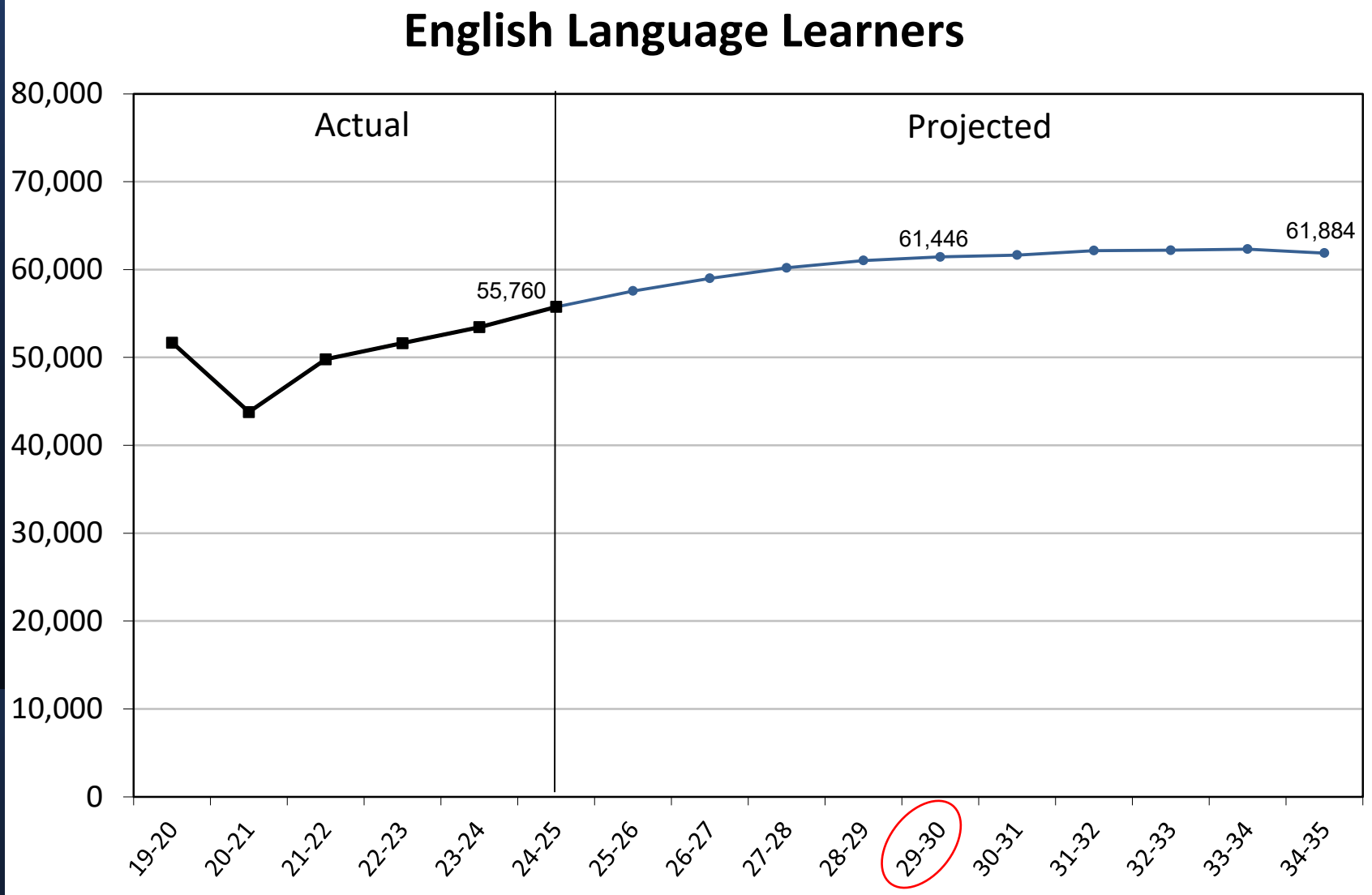
2019/15 - 2024/25
Grew by 7%



Source: Department of Public Instruction WISEdash

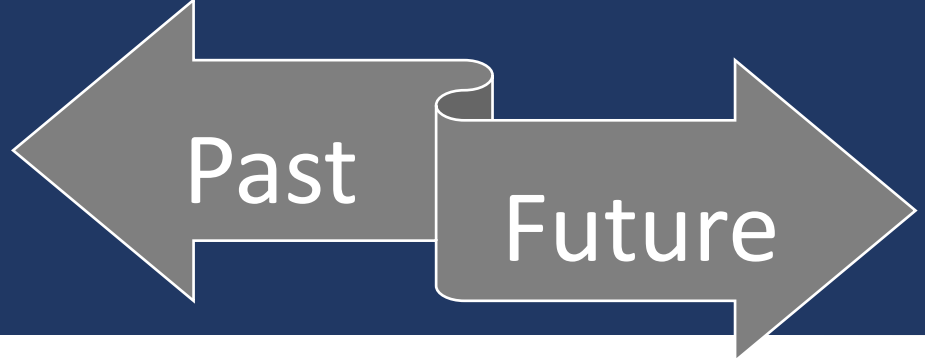
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By 2029/30, ELL students are projected to INCREASE by 10%



In five years, English language learners will increase from 7% to 8% (+1% share) of the student population.

Concluding Comments



- Decreasing births and slowing migration result in declining enrollment for school districts.
- Educational alternatives grew during the pandemic and have continued to grow reducing the number of public school students.
- No area of the state is immune to enrollment decline in the future.
- Fewer students mean reduced revenue for school districts. Resulting in the need to reduce costs and/or go to referendum.
- There is a growing number of economically disadvantaged students, students with disabilities, and English language learners. Resulting in increased costs for growing student needs.

THE UNIVERSITY of WISCONSIN MADISON

The state of school finance in Wisconsin

Understanding state-level school finance policy and role of enrollment

Declining Enrollment: Strategic Planning for School Districts

CESA 1 & WASBO Workshop

December 3, 2025

WASBO: Who we are and what we do



Mission

To provide professional development, foster a network of support, and **advocate** for funding that **ensures outstanding educational opportunities for all children in Wisconsin**

We carry out the advocacy part of our mission through **nonpartisan, fact-based** research, analysis, and outreach

Opening questions:

Why are so many school districts going to referendum?

And to what extent is declining enrollment the reason?



Total operating questions for 2024: 148
131 school districts | 65% passed
far exceeds previous record of 92 in 2022

$1.43 billion requested |$1.09 billion approved

More than 82% of school districts in the state have called for a referendum since revenue limits were established in 1994.

"Is it good public policy to fund a significant portion of school revenues by referendum? It is unlikely that the creators of the revenue limit law anticipated such widespread use of the referendum option."
Forward Analytics

Sources: Knapp, Dale (2023) K-12 on the Ballot: Using referenda to fund public schools. Forward Analytics; DPI: Spring Referenda 2024; Fall Referenda 2024

State of School Finance

Understanding state-level school finance policy and role of enrollment

The “why” of school finance: Students

Where are Wisconsin’s students and how are they doing?

How school funding works

Key mechanics of Wisconsin school finance policy

The 2025-27 state budget

Key provisions and impacts on public schools

State budget in context

Implications of current and past state education budgets on school district finance statewide

Indicators to watch

Sources of uncertainty affecting schools’ fiscal stability

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They "why" of school finance: Students

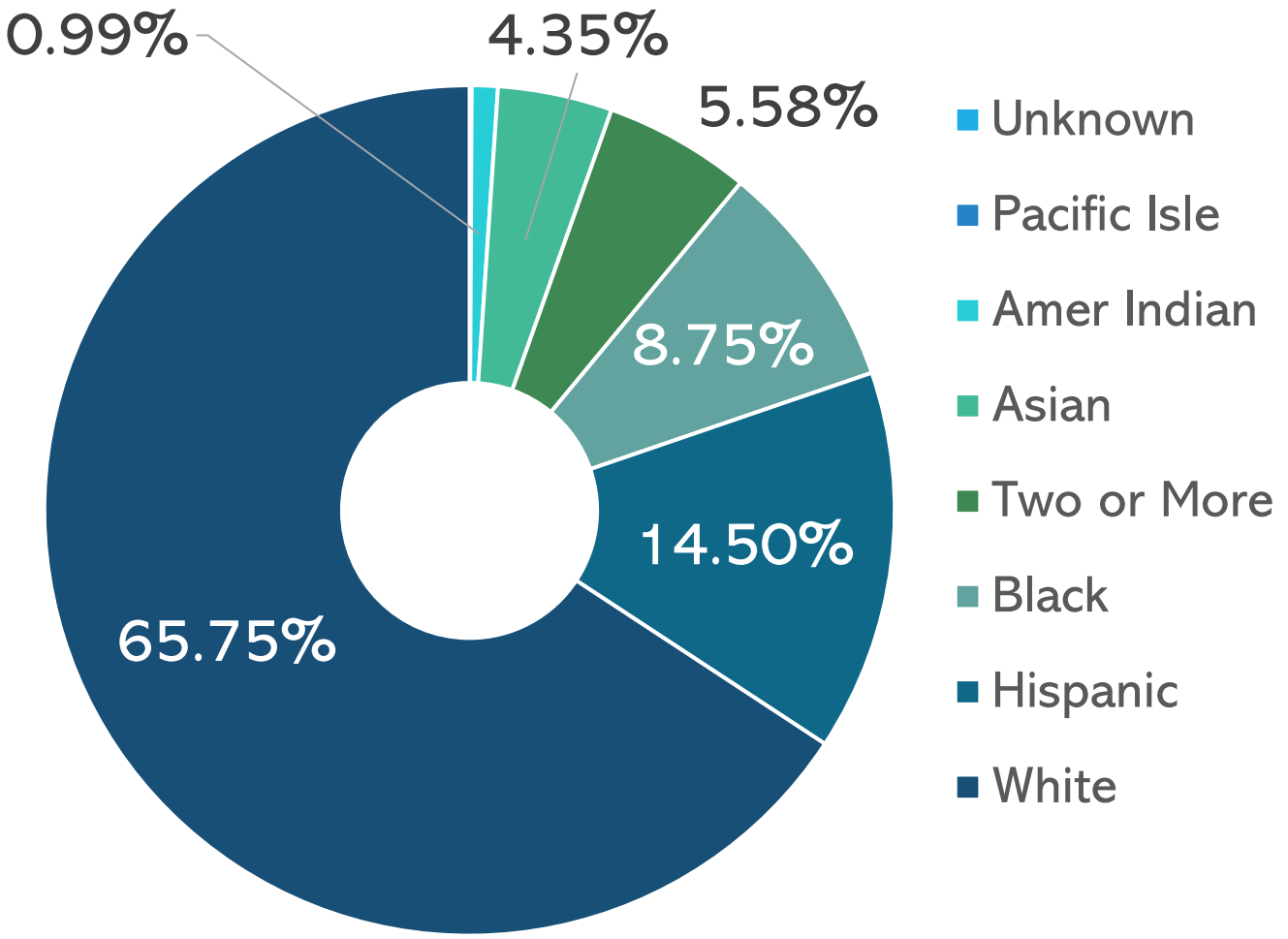
Where are Wisconsin students and how are they doing?

Public school student demographics (2024-25)

Experiencing Poverty 40.4%

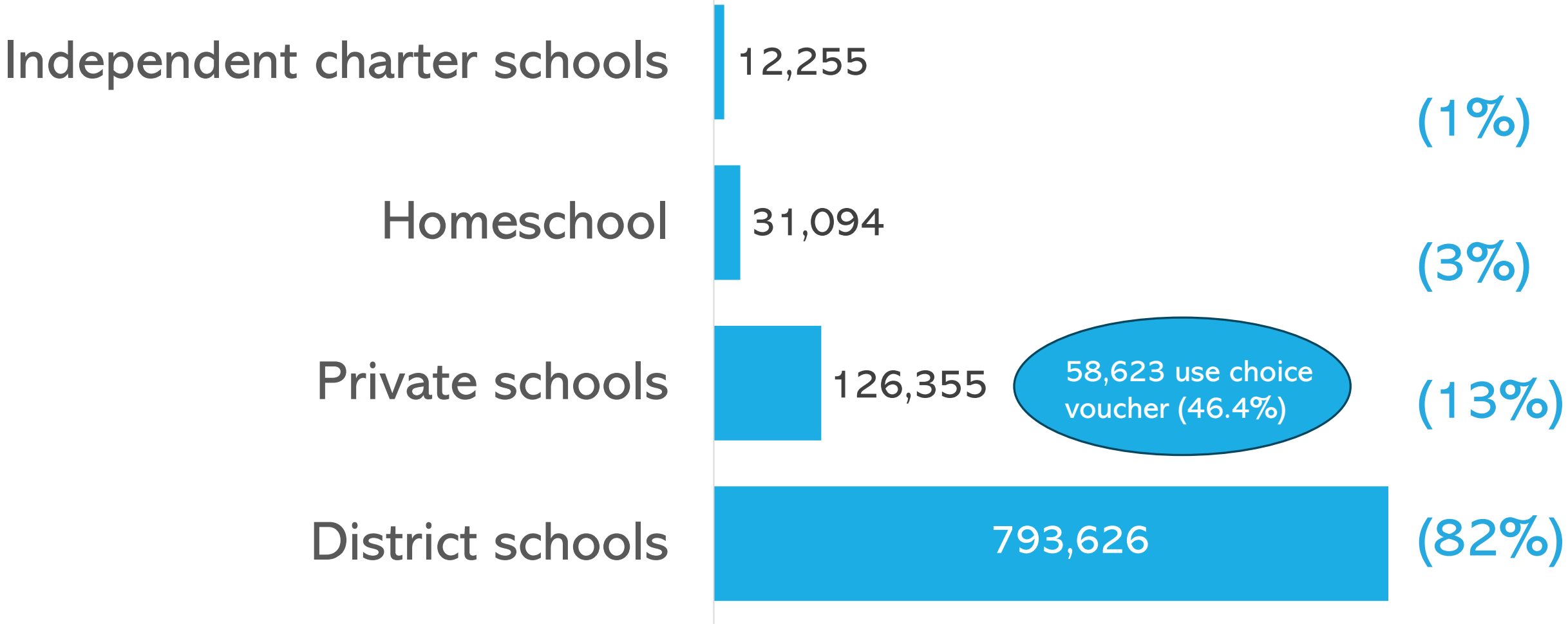
With Disabilities 15.7%

English Learners 6.9%



Source: DPI 2023-24 Enrollment Certified file

Enrollment by school type (2024-25)



Sources: DPI 2024-25 Enrollment Certified files; 2024-25 Homebased trends; 2024-25 Private school choice programs (MPCP, RPCP, WPCP) & SNSP Summary. DPI

How are our kids doing?



91% high school graduation rate (2023-24)

2024 NAEP: Wisconsin students rank at or above national average:

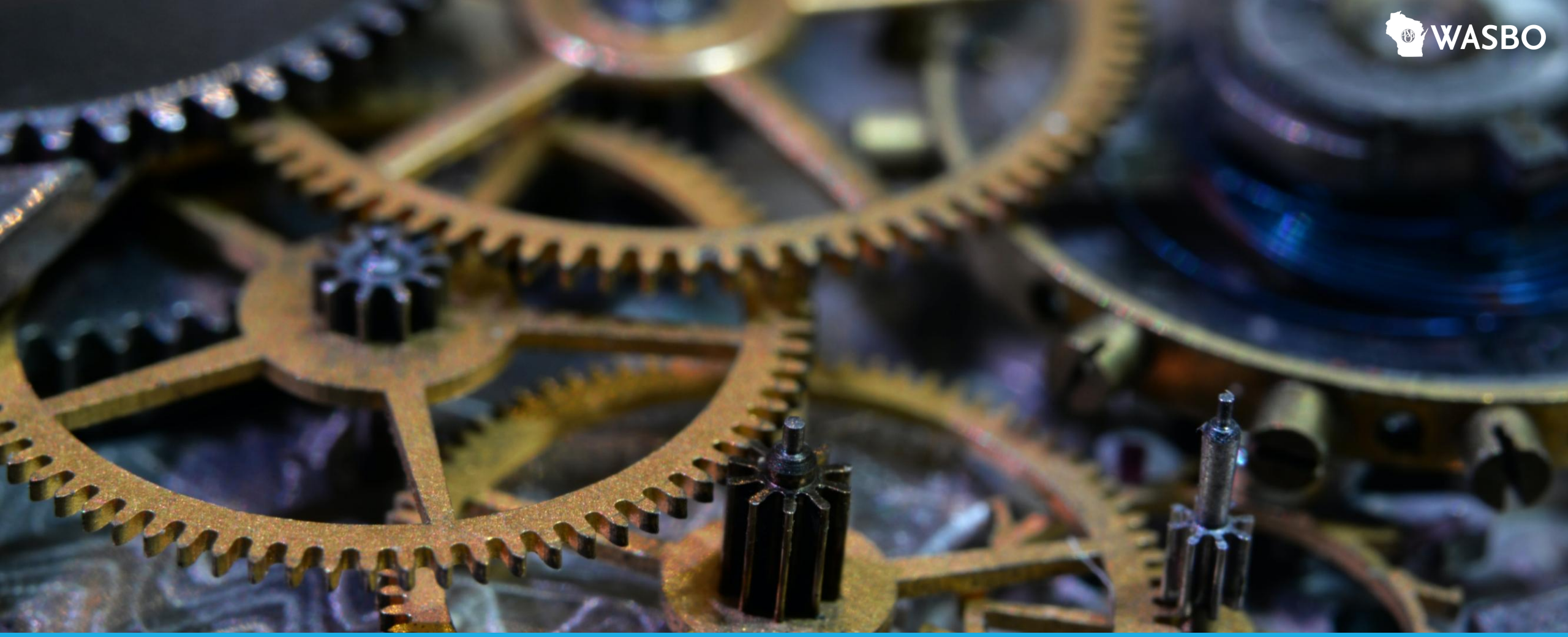
- 2nd in nation in 8th grade math (37% proficient)
- Even with national average: 4th grade math (42%); 4th and 8th grade reading (31%)

Forward Exam: ~50% of students score at grade-level expectations in math and reading

Among states with largest black-white **achievement gaps** in nation in math and reading

Chronic absenteeism rate falling but remains higher than before pandemic: 17.7% of students missed more than 10% of school days in 2023-24 (12.9% in 2019-20)

Sources: DPI WISEdash; NAEP



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How school funding works

Key mechanics of Wisconsin school finance policy

Backbone of school finance in Wisconsin:

Revenue limit

State policy limits **ON A PER PUPIL BASIS** how much money school districts get from general state aid and property taxes combined

Vast majority of school funding comes from the revenue limit



[Revenue limit] – [General aid] = Property taxes

Equalization aid

Main state portion of the revenue limit

Provided through formula based on property wealth per pupil (in district)

Purpose: Equalize fiscal capacity of school districts

Impact: Provide property tax relief – NOT revenues for schools

Equalization aid is different for every district – based on:

- Property wealth
- Aidable costs (spending)
- Membership (enrollment)

Equalization aid is <u>not</u> based on:

- Student need
- Cost of education in a given district
- Income-level of students' families

Source: Legislative Fiscal Bureau (January 2023) Informational paper #28: State aid to school districts

Revenue limit: A brief history

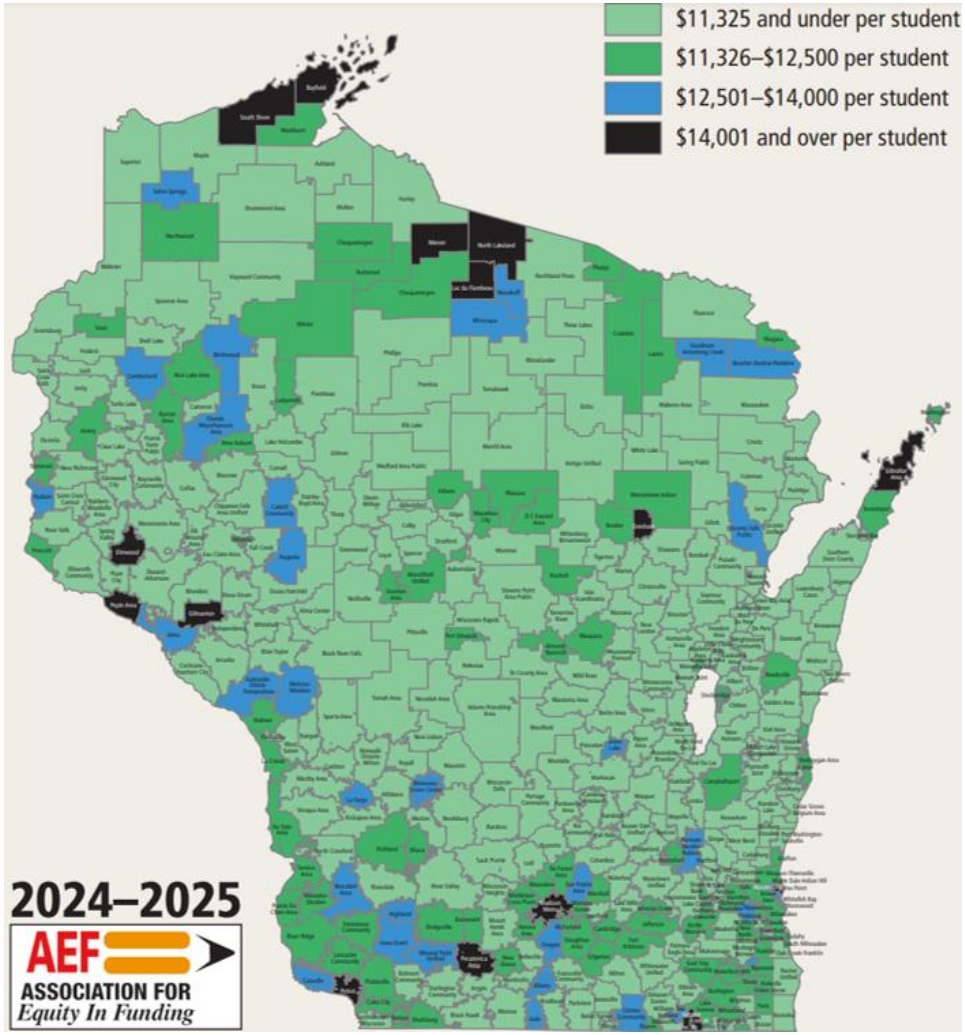
Enacted in 1993-94

Locks districts into relative spending levels from 30 years ago

Each district has a *different limit – with highest limit more than double lowest*

Arbitrary: Not tied to student need or costs to schools

How much has changed in school districts in 30 years?



Source: Association for Equity in Funding

Revenue limit and operating referendums

Revenue limits - Originally intended to limit property taxes

Referendums allowed as last vestige of local control on school funding - relief valve

Indexed to inflation until 2009-10

Since then, resources for schools have fallen behind basic operating costs

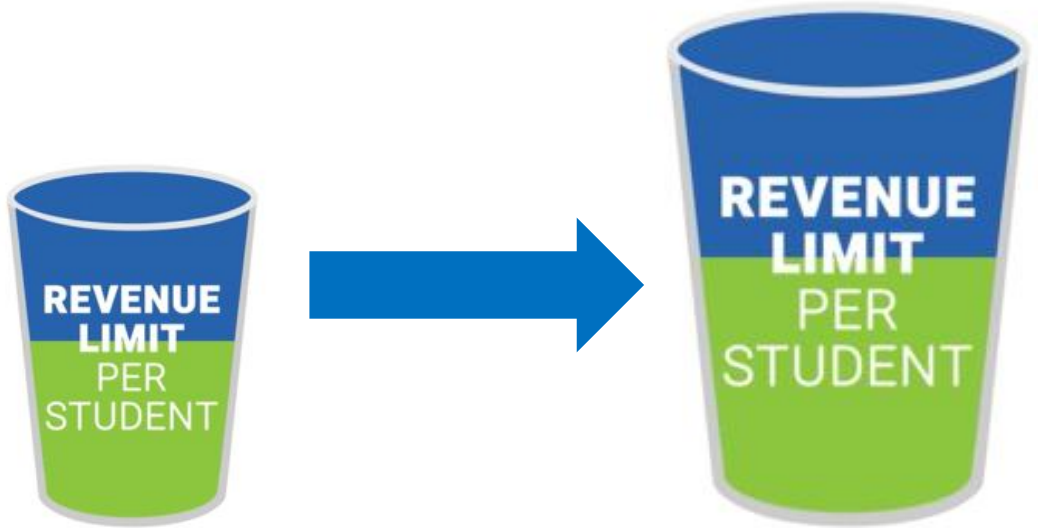
One of last resorts for schools:
Ask voters to **raise limit through referendum** – **a growing practice statewide but not feasible for all districts**



Two types of referendum ballot questions

Operating: Enlarges revenue limit authority

- Nonrecurring - Temporary
- Recurring - Permanent



Issue debt (Capital/Facilities)



Revenue limits have been around for 30 years….

Why is it such a major area of concern now?

Two main reasons:

- They have not been allowed to keep pace with inflation
- **Demographic forces have been (and will continue) shrinking enrollment**



Categorical aids

Not subject to the revenue limit (provides additional resources to districts)

Two largest categorical aids:

- Per pupil aid
- Special education aid



Per pupil aid (began 2012-13)

- Functions like revenue limit but provides flat per pupil general spending authority
- Helps higher property wealth districts (which benefit less from revenue limit/equalization aid increases)



Special education aid

- Reimburses for a portion of mandated special education costs
- 2024-25: 30.6%
- Remainder comes out of district's general fund (capped by revenue limit)

Source: Legislative Fiscal Bureau (January 2023) Informational paper #28: State aid to school districts

Higher special education aid rate is win-win-win

- ✓ Ensures more robust supports for students with disabilities
- ✓ Preserves resources for core educational program (could mitigate need for special ed services)
- ✓ Lowers district dependence on operating referendums

Two ways state budget funds categorical aids



Sum certain

- A specific amount that cannot be exceeded (except by legislative action)
- Example: Current special education categorical aids – a reimbursement level cannot be guaranteed because costs are unknown, but the dollars available are set



Sum sufficient

- Unlimited – allows spending at whatever amounts are needed to fund a program
- Examples: Per pupil categorical aids, voucher programs



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The 2025-27 state budget

Key provisions and their impacts on public schools

Revenue limit

- **Revenue limit will go up by $325 per pupil in both years**
- Note: Governor's request: $334/$345 – aimed at adjusting last year's revenue limit to current inflation rates
- No increase in per pupil categorical aid

Key implications:

- Increase in revenue limit per pupil **remains below inflation for 17th and 18th year in a row** (represents 2.72% increase on average across all districts)
- Far below estimated increase in total compensation for workers in K-12 public schools: 3.6% over past year
- Wide range in estimated revenue limits per pupil in 2025-26 (before any exemptions)
  - Lowest: $11,037
  - Highest: $26,363
  - Average: $12,443
  - Median: $11,751

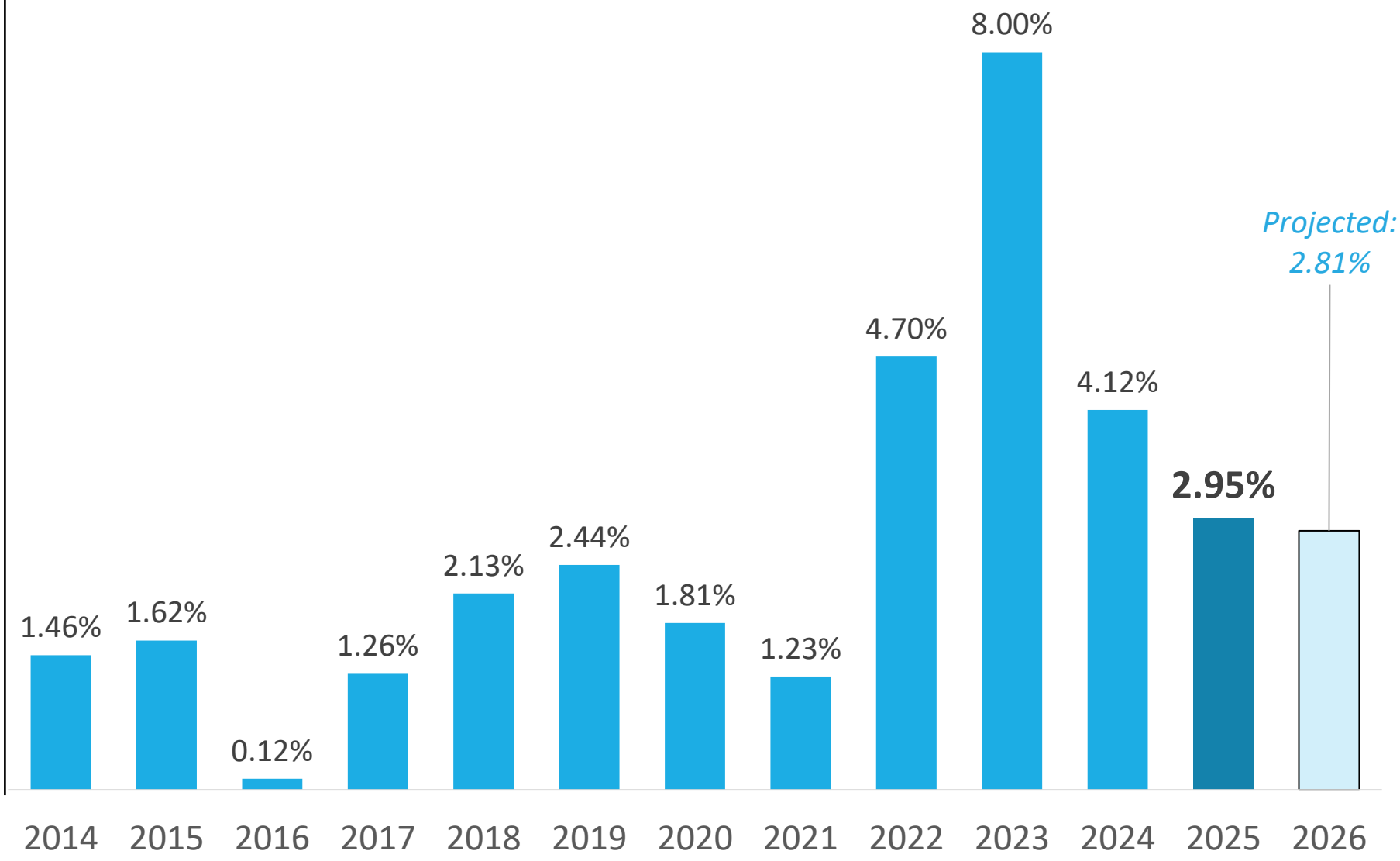
Source: DPI (July 2025) Summary of Act 15 2025-27 State Biennial Budget; Employment cost index (June 2025) BLS News Release; 2025-26 Revenue Limit Worksheet (July 1, 2025) DPI; WASBO calculations

How does $325 compare to inflation?

CPI of 2.95% is down from dramatic spike in 2023, still historically high

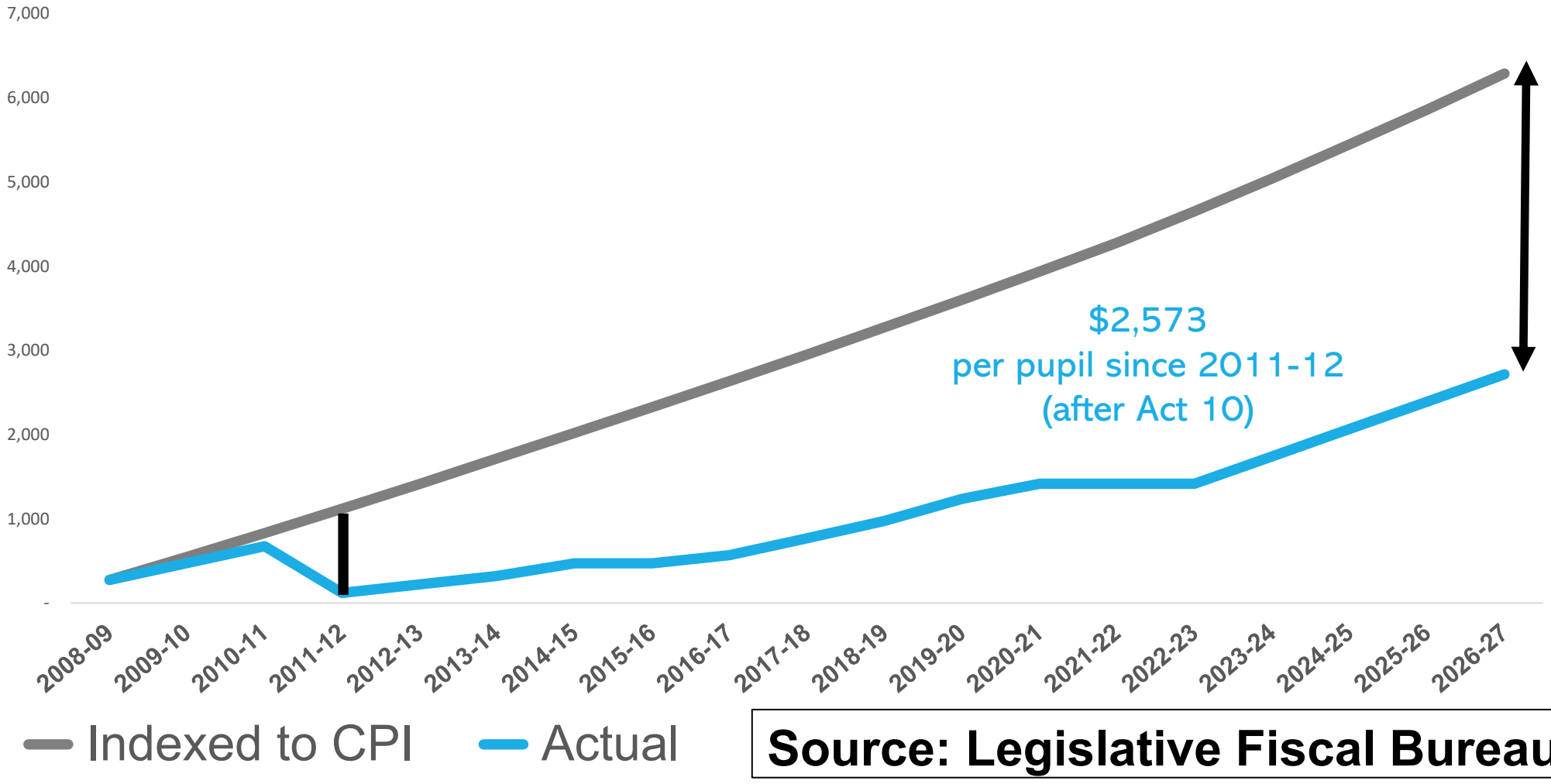
- **$325 revenue limit/pupil estimated as 1.2% to 3.0% increase** for school districts (average is 2.72%)
- **$325 is lower than CPI for virtually all districts**

CPI-U for July 1 collective bargaining agreements (ceiling for base wage increases)



Sources: DOR/WERC CPI-U rates; Stellmacher, John (October 24, 2025) Email CPI update and projection model; 2025-26 Revenue Limit Worksheet (November 6, 2025) DPI; WASBO calculations

Cumulative annual adjustments in general school district revenues per pupil lag inflation by nearly $3,600 since 2009



$3,571 per pupil

Implication: Buying power for each student is lower than it was in 2008-09

Source: Legislative Fiscal Bureau

Source: Kava, Russ (September 12, 2025) Legislative Fiscal Bureau Memo re: Revenue Limit Per Pupil Adjustment Indexed to Inflation; WASBO Calculations

Equalization aid |
School levy tax credit

NO INCREASE in equalization aid

- Governor's request: $1.19 billion

NO INCREASE in School Levy Tax Credit

Key implications

- **Entire $325 per pupil revenue limit increase will be borne by property taxpayers**
- Impacts for 2025-26 over prior year based on October aid certification:
  - 26.3% (111 districts) to receive more general aid
  - 71.5% (301 districts) to receive less general aid
  - 2.1% (9 districts) to receive no change
  - 88 districts estimated to see 15% less general aid – the maximum allowable under hold harmless law
    - Prior year, this applied to only 64 districts!

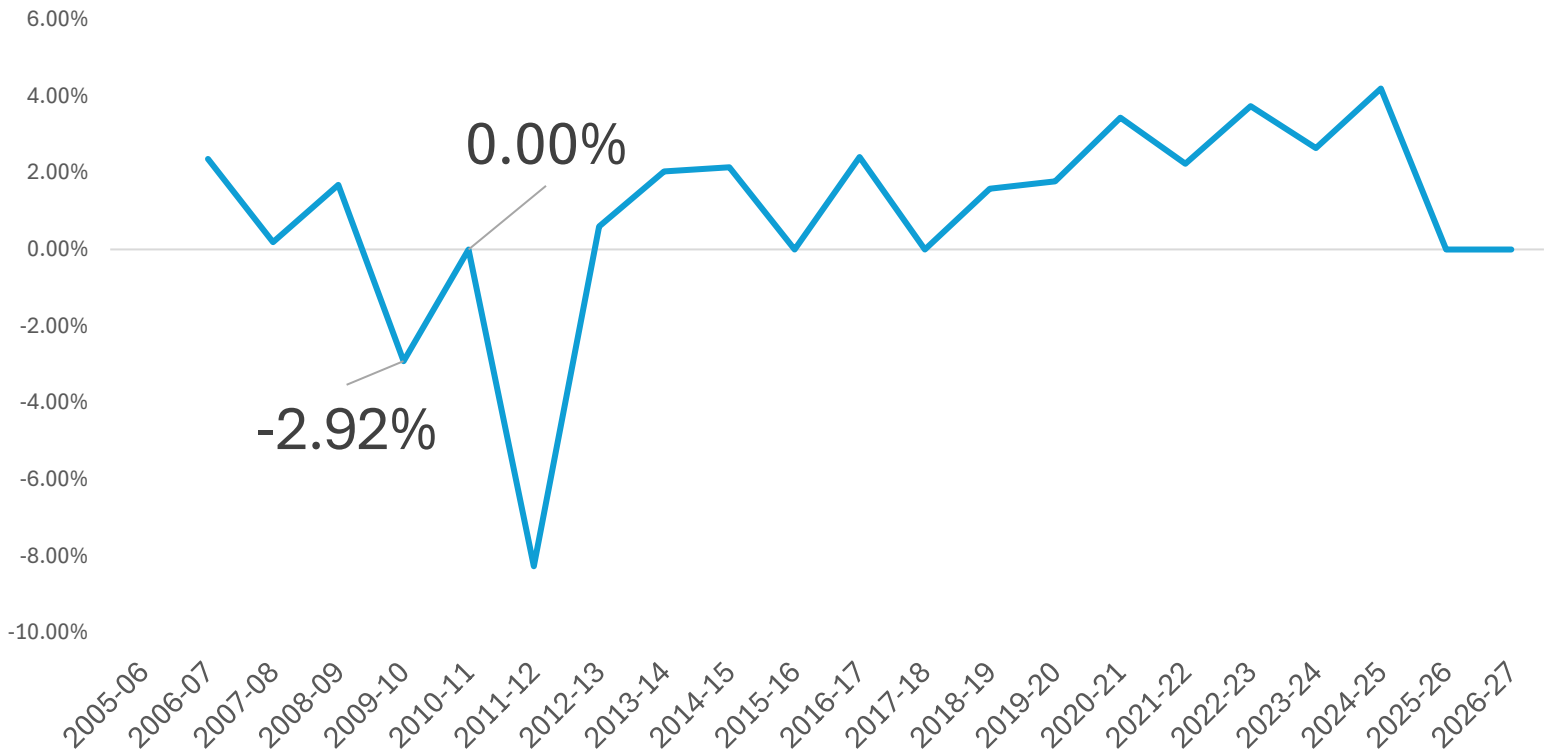
Source: DPI (July 2025) Summary of Act 15 2025-27 State Biennial Budget; Informational Paper 30: State aid to school districts (January 2025) Legislative Fiscal Bureau; News release (July 1, 2025) July 1 General Aid Estimate Released. DPI; News release (October 15, 2025) DPI Releases Figures on 2025-26 General Aids. DPI

Equalization aid | School levy tax credit

NO INCREASE in equalization aid

- Governor's request: $1.19 billion

Total general aids
Percent change over prior year (2005-06 to 2026-27)



Key implication: Extremely unusual, especially when state budget has surplus

- Last instance of flat or negative general aids across both years of biennial budget:
  - 2009-11 budget (-2.92% in 2009-10, 0% in 2010-11)
  - At that time: State budget was facing a deficit, not a $4.3 billion surplus!

Source: DPI (July 2025) Summary of Act 15 2025-27 State Biennial Budget; Informational Paper 30: State aid to school districts (January 2025) Legislative Fiscal Bureau

Primary special education aid

- Estimated reimbursement rates:
  - 2025-26: 42%
  - 2026-27: 45%
  - Remains sum certain
- Governor's request: 60% in both years – sum sufficient ($1.13 billion)
- 2024-25 (current): 30.6%

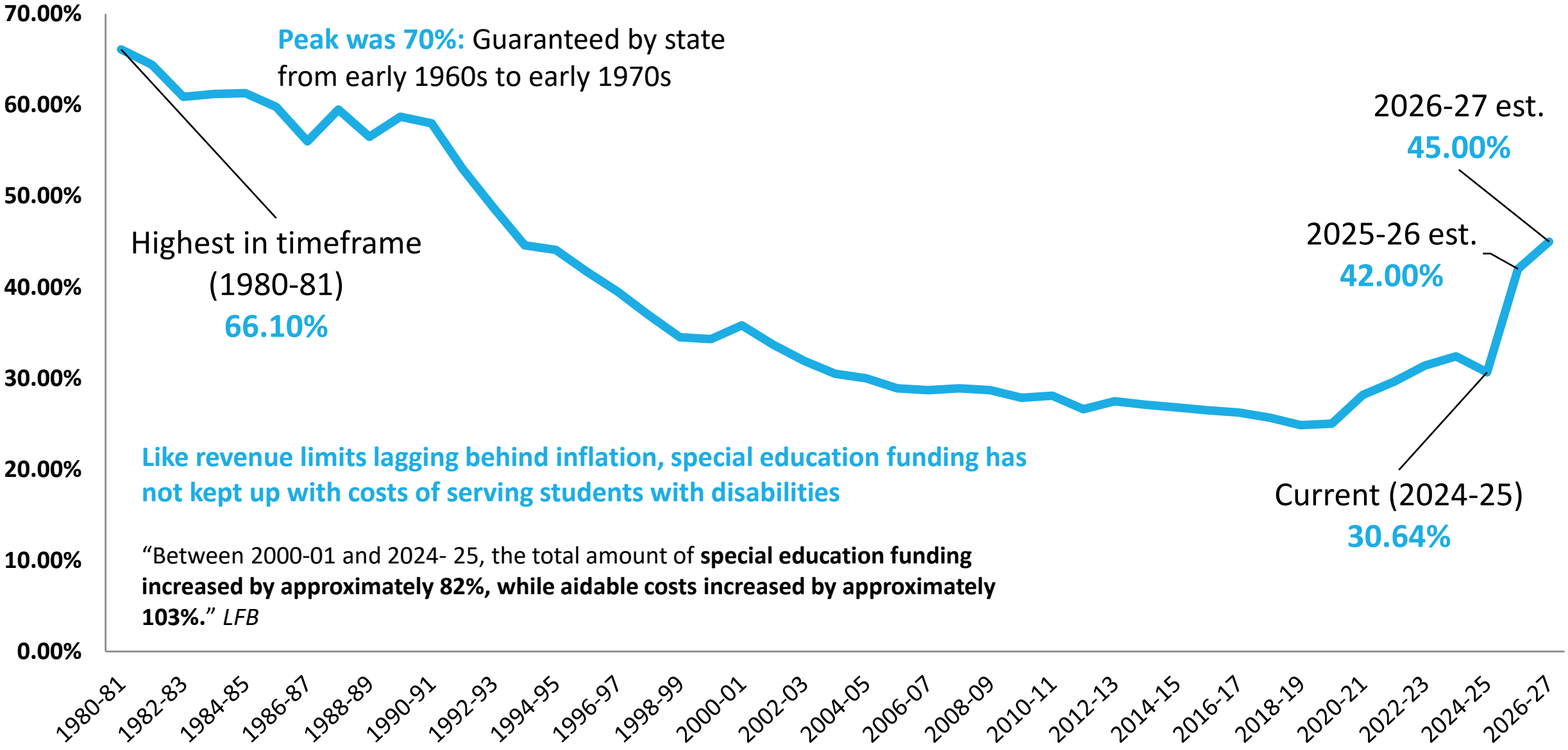
Key implications

- Highest increase in special education funding since 1995-96 (41.7%)
- Sum certain appropriation means the estimated reimbursement rates are unlikely to be reached (as has been the case in recent years)
- For perspective: 2023-24 unreimbursed special ed costs: **$1.29 billion** (a.k.a., "Fund 10-27 transfer")
- **Hurts all students**
  - Districts have to cover unfunded special ed costs first… **Low state reimbursement acts like a cut to general resources for all students**
  - Starves general educational program that benefits every student and helps avoid *the need* for special education services

NOTE: There was also a substantial increase in High Cost Special Education aid – a much smaller funding source

Source: DPI (July 2025) Summary of Act 15 2025-27 State Biennial Budget

Primary special education aid reimbursement rates: 1980-81 to 2026-27



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Sources: LFB 2025-27 Budget Paper #615; DPI Data; DPI Summary of 2025 Act 15, Wisconsin Blue Book 1966

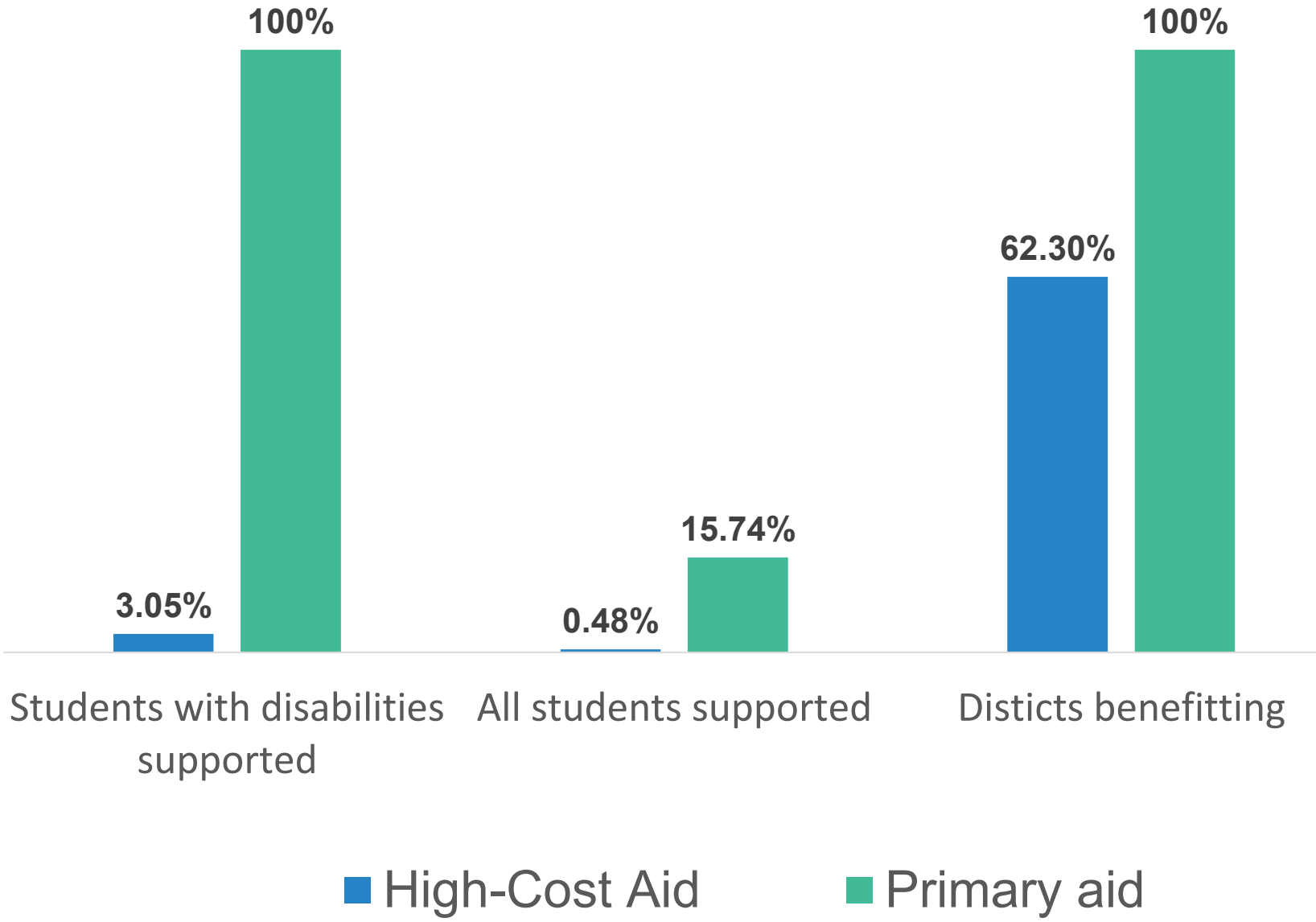
High cost vs. Primary special ed aid

HCSE Aid: reimbursement rates:

- 2025-26: 50% (est.)
- 2026-27: 90% (est.)
- 2024-25: 25.9%

Key implications (using 2024-25 data)

HCSE aid impact (like the price tag) is far smaller than Primary special education aid



Source: DPI

Voucher/independent charter funding

No change in statutory base payments per pupil

Estimated per pupil increases (due to indexing to school district funding increases)

- 2025-26: $640
- 2026-27: $428

Key implications

- Per pupil increases are considerably larger than revenue limit increase for public schools ($325)
- **Total state aid deduction from school districts to pay for voucher/charter students: $169.9 million - added burden on property taxpayers**
- Overall statewide, lower birthrates are driving enrollment declines for the foreseeable future. **How many school funding systems can the state support?**

Q: Why did voucher/charter payments go up when statutory base payment was not increased?

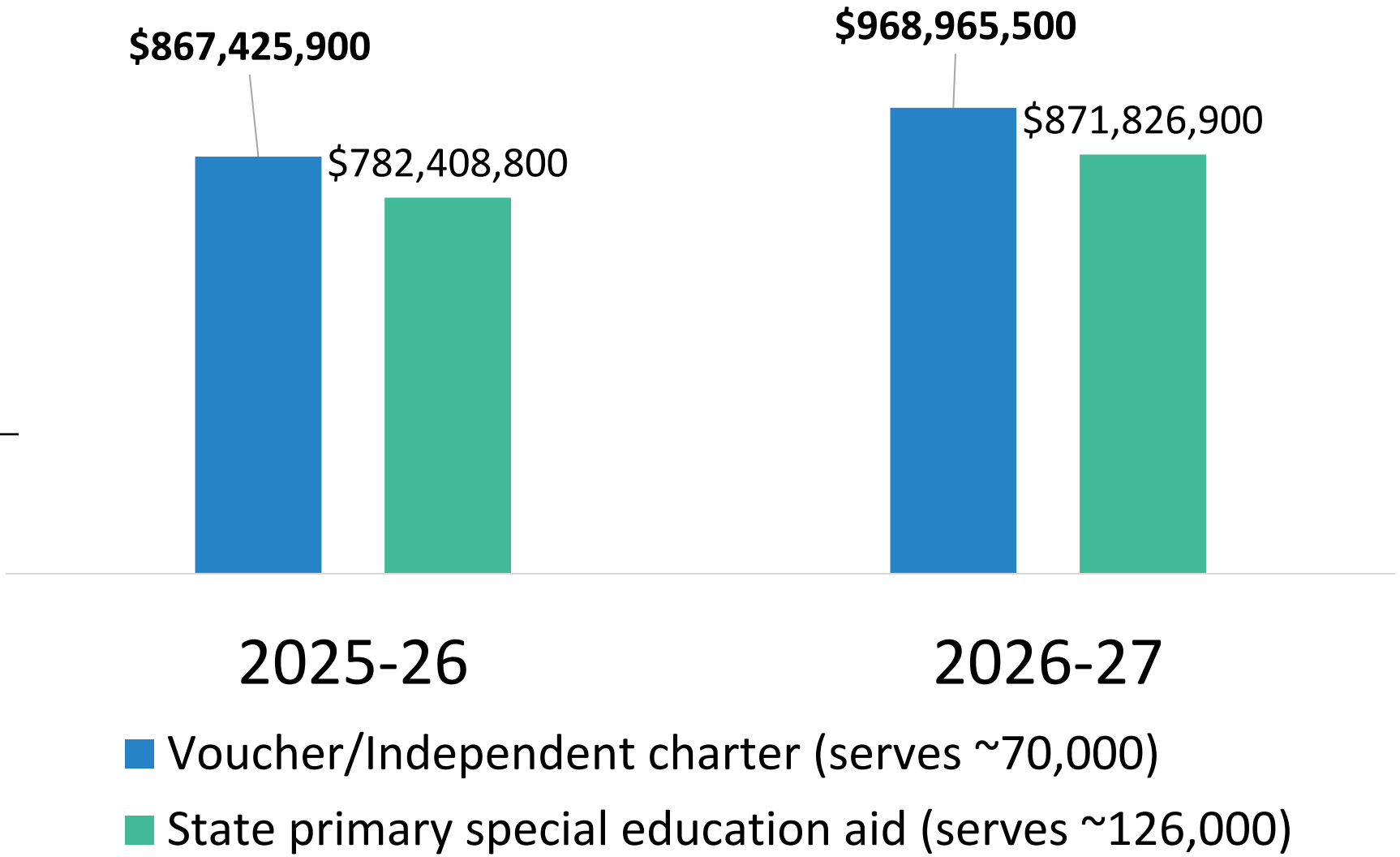
A: Voucher/ICS payments get bumped up by certain increases for public schools

- Per member dollar change in revenue limit per pupil
- Per member dollar change in categorical aids
- Dollar-for-dollar increase in low revenue ceiling (90 cents for K-8)

Reverse is not true: Public schools **do not** receive a bump from voucher/ICS increases

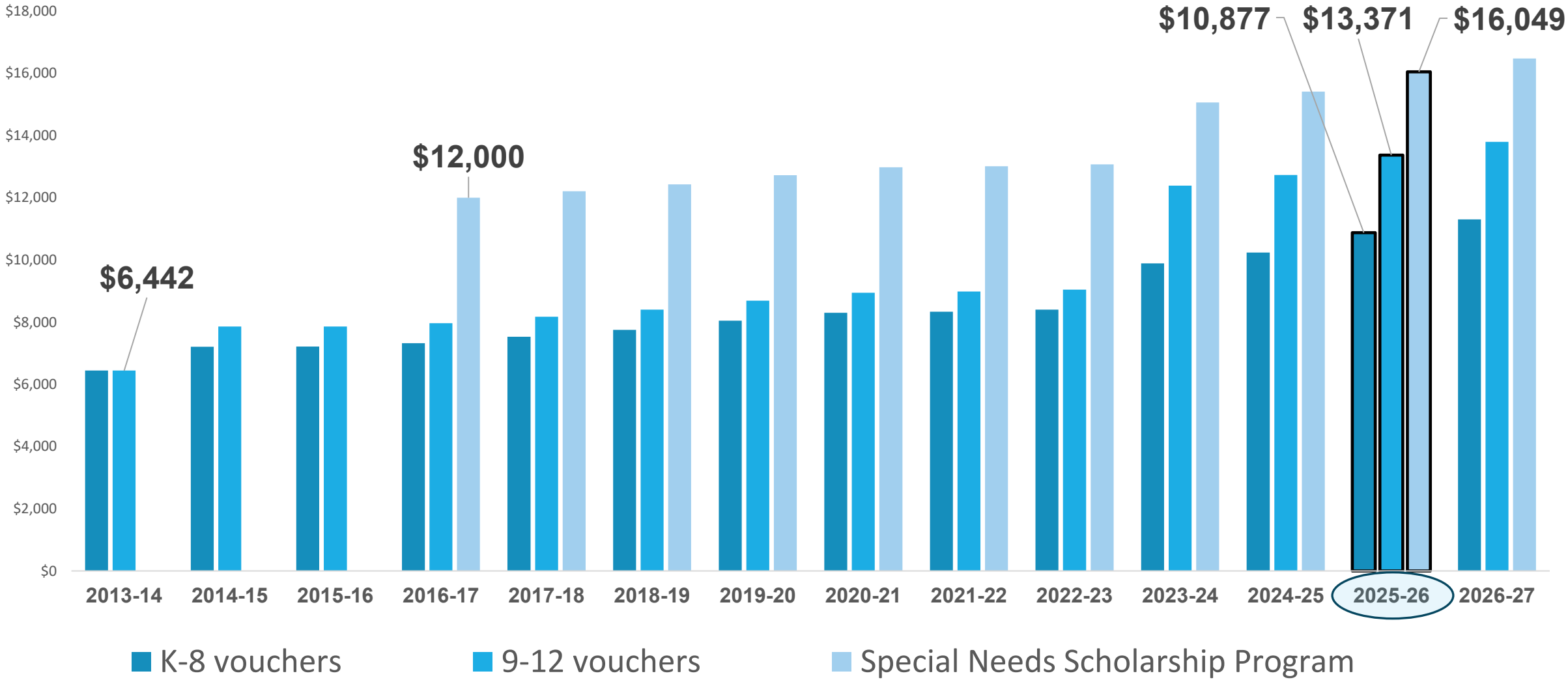
Voucher/ Independent charter costs

For perspective – compare with primary special education costs



Wisconsin voucher programs

Per-pupil payments: 2013-14 to 2026-27



WASBO

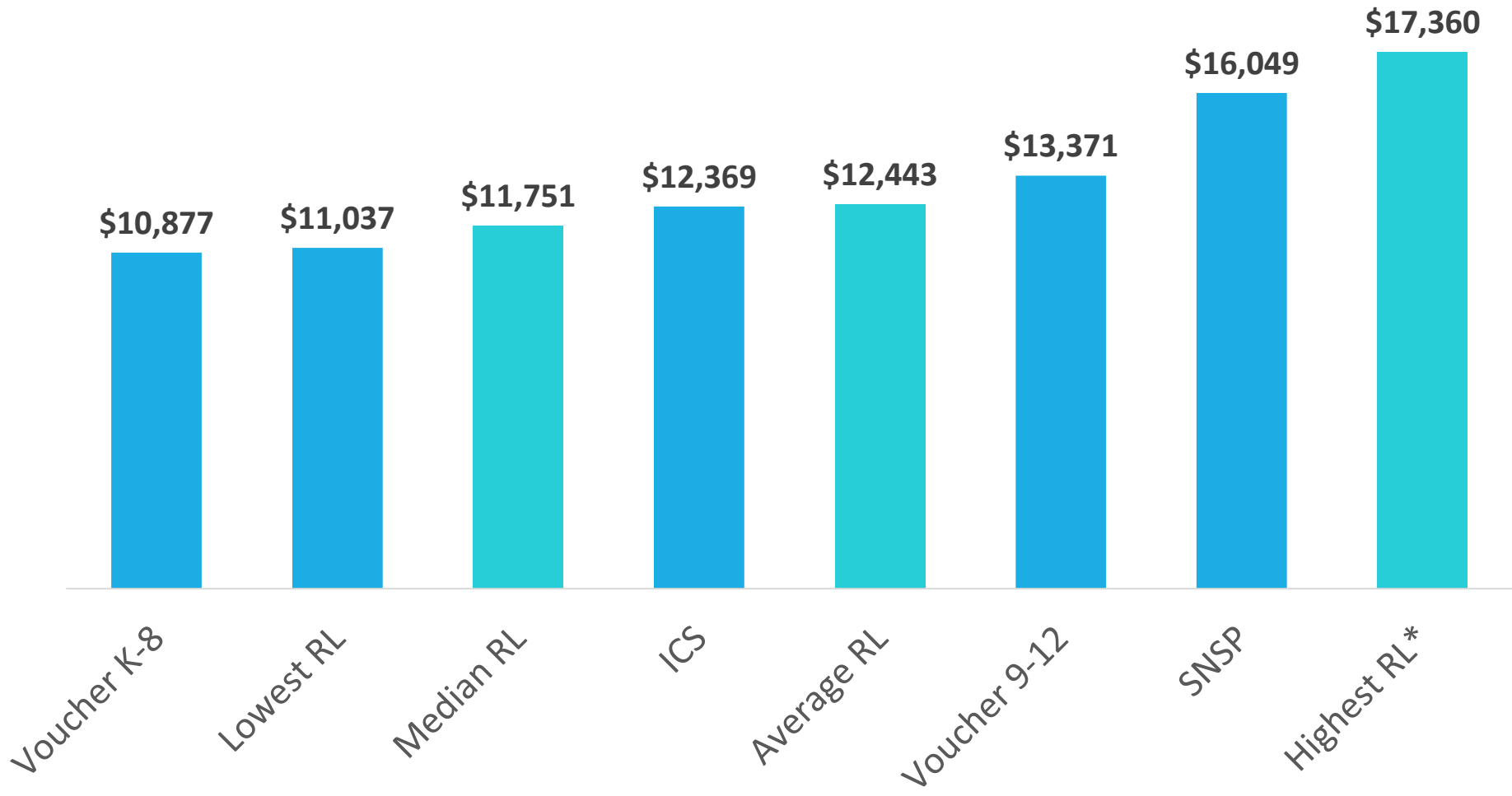
Source: Wisconsin Department of Public Instruction. Fiscal impacts – Private School Choice Programs, Special Needs Scholarship Program; Summary of 2025 Act 15 (July 2025) DPI

Selected per pupil funding levels (2025-26)

Per pupil payments for voucher and charter schools are already higher than many school district revenue limits

Note: "RL" refers to 2025-26 revenue limit per pupil before any exemptions

*99% of districts' RLs are lower than $18,000



Source: DPI

2025-27 state budget: Selected additional K-12 provisions

Open Enrollment transfer amount

Significant increase: $1,140 (1st yr) | $929 (2nd yr). Moves the total amount up from $8,962 in 2024-25 to:

- $10,102 in 2025-26
- $11,030 in 2026-27

Will result in winners (districts that receive more students than they lose) and losers (districts that lose more than they receive)

Losers will see a large portion of their special education aid evaporate in OE payments to other districts

School-based mental health services

No change in total appropriation compared to 2023-25, but it's front-loaded – provides $40,000 (1st yr) | $10,000 (2nd yr)

Early literacy: From 2023-25 budget (Act 20)

Provides close to the $47.6 million that was supposed to fund 2023 Act 20: Divided into various appropriations for curriculum, PD, coaches, and assessments.

Overall fiscal impact of adopted 2025-27 state budget

Governor Evers and legislators say budget provides "**Nearly $1.4 billion in spendable revenue for K-12 schools.**" **True, but…**

Property taxpayers (not state) will shoulder the majority of new resources for schools

Key facts:

- Estimated increase in prop tax levy over biennium: $760 million (due to revenue limit increases with no increase in state aid)
- Increase to categorical aids: $613.7 million
- School districts will lose $169.9 million in state aids to pay for voucher/charter payments – will be replaced by property taxes

BOTTOM LINE	
$929.9 million	Effective increase to local property taxes
$443.8 million	Effective increase in state aids
$1.374 billion	**Total 2025-27 increase in spendable $ for schools**

Source: Governor Evers signs bipartisan pro-kid budget (July 3, 2025) Governor Evers news release; LFB Memo: Property tax estimates under 2025 Act 15 (July 31, 2025); LFB Memo: K-12 funding increases in the 2025-27 biennium (August 1, 2025); MMSD raises concerns over federal withholding of grant funding (July 9, 2025) SpectrumNews1

Key takeaways for schools from 2025-27 state budget



- Revenue limit increases are still below inflation (18 years running) with no general aid to fund them: Undue burden on property taxpayers
- Special ed increases welcome but still leave substantial unfunded costs that effectively cut into revenue-capped general funds
- For districts that lose kids to open enrollment, special ed increases will be eroded by higher per pupil payments to receiving districts
- Districts that gain students from open enrollment will realize gains, as will those that use high cost special ed program
- Districts forced to weigh hard choices **(esp. declining enrollment districts)**: Referendum? Deplete reserves? Under levy? Cut programs?



State budget in context

Implications of current and past state education budgets on school district finance statewide

Declining Enrollment:

Under WI revenue limit formula:

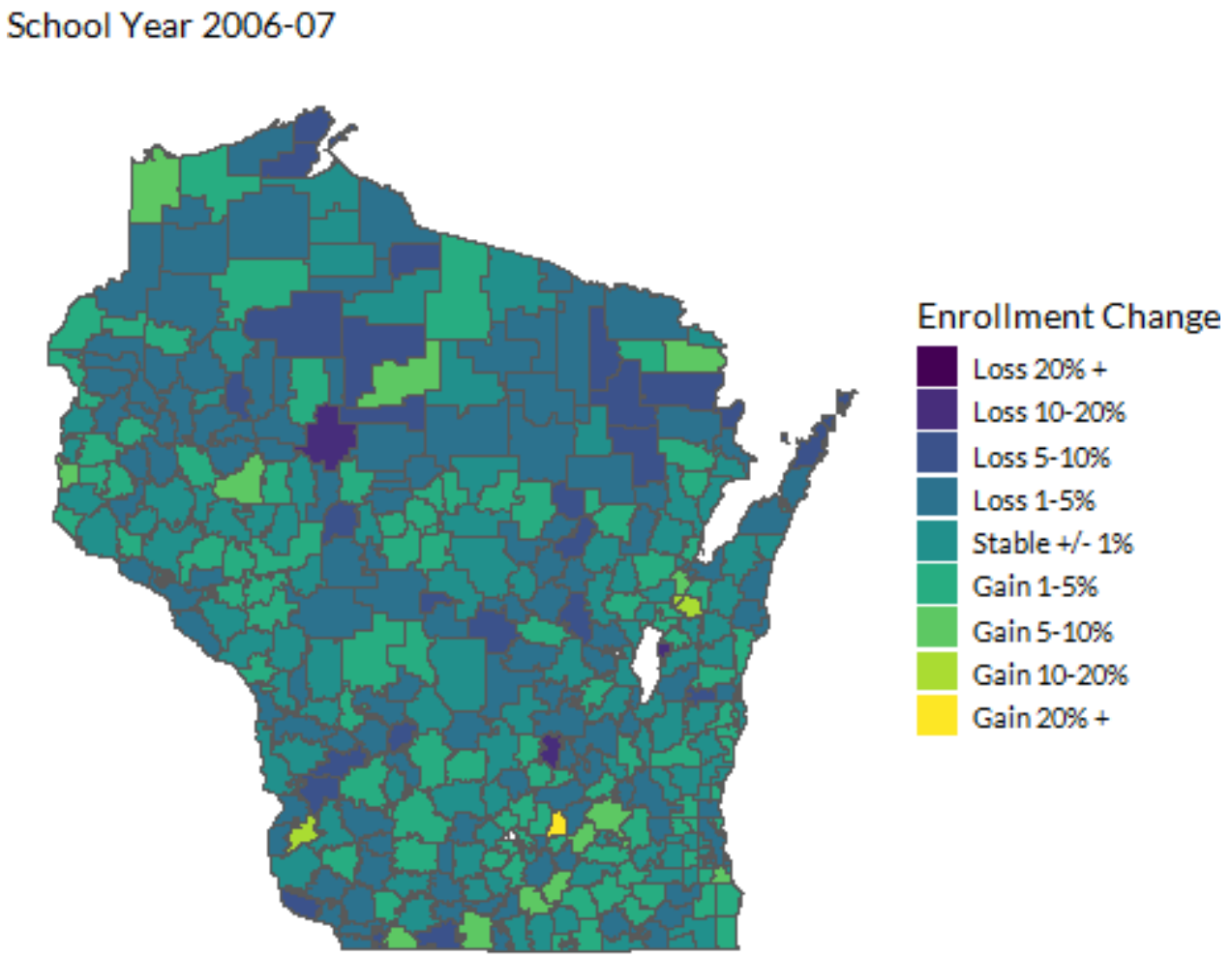
Reduces resources faster than costs

73% of districts are in declining enrollment in 2023-24 (55% in 2006-07)

75% of students are located in just 30% of districts

Challenge: Explaining districts resource needs amid enrollment declines

Percentage change in enrollment over previous year: 2005-06 to 2023-24



Sources: Kemp, Sarah (2023) Projecting public school enrollment in Wisconsin. Applied Population Laboratory. University of Wisconsin-Madison; DPI

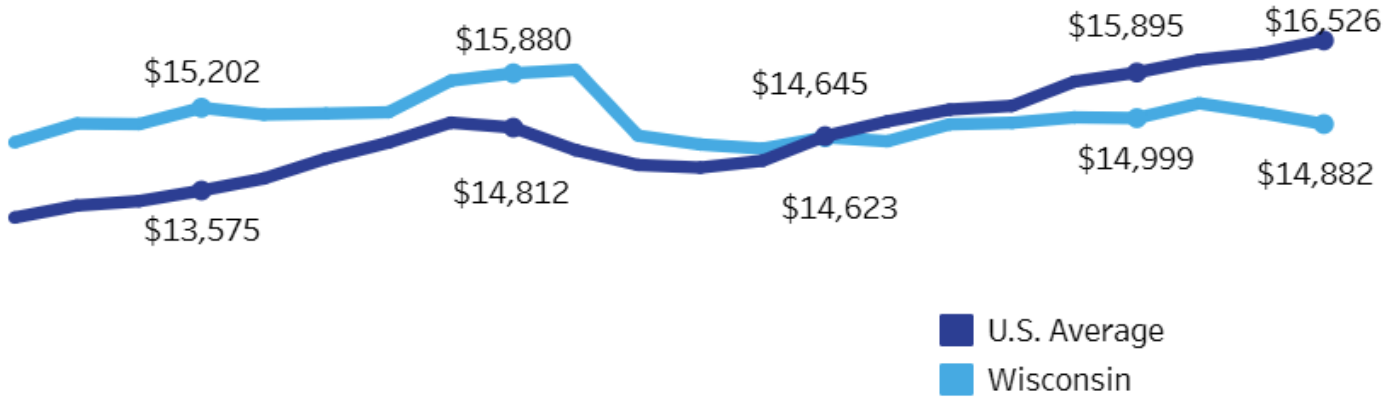
Wisconsin's ranking has fallen relative to the nation on per pupil spending on K-12 education

11th in 2002
11% above national average

26th in 2023
9.9% below national average

- **Even this ranking is precarious – rests on accelerating growth in the use of operating referendums**
- **How far is state willing to fall?**

Per-pupil spending on K-12 education (2023 dollars)



Source: U.S. Census Bureau

Since 2002 education spending per pupil…

- Increased 2.4% in Wisconsin
- Increased 21.1% nationally

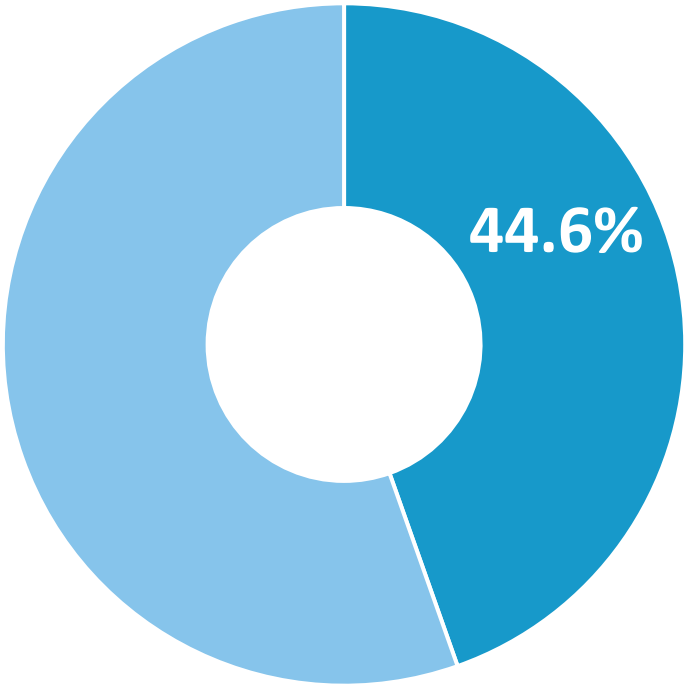
Sources: 2023 Public Elementary-Secondary Education Finance Data. Summary Table 11. U.S. Census; Wisconsin education spending falls further behind national average (July 2025) Wisconsin Policy Forum

Education has fallen as a state budget priority

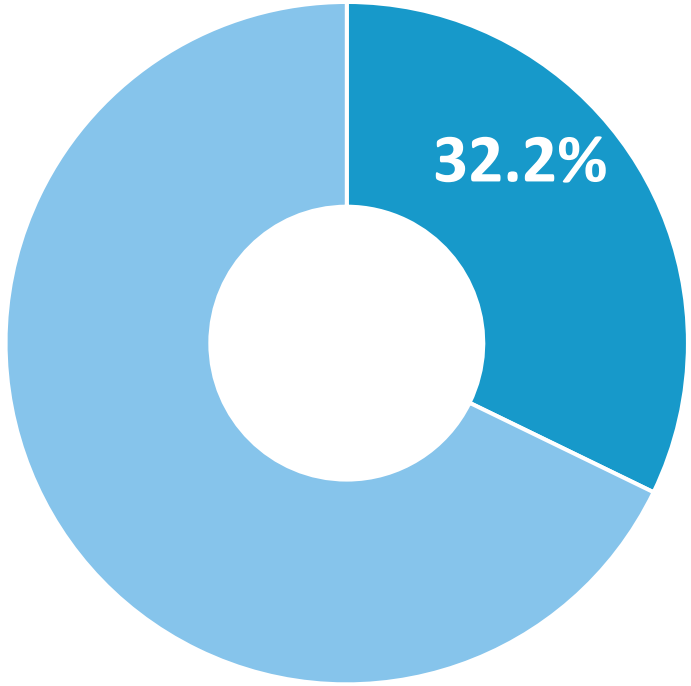
K-12 school aids as a share of state GPR

2004

(peak going back to 1995)



2024

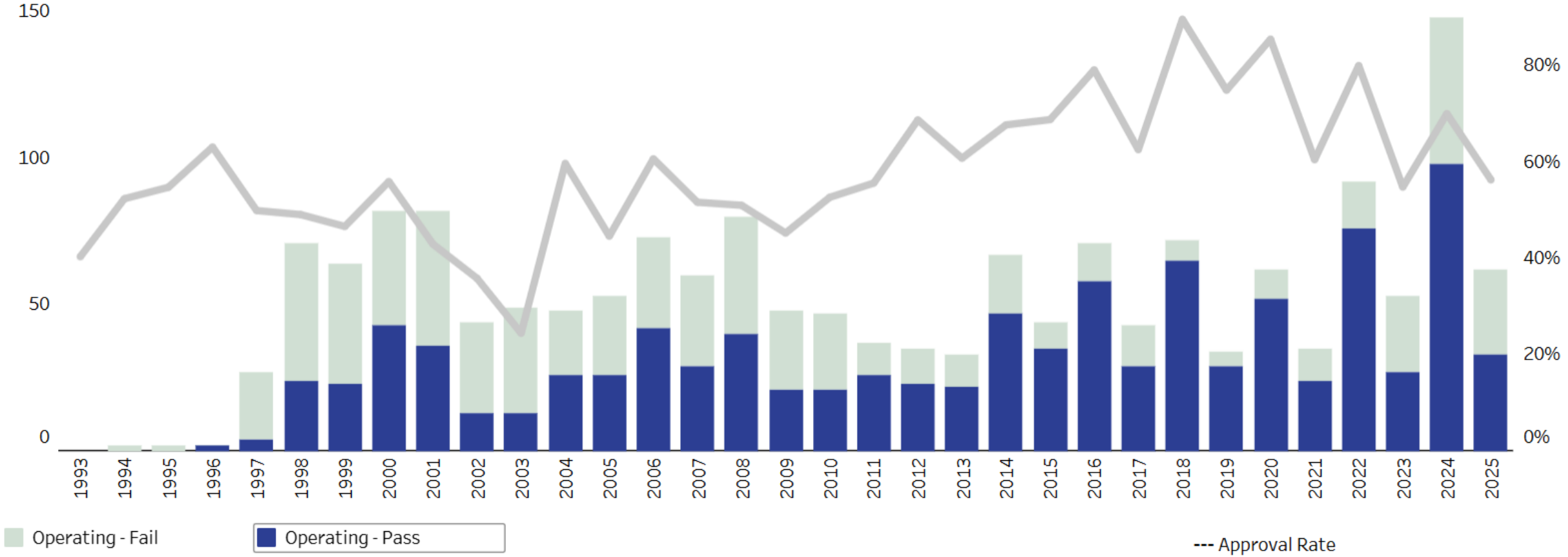


Source: Annual Fiscal Reports: Fiscal years ended June 30, 2024 and June 30, 2004

Operating referendums: 1993 to 2025

62 operating referendums in 2025 (53% passed): Most in an odd-numbered year since 2001

Total number of operating referendums held (left y-axis) versus approval rate (gray line) of ALL referendums, including capital (right y-axis)



Source: Voters approve majority of referenda even as "retry" efforts increase (April 2025) Wisconsin Policy Forum

Operating referendums in 2024



Spring 2024 operating referendums:

68 questions | 59% passed

Fall 2024 operating referendums:

80 questions | 70% passed

Total operating questions for 2024: 148

131 school districts | 65% passed

far exceeds previous record of 92 in 2022

$1.43 billion requested | $1.09 billion approved

Trends to watch:

- Growth of referendum dollars driving school district budgets, tax levies
- Will 2026 break 2024 record? (4 elections including major national fall general election)

Sources: DPI: Spring Referenda 2024; Fall Referend 2024

Growth and reach of voucher schools

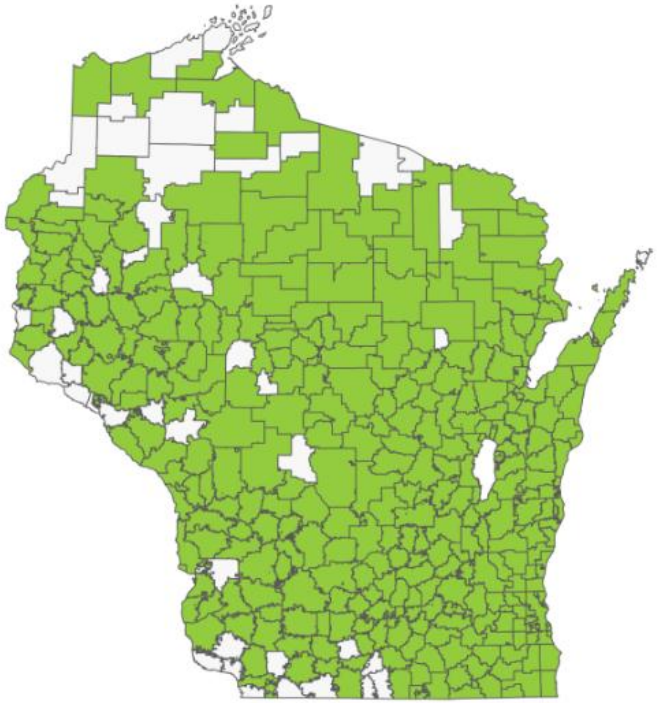
Milwaukee: 1991
Racine: 2012
Statewide: 2014
Special needs scholarship: 2017

Voucher funding comes out of school district state aid; replaced with local property tax

2009-10
(1district)



2024-25
(372 - 88% of districts)

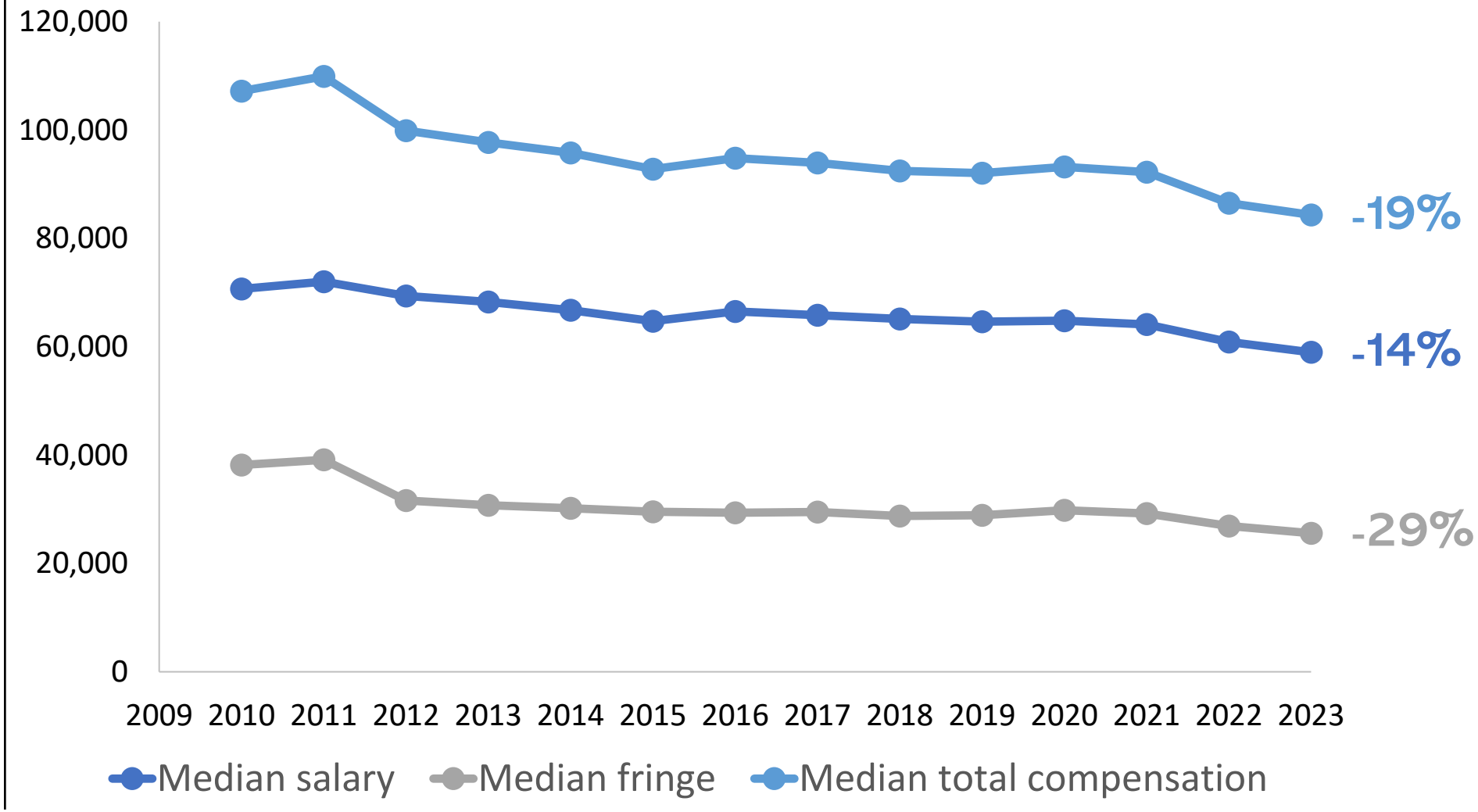


Source: DPI

Educator Workforce

Median teacher compensation has fallen by 19% since 2010

Wisconsin teacher compensation trends (2023 dollars)



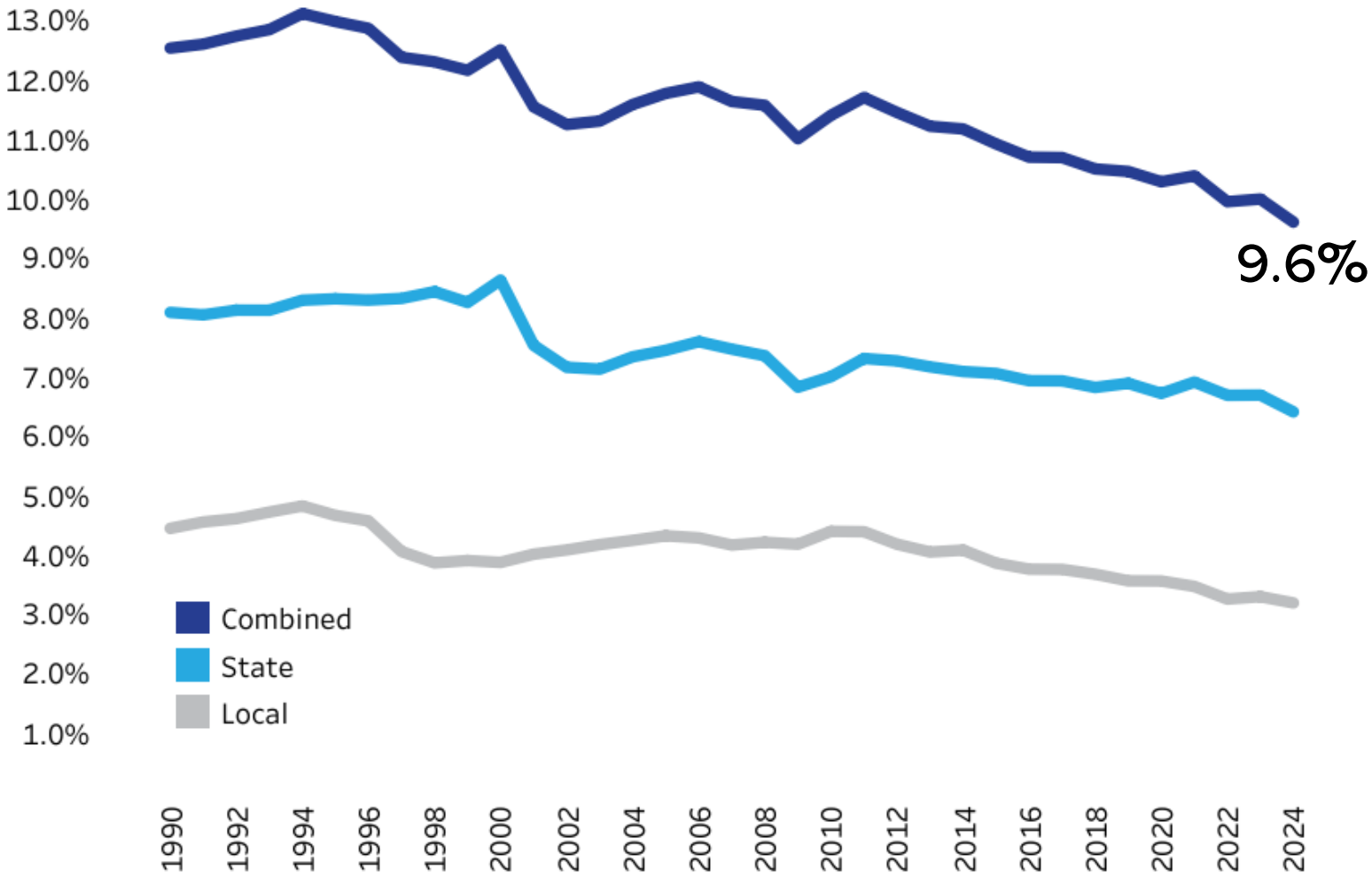
Source: 2023 Educator preparation program and workforce analysis report (February 2025) Department of Public Instructions

Wisconsin's state and local tax burden at lowest level since 1970s

Wisconsin's tax burden has dropped below U.S. average and from highest to second lowest among neighboring states (behind MI)

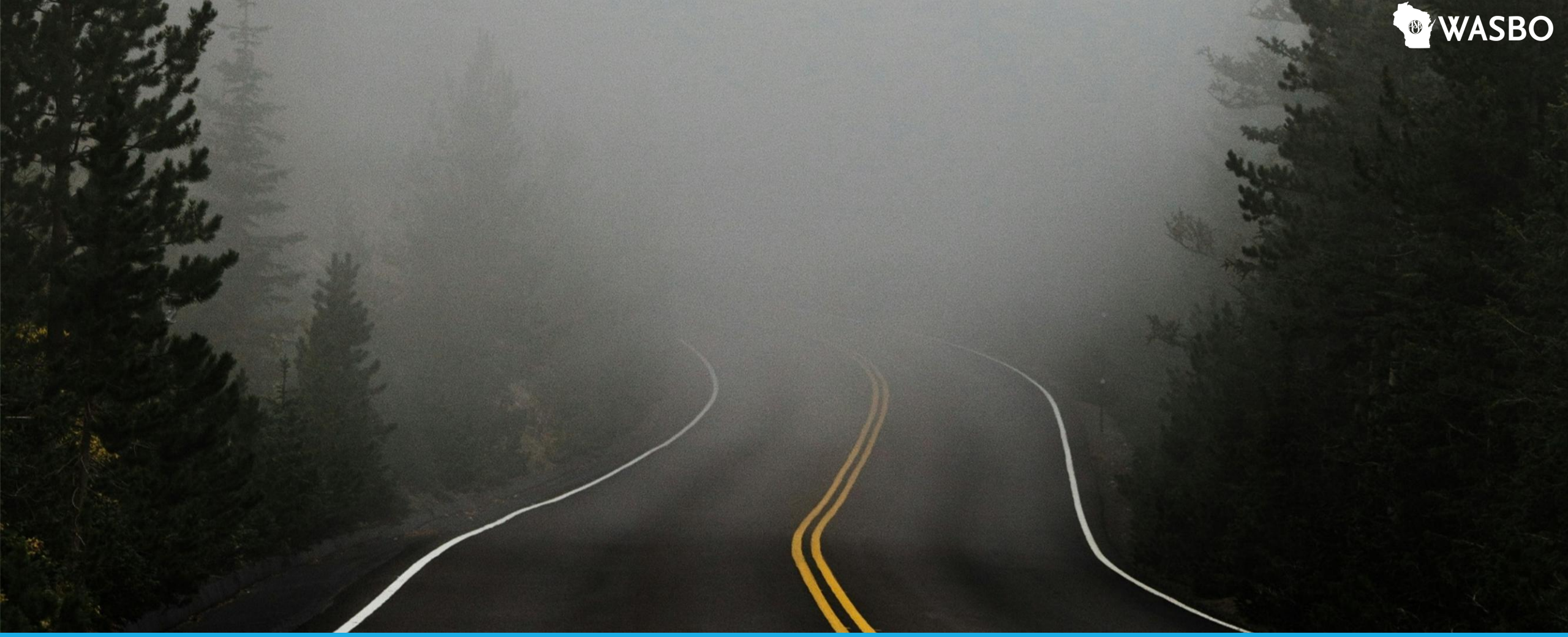
This is made possible, largely, by spending less than other states on K-12 education

State, local, and combined taxes as % of Wisconsin income



Sources: State of Wisconsin agencies, U.S. Bureau of Economic Analysis, and Wisconsin Policy Forum analysis

Sources: Wisconsin's state and local tax burden fell again in 2024 (January 2025); State tax ranking hits all-time low (November 2024) Wisconsin Policy Forum



Indicators to watch

Sources of uncertainty affecting schools' fiscal stability

State legislative factors



Package of bills addressing school district consolidation/shared services (passed Assembly, sent to Senate Ed)

- Financial incentives for voluntary efforts (similar to many past proposals); Stated rationale – declining enrollment
- Study on possible mandated district consolidation

Proposals to further change/limit operating referendums

- Additional requirements to provide information on $ amount change in property taxes, bond issue info like interest rate, accrued interest, fees
- Eliminate recurring referendums and non-recurring more than 4 years
- Excludes certain referendums over $50 million from equalization aid
- Prohibit referendums if financial information not submitted to DPI

Proposals to shift voucher funding to 100% sum sufficient GPR (rather than current state/local share) – Nothing introduced this session so far

- **Not a simple funding "fix" and does not protect taxpayers…**
- Would **divert** significant state GPR to parallel K-12 systems
- Could exacerbate referendum trends
- Would reduce property taxes but would have to be paid for with income/sales tax
- Increases costs for taxpayers: Most publicly funded vouchers go to families already paying for private school themselves.

Federal factors create extreme uncertainty



Federal government operating on a continuing resolution that expires 1/30/25 after longest shutdown in history

- Very short timeline to get all 12 appropriations bills passed
- Possibility of another shutdown or stop-gap bill

Six interagency agreements that shift many USED grant programs to other federal agencies (including most major formula and competitive ESSA grants)

- Part of Trump administration effort to facilitate closure of USED
- Being challenged in court
- Exacerbates previous reductions in force

Effect on Federal funding for 2025-26?

- Level funded (due to March 2025 Continuing Resolution)
- Several grant programs saw funding freeze, rescissions
- Most funding has now been released
- Process has been riddled with uncertainty, chaos, eroded trust

Federal factors create extreme uncertainty



Reconciliation package (OBBBA): Phased in through 2034

Does not affect Dept of Ed funding but could undermine public education

Educational Choice for Children Act: Creates nationwide federal school voucher tax credit program

- Doesn't go into effect until 2027
- States can opt in. Governor Evers has already opted out.
- Very little information available on rules of program. (Waiting on Treasury Dept.)

Medicaid | SNAP: Eligibility cuts could affect districts' ability to provide school meals, support SwD, provide mental health supports…

2nd reconciliation bill possible

Federal funding for 2026-27

- Trump administration and House Republicans pushing for drastic cuts to education; Senate proposal provides small increases in Title I, IDEA and level funds most other programs
- Another CR might be best case scenario – would keep funding level for a second year in a row (extends Biden-era funding levels)



Wisconsin Association of School Business Officials

Contact Us

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Sheboygan Public Education Foundation
Board of Directors - MINUTES

Meeting - Jan. 14th, 2026
Meeting location: Sheboygan Yacht Club

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

Jerry called the meeting to order at 4:40 pm

School Board Report - Denise Wittstock- Denise shared for both herself and Jake since Jake couldn't make it this evening. Denise shared that 3-D renderings of the new Farnsworth and Urban Middle Schools would be available soon to the public. The school board approved the next draw of money from the referendum for the new schools. She noted that due to lower interest rates, they would be some savings on the project. The new middle schools will begin in February/March on time which is a rare thing. The biggest issue facing SASD right now is advocating for more state funding for public schools, it has not increased and is causing some hard decisions all across Wisconsin. Denise noted that SASD is in a pretty good position as we do not have to close any schools as some districts will need to do. One issue they are working on is that reimbursement for special ed is below inflation. The school district will make up the difference but is making the decision to cap special ed students transferring from other districts as the funding is not there.
On a positive note, students across the district have been putting on great performances, events, heading to state for various academic and sports-related events. The SASD and school board continue to follow a "students first and foremost" motto.

Superintendent's Report - Jake Konrath - Not in attendance

President's Report- led by President Jerry Jones
Jerry called for the November meeting notes to be approved. Jen motioned to approve. Kris 2nded the motion.

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

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

- Rayna reported that Scholarship Season is starting off strong with increased communication and visibility this year. She has 2 workshops with students both at North and South scheduled. Last week's SPEF Scholarship Parent Info Night was well attended. Parents were happy about the new

digital scholarship access and application. The SPEF Scholarship deadline is Tuesday, Feb. 17 at 9 pm.

- Laurie reported that Staff Solicitation is up 31% for a total of $10,900. Annual solicitation was dropped a little this year to a total of $9,679. Rayna is hoping to start a quarterly newsletter to interested parties to continue our mission of building SPEF Awareness.

- SPEF board did an official vote on the Model UN Chicago Conference Grant for $1000. This vote was already approved by email but we wanted to do an official in person vote. Kurt motioned to approve. Bill seconded the motion. The vote was approved.

- North High School is now planning to do two volunteer days a year, one in the fall and one in the spring. They asked for a funding increase from $2500 to $4000 for the two days. The volunteer days at North and South are considered SPEF cornerstone projects. Kris wondered if the schools need to submit budgets each year and report back, which we do ask them to do.

- Rox shared that we are revisiting Teacher Grant and Cornerstone Guidelines after our February board meeting. Anybody on the board is invited to be part of this subcommittee.

- Laurie is in the middle of fulfilling mid-year school supplies. There were 14 different schools who reached out with a variety of requests.

- All in For Education Summary - Our annual November fundraiser was a great turnout, we added one additional table and grew our sponsorships. The total revenue raised was $28,853.65. Each year, this event grows, so we will keep it going as our main fundraiser. Silent Auction baskets continue to be popular, sports tickets can be hit or miss as people may already have plans on the event dates.

Jerry noted that we have exhausted the agenda and adjourned the meeting.

Next meeting will be Wednesday, Feb. 11th at 4:30 pm - Civic Room - followed by the Teacher Grant Subcommittee meeting.

Human Growth & Development Citizens' Advisory Committee
Sheboygan Area School District
Monday, December 8, 2025; 4:00pm

The meeting of the Human Growth and Development Citizens' Advisory Committee of the Sheboygan Area School District will be held on Monday, December 8, at 4:00pm. The items below will be presented for consideration at that time. This meeting will be held in room 224 at Sheboygan North High School, 2926 N. 10th St. For those who are unfamiliar with North's layout, please plan to meet in the Main Office at 4:00 to be escorted to room 224. The office is located through door 2, off the large parking lot on N 10th St. In addition, the committee is offering video access to the meeting via the following:

Meeting ID
meet.google.com/jhb-tqfb-uug

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

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

I. Call to Order - Beth
- 4:04pm

II. Approval of the Agenda (Action) -Beth/Jen
- Motion (Jeff) / Second (Jen); 10 (Yes); 0 (No)

III. Roll Call (Informal) - Beth/Eric

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

IV. Approval of Minutes (Discussion / Action) - Beth/Jen

- HG&D Meeting Notes 11/3/25
- Motion (Jen) / Second (Lauren); 10 (Yes); 0 (No)

V. Review of Human Anatomy and Physiology- 7th and 8th grade(Discussion) - Beth/Amy

- Rachel made a recommendation regarding the formatting of slides, specifically using dark backgrounds with lighter colored words, and also trying bullet key points rather than using full sentences.
- The committee finished reviewing a draft of the middle school Anatomy and Physiology slides for grades 7 and 8 (slides 33-80)
- The committee reviewed images and edits that Amy made since the November meeting.

VI. Review of Puberty Slides (Discussion) - Beth/Amy

- The committee reviewed the 6th-grade slides for puberty.
- Edits focused largely on wording, with notes to come back and look at graphics
- Videos appeared to be old, out of date, and potentially not accurate. The committee will look for additional video options to replace these.

VIII. Next Steps (Information) - Beth

- The committee will finish reviewing the Puberty slides and then move on to Personal Safety at the January meeting.

IX. Adjournment (Action) - Beth/ Jen

- Motion (Jen) / Second (Tracy); 10 (Yes); 0 (No)

Human Growth & Development Citizens' Advisory Committee
Sheboygan Area School District
Monday, January 12, 2026; 4:00pm

The meeting of the Human Growth and Development Citizens' Advisory Committee of the Sheboygan Area School District will be held on Monday, January 12, at 4:00pm. The items below will be presented for consideration at that time. This meeting will be held in room 224 at Sheboygan North High School, 2926 N. 10th St. For those who are unfamiliar with North's layout, please plan to meet in the Main Office at 4:00 to be escorted to room 224. The office is located through door 2, off the large parking lot on N 10th St. In addition, the committee is offering video access to the meeting via the following:

Meeting ID
meet.google.com/eib-jqeb-syz

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

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

I. Call to Order - Beth
- 4:05pm

II. Approval of the Agenda (Action) - Beth
- Motion (Jen) / Second (Christina); 8 (Yes); 0 (No)

III. Roll Call (Informal) - Beth/Eric

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

IV. Approval of Minutes (Discussion / Action) - Beth

- HG&D Meeting Notes 12/8/25
- Motion (Lauren) / Second (Jen); 8 (Yes); 0 (No)

V. Review of Puberty Slides- 7th and 8th grade(Discussion) - Beth/Amy

- Puberty Slides
- The committee re-visited the puberty slides and created a "to do" list
    - Find additional videos that are updates for those previously used
    - Update the note packet linked in the slides
    - Add learning objectives to all slides

VI. Review of Personal Safety Slides (Discussion) - Beth/Amy

- Personal Safety Slides
- Jeff provided an update on possible dates for Judge Torry to meet with the team.
- The committee discussed whether safe online chatting was taught in middle school Life Readiness courses and then decided it was important to include it in the HG&D curriculum as well.
- Anna suggested student ambassadors, whereby high school students could share advice/personal experiences with middle school students. The committee liked this idea and felt it would be a good next step for future years.
- The committee reviewed the amaze.org videos linked in the presentation.
- Christina suggested that the committee may want to include information on grooming and teaching students how to recognize it.
- The committee finished reviewing through 6th grade.

VII. Next Steps (Information) - Beth

- The committee will review the Pregnancy and Reproduction slides next
- The committee added additional meetings to meetings
    - January 26, 4:00-6:30
    - February 9, 4:00-6:30
    - February 23, 4:00-6:30

VIII. Adjournment (Action) - Beth

- Motion (Jen) / Second (Christina); 8 (Yes); 0 (No)

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes, December 9, 2025

CURRICULUM & INSTRUCTION COMMITTEE – Ms. Kay Robbins, Chair

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

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

1. **EUROPE 2027 FIELDTRIP – Ms. Rachel Ledezma** (Information/Action)

   Moved by Ms. Hibl, seconded by Ms. Wittstock to approve North High School students to travel to Europe (France, Germany, Switzerland), June 17-28, 2027, for a cultural and culinary exploration, as per Policy 2340. All ayes. Motion carried unanimously.

2. **INTRODUCTION OF NEW COURSE – Ms. Rachel Ledezma/Ms. Kelly Blum/Mr. Ryan LaCrosse/Ms. Blanca Martinez** (Information/Possible Action)

   Moved by Ms. Wittstock, seconded by Ms. Tasche to accept administration's recommendation to adopt the course Spanish for Spanish Speakers – North High School (Grades 9-12) for the 2026-2027 school year. All ayes. Motion carried unanimously.

   Ms. Blum reported that this course is designed for students who grew up with Spanish at home and/or in their community but have gaps in formal academic Spanish. They may be proficient at comprehending spoken Spanish but may have difficulty in the areas of reading and/or writing. Mr. LaCrosse added that at the end of the students third year they would qualify for UW-Green Bay advanced Spanish classes and/or would be ready to pass a bilingual assessment. Credits received from the UW-Green Bay can be transferred to any other school. Ms. Hibl commented that she likes that the focus is on both career and college readiness.

Meeting adjourned at 6:07 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes of December 9, 2025

HUMAN RESOURCES COMMITTEE – Ms. Leah Hibl, Chair

Ms. Leah Hibl, Chair, called the meeting to order at 6:12 p.m.
Present: Ms. Leah Hibl, Ms. Mary Lynne Donohue, Ms. Kay Robbins, Ms. Heidi Boehmer

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

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

TEACHER

Lizamelia Guerrero Alcantara	Grade 3 Dual Language	University of Puerto Rico	Bachelor's Degree
Sheboygan, WI	Sheridan		$33,276.38 (pro-rated)

Ms. Guerrero Alcantara has been hired for the remainder of the 2025-2026 school year. She has been serving as a substitute teacher with the District since August 2024. She is certified in Cross-Categorical Special Education and Regular Education. She was the only candidate interviewed.

CUSTODIANS

Matthew Abraham	District-Wide	November 18, 2025	$19.88 per hour
Tyler Stasiak	Pigeon River/Etude	November 06, 2025	$19.98 per hour

EDUCATIONAL ASSISTANTS

Cassie Astorga	Sheboygan Leadership Academy	November 17, 2025	$17.97 per hour
Tammy Darling	James Madison	December 08, 2025	$19.25 per hour
Michele Fortino	South High	November 24, 2025	$18.43 per hour
Nicole Marcus	Jefferson	December 01, 2025	$18.03 per hour
Mangda Moua	Wilson	December 01, 2025	$17.93 per hour

INTERPRETERS

Stacey Rice	District-Wide	August 26, 2026	$33.00 per hour

*Relative of SASD employee

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

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

Amy Shear	Educational Assistant	Early Learning Center	December 02, 2025 – January 4, 2026

3. SEPARATIONS – Ms. Jami Hintz (Information)

The following separations have been granted:

Bobbi Diedrich	Cook	North High	November 18, 2025
Kelsey Jump	Assistant Cook	Wilson	November 10, 2025
Ethan Lilyquist	Educational Assistant	North High	December 19, 2025
Amber Moya	Cook	Horace Mann	November 17, 2025

Jennifer Schmidt	Cook	Central High	November 21, 2025

4. RETIREMENT – Ms. Jami Hintz (Action)

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

Karen Rosenthal	Educational Assistant	Early Learning Center	30.00 years of service

The meeting adjourned at 6:13 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes, December 9, 2025

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

Mr. Peter Madden, Chair, convened the meeting at 6:13 p.m.

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

1. **WINTER/SPRING COMMUNITY RECREATION DEPARTMENT MARKETING INSERT – Mr. Jody Brooks** (Information)

   Administration presented the *Sheboygan Sun* marketing insert and noted that registration began on December 3.

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

   Moved by Ms. Ruiz-Harrison, seconded by Ms. Wittstock to accept the Sheboygan Theatre Company Financial Report through October 31, 2025. All ayes. Motion carried unanimously.

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

   Moved by Ms. Tasche, seconded by Ms. Wittstock to accept the Community Recreation Department Financial Report through October 31, 2025. All ayes. Motion carried unanimously.

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

   Mr. Brooks presented the Facility Permit Report through November 30, 2025 for information. He added that the recent Hmong New Year event went well despite the weather not cooperating.

Meeting adjourned at 6:17 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes of December 9, 2025

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

Ms. Sarah Ruiz-Harrison, Chair called the meeting to order at 6:02 p.m.
Present: Ms. Sarah Ruiz-Harrison, Ms. Heidi Boehmer, Mr. Peter Madden, Ms. Mary Lynne Donohue

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

   Moved by Ms. Boehmer, seconded by Ms. Donohue to approve the Fund 41 Capital Projects through October 31, 2025, as presented. All ayes. Motion carried unanimously.

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

   Moved by Ms. Boehmer, seconded by Ms. Donohue to approve the Statement of Cash Flow through October 31, 2025, as presented. All ayes. Motion carried unanimously.

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

   Moved by Mr. Madden, seconded by Ms. Donohue to approve the Revenue & Expenditures reports through October 31, 2025, as presented. All ayes. Motion carried unanimously.

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

   Moved by Ms. Boehmer, seconded by Mr. Madden to approve the Budget Revisions and Transfers reports through October 31, 2025, as presented. All ayes. Motion carried unanimously.

GENERAL FUND (FUND 10)	Original Budget 10-31-25	Revised Budget 10-31-25	Budget Increase (Decrease)
REVENUES			
100 Transfers-in	**0.00**	**0.00**	0.00
Local Sources 210 Taxes	27,983,748.00	27,983,748.00	0.00
240 Payments for Services Provided Local Governments	0.00	0.00	0.00
260 Non-Capital Sales	405,702.53	416,282.93	10,580.40
270 School Activity Income	313,083.83	320,773.83	7,690.00
280 Interest on Investments	2,268,155.00	2,268,155.00	0.00
290 Other Revenue, Local Sources	123,675.00	203,091.31	79,416.31
Subtotal Local Sources	**31,094,364.36**	**31,192,051.07**	97,686.71
Other School Districts Within Wisconsin 340 Payments for Services	**2,495,194.00**	**2,495,194.00**	0.00
Revenue from Intermediate Sources 510 Transit of Aids	**18,173.00**	**18,173.00**	0.00
State Sources 610 State Aid -- Categorical	1,140,774.00	1,140,774.00	0.00
620 State Aid -- General	89,579,870.00	89,579,870.00	0.00

630 DPI Special Project Grants	46,600.00	46,600.00	0.00
640 Payments for Services	143,000.00	143,000.00	0.00
650 Student Achievement Guarantee in Education	1,638,000.00	1,638,000.00	0.00
660 Other State Revenue Through Local Units	15,000.00	15,000.00	0.00
690 Other Revenue	8,074,866.00	8,074,866.00	0.00
Subtotal State Sources	**100,638,110.00**	**100,638,110.00**	0.00
Federal Sources 710 Transit of Aids	113,573.00	113,573.00	0.00
730 DPI Special Project Grants	2,083,755.46	2,093,755.46	10,000.00
750 IASA Grants	2,377,081.00	2,377,081.00	0.00
780 Other Federal Revenue Through State	300,000.00	300,000.00	0.00
790 Other Revenue from Federal Sources	0.00	0.00	0.00
Subtotal Federal Sources	**4,874,409.46**	**4,884,409.46**	10,000.00
Other Financing Sources 860 Compensation, Fixed Assets	**0.00**	**14,007.00**	14,007.00
Other Revenues 960 Adjustments	0.00	0.00	0.00
970 Refund of Disbursement	100,000.00	100,000.00	0.00
990 Miscellaneous	322,424.16	324,108.15	1,683.99
Subtotal Other Revenues	**422,424.16**	**424,108.15**	1,683.99
TOTAL REVENUES	**139,542,674.98**	**139,666,052.68**	123,377.70
EXPENDITURES	**Original Budget 10-31-25**	**Revised Budget 10-31-25**	**Budget Increase (Decrease)**
Instruction 110 000 Undifferentiated Curriculum	24,101,906.00	24,121,329.00	19,423.00
120 000 Regular Curriculum	31,481,133.25	31,480,163.25	(970.00)
130 000 Vocational Curriculum	3,086,322.44	3,096,993.15	10,670.71
140 000 Physical Curriculum	3,030,572.00	3,030,572.00	0.00
160 000 Co-Curricular Activities	1,436,159.80	1,439,282.80	3,123.00
170 000 Other Special Needs	512,660.00	512,660.00	0.00
Subtotal Instruction	**63,648,753.49**	**63,681,000.20**	32,246.71
Support Sources 210 000 Pupil Services	6,673,219.46	6,674,154.46	935.00
220 000 Instructional Staff Services	4,462,403.85	4,462,076.85	(327.00)
230 000 General Administration	1,757,177.16	1,758,861.15	1,683.99
240 000 School Building Administration	7,942,736.35	7,946,748.45	4,012.10
250 000 Business Administration	16,187,024.50	16,268,420.40	81,395.90
260 000 Central Services	553,436.00	553,436.00	0.00
270 000 Insurance & Judgments	1,403,861.00	1,403,861.00	0.00
280 000 Debt Services	1,700.00	1,700.00	0.00
290 000 Other Support Services	2,337,915.00	2,337,915.00	0.00
Subtotal Support Sources	**41,319,473.32**	**41,407,173.31**	87,699.99
Non-Program Transactions 410 000 Inter-fund Transfers	14,039,919.00	14,039,919.00	0.00
430 000 Instructional Service Payments	20,534,529.17	20,538,035.17	3,506.00
490 000 Other Non-Program Transactions	0.00	0.00	0.00

Subtotal Non-Program Transactions	**34,574,448.17**	**34,577,954.17**	3,506.00
TOTAL EXPENDITURES	**139,542,674.98**	**139,666,127.68**	123,452.70
SPECIAL EDUCATION (FUND 27)	**Original Budget 10-31-25**	**Revised Budget 10-31-25**	**Change in Budget**
TOTAL REVENUES	**25,400,405.26**	**25,400,405.26**	-
100 000 Instruction	21,250,436.26	21,250,436.26	-
200 000 Support Services	4,099,969.00	4,099,969.00	-
400 000 Non-Program Transactions	50,000.00	50,000.00	-
TOTAL EXPENDITURES	**25,400,405.26**	**25,400,405.26**	-

5. FUND 49 REFERENDUM PROJECTS – Mr. Mark Boehlke (Information)

Mr. Boehlke reviewed a quarterly report of the revenue and expenditures through September 30, 2025, for the Fund 49 middle school referendum projects. He explained the report shows the bond proceeds of the original $93 million that was received by the District. He noted that the first borrow of $9.5 million, that was recently approved by the Board should take place on December 15, 2025. The second borrow of $9.5 million (which was also recently approved by the Board) should take place in early spring of 2026. The expenditures through September 30, 2025, is $3.5 million. Mr. Boehlke reported that of the $93 million borrowed there is $95 million as those monies are being invested. It is estimated that the overall interest earnings over the life of that $93 million loan is approximately $7 million, which would be used for contingencies, and possibly for solar projects at both middle schools. Doing geothermal was not feasible at either of the middle schools.

6. GIFTS – Mr. Mark Boehlke (Action)

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

Gift	Donor	Building/Program	Amount
For Information			
Monetary	St. Luke United Methodist Church	SASD McKinney-Vento Program	563.00
Monetary	WI Family & Career & Community Leaders of America Foundation	North High – FCCLA Club	50.00
Monetary	Christian Dekok	South High	100.00
Christmas Poinsettias (26)	Caans Floral	Central High	181.74
Monetary	Redwing 3 Point Club	South High	2,000.00
Monetary	Adam/Bobbie Norlander	Sheboygan Theatre Company	500.00
Monetary	Mary Werner	Sheboygan Theatre Company	1,000.00
Monetary	Jeanne Bitker	Sheboygan Theatre Company	75.00
Action			
Monetary	Kohler Foundation	Sheboygan Theatre Company	10,000.00
Monetary	Ruth Arts/RDK Foundation	Sheboygan Theatre Company	25,000.00
Monetary	Master's Gallery Food Inc.	North/Red Raider Robotics	5,000.00
Monetary	Vollrath Company	North/Red Raider Robotics	8,000.00

The meeting adjourned at 6:13 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes, January 13, 2026

CURRICULUM & INSTRUCTION COMMITTEE – Ms. Kay Robbins, Chair

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

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

1. **DIPLOMAS (EARLY GRADUATION) – Ms. Rachel Ledezma** (Information/Action)

   Moved by Ms. Hibl, seconded by Ms. Wittstock to accept administration's recommendation to award diplomas (early graduation) to students from Central, North, South, Étude, and George D. Warriner High Schools who are members of the Class of 2026 and have met all district requirements for early graduation. All ayes. Motion carried unanimously.

	Total
Central High School	2
North High School	12
South High School	13
Étude High School	2
George D. Warriner High School	6
Total	**35**

2. **DIPLOMAS – Ms. Rachel Ledezma** (Information/Action)

   Moved by Ms. Tasche, seconded by Ms. Hibl to accept administration's recommendation to award high school diplomas to Arianna Lewis, Central High School Class of 2024, and Aliyah Lyles and Blanca Olivas, Central High School Class of 2025. All ayes. Motion carried unanimously.

3. **INTERNATIONAL MODEL UNITED NATIONS CONFERENCE FIELDTRIP – Ms. Rachel Ledezma** (Information/Action)

   Moved by Ms. Wittstock, seconded by Ms. Hibl to accept administration's recommendation to approve North High School students to travel to Chicago, Illinois, February 5-8, 2026, to participate in the International Model United Nations Conference. All ayes. Motion carried unanimously.

4. **REGULAR AND SPECIAL EDUCATION ENROLLMENT CAPS – Ms. Rachel Ledezma/Mr. Jason Ledermann** (Information/Action)

   Moved by Ms. Hibl, seconded by Ms. Wittstock to accept administration's recommendation to accept all non-resident open enrollment applications for regular education students for the 2026-2027 school year and to close all non-resident open enrollment applications for special education for the 2026-2027 school year in all programs at every grade level based on caseload formula. All ayes. Motion carried unanimously.

   Wisconsin ACT 55 requires school districts to set space availability enrollment numbers for open enrollment for both regular and special education students. Ms. Ledezma added that the report is consistent with what the District has done in previous years. Mr. Ledermann added that administration recommends we do not have open enrollment for special education students.

Meeting adjourned at 6:05 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes of January 13, 2026

HUMAN RESOURCES COMMITTEE – Ms. Leah Hibl, Chair

Ms. Leah Hibl, Chair, called the meeting to order at 6:20 p.m.
Present: Ms. Leah Hibl, Ms. Mary Lynne Donohue, Ms. Kay Robbins
Excused: Ms. Heidi Boehmer

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

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

TEACHERS

Karen Bergen	Cross-Categorical	UW-Green Bay	Bachelor's Degree
Sheboygan, WI	South High		$27,466.48 (prorated)

Ms. Bergen has been hired for the remainder of the 2025-2026 school year. She will be certified in Cross-Categorial Special Education and Biology. She was the only candidate interviewed.

Kelly McCoy	Cross-Categorical	UW-Oshkosh	Bachelor's Degree
Waldo, WI	North High		$29,333.14 (prorated)

Ms. McCoy has been hired for the remainder of the 2025-2026 school year. She will be certified in Cross-Categorical Special Education. She was one of two candidates interviewed.

ASSISTANT COOKS

Christina Flores	Cooper	December 01, 2025	$16.10 per hour
Scott Rammer	Wilson	December 15, 2025	$15.57 per hour

COOK

Evalina Garcia Garcia	South High	December 03, 2025	$16.39 per hour

EDUCATIONAL ASSISTANTS

Morgan Alten	Early Learning Center	January 05, 2025	$17.65 per hour
Deontaye Brown	CHANGE Academy	January 05, 2025	$17.75 per hour
Michelle Edler	Longfellow	December 10, 2025	$17.23 per hour
Bao Lee	Cooper	December 11, 2025	$17.90 per hour
Courtney McKnight	Early Learning Center	February 02, 2025	$17.20 per hour
Kylie Oliver	Longfellow	January 19, 2026	$17.15 per hour

*Relative of SASD employee

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

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

Rashad Burton	Educational Assistant	Cooper	December 17, 2025 – December 16, 2026

3. SEPARATIONS – Ms. Jami Hintz (Information)

The following separations have been granted:

Cassie Astorga	Educational Assistant	Leadership Academy	December 12, 2025
Sean O'Fallon	Teacher	Central High	December 19, 2025
Tatiana Ruiz	Educational Assistant	South High	December 19, 2025
Edith Torres Ramos	Educational Assistant	Cooper	December 08, 2025
Jordan Turk	Educational Assistant	Jefferson	December 17, 2025

4. RETIREMENTS – Ms. Jami Hintz (Action)

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

Tami Brost	Transportation Secretary	Business Services	5.33 years of service
Vicki Crowns	Digital Print Technician	Printing Services	26.50 years of service

The meeting adjourned at 6:22 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes, January 13, 2026

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

Mr. Peter Madden, Chair, convened the meeting at 6:20 p.m.

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

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

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

   Mr. Brooks reported that fundraising is going very well, and ticket sales are okay.

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

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

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

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

Meeting adjourned at 6:23 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes of January 13, 2026

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

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

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

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

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

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

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

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

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

   Moved by Ms. Donohue, seconded by Mr. Madden to approve the Budget Revisions and Transfers reports through November 30, 2025, as presented. All ayes. Motion carried unanimously.

GENERAL FUND (FUND 10)	Revised Budget 10-31-25	Revised Budget 11-30-25	Budget Increase (Decrease)
REVENUES			
100 Transfers-in	**0.00**	**0.00**	0.00
Local Sources 210 Taxes	27,983,748.00	27,983,748.00	0.00
240 Payments for Services Provided Local Governments	0.00	0.00	0.00
260 Non-Capital Sales	416,282.93	424,086.89	7,803.96
270 School Activity Income	320,773.83	155,503.27	(165,270.56)
280 Interest on Investments	2,268,155.00	2,268,155.00	0.00
290 Other Revenue, Local Sources	203,091.31	205,384.59	2,293.28
Subtotal Local Sources	**31,192,051.07**	**31,036,877.75**	(155,173.32)
Other School Districts Within Wisconsin 340 Payments for Services	**2,495,194.00**	**2,495,194.00**	0.00
Revenue from Intermediate Sources 510 Transit of Aids	**18,173.00**	**18,173.00**	0.00
State Sources 610 State Aid -- Categorical	1,140,774.00	1,140,774.00	0.00

620 State Aid -- General	89,579,870.00	89,579,870.00	0.00
630 DPI Special Project Grants	46,600.00	46,600.00	0.00
640 Payments for Services	143,000.00	143,000.00	0.00
650 Student Achievement Guarantee in Education	1,638,000.00	1,661,838.62	23,838.62
660 Other State Revenue Through Local Units	15,000.00	15,000.00	0.00
690 Other Revenue	8,074,866.00	8,074,866.00	0.00
Subtotal State Sources	**100,638,110.00**	**100,661,948.62**	23,838.62
Federal Sources 710 Transit of Aids	113,573.00	132,759.00	19,186.00
730 DPI Special Project Grants	2,093,755.46	2,132,105.46	38,350.00
750 IASA Grants	2,377,081.00	2,377,081.00	0.00
780 Other Federal Revenue Through State	300,000.00	300,000.00	0.00
790 Other Revenue from Federal Sources	0.00	0.00	0.00
Subtotal Federal Sources	**4,884,409.46**	**4,941,945.46**	57,536.00
Other Financing Sources 860 Compensation, Fixed Assets	**14,007.00**	**14,007.00**	0.00
Other Revenues 960 Adjustments	0.00	0.00	0.00
970 Refund of Disbursement	100,000.00	100,000.00	0.00
990 Miscellaneous	324,108.15	324,108.15	0.00
Subtotal Other Revenues	**424,108.15**	**424,108.15**	0.00
TOTAL REVENUES	**139,666,052.68**	**139,592,253.98**	(73,798.70)
EXPENDITURES	**Revised Budget 10-31-25**	**Revised Budget 11-30-25**	**Budget Increase (Decrease)**
Instruction 110 000 Undifferentiated Curriculum	24,121,329.00	24,933,654.37	812,325.37
120 000 Regular Curriculum	31,480,163.25	31,858,313.21	378,149.96
130 000 Vocational Curriculum	3,096,993.15	3,431,249.48	334,256.33
140 000 Physical Curriculum	3,030,572.00	3,035,894.00	5,322.00
160 000 Co-Curricular Activities	1,439,282.80	1,477,053.37	37,770.57
170 000 Other Special Needs	512,660.00	512,584.00	(76.00)
Subtotal Instruction	**63,681,000.20**	**65,248,748.43**	1,567,748.23
Support Sources 210 000 Pupil Services	6,674,154.46	6,981,431.37	307,276.91
220 000 Instructional Staff Services	4,462,076.85	6,096,040.07	1,633,963.22
230 000 General Administration	1,758,861.15	1,944,961.15	186,100.00
240 000 School Building Administration	7,946,748.45	8,813,021.55	866,273.10
250 000 Business Administration	16,268,420.40	16,433,488.86	165,068.46
260 000 Central Services	553,436.00	798,144.00	244,708.00
270 000 Insurance & Judgments	1,403,861.00	1,403,861.00	0.00
280 000 Debt Services	1,700.00	1,700.00	0.00
290 000 Other Support Services	2,337,915.00	2,453,063.00	115,148.00
Subtotal Support Sources	**41,407,173.31**	**44,925,711.00**	3,518,537.69
Non-Program Transactions 410 000 Inter-fund Transfers	14,039,919.00	14,039,919.00	0.00
430 000 Instructional Service Payments	20,538,035.17	20,549,007.87	10,972.70

490 000 Other Non-Program Transactions	0.00	0.00	0.00
Subtotal Non-Program Transactions	**34,577,954.17**	**34,588,926.87**	10,972.70
TOTAL EXPENDITURES	**139,666,127.68**	**144,763,386.30**	5,097,258.62

SPECIAL EDUCATION (FUND 27)	**Revised Budget 10-31-25**	**Revised Budget 11-30-25**	**Change in Budget**
TOTAL REVENUES	**25,400,405.26**	**25,484,779.13**	84,373.87
100 000 Instruction	21,250,436.26	21,300,686.26	50,250.00
200 000 Support Services	4,099,969.00	4,184,092.87	84,123.87
400 000 Non-Program Transactions	50,000.00	0.00	(50,000.00)
TOTAL EXPENDITURES	**25,400,405.26**	**25,484,779.13**	84,373.87

5. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 7440.03 – SMALL UNMANNED AIRCRAFT SYSTEMS (sUAS) – Mr. Mark Boehlke** (Discussion/Possible Action)

   Moved by Mr. Madden, seconded by Ms. Donohue to approve the introduction (first reading) of revised Board of Education Policy 7440.03 – Property; Small Unmanned Aircraft Systems (sUAS). All ayes. Motion carried unanimously.

6. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 7450 – PROPERTY INVENTORY – Mr. Mark Boehlke (**Discussion/Possible Action)

   Moved by Ms. Donohue, seconded by Mr. Madden to approve the introduction (first reading) of revised Board of Education Policy 7450 – Property; Property Inventory. All ayes. Motion carried unanimously.

7. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 7455 – ACCOUNTING SYSTEM FOR CAPITAL ASSETS – Mr. Mark Boehlke** (Discussion/Possible Action)

   Moved by Ms. Donohue, seconded by Mr. Madden to approve the introduction (first reading) of revised Board of Education Policy 7455 – Property; Accounting System for Capital Assets. All ayes. Motion carried unanimously.

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

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

Gift	Donor	Building/Program	Amount
For Information			
Monetary	Robert/Barbara Nimz	South/Wrestling	20.00
Monetary	Andrew/Amanda Denson	North/Boys Soccer	30.00
Monetary	Jose Nazario Reyes	North/Boys Soccer	100.00
Monetary	Carol Van Hooser	SASD McKinney-Vento Program	100.00
Monetary	Lindsay Krell	SASD McKinney-Vento Program	120.00
Monetary	Annelle Anderson	North/Library	150.00
Student Model Trombone	Elizabeth Madgwick	Horace Mann/Band	150.00
Monetary	Rockline Industries	North/Wrestling	250.00
Monetary	Leading Edge Fundraising	North/Boys Soccer	348.00
Monetary	Vollrath Company	Central High	500.00
¾ String Bass	Kris Howley	Farnsworth/Orchestra	800.00
Monetary	William Becker	South/Wrestling	1,000.00
Monetary	Melei, Petsche & Spencer, LTD	North/Boys Soccer	1,000.00
Monetary	Knights of Columbus	North/Choir	300.00
Monetary	Sheboygan Evening Lions Club	North/Choir	200.00
Monetary	Michael Huibregtse	Sheboygan Theatre Company	250.00
Monetary	Jim/Ellen Danielsen	Sheboygan Theatre Company	50.00
Monetary	Kohler Company	Sheboygan Theatre Company	150.00
Monetary	Judy Gutschow	Sheboygan Theatre Company	50.00
Monetary	Matthew/Denice Klett	Sheboygan Theatre Company	150.00
Monetary	Jackie Blindauer	Sheboygan Theatre Company	405.00

Monetary	Rockline Industries	Sheboygan Theatre Company	500.00
Monetary	Michael Roehl	Sheboygan Theatre Company	125.00
Monetary	Kao Xiong	Sheboygan Theatre Company	100.00
Monetary	Laurie Turner	Sheboygan Theatre Company	59.42
Monetary	Larry/Cindy Huhn	Sheboygan Theatre Company	100.00
Monetary	Randy Stache	Sheboygan Theatre Company	59.42
Monetary	Paul/Sheila Ryan	Sheboygan Theatre Company	500.00
Monetary	Kathleen Beuttenmueller	Sheboygan Theatre Company	100.00
Monetary	Linda Diedrich	Sheboygan Theatre Company	60.00
Monetary	Sheb Performing Arts Fdtn DBA Community Playlist	Sheboygan Theatre Company	1,500.00
Monetary	Charles/Carrie Green	Sheboygan Theatre Company	100.00
Monetary	Cathy Jacoby	Sheboygan Theatre Company	59.42
Monetary	Elizabeth Cardimona	Sheboygan Theatre Company	55.00
Monetary	Tim/Sandra Lorenz	Sheboygan Theatre Company	100.00
Monetary	Ralph/Alice Maffongelli	Sheboygan Theatre Company	25.00
Monetary	Amy Warren	Sheboygan Theatre Company	250.00
Monetary	Robert Klitzke	Sheboygan Theatre Company	25.00
Monetary	Patty Chapman	Sheboygan Theatre Company	55.00
Monetary	Laura/Jim Conklin	Sheboygan Theatre Company	150.00
Action			
Monetary	Richard/Julie Leonhard	North/Red Raider Robotics	2,500.00

The meeting adjourned at 6:14 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes of January 13, 2026

COMMITTEE OF THE WHOLE – Ms. Heidi Boehmer, Chair

1. President Laster called the meeting to order at 6:30 p.m.

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

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

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

Excused: Ms. Heidi Boehmer

5. **PURCHASE OF PROPERTY FOR FUTURE HOUSE CONSTRUCTION PROGRAM – Mr. Mark Boehlke/Mr. Jason Duff** (Information/Possible Action)

Moved by Mr. Madden, seconded by Ms. Wittstock to approve administration's recommendation to make an offer of $107,800 to Stonebrook Crossing, LLC, for lots #75 and #76 in the Stonebrook Crossing subdivision located to the East of South Business Drive (CTH "OK"). Closing would be on January 30, 2026. All ayes. Motion carried unanimously.

Mr. Duff reported that we have had our house construction projects in the Stonebrook Crossing since 2021, and have had good success since 2017 with turning a profit on each of the homes that we sold specifically for this purpose of purchasing additional lots to keep the program alive and strong.

6. **WASB PROPOSED RESOLUTIONS – Dr. Jacob Konrath** (Discussion/Possible Action)

Dr. Konrath noted that Mr. Madden will be representing the Sheboygan Area School District as our WASB Assembly Delegate during the Wisconsin State Education Convention. He further noted that tonight the School Board has an opportunity to provide feedback to Mr. Madden regarding how they would like him to vote on the resolutions which will be brought before the WASB Delegate Assembly on January 21, 2026. Mr. Madden explained that there are twelve resolutions being forwarded to the Delegate Assembly, and the resolutions were included in tonight's Board packet. He highlighted that one Emergency Resolution was received today, January 13, 2026, from the Wisconsin Heights School District with regard to Special Education Categorical Aid. Mr. Madden provided information regarding the Emergency Resolution. Mr. Madden noted that there are two resolutions pertaining to "decoupling", #10 supporting "decoupling" and #11 opposing "decoupling". Both resolutions cannot remain live on the agenda. After discussions, it was determined that the Board was in favor of all the resolutions except #10 Supporting "Decoupling" of Public and Private School Funding. The Board members were in consensus of not supporting the proposed amendment to the WASB Bylaws.

7. **SCHOOL FINANCE UPDATE – Dr. Jacob Konrath/Mr. Mark Boehlke** (Information/Discussion)

Dr. Konrath presented a school finance presentation regarding the fiscal impact of declining enrollment in Wisconsin from the Wisconsin Association of School Business Officials (WASBO) which was created by Anne Chapman, WASBO Research Director. This was presented at a CESA 1 and WASBO workshop. He

highlighted that there were attendees at this CESA 1 workshop from all over the State, in which it is not normal for districts to attend a CESA workshop outside of their district. Dr. Konrath noted he was only going to highlight a few of the slides, and that he wanted the Board to have this information for their own information and knowledge as it is very informational and important. The presentation included information about what declining enrollment means and what the State budget means and the impacts.

8. **FARNSWORTH AND URBAN MIDDLE SCHOOLS REFERENDUM UPDATE – Dr. Jacob Konrath** (Information/Discussion)

Dr. Konrath provided a slideshow of an interior walkthrough view of Farnsworth and Urban construction projects. Dr. Konrath noted that things are coming along nicely with the referendum projects at Farnsworth and Urban Middle Schools, and we are doing good from a budget standpoint and feeling good about the services that the Quasius Construction/C.D. Smith team and Bray Architects are providing. He noted administration will have a solar update at an upcoming meeting.

9. Moved by Ms. Ruiz-Harrison, seconded by Ms. Hibl to adjourn at 7:33 p.m. All ayes. Motion carried unanimously.