SHEBOYGAN AREA SCHOOL DISTRICT

BOARD OF EDUCATION

SHEBOYGAN AREA SCHOOL DISRICT
Sheboygan, Wisconsin

REGULAR MEETING AGENDA

Tuesday, February 24, 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, February 24, 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 January 27, 2026 and Closed Session meeting minutes of January 27, 2026.

6:06 **VI.** **STUDENT REPRESENTATIVES** (Information)

Reports will be provided by:
North High School: Kimiko Lee **South High School:** Emma Martinez

6:10 **VII.** **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.

6:11 **VIII.** **SUPERINTENDENT'S REPORT – Dr. Jacob Konrath** (Information)

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

6:15 **IX. MISCELLANEOUS**

15 min. **A. CHARTER SCHOOL RE-AUTHORIZATION – Ms. Rachel Ledezma/Mr. Adam Broten/Mr. Ted Hamm/Mr. Mike Hanlon** (Discussion/Possible Action)

Administration requests approval for re-authorization of the Étude charter school contracts.

2 min. **B. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 7440.03 – SMALL UNMANNED AIRCRAFT SYSTEMS (sUAS) – Mr. Mark Boehlke** (Discussion/ Possible Action)

Administration recommends the adoption (second reading) of the following revised policy:

- Policy 7440.03 – Property; Small Unmanned Aircraft Systems (sUAS)

2 min. **C. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 7450 – PROPERTY INVENTORY – Mr. Mark Boehlke** (Discussion/Possible Action)

Administration recommends the adoption (second reading) of the following revised policy:

- Policy 7450 – Property; Property Inventory

2 min **D. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 7455 – ACCOUNTING SYSTEM FOR CAPITAL ASSETS – Mr. Mark Boehlke** (Discussion/Possible Action)

Administration recommends the adoption (second reading) of the following revised policy:

- Policy 7455 – Property; Accounting System for Capital Assets

6:36 **X. REPORT OF COMMITTEES**

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

1. 2026 Summer School Recommendation (Information/Possible Action)
2. Achievement Gap Reduction Goal Update (Information/Discussion)
3. France Fieldtrip (Information/Action)
4. Introduction (First Reading) of New Board of Education Policy 2440.01 – Summer or Interim School Attendance (Discussion/Possible Action)

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

1. Appointments (Confirming Action)
2. Leave of Absence (Action)
3. Separations (Information)
4. Retirements (Action)
5. Introduction (First Reading) of Revised Board of Education Policy 3431 – Employee Leaves (Discussion/Possible Action)
6. Introduction (First Reading) of Revised Board of Education Policy 4431 – Employee Leaves (Discussion/Possible Action)
7. Introduction (First Reading) of Revised Board of Education Policy 4124 – Notice of Reasonable Assurance of Employment (Discussion/Possible Action)
8. Introduction (First Reading) of Revised Board of Education Policy 4213 – Student Supervision and Welfare (Discussion/Possible Action)
9. Introduction (First Reading) of Revised Board of Education Policy 8120 – Volunteers (Discussion/Possible Action)

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

1. Tabulation of Bids – Exterior Siding and Roofing Shingles Replacement (Action)
2. Tabulation of Bids – Roofing (Action)
3. Sheboygan Theatre Company Executive Director Position Update (Information)
4. Special Olympics Basketball Invitational (Information)
5. Sheboygan Theatre Company Financial Report (Action)
6. Community Recreation Department Financial Report (Action)

7. Facility Permit Report (Information)

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

1. Fund 41 Capital Projects (Action)
2. Fund 49 Referendum Projects (Information)
3. Statement of Cash Flow (Action)
4. Revenues and Expenditures Reports (Action)
5. Budget Revisions and Transfers of Appropriations (Action)
6. Introduction (First Reading) of New Board of Education Policy 8305 – Information Security (Discussion/Possible Action)
7. Introduction (First Reading) of Revised Board of Education Policy 8500 – Food Services (Discussion/Possible Action)
8. Introduction (First Reading) of Revised Board of Education Policy 8510 - Wellness (Discussion/Possible Action)
9. Introduction (First Reading) of Revised Board of Education Policy 8531 – Free and Reduced-Price Meals (Discussion/Possible Action)
10. Introduction (First Reading) of Revised Board of Education Policy 8540 – Vending Machines (Discussion/Possible Action)
11. Introduction (First Reading) of Revised Board of Education Policy 8550 – Competitive Food Sales (Discussion/Possible Action)
12. Gifts (Action)

E. COMMITTEE OF THE WHOLE – Ms. Heidi Boehmer, Chair

1. Call to Order
2. Pledge of Allegiance
3. Approval of the Agenda (Action)
4. Roll Call
5. Security Camera Server Purchases (Action)
6. Public Presentations Regarding Proposals for the Potential Purchase and Development of District Owned Property Located at 1227 Bell Avenue, Sheboygan, WI (Parcel #59281719722) (Information/Discussion)
7. Second Friday (Information/Discussion)
8. QuadMed, LLC Master Services Agreement (Information/Possible Action)
9. Adjourn (Action)

F. SPECIAL BOARD/COMMITTEE ASSIGNMENTS

1. Legislative Roundtable – Dr. Jacob Konrath (Information)
   Information from the February 16, 2026 meeting will be shared.
2. Sheboygan Public Education Foundation – Dr. Jacob Konrath (Information)
   Information from the February 11, 2026 meeting will be shared.
3. Human Growth and Development Citizens' Advisory Committee – Ms. Allie Tasche (Information)
   Information from the January 26, 2026 meetings will be shared.

6:50 **XI. COMMUNICATIONS** (Information)
kbe1061@charter.net – Mailing

6:51 **XII. FUTURE MEETING DATES** (Information/Possible Action)
March 10, 2026 – Committee meetings at 6:00 p.m.
March 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 deliberate strategies to address specific issues pertaining to collective bargaining for teachers; To discuss restructuring of support staff, and; To discuss individual administrative succession planning.

XIV. Reconvene to Open Session (Action)

XV. Adjourn (Action)



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

JK/jjh

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

Community Input Guidelines
At
Board of Education Meetings

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

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

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

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

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

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

Thank you for your assistance.

SHEBOYGAN AREA SCHOOL DISTRICT

DRAFT

BOARD OF EDUCATION
SHEBOYGAN AREA SCHOOL DISTRICT
Sheboygan, Wisconsin
REGULAR MEETING MINUTES
Tuesday, January 27, 2026

The regular meeting of the Board of Education of the Sheboygan Area School District was held on Tuesday, the 27th day of January, 2026, at 6:00 p.m. at the Administrative Services Building (Boardroom), 3330 Stahl Road, Sheboygan, Wisconsin, as well as members attending via teleconference or other remote access technology. This regular meeting was announced in compliance with the Open Meeting Law of the Wisconsin State Statutes.

President Laster called the meeting to order at 6:00 p.m.

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

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

Present: Ms. Allie Tasche, Ms. Leah Hibl, Mr. Santino Laster, Ms. Heidi Boehmer, Ms. Denise Wittstock, Ms. Mary Lynne Donohue (arrived at 6:04 p.m.), Mr. Peter Madden, Ms. Kay Robbins

Excused: Ms. Sarah Ruiz-Harrison

APPROVAL OF MINUTES

Moved by Mr. Madden, seconded by Ms. Tasche to approve the Regular Board of Education meeting minutes of December 9, 2025, and Closed Session meeting minutes of December 9, 2025. All ayes. Motion carried unanimously.

DIPLOMAS

Moved by Ms. Robbins, seconded by Ms. Wittstock to accept the Curriculum and Instruction Committee recommendation to award high school diplomas (early graduation) 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. All ayes. Motion carried unanimously.

Moved by Ms. Robbins, seconded by Ms. Wittstock to accept the Curriculum and Instruction Committee 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.

STUDENT REPRESENTATIVES

Mr. Derek DiBona, Warriner High School student representative shared the many activities students have been involved in including birding at Maywood, participation in the Lake Sturgeon Bowl, the UW-Green Bay Rising Phoenix program, college bound seniors applying for scholarships, students who are going directly into the workforce have been working with Aspire, as well as students who are involved in youth apprenticeships.

Ms. Adreonna Johnson, Central High School student representative is participating in the dual-enrollment program in the medical field and there are many more students who completed classes through Lakeshore Technical College. The new cell phone policy has been implemented. Students have been involved with community service projects and are looking forward to Career Day.

Dr. Konrath asked Ms. Johnson how she felt the cell phone policy was being received and she responded that it seemed to be going pretty well. He asked her thoughts about the change's legislation was proposing of not allowing cellphones throughout the entire day and she commented that it would be nice to be able to use them during lunch time as it will allow students to take a break from the school day.

Mr. Eric Reilly, Étude High School student representative reported they have formed an esport team and three projects from the Exhibitions of Learning were acknowledged as outstanding in the eyes of students and teachers. High school students are participating in a pen pal series with the middle school students in an effort to have more connection, and he talked about other projects students are working on. Étude is moving away from the traditional student project, rather the entire school will be involved in a play that will be completely student created and student led, and will be showcased at the John Michael Kohler Arts Center.

COMMUNITY INPUT

There was no community input.

SUPERINTENDENT'S REPORT

Dr. Konrath reported on school choice and that every student is guaranteed enrollment in their neighborhood school. The District will join more than 20 local school districts in partnering with Channel 5 News to recognize exceptional school employees through the Eastern Wisconsin Excellence in Education Awards, and he congratulated students from North and South High School art departments whose artwork was selected for the Wisconsin Art Education Association Art Exhibition at the Neville Public Museum. The Sheboygan Area School District mobile app is ready for download and has an easy-to-navigate and mobile friendly design.

MISCELLANEOUS

A. 2024-2025 Audit Report

Mr. Bryan Grunewald presented the 2024-2025 audit report and thanked business office staff for their responsiveness as it is appreciated when it comes to the role the auditor's have. He discussed the management and auditors' responsibilities and provided a summary of audit results which are complete and accurate, and that the auditor's report is an unmodified opinion. He talked about the Report on Compliance and that any findings that were discussed were or will be addressed. Mr. Boehlke clarified the pupil transportation finding and added that some guidelines were changed to be sure the error does not occur in the future. Mr. Grunewald added that accounting practices have been discussed including GASB 101-Compensated Absences. The fund balance overall has been very consistent even though the District did use fund balance reserves during 2025. He encourages the District to continue our strong budgeting efforts and continue to be proactive with our fund balance expenditures. Other governmental funds, long-term debt, general obligation debt, and other postemployment benefits were discussed. Mr. Grunewald talked about the future GASB regulatory requirements that will be effective for future years. Mr. Boehlke thanked Mr. Grunewald for the audit report and appreciates the great success and experience the District has had using CliftonLarsonAllen services. He also thanked Mr. Spielman and the business office team for all of their work.

Ms. Donohue asked what the statutory debt limit amount is, and Mr. Grunewald responded $643 million and added that even though the District went through a referendum, we remain very low.

B. Charter School Re-Authorization

Moved by Ms. Donohue, seconded by Mr. Madden to approve the re-authorization of the George D. Warriner Middle School Charter School Contract for the term of five (5) school years commencing July 1, 2026 and ending June 30, 2031. All ayes. Motion carried unanimously.

Mr. Duff reported that Warriner Middle School's philosophy is project-based learning, personalized learning plans, online course offerings, and flexible scheduling (full day, online, hybrid). Ms. Bruflat, Lead Teacher at Warriner Middle School reported that they have a strong response of parent satisfaction based on their survey information and while the school offers an online option, most students attend in person. Mr. Broten discussed the positive gains in student progress by taking the STAR test and Mr. Duff added that students are very invested in their learning. Mr. Duff reported there are no significant changes to the contract, and he reviewed the goals for the new contract that include 80-100% of students with an SGP of 35 or higher by the spring STAR Reading and Math assessments, 90% of students and families will report a positive satisfaction rate on the spring family and student surveys, and to increase enrollment to 65 students by the 2030-2031 school year. They have also had discussions about creating a goal around academic career planning. Enrollment numbers are down and Mr. Duff believes the market opportunity is in online learning so they will continue to look at different ways to target marketing and promote online learning.

Ms. Donohue asked how many middle school students transfer into high school and Mr. Duff responded roughly 80%. Ms. Robbins asked if the middle school students who attend online are successful, and Ms. Bruflat responded that some struggled but approximately 50% were successful. She added that if students are not engaging, they will be asked to attend in person so that more structures can be provided. Ms. Boehmer is happy they are expanding more online options. Ms. Wittstock asked

about the social/emotional skills that students need when in-person. She likes the choice option and encourages them to think about something else that would set them apart. Mr. Broten added that the online learning experience can look a number of different ways. Each student and family needs are varied, and those issues are worked out with staff.

C. State Budget and Enrollment Update

Dr. Konrath reported on the state of school finance in Wisconsin and how many of his colleagues are very concerned they will not get local support because of the tax increases-thus making it harder to find support for any referendum. He added that the vast majority of school funding comes from the revenue limit. The loss of state aid shows revenue increases that do not keep pace with inflation. He discussed the equalized aid which is the main state portion of the revenue limit and is provided through a formula based on property wealth per pupil (in-district), and not based on student need, cost of education in a given district, or income-level of students' families. Special education reimbursement rates were also highlighted. Superintendents' continue to hear excuses as to why the State cannot fund public and special education at a level equal to the Consumer Price Index (CPI). He discussed the voucher funding and noted that per pupil payments to voucher schools will surpass what is received for public schools. Dr. Konrath added that how we continue to tell our story to our families is important. We are not seeing families leave in high numbers once they have attended the District, and added that there is so much data that shows there is no benefit to voucher schools.

REPORT OF COMMITTEES

A. CURRICULUM & INSTRUCTION COMMITTEE

1. Diplomas (Early Graduation)

   From the committee meeting:
   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.

2. Diplomas

   From the committee meeting:
   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

   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 Chicago, Illinois, February 5-8, 2026, to participate in the International Model United Nations Conference. All ayes. Motion carried unanimously.

   From the committee meeting:
   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

   Moved by Ms. Robbins, seconded by Mr. Madden to accept the Curriculum and Instruction Committee 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.

   From the committee meeting:
   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.

B. HUMAN RESOURCES COMMITTEE

Moved by Ms. Hibl, seconded by Ms. Donohue to accept the Human Resources Committee recommendation to approve agenda items #1, #2, and #4. All ayes. Motion carried unanimously.

1. Appointments

From the committee meeting:
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

From the committee meeting:
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

From the committee meeting:
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

From the committee meeting:
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

C. FACILITIES/RECREATION/THEATRE COMMITTEE

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

1. Sheboygan Theatre Company Financial Report

From the committee meeting:
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

From the committee meeting:
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

From the committee meeting:
Mr. Brooks presented the Facility Permit Report through December 31, 2025 for information.

D. FINANCE & BUDGET COMMITTEE

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

Moved by Ms. Boehmer, seconded by Ms. Wittstock to accept the Finance and Budget Committee recommendation to approve agenda items #5, #6, and #7. All ayes. Motion carried unanimously.

1. Fund 41 Capital Projects

From the committee meeting:
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

From the committee meeting:
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 and Expenditures Reports

From the committee meeting:
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 and Transfers of Appropriations

From the committee meeting:
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)

   From the committee meeting:
   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

   From the committee meeting:
   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

From the committee meeting:
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

Moved by Ms. Boehmer, seconded by Ms. Wittstock to accept the Finance and Budget Committee recommendation to accept all gifts to the District. All ayes. Motion carried unanimously.

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

Gift	Donor	Building/Program	Amount
For Information			
Monetary	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

E. COMMITTEE OF THE WHOLE

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

   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. 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. 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. 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.

F. SPECIAL BOARD/COMMITTEE ASSIGNMENTS

1. Legislative Roundtable – Dr. Konrath reported that they continue to discuss education funding issues.
2. Sheboygan Public Education Foundation – Ms. Wittstock shared information from the January 14, 2026 meeting including the All in for Education event that was a success and will continue as the main fundraiser for the Foundation. Scholarship season is in full force and the first year of digital scholarship applications is going well.

3. Human Growth and Development Citizens' Advisory Committee – Ms. Tasche shared information from the December 8, 2025 and January 12, 2026 minutes adding that the committee will continue working on content and additional meetings will be added to the calendar due to some of the content they are discussing.

FUTURE MEETING DATES

February 10, 2026 – Committee meetings at 6:00 p.m.
February 24, 2026 - Regular Board of Education meeting at 6:00 p.m.

ADJOURN

Moved by Ms. Wittstock, seconded by Ms. Hibl to adjourn at 7:50 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 – To consider possible modifications to the employment contract of the Superintendent of Schools. A roll call vote was taken and carried unanimously (Tasche, Hibl, Madden, Robbins, Laster, Boehmer, Donohue, Wittstock).

Moved by Ms. Wittstock, seconded by Ms. Robbins to reconvene at 8:02 p.m. to Open Session. All ayes. Motion carried unanimously.

Moved by Ms. Wittstock, seconded by Ms. Boehmer to extend the contract for Jacob Konrath, Superintendent of Schools for the period of July 1, 2027, through June 30, 2028. All ayes. Motion carried unanimously.

Moved by Ms. Hibl, seconded by Ms. Tasche to adjourn at 8:03 p.m. All ayes. Motion carried unanimously.

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

Étude Schools

Sheboygan Area School District
Charter Reauthorization
(2026-2031)

SHEBOYGAN AREA
SCHOOL DISTRICT

ÉTUDE
schools

Étude Schools: Philosophy

Mission: Think Critically, Engage Creatively, Build a Strong Human Connection

This is achieved through:

- Arts Integration through project based learning
- Explicitly teaching critical thinking (Project Zero: Cultures of Thinking)
- Habits of Professionalism | Habits of Mind
- Presentation and publishing of student work (Real World Application)
- Academic/Post Secondary Advisement
- Supportive School Culture

ÉTUDE SCHOOLS
EXCITE EXPLORE EMPOWER

At Étude, we foster an environment and curriculum where students Think Critically, Engage Creatively, Build a Strong Human Connection, and Connect Beyond the Classroom. Zoom in to see what each part of our mission statement looks like in action across all three schools. Click on the related links to see examples of student work.

ÉTUDE SCHOOLS
EXCITE EXPLORE EMPOWER

THINK Critically

ENGAGE Creatively

BUILD a strong human connection

CONNECT beyond the classroom

Elementary K-5

Thinking Routines: At the start of every unit, classrooms use thinking routines to help generate ideas and evaluate their thinking about new topics. These routines are embedded throughout the project to get students thinking critically, ideating, and revising ideas along the way.

Exhibitions of Learning (EOLs): Exhibitions of Learning at the Elementary level culminate the students learning across academic subjects into student created pieces translated through each artform. All grade levels participate in EOLs.

Project Based Learning (PBL): Students in all grade levels have PBL time where they integrate what they learn across all subjects to work on a project. Examples of creative products made in all levels are Graphic Novels about Environment, Diaries/Journals while learning about American History, Museum of Artifacts, Creating an Insect Book, and more. Students engage in peer feedback throughout to enhance their projects. As a class, they co-create movement, music, and visual art pieces to accompany their projects.

School Wide Activities & Family Nights
In an effort to "Make Étude a Better Place" 4th and 5th grade students plan a variety of activity days throughout the year for students of all grades to participate. They gather ideas, identify roles, run the events, and gather feedback. One example was an all school Bingo Event. Étude Elementary also hosts Family Nights such as Hike Night or Blackout Night where students of all grade levels can interact and build community.

Forces in Motion Unit (4/5): With the help of experts from the community, 4th and 5th grade learn about and research a disability. Following research, they use engineering process to create a working prototype of a product or invention that could help individuals with that disability using what they have learned about forces in motion. Students are also learning about empathy and understanding as they research disabilities and the challenges individuals may face.

Exploring Sheboygan: In the Exploring Our Comunity Unit, first graders begin with a thinking routine during which they generate locations around Sheboygan. Each student chooses a location which they would like to visit and write a letter requesting a tour. Students then embark on field experiences where they collect information about each location and take photos. What they collect out in the community becomes a Sheboygan Visitor's Guide.

CLICK HERE to check out the Sheboygan Visitors Guide Website made by Étude Elementary 1st Grade Students.

1st Grade | Sheboygan 2024 Visitors Guide Website

Bee Hive Creation: Students in grades 4/5 use the design process to use what they learn about bees to design effective bee hives. Students start with blue prints, use tinkercad to create and print their bee hives, then use foam board to create a scale model.

2nd/3rd Grade Bird Book

CLICK HERE to see an example of a 2nd/3rd Grade Class EOL answering the essential question, "How do birds of Wisconsin contribute to a healthy ecosystem?"

Movement Piece

CLICK HERE to see snapshots from the Kindergarden Insect Stories, where students created Eric Carle inspired collage insects and created stories using a story spine.

Kindergarden Insect Book

Community Partnerships & Field Trips: In first grade, students travel to various community locations during their Sheboygan Unit. Students in Kindergarden, 2nd, and 3rd grade take hikes on site to explore the environment and create trail maps. In grades 4 and 5 students create sailboats and test them in Elkhart Lake. In addition, students travel monthly via Shoreline Metro to the Mead Public Library and utilize the John Michael Kohler Art Center to observe art that relates to units they are studying.

Middle 6-8

Disciplinary Learning in Academics: At Étude Middle School, we engage students in critical thinking using disciplinary learning in the classrooms. In Science, students use the engineering design process and investigate solutions to problems. In ELA, students are reading culturally relevant texts and using Thinking Routines to dig deeper into the meanings behind what they read. Students also embark on projects within these academics to solve a problem or show what they learned through hands on applications. One example of a student project is creating water filters after investigating the Flint Water Crisis and traveling to the Water Treatment Plant.

CLICK HERE to explore an example of one of our students Reader's Profile, created throughout their Middle School Experience in ELA class.

Mathematics: In 2020, we participated in the math textbook adoption team along with the SASD. We have since been utilizing the district Reveal Curriculum as well as using ALEKS math to differentiate and supplement instruction in a way that meets the needs of every student. In addition, we utilize number talks to start out classes multiple times each week, as a way to engage students in thinking about solving math problems with a problem solving lens and modeling thinking with their peers.

Project Seminar: Students choose to take Movement, Visual Art, Drama, or Music each semester. After spending 8 weeks learning technique in this art form from their teacher, students choose an academic topic to portray through their art form. Each student prepares an **Exhibition of Learning (EOL)** to share with the community as a result of their work in this class.

Tap Dance EOL

CLICK HERE to see an example of a Tap Dance EOL where two students explored the styles and history of the Nicholas Brothers, a famous tap-dancing duo, and choreographed a piece to represent what they learned.

Advisory Program: The overarching purpose of advisory at Étude is to build a connected, participatory culture and support students in becoming independent, self directed learners. Advisory groups have 10-15 students and meet daily for 30 minutes. Our year starts with core team buildme experiences for all students to build a foundation for the rest of the year. From there, we continue with weekly gatherings, academic goal setting, grade tracking, conferencing, and parent connections through weekly messages and presentations of learning conferences.

Clubs & Sports Since 2020, we have encouraged our students to take advantage of the district sport offerings at SASD middle schools. We have since had students participate in Volleyball, Cross Country, and Track across the district. Étude also offers clubs to students such as Math Counts (Lakeland Math Meet), DnD, Art Club, Board Game Club, and more. Through these clubs and sports our students are able to build connections with a wider range of students and expand their interests.

Lakeland Math Meet

Think Tank & Community Events: Think tank is a group of students who volunteer to plan community nights, spirit weeks, and other initiatives to support the school culture. A few students from each advisory make up our Think Tank. Some examples of events planned are the annual lock in, bimonthly activity nights, and school talent shows.

8th Grade Field Trip Volunteering: At the end of 8th grade, all EMS students travel to Chicago to experience the culture and volunteer with an organization called Cradles to Crayons. Students help to pack care packages for lower incoming families in the Chicagoland area.

Service Learning Community Partnerships: Twice each year, all students at EMS engage in Service Learning. We partner with Meals on Wheels to create ornaments for their patrons and help in their gardens. Students also give back to the JMKAC for all their support by helping in their gardens each spring. Other service projects have included beach clean up and volunteering at the Senior Center.

Service Projects

Cradles to Crayons

High 9-12

Academic Coursework & College Connections: At Étude High School, critical thinking takes place across all of our academics in many ways. Each student designs a course path with their advisor including core academics and additional courses that fit their future goals. Students continue to use thinking routines throughout their classes to guide their inquiry and learning. In the last five years, we have also drastically increased the percentage of students taking advantage of the Start College Now and Early College Credit Programming the SASD offers.

CLICK HERE to see the Étude High School Program of Study

Great World Texts: A majority of Étude graduates enroll in our Great World Text Course at some point in their high school experience. Great World Text is an Advanced Humanities course sponsored by the University of Wisconsin Center for Humanities. UW sends students a globally recognized novel to analyze through critical projects that they present on campus at an annual symposium. Students also have the opportunity to learn from the authors of these novels at the symposium. This year's novel is Death of the Author by acclaimed sci-fi writer Nnedi Okorafor.

Global Scholars Program: It is the mission of Étude to assist students in demonstrating they are globally competent learners—investigating world issues, analyzing international perspectives, and constructing globally-focused projects and problem solutions. The Global Scholars Programs is a certification program through the Wisconsin Department of Public Instruction. This credential serves as a college, career, and community readiness talent marker recognizing students' language, intercultural and global competence during their time at Étude High School.

CLICK HERE to see an example of a student's Global Scholars Website

Collaborative production created and performed by our Drama and Dance Seminar Classes in Spring of 2022

Project Block: Students explore areas of interest through research, annotated bibliographies, and gaining techniques in their art form of choice. Along the way, they are building collaboration and communication skills while creating products that can enhance a future resume. Each student prepares an **Exhibition of Learning (EOL)** to share with the community as a result of their work in this class.

Seminar Class Offerings: Students at Étude High School have a variety of seminar offerings to choose from each semester. Students can enroll in courses in the area of Movement, Drama/Film, Music, Visual Art, and Engineering/Computer Science. Through our partnership with the JMKAC, our students have participated in workshops with professionals in each artform through their seminar classes.

CLICK HERE to see an example of a student's recreative film.

Recruiting Film EOL Project

Music Recording Program The Étude Music Technology Recording Program explores all things recording. From the basics of setting up a microphone all the way to complex editing inside a Digital Audio Workstation. Students have the opportunity to write or learn songs on their respective instruments, assemble a group with their peers, and rehearse, refine, and record music-all in house. Through this program, students gain invaluable, hands-on experience, preparing them for higher learning and/or a career in the field. Additionally, the Étude Studio can be made available to community members seeking a space to realize their creative potentials.

Music Technology Program

Building Leadership through Middle & High School Connections: To bridge the gap between students in our shared spaces, our High School Students initiated penpal letter writing to a Middle School Buddy as part of our advisory program. We encorporated a day of activities for the students to interact and build community. We find the more we know about each other, the easier it is to interact and share a space.

MS/HS PenPal Activities

December 2025 Service Day: Doll Displays for Salvation Army

Advisory Community Building

Utilizing Advisory to Build Community Post COVID: Our high school staff recognized the challenges students faced in forming connections following the 2020 pandemic, and how these challenges affected student engagement and learning in the classroom. In response, staff made significant changes such as incorporating Goal Setting, and ACP/Future Planning in advisory to work with their advisor toward their future goals and aspirations. Through these changes, we have seen our student engagement in classroom discussions, Community Nights, and out of school activities improve.

SASD Extracurricular Involvement While many of our students seek a small school learning environment, we encourage our students to take advantage of the wide variety of activities the SASD offers. In the past five years, we have had students participate in sports and extracurriculars including Red Raiders Hockey, South High Wrestling, North/South Musicals, South High Debate, Red Raider Robotics, Étude Engineers First Tech Challenge, Lakeshore Ice Skating, E-Sports, and Sheboygan Area Theater Company Productions.

Red Raiders Hockey

Debate State Champion

FTC Competition

Leadership Opportunities & Cocurriculars Students at Étude High School participate in a variety of programs that enhance leadership and require a high level of academic rigor. This is one way our small school can have a big impact, as our staff knows each student and can recommend opportunities that will fit each students strengths and goals. Programs we often include Wisconsin Leadership Seminar, Wisconsin Senate Scholars, Wisconsin High School Model United Nations, Northwestern University Model United Nations, Global Scholars, Great World Texts Conference, Lower Fox River Watershed Monitoring, and more.

Wisconsin Leadership Seminar

Model UN Conference

CLICK HERE for a list of our cocurriculars and descriptions of each

Lower Fox River Watershed Monitoring Conference

Étude Schools: Philosophy

ENGAGE Creatively

Elementary

K-5

Exhibitions of Learning (EOLs): Exhibitions of Learning at the Elementary level culminate the students learning across academic subjects into student created pieces translated through each artform. All grade levels participate in EOLs.



2nd/3rd Grade Bird Book

CLICK HERE
to see an example of a 2nd/3rd Grade Class EOL answering the essential question, "How do birds of Wisconsin contribute to a healthy ecosystem?"



Movement Piece

SHEBOYGAN AREA SCHOOL DISTRICT

ÉTUDE schools

Étude Schools: Philosophy

ENGAGE Creatively

Middle
6-8

Project Seminar: Students choose to take Movement, Visual Art, Drama, or Music each semester. After spending 8 weeks learning technique in this art form from their teacher, students choose an academic topic to portray through their art form. Each student prepares an **Exhibition of Learning (EOL)** to share with the community as a result of their work in this class.



CLICK HERE
to see an example of a Tap Dance EOL where two students explored the styles and history of the Nicholas Brothers, a famous tap dancing duo, and choreographed a piece to represent what they learned.



Tap Dance EOL

SHEBOYGAN AREA SCHOOL DISTRICT

ÉTUDE schools

Étude Schools: Philosophy

THINK Critically

High
9-12

Global Scholars Program: It is the mission of ÉHS to assist students in demonstrating they are globally competent learners—investigating world issues, analyzing international perspectives, and constructing globally focused projects and problem solutions. The Global Scholars Programs is a certification program through the Wisconsin Department of Public Instruction. This credential serves as a college, career, and community readiness talent marker recognizing students' language, intercultural and global competence during their time at Étude High School.


Great World Text Conference


Wisconsin Leadership Seminar


Model UN Conference

CLICK HERE to see an example of a student's Global Scholars Website

SHEBOYGAN AREA SCHOOL DISTRICT

ÉTUDE schools

Étude Schools: 20 years!

2005 - Artist in Residence Program | Integrated Arts Program

2007 - Étude High School for the Arts & Academics | Elementary School for the Arts & Academics (ESAA)

2011 - The Étude Group includes: IDEAS Academy | The Mosaic School | ESAA

2012 - ESAA moves from Grant Elementary to Pigeon River Elementary Campus

2017 - Rebranding to Étude Elementary School | Étude Middle School | Étude High School

2021 - Last Contract Renewal

2026 Next Renewal

SHEBOYGAN AREA SCHOOL DISTRICT

ÉTUDE schools

Étude Schools: Review of Current Contract (2021-2026)

Étude Elementary:

- Attendance: Percentage of students attending 90% or more of the school year.

2021-22	2022-23	2023-24	2024-25
93%	88%	86%	86%

- Attendance: Average Daily Attendance

2021-22	2022-23	2023-24	2024-25
92.7	93.4	93.9	93.9

Étude Schools: Review of Current Contract (2021-2026)

Étude Elementary:

- STAR Reading Growth

2021-22	2022-23	2023-24	2024-25
70%	74%	69%	67%

- STAR Reading Proficiency

2021-22	2022-23	2023-24	2024-25
50%	57%	62%	68%

Étude Schools: Review of Current Contract (2021-2026)

Étude Elementary:

- STAR Math Growth

2021-22	2022-23	2023-24	2024-25
67%	60%	80%	73%

- STAR Math Proficiency

2021-22	2022-23	2023-24	2024-25
32%	45%	41%	58%

Étude Schools: Review of Current Contract (2021-2026)

Étude Elementary:

- Project Based Rubric

2021-22	2022-23	2023-24	2024-25
96%	95%	97%	96%

Étude Schools: Review of Current Contract (2021-2026)

Étude Middle:

- Attendance: Percentage of students attending 90% or more of the school year.

2021-22	2022-23	2023-24	2024-25
78%	67%	67%	62%

Average Daily Attendance

2021-22	2022-23	2023-24	2024-25
90.1	87.9	86.5	85.6

Étude Schools: Review of Current Contract (2021-2026)

Étude Middle:

- STAR Reading Growth

2021-22	2022-23	2023-24	2024-25
67%	58%	45%	63%

- STAR Reading Proficiency

2021-22	2022-23	2023-24	2024-25
45%	44%	42%	57%

Étude Schools: Review of Current Contract (2021-2026)

Étude Middle:

- STAR Math Growth

2021-22	2022-23	2023-24	2024-25
79%	72%	69%	76%

- STAR Math Proficiency

2021-22	2022-23	2023-24	2024-25
26%	32%	29%	48%

Étude Schools: Review of Current Contract (2021-2026)

Étude Middle:

- Project Based Rubric

2021-22	2022-23	2023-24	2024-25
85%	89%	78%	88%

Étude Schools: Goals for New Charter Contract

Étude Elementary & Middle:

- Goal 1- Reading Proficiency: Each school will aim to increase the % of students in the high average or higher range by 5 percentage points
- Goal 2 - Reading Growth: Each school will aim to increase the % of students in the high average or higher range by 2 percentage points
- Goal 3 - Math Proficiency: Each school will aim to increase the % of students in the high average or higher range by 5 percentage points
- Goal 4 - Math Growth: Each school will aim to increase the % of students in the high average or higher range by 2 percentage points
- Goal 5 - Attendance: Each school will aim to increase the % of students attending school at least 90% of the time by 2 percentage points

Étude Schools: Review of Current Contract (2021-2026)

Étude High:

- Attendance: Percentage of students attending 90% or more of the school year.

2021-22	2022-23	2023-24	2024-25
72%	69%	54%	65%

- Attendance: Average Daily Attendance

2021-22	2022-23	2023-24	2024-25
86%	83%	87%	86%

Étude Schools: Review of Current Contract (2021-2026)

Étude High:

- College & Career Ready

CCR Readiness Level	ÉHS Percentage
Career Ready (All Students)	73%
4 year College Ready (of those indicating they are planning to attend a 4 year college)	67%

Étude Schools: Review of Current Contract (2021-2026)

Étude High:

- ACT Avg. Score

Subject	2021-22	2022-23	2023-24	2024-25
Composite	17.5	18.9	19.1	18.2
English	17.5	19.3	18.8	19.3
Math	15.1	18.3	16.6	14.8
Reading	20.5	17.7	19.7	19.9
Science	16.5	19.8	19.9	18.3

Étude Schools: Review of Current Contract (2021-2026)

Étude High:

- % of Students with a 2 or better on their report card

2021-22	2022-23	2023-24	2024-25
83%	75%	86%	85%

Étude Schools: Review of Current Contract (2021-2026)

Retention

School	Retention %
Étude Elementary	82%
Étude Middle	72%
Étude High	80%

Étude Schools: Review of Current Contract (2021-2026)

Étude K-12:

- Parent Satisfaction: Parents give the Étude Schools an average score of 4.28 out of 5 on parent satisfaction surveys
- Comments:
  - “The communication is amazing. I always know what my daughter is working on and what homework is due that week. It is also easy to contact the teacher in cases of absence or special arrangements.”
  - “The teachers are genuinely concerned about my child's learning and well being and do everything they can to help him be successful.”
  - “The structure and creative methods of instruction are a great way to keep the children engaged.”
  - “The teachers are all wonderful. We love the hands-on learning and that my kids have to present their learning.”

Étude Schools: Goals for New Charter Contract

Étude High:

Goal 1 - Career Readiness: Étude High School will meet or exceed a 73% career readiness rate

Goal 2 - College Readiness: Étude High School will meet or exceed a 67% college readiness rate among college-bound students

Goal 3 - Attendance: Étude High School will meet or exceed an 86% attendance rate

Goal 4 - Graduation: Étude High School will meet or exceed an 84% four-year graduation rate

Étude Schools: The Next 5 Years

- A strategic & intentional leadership transition
- Maximize Enrollment for those interested in arts-based, small school
- Expand local and state partnerships
- Expand partnerships within SASD

SHEBOYGAN AREA
SCHOOL DISTRICT

ÉTUDE
schools

Thoughts & Questions



SHEBOYGAN AREA SCHOOL DISTRICT

ÉTUDE schools

Resource

Mission Graphic

Habits of Professionalism | Habits of Mind

SHEBOYGAN AREA SCHOOL DISTRICT

ÉTUDE schools

CHARTER SCHOOL CONTRACT
BETWEEN

THE SHEBOYGAN AREA SCHOOL DISTRICT

AND

THE ÉTUDE GROUP

Re: ÉTUDE ELEMENTARY SCHOOL

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CHARTER SCHOOL CONTRACT
BETWEEN
THE SHEBOYGAN AREA SCHOOL DISTRICT
ÉTUDE GROUP 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 Étude Group, 834 Virginia Ave., 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 Étude Group Governing Board a charter to operate a Charter School, Étude Elementary 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), the 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 Ted Hamm. Thereafter, the administrator will be mutually agreed upon by the SASD and the Étude Group. 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 Étude Group. The job performance of the administrator shall be jointly reviewed and evaluated by the Étude Group's Governing Board and the 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 Étude Group Governing Board will make recommendations for final hiring to the SASD Superintendent. If the administrative position is a shared position within the SASD, the Étude Group 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. The 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.

Étude Elementary School will enroll students in elementary school (grades K-5). The educational program of

the Charter School will consist of these main features to support the needs of our students:

Habits of Mind/Habits of Professionalism: Through a curriculum that focuses on the development of Habits of Mind and Habits of Professionalism, students will learn to be self-directed, life-long learners.

Disciplinary Learning: Students will be provided a curriculum that is based authentic engagement in the major concepts and processes of each area of study.

Project Based Learning: Students will integrate the creative process along with disciplinary processes to create and innovate through projects.

Demonstrations of Mastery: Through Exhibitions of Learning, Presentations of Learning and portfolios, Charter School students will demonstrate their mastery of content, processes, and skills.

A Democratic Community of Decency and Trust: Students will work alongside staff to create a democratic community using principles from Guided Discipline and Restorative Justice.

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

The below goals align with the annual goals for the non-charter elementary schools in the district.

Goal 1- Reading Proficiency: Each school will aim to increase the % of students in the high average or higher range by 5 percentage points.

Goal 2 - Reading Growth: Each school will aim to increase the % of students in the high average or higher range by 2 percentage points.

Goal 3 - Math Proficiency: Each school will aim to increase the % of students in the high average or higher range by 5 percentage points.

Goal 4 - Math Growth: Each school will aim to increase the % of students in the high average or higher range by 2 percentage points.

Goal 5 - Attendance: Each school will aim to increase the % of students attending school at least 90% of the time by 2 percentage points.

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

1. Incorporation. Étude Group 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 Étude Group decides to incorporate the Étude Group must submit the Articles of Incorporation to the Coordinator of Charter Schools. Material changes to the Étude Group corporate or tax status, or Articles of Incorporation or Bylaws, will be promptly disclosed to the SASD. The Etude Group 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 Étude Group Governing Board. Membership qualifications and terms will be determined by the Étude Group 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 Étude Group 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 Étude Group 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 Étude Group 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 Étude Group 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 the 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 Étude Group school operational plan, as amended from time to time.

3. Additional Training. If the Étude Group 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 the 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 Étude Group will be responsible for screening and interviewing such candidates using the approved SASD screening process and standards. The Étude Group 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 the 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 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 K-5.

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. Annual Audits. 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. Procured Funds. Funds procured by the Étude Group 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. If substantial changes are made to such policies, the Étude Group Governing Board may submit its own policy for review and approval by SASD. All students, upon enrolling in the Charter School, will be notified of their rights, responsibilities and expectations while attending Étude Elementary 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 3508 N. 21st St., 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 Étude Group 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 Étude Group 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 Étude Group 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 Coordinator of Charter Schools.

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 Étude Group 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 Étude Group Governing Board. The Étude Group Governing Board will make all decisions related to discretionary budget revisions and adjustments. The Étude Group 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 Étude Group 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 Étude Elementary 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 Étude Group Governing Board.

b) Approval of the annual budget of the Charter School by the Étude Group Governing Board.

c) Approval of the annual audit of the Charter School by the Étude Group 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 Étude Group 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 Étude Group 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 Étude Group Governing Board. The Étude Group Governing Board may request waivers after review of new or amended policies by

submitting proposed replacement policies for 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
Number of School Days	SS: 121.02 (1)(f)1 SR: 8.01(2)(f) 1, 2 BP: 5110	Description: Requires schools to be in session at least 180 days
		Rationale: An exemption is sought to permit adequate time to plan integrated curricula and for professional learning community/staff development.
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 Étude Group 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 the 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

If the Charter School is eligible to receive categorical aids, such as Title I funds, such aids shall flow to the Charter School through SASD. Such aids shall not reduce the per pupil revenue to be received by the Charter School from 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 ML students by supporting staff positions and annual student assessments to identify instructional levels. The Charter School will have access to itinerant ML support including consultation with ML staff to adapt curriculum. All ML 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 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 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: Ted Hamm, Administrator of Étude Group

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: _____

ÉTUDE GROUP GOVERNING BOARD:

By: _____

Deanne Herber

President, Étude Group Governing Board

Date: _____

ATTEST:

_____

Whitney Morales

Vice President, Étude Group Governing Board

Date: _____

CHARTER SCHOOL CONTRACT
BETWEEN

THE SHEBOYGAN AREA SCHOOL DISTRICT

AND

THE ÉTUDE GROUP

Re: ÉTUDE MIDDLE SCHOOL

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CHARTER SCHOOL CONTRACT
BETWEEN
THE SHEBOYGAN AREA SCHOOL DISTRICT
ÉTUDE GROUP 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 Étude Group, 834 Virginia Ave., 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 Étude Group Governing Board a charter to operate a Charter School, Étude High 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), the 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 Ted Hamm. Thereafter, the administrator will be mutually agreed up by the SASD and the Étude Group. 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 Étude Group. The job performance of the administrator shall be jointly reviewed and evaluated by the Étude Group's Governing Board and the 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 Étude Group Governing Board will make recommendations for final hiring to the SASD Superintendent. If the administrative position is a shared position within the SASD, the Étude Group 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, 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. The 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.

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

Habits of Mind/Habits of Professionalism: Through a curriculum that focuses on the development of Habits of Mind and Habits of Professionalism, students will learn to be self-directed, life-long learners.

Disciplinary Learning: Students will be provided a curriculum that is based authentic engagement in the major concepts and processes of each area of study.

Project Based Learning: Students will integrate the creative process along with disciplinary processes to create and innovate through projects.

Demonstrations of Mastery: Through Exhibitions of Learning, Presentations of Learning and portfolios, Charter School students will demonstrate their mastery of content, processes, and skills.

A Democratic Community of Decency and Trust: Students will work alongside staff to create a democratic community using principles from Guided Discipline and Restorative Justice.

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

The below goals align with the annual goals for the non-charter middle schools in the district.

Goal 1- Reading Proficiency: Each school will aim to increase the % of students in the high average or higher range by 5 percentage points.

Goal 2 - Reading Growth: Each school will aim to increase the % of students in the high average or higher range by 2 percentage points.

Goal 3 - Math Proficiency: Each school will aim to increase the % of students in the high average or higher range by 5 percentage points.

Goal 4 - Math Growth: Each school will aim to increase the % of students in the high average or higher range by 2 percentage points.

Goal 5 - Attendance: Each school will aim to increase the % of students attending school at least 90% of the time by 2 percentage points.%

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

1. Incorporation. Étude Group 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 Étude Group decides to incorporate the Étude Group must submit the Articles of Incorporation to the Coordinator of Charter Schools. Material changes to the Étude Group corporate or tax status, or Articles of Incorporation or

Bylaws, will be promptly disclosed to the SASD. The Etude Group 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 Étude Group Governing Board. Membership qualifications and terms will be determined by the Étude Group 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 Étude Group 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 Étude Group 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 Étude Group 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 Étude Group 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 Étude Group school operational plan, as amended from time to time.

3. Additional Training. If the Étude Group 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 the 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 Étude Group will be responsible for screening and interviewing such candidates using the approved SASD screening process and standards. The Étude Group 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 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. Annual Audits. 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. Procured Funds. Funds procured by the Étude Group 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. If substantial changes are made to such policies, the Étude Group 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 Étude 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 Ave, 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 Étude Group 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 Étude Group 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 Étude Group 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 Coordinator of Charter Schools.

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 Étude Group 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 Étude Group Governing Board. The Étude Group Governing Board will make all decisions related to discretionary budget revisions and adjustments. The Étude Group 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 Étude Group 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 Étude 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 Étude Group Governing Board.

b) Approval of the annual budget of the Charter School by the Étude Group Governing Board.

c) Approval of the annual audit of the Charter School by the Étude Group 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, 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 Étude Group 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 Étude Group Governing Board oversees and supports the fulfillment of these operations and policies. SASD policies adopted or amended by SASD will be reviewed for potential requests for waiver by the Étude Group Governing Board. The Étude Group Governing Board may request waivers after review of new or amended policies by submitting proposed replacement policies for 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
Number of School Days	SS: 121.02 (1)(f)1 SR: 8.01(2)(f) 1, 2 BP: 5110	Description: Requires schools to be in session at least 180 days
		Rationale: An exemption is sought to permit adequate time to plan integrated curricula and for professional learning community/staff development.
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	BP: 9340NC	Description: The SASD Board can suspend policies in whole or part by a 2/3 majority of the total membership.

the District		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 Étude Group 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 the 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

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 ML students by supporting staff positions and annual student assessments to

identify instructional levels. The Charter School will have access to itinerant ML support including consultation with ML staff to adapt curriculum. All ML 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 the 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 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: Ted Hamm, Administrator of Étude Group

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: _____

ÉTUDE GROUP GOVERNING BOARD:

By: _____

Deanne Herber

President, Étude Group Governing Board

Date: _____

ATTEST:

_____

Whitney Morales

Vice President, Étude Group Governing Board

Date: _____

CHARTER SCHOOL CONTRACT
BETWEEN

THE SHEBOYGAN AREA SCHOOL DISTRICT

AND

THE ÉTUDE GROUP

Re: ÉTUDE HIGH SCHOOL

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CHARTER SCHOOL CONTRACT
BETWEEN
THE SHEBOYGAN AREA SCHOOL DISTRICT
ÉTUDE GROUP 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 Étude Group, 834 Virginia Ave., 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 Étude Group Governing Board a charter to operate a Charter School, Étude High 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), the 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 Ted Hamm. Thereafter, the administrator will be mutually agreed upon by the SASD and the Étude Group. 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 Étude Group. The job performance of the administrator shall be jointly reviewed and evaluated by the Étude Group's Governing Board and the 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 Étude Group Governing Board will make recommendations for final hiring to the SASD Superintendent. If the administrative position is a shared position within the SASD, the Étude Group 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. The 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.

Étude High School will enroll students in a high school (grades 9-12). The educational program of the Charter School will consist of these main features to support the needs of our students:

Habits of Mind/Habits of Professionalism: Through a curriculum that focuses on the development of Habits of Mind and Habits of Professionalism, students will learn to be self-directed, life-long learners.

Disciplinary Learning: Students will be provided a curriculum that is based authentic engagement in the major concepts and processes of each area of study.

Project Based Learning: Students will integrate the creative process along with disciplinary processes to create and innovate through projects.

Demonstrations of Mastery: Through Exhibitions of Learning, Presentations of Learning and portfolios, Charter School students will demonstrate their mastery of content, processes, and skills.

A Democratic Community of Decency and Trust: Students will work alongside staff to create a democratic community using principles from Guided Discipline and Restorative Justice.

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

The below goals align with the annual goals for the non-charter high schools in the district.

Goal 1 - Career Readiness: Étude High School will meet or exceed a 73% career readiness rate.

Goal 2 - College Readiness: Étude High School will meet or exceed a 67% college readiness rate among college-bound students.

Goal 3 - Attendance: Étude High School will meet or exceed an 86% attendance rate.

Goal 4 - Graduation: Étude High School will meet or exceed an 84% four-year graduation rate.

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

1. Incorporation. Étude Group 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 Étude Group decides to incorporate the Étude Group must submit the Articles of Incorporation to the Coordinator of Charter Schools. Material changes to the Étude Group corporate or tax status, or Articles of Incorporation or Bylaws, will be promptly disclosed to the SASD. The Etude Group 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 Étude Group Governing Board. Membership qualifications and terms will be determined by the Étude Group 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 Étude Group 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 Étude Group 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 Étude Group 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 Étude Group 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 the 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 Étude Group school operational plan, as amended from time to time.

3. Additional Training. If the Étude Group 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 the 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 Étude Group will be responsible for screening and interviewing such candidates using the approved SASD screening process and standards. The Étude Group will forward the names of candidates who meet School District hiring standards to the SASD (or its designee) for review prior to the 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 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 9-12.

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. Annual Audits. 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. Procured Funds. Funds procured by the Étude Group 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 the 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. If substantial changes are made to such policies, the Étude Group 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 Étude High 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 Ave, 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 Étude Group 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 Étude Group 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 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 Étude Group 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 Coordinator of Charter Schools.

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

a) The 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 Étude Group Governing Board and the Board of Education will approve each school year budget.

b) The parties recognize that grants will be pursued by the 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 Étude Group Governing Board. The Étude Group Governing Board will make all decisions related to discretionary budget revisions and adjustments. The Étude Group 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. The 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 Étude Group 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 Étude High 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 Étude Group Governing Board.

b) Approval of the annual budget of the Charter School by the Étude Group Governing Board.

c) Approval of the annual audit of the Charter School by the Étude Group 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 Étude Group 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 Étude Group 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 Étude Group Governing Board. The Étude Group Governing Board may request waivers after review of new or amended policies by submitting proposed replacement policies for 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**
Number of School Days	SS: 121.02 (1)(f)1 SR: 8.01(2)(f) 1, 2 BP: 5110	Description: Requires schools to be in session at least 180 days
		Rationale: An exemption is sought to permit adequate time to plan integrated curricula and for professional learning community/staff development.
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 Étude Group 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)	Statute requires library media services be performed by licensed library and audiovisual personnel.

	SR: 8.01(h)(4)	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 the district per pupil revenue amount. The percentages are as follows:

Elementary Schools – 53%
Middle Schools – 56%
High Schools – 53%

B. Categorical aids and other funding

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 ML students by supporting staff positions and annual student assessments to identify instructional levels. The Charter School will have access to itinerant ML support including consultation with ML staff to adapt curriculum. All ML 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 the 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: Ted Hamm, Administrator of Étude Group

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: _____

ÉTUDE GROUP GOVERNING BOARD:

By: _____

Deanne Herber

President, Étude Group Governing Board

Date: _____

ATTEST:

_____

Whitney Morales

Vice President, Étude Group Governing Board

Date: _____

Book	Policy Manual
Section	7000 Property
Title	Small Unmanned Aircraft Systems (sUAS)
Code	po7440.03*jrm
Status	Second Reading
Adopted	January 26, 2021

7440.03 - **SMALL UNMANNED AIRCRAFT SYSTEMS ~~(sUAS)~~(Drones)**

The Board prohibits the operation of small Unmanned Aircraft Systems (sUAS), commonly known as drones, at any time on a property that is owned or leased or contracted for by the Board at any time by any individual who is not authorized to do so by the District Administrator.

~~Pursuant to the Wisconsin Interscholastic Athletic Association's (Association) Administrative Policies, the Board also prohibits the operation of an sUAS (drone) at any Association event conducted on property owned or leased or contracted for by the Board.~~If sUAS (drones) are used during high school athletic activities and/or events, the use will adhere to the Wisconsin Interscholastic Athletic Association's (WIAA) administrative policies and procedures.

To be authorized to operate a drone on property owned or leased or contracted for by the Board, a staff member or administrator or vendor employed by the Board must meet all criteria for the operation of and comply with all requirements and restrictions pertaining to the operation of any sUAS established by the Federal Aviation Administration (FAA).

(See AG AG 7440.03 - Small Unmanned Aircraft Systems)

Failure to adhere by applicable regulations and AG 744.03 may result in loss of authorization to operate a drone on property owned or leased or contracted for by the Board, referral to local law enforcement, and/or further disciplinary action, up to and including termination.

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Legal	14 C.F.R. Part 107

Book	Policy Manual
Section	7000 Property
Title	PROPERTY INVENTORY
Code	po7450*jrm
Status	Second Reading
Adopted	October 22, 2013
Last Revised	April 22, 2025

7450 - **PROPERTY INVENTORY**

As steward of this District's property, the Board recognizes that efficient management and full replacement upon loss requires accurate inventory and properly maintained property records.

The Board shall maintain a continuous inventory of all District-owned equipment, including computing devices.

For purposes of this policy, equipment shall mean tangible personal property (including information technology systems), a unit of furniture or furnishings, an instrument, a machine, an apparatus, or a set of articles which retains its shape and appearance with use, is nonexpendable, having a useful life of more than one (1) year and a per-unit cost that equals or exceeds $1,000 as a single unit and does not lose its identity when incorporated into a more complex unit.

~~Capital assets include equipment as well as the following:~~

A. ~~land, buildings (facilities), and intellectual property (including software) whether acquired by purchase, construction, manufacture, lease-purchase, exchange, or through capital leases~~

B. ~~additions, improvements, modifications, replacements, rearrangements, reinstallations, renovations or alterations to capital assets that materially increase their value or useful life (not ordinary repairs and maintenance)~~

~~Capital expenditures, which are expenditures for capital assets, require prior written approval in order to be allowable in certain situations. General-purpose equipment, buildings, and land, as well as improvements to land, buildings, or equipment which materially increase their value or useful life, are unallowable as direct charges unless the Federal awarding agency or pass-through entity provides prior written approval. Whereas capital expenditures for special purpose equipment are allowable as direct costs, provided that terms with a unit cost of $5,000 or more have the prior written approval of the Federal awarding agency or pass-through entity.~~

~~"Computing devices" are machines used to acquire, store, analyze, process, and publish data and other information electronically, including accessories for printing, transmitting and receiving, or storing electronic information. Examples of computing devices include laptops, smartphones, tablets, etc. Computing devices are classified as equipment if their acquisition cost meets the above-mentioned equipment threshold. Computing devices that do not meet the acquisition cost threshold are considered supplies. Regardless of whether a computing device is classified as an equipment or supply, it must be counted during the inventory.~~

It shall be the duty of the Assistant Superintendent of Business and Operational Services to ensure that inventories are recorded systematically and accurately and property records of equipment are updated and adjusted annually by reference to purchase orders and withdrawal reports.

Major items of equipment shall be subject to annual spot check inventory to determine loss, mislocation, or depreciation; any major loss shall be reported to the Board.

The Assistant Superintendent of Business and Operational Services shall maintain a system of property records which shall show, as appropriate to the item recorded, the:

A. description ~~of the property~~and identification (serial number or other identification number);

B. ~~serial number or other identification number;~~

C. ~~source of funding for the property;~~

D. ~~acquisition date;~~

E. ~~acquisition cost;~~

F. ~~percentage of Federal particiartion in the project costs for the Federal award under which the property was acquired;~~

G. ~~location;~~

H. ~~use and conitition of property;~~

I. ~~ultimate disposition data including the date of disposal and sales price; and~~

J. manufacturer;

K. year of purchase.

The District is responsible for maintaining and updating property records when there is a change in the status of the property.

Equipment and computing devices acquired in whole or in part under a Federal award will vest upon acquisition to the District, subject to the following conditions:

A. The equipment shall be used for the authorized purposes of the award project during the period of performance or until the equipment is no longer needed for the purposes of the project.

B. While the equipment is being used for the originally-authorized purpose, the District (or subrecipient) must not dispose of or encumber its title or other interests without the approval of the Federal agency or pass-through entity.

C. The equipment may only be used and disposed of in accordance with the provisions of the Federal agency or the pass-through entity and Policy 7300 - Disposition of Real Property~~/Personal Property~~ and Policy 7310 - Disposition of Personal Property, and AG 7310 - Disposal of District Property.

D. The District must use equipment or the project or program for which it was acquired and for as long as needed, whether or not the project or program continues to be supported by the Federal award. The District must not encumber the equipment without prior approval of the Federal agency or pass-through entity.

E. When no longer needed for the original project or program, the equipment may be used in other activities in the following order of priority:

    1. activities under other Federal awards from the Federal agency that funded the original program or project; then

    2. activities under Federal awards from other Federal agencies. These activities include consolidated equipment for information technology systems.

F. During the time that equipment is used on the project or program for which it was acquired, the District must also make the equipment available for use on other programs or projects supported by the Federal Government, provided that such use will not interfere with the purpose for which it was originally acquired. First preference for other use of the equipment must be given to other programs or projects supported by the Federal agency that financed the equipment. Second preference must be given to programs or projects under Federal awards from other Federal agencies. Use for non-Federally funded projects is also permissible, provided such use will not interfere with the purpose for which it was originally acquired. The District should consider charging user fees as appropriate. If the District does use equipment to earn program income, it must not charge a fee that is less than a private company would charge for similar services unless specifically authorized by Federal statute.

G. When acquiring replacement equipment, the District may either trade-in or sell the equipment and use the proceeds to offset the cost of the replacement equipment.

H. Property records shall be maintained that include a description of the equipment, a serial number or other identification number, the source of funding for the equipment (including the Federal Award Identification Number ("FAIN")), title holder, acquisition date, cost of the property, percentage of Federal agency contribution towards the original purchase, the location, use, and condition of the property, and ultimate disposition data, including date of disposal and sale price of the property.

I. A physical inventory of the property must be conducted and results reconciled with property records at least once every two (2) years.

J. A control system shall be in place to provide safeguards for preventing loss, damage, or theft of the property. Any such loss, damage, or theft of the property must be investigated. The District must notify the Federal agency or pass-through entity of any loss, damage, or theft of equipment that will have an impact on the program.

K. Regular maintenance procedures shall be implemented to keep the property in proper working condition.

L. Proper sales procedures shall be established to ensure the highest possible return in the event the District is authorized or required to sell the equipment/property.

M. When equipment acquired under a Federal award is no longer needed for the original project/program or for activities currently or previously supported by a Federal agency, the District shall request disposition instructions from the Federal agency or the pass-through entity if required by the terms and conditions of the Federal award. Disposition of the equipment shall be made in accordance with the provisions of 2 C.F.R. 200. 313.

Revised 4/26/16
Revised 3/28/23

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Legal 2 C.F.R. 200.313

Book	Policy Manual
Section	7000 Property
Title	ACCOUNTING SYSTEM FOR CAPITAL ASSETS
Code	po7455*jrm
Status	Second Reading
Adopted	October 22, 2013
Last Revised	October 24, 2023

7455 - **ACCOUNTING SYSTEM FOR CAPITAL ASSETS**

Capital assets are defined as those tangible assets of the District:

A. with a useful life in excess of one (1) year;

B. with an initial cost equal to or exceeding the amount determined periodically by the District in Policy 7450 - Property Inventory;

C. which are capitalized in accordance with GAAP; and

D. which the District intends to hold or continue in use for an extended period of time.

Further, some items may be identified as "controlled" assets that, although they do not meet all capital asset criteria, are to be recorded on the capital asset system to maintain control.

Capital assets shall be classified as follows:

A. land, buildings (facilities), equipment, and intellectual property (including software) whether acquired by purchase, construction, manufacture, exchange, or through a lease accounted for as a financed purchase under Government Accounting Standards Board (GASB) standards or a finance lease under Financial Accounting Standards Board (FASB) standards; and

B. additions, improvements, modifications, replacements, rearrangements, reinstallations, renovations or alterations to capital assets that materially increase their value or useful life (not ordinary repairs and maintenance).

Leased capital assets and assets which are jointly owned shall be identified and recorded on the capital asset system.

Capital assets shall be recorded at historical cost or, if that amount is not practicably determinable, at estimated historical cost. The method(s) to be used to estimate historical cost shall be established.

The purchase of capital assets, the transfer of capital assets between buildings, and the disposal of fixed assets shall be initiated and require the prior written approval. An asset to be disposed of by sale shall be done in accordance with Policy 7300 - Disposition of Real Property or Policy 7310 - Disposition of Personal Property.

In accordance with GAAP, assets must be depreciated over their estimated useful lives and approved by the auditor.

Such useful lives by asset class as per GASB are as follows:

A. site improvement - 20 years;

B. buildings - 10-50 years;

C. furniture and equipment - 3-50 years;

D. leased equipment - 3-50 years.

Accumulated depreciation shall be calculated on a straight line basis and be recorded for general capital assets.

The following information shall be maintained for all capital assets:

A. description

B. asset classification (land, building, equipment, etc.)

C. location

D. purchase price

E. vendor

F. date purchased

G. voucher number

H. estimated useful life

I. estimated salvage value

J. replacement cost

K. accumulated depreciation

L. method of acquisition (purchase, trade-in, lease, donated, etc.)

M. appropriation

N. manner of asset disposal

Revised 12/10/19

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Sheboygan Public Education Foundation
Board of Directors - MINUTES

Meeting - Feb. 11th, 2026
Meeting location: Civic Room, Lakeview Tower

In attendance:
Jake Konrath, Kris Fritz, Laurie VanVeghel, Roxanne Pauls, Rayna Rokicki, Chris Conway, Jerry Jones, Dave Freitag, Jenn Scapellato, Bill Sachse

Absent:
Denise Wittstock, Kurt Kober, Anne Holzem

Jerry called the meeting to order at 4:30 pm

School Board Report - Denise Wittstock - Absent

Superintendent's Report - Jake Konrath - Jake talked about the state's focus on property tax relief. Property taxes were up approx.15-20% with a state surplus this year. Residents across Wisconsin voiced dismay with the increases when seeing the surplus. The state is looking to find a way to direct some of the surplus pack to constituents. The district is looking at a $1.6 million deficit, which is less severe than most districts. Jake reported that there are fewer retirees than expected so far. The new middle school buildings for Farnsworth and Urban are on track to begin in March. The district continues to see declining enrollment, a trend seen across the state and the US. Jake indicated there are good things going on for students in the district, it's a very busy time, particularly for seniors who are filling out scholarships and deciding on colleges. Graduation is set for Sunday this year, due to WIAA state competitions on Saturday, they can no longer flex the date due to weather.

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

Finance Committee - Anne Holzem- was absent.
Rox went over the Treasurer's report for December. Kris motioned to approve. Jenn seconded it.

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

- Rayna reported that the scholarship season is going well. She has been running student help workshops at North and South. The digital scholarship portal is open and scholarships are coming in each day. The deadline is Tuesday, February 17th at 9pm. From there, the SPEF team will process scholarships and get them out to the various committees to select recipients. Rayna handed out the SPEF large and small committee assignments. Small committees need to select recipients before April 6th. Large committees will discuss and choose recipients after the April 8th board meeting.

- Rox mentioned that down the road we will be putting together a packet to hand out to lawyers/estate planners about what SPEF does and how to set up a scholarship through SPEF. Jerry mentioned it might be good to do a luncheon and invite lawyers to help build relationships. Rox reported that a few new scholarships have come our way. The Mary Jane Greenewald scholarship will move to be an investment account with us. Van Wyk Automotive started an automotive scholarship. South High Class of 1967 started this year. Diane L. Hahn Memorial Scholarship was transferred to SPEF this year. Tom Binder brought the funds for the Mike Zwitter Memorial Scholarship to us to manage.

- Laurie reported that this year, we received the largest number of mid-year school supply requests ever in our history. We spent an additional $ 2,100 on school supplies, in addition to the $ 3,000 purchased this summer, to fulfill all requests. We will use this data to stock up on school supplies in the summer when they are on sale. Its great to see SASD schools, use SPEF as a resource. SPEF is happy to help out with this need, but also wants to make sure schools understand these supplies are not for stocking piling but to help needy students and classrooms who do not have enough supplies for the remainder of the year.

- Rox went over the All in For Education Summary with detailed numbers. This was our best year so far in terms of fundraising. We brought it around $5k more sponsorship dollars with increased attendance. Jerry mentioned how this fundraiser works extremely well compared to other fundraising efforts.

- Rox and Rayna asked for approval to start a new email address just for scholarship correspondence. It was approved.

- Rayna shared that SPEF is now in its 25th year of existence. This is a great opportunity to reach out to the community to let people know what we do and build our brand. Possible ideas: a billboard, speaking at different groups, more social media talking about our impact, and press releases. If board members have any ideas for our 25th year, let the SPEF team know.

- Larry Donoval has applied to join our board. Jerry shared his biography with us. He was unanimously approved to join.

- Rayna noted that the Teacher Grant subcommittee would follow this meeting.

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

Next meeting will be Wednesday, March 11th at 4:30 pm - Civic Room

Human Growth & Development Citizens' Advisory Committee
Sheboygan Area School District
Monday, January 26, 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 26, 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/cgy-ztyh-bvc

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)
Vacant - HS Student (2027)
Lauren Wingender - Health Care (2028)
Vacant - 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
- 4:11pm

II. Approval of the Agenda (Action) -Beth
- Motion (Tracy) / Second (Anna); 9 (Yes); 0 (No)

III. Roll Call (Informal) - Beth/Eric

- Present (Tracy, Jeff, Beth, Allison, Jen, Anna, Lauren, Julie, Jeremy, Amy, Allie, Eric)
- Not Present (Christina, Megan, Allie)
- Vacant positions (health care and student) will be posted with the district newsletter in February

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

- HG&D Meeting Notes 1/12/26
- Motion (Anna) / Second (Jen); 9 (Yes); 0 (No)

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

- Personal Safety Slides
- The committee concluded that more work is needed on these slides. The discussion focused on the topics taught at each grade, and the committee will return to review the slides after Amy has reworked them.
- 6th grade topics - Define terms (harassment, abuse, consent, sextortion), Online safety.
- 7th grade topics - More consent, online safety, grooming, potential SPD task force presentation (Tracy to contact Detective Brandon Kehoe for current resources).
- 8th grade topics - Switch from personal safety to healthy relationships, support people, add slides from Safe Harbor, Power and Control Wheel.

VI. Review of Pregnancy and Reproduction Slides- Beth/Amy

- Pregnancy and Reproduction Slides
- 6th-grade slides - The committee liked the content of the slides. Amy will edit the slides to make them more of a story.
- 7th-grade slides - These are similar to high school. They need reformatting. Slide 30 needs to be worked on to focus on strategies for overcoming pressures against abstinence.
- 8th-grade slides - Legal pieces need to be included here. Introduce birth control options as categories (barriers, behaviors, hormonal).

VII. Next Steps (Information) - Beth

- Continue reviewing edits from this meeting: Personal Safety and Pregnancy / Reproduction
- Review 2 new puberty videos
- Sexually transmitted infection slides

VIII. Adjournment (Action) - Beth

- Motion (Jen) / Second (Anna); 9 (Yes); 0 (No)

Human Growth & Development Citizens' Advisory Committee
Sheboygan Area School District
Monday, February 9, 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, February 9, 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/xkx-wrkr-pdm

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

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

I. Call to Order - Beth
- 4:11pm

II. Approval of the Agenda (Action) -Beth
- Motion (Jen) / Second (Tracy); 9 (Yes); 0 (No)

III. Roll Call (Informal) - Beth/Eric

- Present (Tracy, Jeff, Beth, Allison, Jen, Anna, Lauren, Julie, Jeremy, Christina, Amy, Eric, Adam)
- Not Present (Jeff, Megan, Allie)
- Vacant positions (health care and student) have been posted with district newsletter in February

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

- HG&D Meeting Notes 1/26/26
- Motion (Jen) / Second (Tracy); 9 (Yes); 0 (No)

V. Review of Previous Slides - (Discussion) - Beth/Amy

- SASD - Pregnancy and Reproduction - 8th Grade
    - Formatting needs to be completed.

- SASD - Puberty - Two videos Amy added
    - The videos are used in 4th and 5th grade already, the committee decided to skip having videos for this section.

- SASD - Personal Safety
    - Tracy reported on her initial discussion with Detective Brandon Kehoe.
        - Brandon suggested focusing not just on red flags, but also making students aware of yellow flags.
        - Sextortion – Help students understand what to do if a friend comes to you.
    - Tracy will reach out to Detective Brandon Kehoe again for further information that can be incorporated into Personal Safety. Questions to ask;
        - Live presentation
        - Videos, documents, stats, links
        - Timeline
        - What type of presentations has he done at other schools

VI. Review of STI Slides- Beth/Amy

- SASD - STI Slides
    - The committee reviewed the 8th grade portion and will finish formatting and putting together an activity to incorporate into the lesson to tie it together.

VII. Next Steps (Information) - Beth

- The committee will continue reviewing edits and formatting from this meeting: Personal Safety and Pregnancy / Reproduction
- Review high school revisions, Identity and Personal Safety at 2/23 meeting
- Organize them by grade and review again at the 3/9 meeting
- Share with teachers after 3/9 and get feedback by 4/13
- The committee scheduled an additional meeting for 4/27

VIII. Adjournment (Action) - Beth

- Motion (Jen) / Second (Christina); 9 (Yes); 0 (No)

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes, February 10, 2026

CURRICULUM & INSTRUCTION COMMITTEE – Ms. Kay Robbins, Chair

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

Ms. Kay Robbins, Ms. Leah Hibl, and Mr. Santino Laster were present.

Ms. Allie Tasche and Ms. Denise Wittstock were excused.

1. **2026 SUMMER SCHOOL RECOMMENDATION – Ms. Rachel Ledezma/Ms. Alexis Foerster** (Information/Possible Action)

   Moved by Mr. Laster, seconded by Ms. Hibl to accept administration's recommendation to approve the 2026 summer school program and course offerings. All ayes. Motion carried unanimously.

   Ms. Foerster provided an overview of the 2026 summer school program, including the program's structure, planned objectives, key program components, and areas of continued focus as planning moves forward. This year's program will allow 4K students to attend summer school at their home school and North High School will be the host school for credit recovery. There will be a self-paced option at Central High School offering additional flexibility for learners and also an online option that will be offered at George D. Warriner High School. Ms. Foerster talked about the enrichment classes being offered and added that teacher's this year were able to propose additional classes which expanded the offerings. The biggest change to the summer school program is that swim classes will now be offered through the Community Recreation Department. All elementary schools, with the exception of Cleveland Elementary School will offer summer school with food being available at all sites with the exception of Lincoln-Erdman Elementary School. There are full-day care options and registration will be open by February 26 allowing parents to sign up at conference time. Communication has also been enhanced through the use of pamphlets, brochures, and an online catalogue.

2. **ACHIEVEMENT GAP REDUCTION GOAL UPDATE – Ms. Rachel Ledezma/Ms. Amy Buffington/Mr. Brian Hinn/Mr. Patrick Neils/Mr. True Vang** (Information/Discussion)

   Ms. Ledezma provided the background of Act 53 and Act 71 that amended the Student Achievement Guarantee in Education (SAGE) program to create the Achievement Gap Reduction (AGR) program as well as the requirements of the AGR program. Each principal provided a report of their goals and whether they were on target. All principals were pleased with the results and are overall on target. Principals always look to best practice, and modifications and/or shifts occur when needed and often show positive results. They appreciate the support and visibility from the school board members.

3. **FRANCE FIELDTRIP – Ms. Rachel Ledezma** (Information/Action)

   Moved by Ms. Hibl, seconded by Mr. Laster to accept administration's recommendation to approve North and South High School students to travel to Bordeaux/Aire-sur-l' Adour and Paris, France, March 19-28, 2027, to participate in a cultural immersion experience. All ayes. Motion carried unanimously.

4. **INTRODUCTION (FIRST READING) OF NEW BOARD OF EDUCATION POLICY 2440-01 – SUMMER OR INTERIM SCHOOL ATTENDANCE – Ms. Rachel Ledezma** (Discussion/Possible Action)

   Moved by Ms. Hibl, seconded by Mr. Laster to approve the introduction (first reading) of new Board of Education Policy 2440.01 – Program; Summer or Interim School Attendance. All ayes. Motion carried unanimously.

5. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 8420 – SCHOOL SAFETY – Ms. Rachel Ledezma** (Discussion/Possible Action)

   Moved by Mr. Laster, seconded by Ms. Hibl to approve the introduction (first reading) of revised Board of Education Policy 8420 – Operations; School Safety. All ayes. Motion carried unanimously.

Meeting adjourned at 6:18 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes of February 10, 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, Ms. Heidi Boehmer

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

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

CUSTODIAN			
Kevin Johnson	District-Wide	January 12, 2026	$19.76 per hour
EDUCATIONAL ASSISTANT			
Naomi Nelson	Sheboygan Leadership Academy	January 26, 2026	$17.23 per hour
SECRETARY			
Miriam Medina	Business Services	February 9, 2026	$18.30 per hour

*Relative of SASD employee

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

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

Lillian Eder	Educational Assistant	Early Learning Center	January 27, 2026 – April 17, 2026
Julie Nyquist	Cook	Lake Country Academy	January 19, 2026 – April 29, 2026
Allyson Pribbernow	Occupational Therapist	Jackson	April 14, 2026 – June 5, 2026

3. SEPARATIONS – Ms. Jami Hintz (Information)

The following separations have been granted:

Maxine Greer	Educational Assistant	Jackson	January 15, 2026
Jodie Lee	Educational Assistant	Jefferson	January 28, 2026
Ermalinda Martinez	Educational Assistant	Longfellow	January 28, 2026
Jeimar Mora	Educational Assistant	South High	January 30, 2026
James Quinn	Custodian	Cleveland	January 30, 2026
Patricia Roberts	Sheboygan Theatre Co. Executive Director	Recreation Department	March 9, 2026
Robyn Weyer	Custodian	Wilson	January 20, 2026

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.

Jennifer Heus	Executive Secretary	Superintendent Office	28.75 years of service

5. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 3431 – EMPLOYEE LEAVES – Ms. Jami Hintz** (Discussion/Possible Action)

   Moved by Ms. Boehmer, seconded by Ms. Robbins to approve the introduction (first reading) of revised Board of Education Policy 3431 – Professional Staff; Employee Leaves. All ayes. Motion carried unanimously.

6. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 4431 – EMPLOYEE LEAVES – Ms. Jami Hintz** (Discussion/Possible Action)

   Moved by Ms. Robbins, seconded by Ms. Boehmer to approve the introduction (first reading) of revised Board of Education Policy 4431 – Support Staff; Employee Leaves. All ayes. Motion carried unanimously.

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

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

8. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 4213 –STUDENT SUPERVISION AND WELFARE – Ms. Jami Hintz** (Discussion/Possible Action)

   Moved by Ms. Boehmer, seconded by Ms. Donohue to approve the introduction (first reading) of revised Board of Education Policy 4213 – Support Staff; Student Supervision and Welfare. All ayes. Motion carried unanimously.

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

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

The meeting adjourned at 6:28 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes, February 10, 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. Sarah Ruiz-Harrison, and Mr. Santino Laster were present.

Ms. Denise Wittstock, and Ms. Allie Tasche were excused.

1. **TABULATION OF BIDS – EXTERIOR SIDING AND ROOFING SHINGLES REPLACEMENT – Mr. Joe Vollmer** (Action)

   Moved by Mr. Laster, seconded by Ms. Ruiz-Harrison to accept administration's recommendation to enter into contract with Gellings Roofing and Siding LLC of Sheboygan, WI, in the amount of $150,325.56 for the replacement of the exterior siding and roof shingles at the Early Learning Center. All ayes. Motion carried unanimously.

BIDDERS	Shingle Roofing	LP Siding	Total Project Cost
Gellings Roofing and Siding LLC	$31,480.69	$118,844.87	$150,325.56
Custom Craft Roofing & Construction LLC	$31,127.79	$123,645.80	$154,773.59
Overhead Solutions Inc.	$25,992.76	$128,900.00	$154,892.76

   [Capital Funds – Facilities Upgrades]

2. **TABULATION OF BIDS – ROOFING – Mr. Joe Vollmer** (Action)

   Moved by Ms. Ruiz-Harrison, seconded by Mr. Laster to accept administration's recommendation to enter into contract with Pioneer Roofing Co., LLC of Johnson Creek, WI, in the amount of $628,934.00 for roof replacements at Longfellow Elementary School and North High School. All ayes. Motion carried unanimously.

BIDDERS	Longfellow Sec #2,3,4 & 6	North Sec #4A & 7
Pioneer Roofing, Co., LLC	$339,288.00	$289,646.00
Langer Roofing & Sheet Metal, Inc.	$369,000.00	$311,600.00
FJA Christiansen Roofing Co., Inc.	$394,600.00	$339,920.00

   Summary: Total cost of all projects: $628,934.00

   [Capital Funds – Roofing]

3. **SHEBOYGAN THEATRE COMPANY EXECUTIVE DIRECTOR POSITION UPDATE – Mr. Jody Brooks** (Information)

   Mr. Brooks reported to the committee that Ms. Patricia Roberts will be leaving the District and her position as Executive Director for the Sheboygan Theatre Company has been posted. He added that Ms. Roberts has done a tremendous job with granting writing and her involvement in the community, and she will be with the District until March 9, 2026. He will keep the committee updated.

4. **SPECIAL OLYMPICS BASKETBALL INVITATIONAL – Mr. Jody Brooks** (Information)

   Mr. Brooks provided an update on the Special Olympics Invitational Tournament that was recently held at South High School. Seventeen teams from all over the State participated. Score keepers and officials, individual, and students all volunteered their time for this event. Lunch was sponsored by Kwik Trip, Festival Foods, Altmeyer Electric and PepsiCo with Altrusa Club preparing the food. Food that was leftover was given to the local food banks.

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

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

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

   Moved by Ms. Ruiz-Harrison, seconded by Mr. Laster to accept the Community Recreation Department Financial Report through December 31, 2025. All ayes. Motion carried unanimously.

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

   Mr. Brooks presented the Facility Permit Report through January 31, 2026 for information.

Meeting adjourned at 6:31 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes of February 10, 2026

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

Ms. Sarah Ruiz-Harrison, Chair called the meeting to order at 6:01 p.m.
Present: Ms. Sarah Ruiz-Harrison, Mr. Peter Madden, Ms. Mary Lynne Donohue, Ms. Heidi Boehmer

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 December 31, 2025, as presented. All ayes. Motion carried unanimously.

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

   Mr. Spielman reviewed the Revenue and Expenditure report through December 31, 2025, for the Fund 49 middle school referendum projects as outlined in the report.

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

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

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

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

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

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

GENERAL FUND (FUND 10)	Revised Budget 11-30-25	Revised Budget 12-31-25	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	12,220.00	12,220.00
260 Non-Capital Sales	424,086.89	429,954.76	5,867.87
270 School Activity Income	155,503.27	162,335.21	6,831.94
280 Interest on Investments	2,268,155.00	2,268,155.00	0.00
290 Other Revenue, Local Sources	205,384.59	220,052.69	14,668.10
Subtotal Local Sources	**31,036,877.75**	**31,076,465.66**	39,587.91
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	1,661,838.62	1,661,838.62	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	**100,661,948.62**	**100,661,948.62**	0.00
Federal Sources 710 Transit of Aids	132,759.00	132,759.00	0.00
730 DPI Special Project Grants	2,132,105.46	2,144,437.95	12,332.49
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	**4,941,945.46**	**4,954,277.95**	12,332.49
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	**139,592,253.98**	**139,644,174.38**	51,920.40
EXPENDITURES	**Revised Budget 11-30-25**	**Revised Budget 12-31-25**	**Budget Increase (Decrease)**
Instruction 110 000 Undifferentiated Curriculum	24,933,654.37	25,499,721.32	566,066.95
120 000 Regular Curriculum	31,858,313.21	31,950,928.21	92,615.00
130 000 Vocational Curriculum	3,431,249.48	3,440,689.45	9,439.97
140 000 Physical Curriculum	3,035,894.00	3,035,903.00	9.00
160 000 Co-Curricular Activities	1,477,053.37	1,526,687.31	49,633.94
170 000 Other Special Needs	512,584.00	512,584.00	0.00
Subtotal Instruction	**65,248,748.43**	**65,966,513.29**	717,764.86
Support Sources 210 000 Pupil Services	6,981,431.37	6,852,675.86	(128,755.51)
220 000 Instructional Staff Services	6,096,040.07	5,767,889.20	(328,150.87)
230 000 General Administration	1,944,961.15	2,014,153.67	69,192.52
240 000 School Building Administration	8,813,021.55	8,714,818.45	(98,203.10)
250 000 Business Administration	16,433,488.86	17,165,304.41	731,815.55
260 000 Central Services	798,144.00	801,827.00	3,683.00
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	2,453,063.00	2,947,673.26	494,610.26
Subtotal Support Sources	**44,925,711.00**	**45,669,902.85**	744,191.85

Non-Program Transactions			
410 000 Inter-fund Transfers	14,039,919.00	14,124,292.87	84,373.87
430 000 Instructional Service Payments	20,549,007.87	20,699,107.87	150,100.00
490 000 Other Non-Program Transactions	0.00	0.00	0.00
Subtotal Non-Program Transactions	**34,588,926.87**	**34,823,400.74**	234,473.87
TOTAL EXPENDITURES	**144,763,386.30**	**146,459,816.88**	1,696,430.58

SPECIAL EDUCATION (FUND 27)	**Revised Budget 11-30-25**	**Revised Budget 12-31-25**	**Change in Budget**
TOTAL REVENUES	**25,484,779.13**	**25,484,779.13**	-
100 000 Instruction	21,300,686.26	21,332,159.26	31,473.00
200 000 Support Services	4,184,092.87	4,152,619.87	(31,473.00)
400 000 Non-Program Transactions	0.00	0.00	-
TOTAL EXPENDITURES	**25,484,779.13**	**25,484,779.13**	-

6. **INTRODUCTION (FIRST READING) OF NEW BOARD OF EDUCATION POLICY 8305 – INFORMATION SECURITY – Mr. Mark Boehlke** (Discussion/Possible Action)

   Moved by Ms. Donohue, seconded by Ms. Boehmer to approve the introduction (first reading) of new Board of Education Policy 8305 – Operations; Information Security. All ayes. Motion carried unanimously.

7. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 8500 – FOOD SERVICES – Mr. Mark Boehlke** (Discussion/Possible Action)

   Moved by Ms. Boehmer, seconded by Mr. Madden to approve the introduction (first reading) of revised Board of Education Policy 8500 – Operations; Food Services. All ayes. Motion carried unanimously.

8. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 8510 - WELLNESS – 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 8510 – Operations; Wellness. All ayes. Motion carried unanimously.

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

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

10. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 8540 – VENDING MACHINES – 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 8540 – Operations; Vending Machines. All ayes. Motion carried unanimously.

11. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 8550 - COMPETITIVE FOOD SALES – Mr. Mark Boehlke** (Discussion/Possible Action)

    Moved by Ms. Boehmer, seconded by Ms. Donohue to approve the introduction (first reading) of revised Board of Education Policy 8550 – Operations; Competitive Food Sales. All ayes. Motion carried unanimously.

12. **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	Acuity	South	750.00
Lumber/Bolts/Screws	Bliffert Oostburg Lumber & Design	North	600.00
Gift Card	Wigg Brothers, C & E Construction	South	300.00
Monetary	Pamela Grahl/Jody Grahl TTEES	North	500.00
Monetary	Jeff/Debbie Reichardt	South	100.00
Monetary	Bruce Timm	North	25.00
Monetary	Joseph Behlen	SASD (Dual Language Program)	1,000.00
Monetary	Wisconsin Beef Council	Central High	100.00
Monetary	Judith Gutschow	South	150.00
Monetary	Milwaukee School of Engineering	North	1,000.00
Monetary	Brian/Megan Sigel	North	250.00
Monetary	Nancy/Scott Miller	Sheboygan Theatre Company	500.00
Monetary	Robert/Mary Kulhanek	Sheboygan Theatre Company	100.00
Monetary	Abegail Albrecht	Sheboygan Theatre Company	59.42
Monetary	Melanie Miller	Sheboygan Theatre Company	66.54
Monetary	Tracy Lisowe	Sheboygan Theatre Company	55.00
Monetary	Robert Fischer	Sheboygan Theatre Company	100.00
Monetary	Melissa Jindra	Sheboygan Theatre Company	100.00
Monetary	Candence Schram	Sheboygan Theatre Company	59.42
Monetary	Peter Madden	Sheboygan Theatre Company	100.00
Monetary	Suzi Vetting	Sheboygan Theatre Company	55.00
Monetary	Connie Campbell	Sheboygan Theatre Company	55.00
Monetary	Melanie Perkins	Sheboygan Theatre Company	55.00
Action			
Monetary	Garton Family Foundation	Sheboygan Theatre Company	3,000.00

The meeting adjourned at 6:12 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes of February 10, 2026

COMMITTEE OF THE WHOLE – Ms. Heidi Boehmer, Chair

1. Vice President Boehmer called the meeting to order at 6:33 p.m.

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

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

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

Excused: Ms. Allie Tasche, Ms. Denise Wittstock

5. **SECURITY CAMERA SERVER PURCHASES – Mr. Mark Boehlke/ Mr. Wayne Eschen** (Action)

Moved by Mr. Madden, seconded by Mr. Laster to approve administration's recommendation to purchase seven (7) Lenovo Servers from Vanguard Computers, in the amount of $119,995.00 for the purpose of replacing current servers that store district-wide security footage. All ayes. Motion carried unanimously.

Mr. Eschen reported that there were four respondents to this Request for Proposal (RFP). This will be funded through the Board designated fund balance for Student Safety and Security. This is for the cameras inside and outside the District buildings. We currently have 705 cameras.

Bidders	Brand	Warranty	Cost
Vanguard	Lenovo	5 years	$119,995.00
Camera Corner	Dell	5 years	$126,111.00
Camera Corner	Dell	5 years	$149,251.00
CDW-G	HP	5 years	$162,432.06

[Fund Balance – Student Safety and Security]

6. **PUBLIC PRESENTATIONS REGARDING PROPOSALS FOR THE POTENTIAL PURCHASE AND DEVELOPMENT OF DISTRICT-OWNED PROPERTY LOCATED AT 1227 BELL AVENUE, SHEBOYGAN, WI (Parcel #59281719722) – Dr. Jacob Konrath/Mr. Mark Boehlke** – (Information/Discussion)

Dr. Konrath explained that administration had this discussion with the Board previously regarding this property. Three proposals were received regarding this Request for Proposal (RFP). He added that none were eliminated as administration felt all three are worthy of their time. He highlighted that this item is for informational/discussion purposes only, with no action. There will be another meeting for community input regarding this item during one of our next school board meetings, or there may be a separate special session meeting for community input regarding the sale and development of this property. Dr. Konrath noted that there will be a direct mailing to households within 5-6 blocks of this property.

1. Flawless Hoops – Mr. Cedric Foster, founder of Flawless Hoops, and representatives from Quasius provided a presentation for the Flawless Hoops proposal. Mr. Foster explained the background, mission,

and values of Flawless Hoops. He spoke about the programs currently offered to youths and adults that includes training, open gym, youth, and adult leagues, and mentoring for both youth and adults, and camps. He noted that basketball is their focal point as well as personal growth for their members. He further spoke about the impact Flawless Hoops has on the community, their community engagement, as well as highlighting member success stories. Having a permanent facility will allow for program expansion, stability and long-term sustainability and have a lasting positive impact on the Sheboygan community. Representatives from Quasius spoke about the physical, architectural, and civil design aspects in reference to this proposal. There will be cameras inside and outside the building with outside lighting for security purposes. Typically, the building and outside courts will be locked down by 9 p.m. Mr. Foster noted they have a seven-member Board of Directors. The Flawless Hoops organization is a nonprofit, tax-exempt entity and not eligible for Tax Increment Financing (TIF) funding. They have strong financial feasibility supported by secured commitments from multiple sponsors, including Johnsonville, Masters Gallery, among other contributors, which currently exceeds 90% of the total project budget.

2. Gorman & Company – Mr. Adam Gorman, Development Project Manager provided a presentation regarding their proposal for development of this property. He spoke about Gorman & Company's background and provided information pertaining to past projects. He further spoke about the conceptual site for the former Washington School site playground and highlighted that they would like to keep the playground and enhance it if that were what the neighborhood would like, in addition to the proposed 40 townhome community that consists of six different buildings. They are proposing (12) three-bedroom units and (28) two-bedroom units that are mostly geared towards families and would target individuals that make an average of 60% of the median income of Sheboygan County. Mr. Gorman reviewed the financial model which includes but not limited to applying for Wisconsin Housing and Economic Development Authority (WHEDA) first mortgage 9% low-income housing tax credits and noncompetitive 4% WHEDA tax credits, an Affordable Housing Program (AHP) loan through the Federal Home Loan Bank of Chicago, as well as applying for the Low-Income Housing Tax Credit (LIHTC). The LIHTC provides tax credits to offset construction costs in exchange for reserving units for lower-income households. Mr. Gorman further reviewed the project schedule. Some of their other projects in Sheboygan County include The Gartman Toy Factory, Riverwalk, and Washington School apartments. There was a question as to what the rent would be for these units and Mr. Gorman responded that the rent amount is capped by WHEDA, with a median income of about 60% of the area median income. Mr. Gorman will get back to the Board regarding the estimated rent for these units and the estimated income level.

3. Habitat for Humanity Lakeside – Ms. Le'Shay Guy, Executive Director, and Mr. Jon Hoffman, Construction Manager provided a presentation regarding their proposal for development of this property. Ms. Guy spoke about their background, mission, and vision. She spoke about their partnership with our community and school district. They have been in existence for 30 years. All donations and investments go back into the community. They have built 52 homes with three currently underway. They offer affordable housing for families to provide stability, build equity for families, and assist families to gain financial security. Habitat acts as the mortgage lender, so mortgages are kept in-house with 0% interest, and mortgage payments are applied strictly to the principal. Ms. Guy spoke about the other programs they have besides the home-buyer program. Habitat serves the entire Sheboygan County. Ms. Guy spoke about their partnerships with local banks, corporations, skilled trades, volunteers. Every home helps to fund the next one. Mr. Hoffman spoke about engaging the school districts technical programs and that process and availability for student apprenticeships. He further explained the project design and development which is for a proposed (21) 3–4 bedroom home community. The homes would be approximately 1,300-1,500 square feet, energy efficient. All the homes would have a foundation with poured basements, added plumbing and 2 inch foam insulation around them. Each home would have a driveway that can fit two cars, no garage. Ms. Guy spoke about financial feasibility.

7. SECOND FRIDAY – Ms. Rachel Ledezma (Information/Discussion)

Ms. Ledezma presented the Sheboygan Area School District's Enrollment Data Report based on the second Friday in January 2026. She explained that the second Friday enrollment count is all students attending the Sheboygan Area School District on Friday, January 9, 2026, or students present one day before or one day after January 9, 2026. Ms. Ledezma spoke about the second Friday enrollment count compared to the third Friday enrollment count trends over the last five years. She noted there has been a slow decline with the second Friday count over the last five years. Last year's second Friday enrollment was 9,319 students compared to this year's second Friday count of 9,062, which is a decline of 257 students. She further reviewed the County school districts' enrollment and large district enrollment over the last five years, in which we had a

-3.5% difference over that period. The overall second Friday district enrollment count is down 53 students from the third Friday enrollment in September 2025.

8. **QUADMED, LLC MASTER SERVICES AGREEMENT – Mr. Mark Boehlke** (Information/Possible Action)

Moved by Mr. Laster, seconded by Ms. Hibl to approve administration's recommendation to enter into a Master Services Agreement with QuadMed, LLC for the purpose of operating the Sheboygan InHealth Center. All ayes. Motion carried unanimously.

The District is one of the participating entities of this agreement along with Sheboygan County, the City of Sheboygan, and the Town of Sheboygan.

9. Moved by Ms. Ruiz-Harrison, seconded by Ms. Donohue to adjourn at 7:57 p.m. All ayes. Motion carried unanimously.