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