



Minutes for Regularly Scheduled Board Meeting
To Be Held in the District Board Room
1055 Griffiths Lane
Ashwaubenon WI 54304
(Phone: 920.492.2900)

Wednesday, March 11, 2026

6:30 pm

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A. Call to order: Board President Vyskocil called the meeting to order at 6:30 pm

B. Roll call:

Board Members Present: Vyskocil, Garrigan, VandeWalle, VanDeKreeke (remote)

Board Members Excused: Anderson

School Choice Advisory Representative: Matthew Rotter

Other Present: Andy Bake, Keith Lucius, Tammy Nicholson, Michael Heim, Dirk Ribbens, Nick Senger, Tom Schmitt, Jake Hintz, Kris Hucek, Scott Truskowski, Alissa Davis, Annika Manuel, Francine Cook, Scott Kirst, Stephen Zek Przybelski, Rick VanLanen

C. Declaration of quorum: Quorum present

D. Pledge of allegiance: The pledge was recited

E. Adoption of Agenda: Moved by VandeWalle, seconded by VanDeKreeke to adopt the agenda as presented. Aye 4 (Vyskocil, Garrigan, VandeWalle, VanDeKreeke), Nay 0. Motion carried 4:0

F. Announcement of Executive Session: In accordance with W.S. 19.85(1) (c) an executive session is being held for the consideration of employment, promotion, compensation or performance evaluation data of any public employee over which the body has jurisdiction or exercises responsibility. (*performance evaluation*)

F. Citizens and/or delegations:

1. **Public Forum** – Brown County Supervisors Rick VanLanen (2673 Pioneer Drive) and Stephen Zek Przybelski (2455 Bay Area Place) addresses the board. VanLanen provided an update on the passing of the lease agreement with the Resch Center and PMI. He thanked the board for their leadership in the Ashwaubenon Community. He congratulated the dance team on their recent accomplishments at State. Przybelski asked the board and attendees to keep the military and their families in our thoughts. He recognized the 1st responders that keep our communities safe.

G. Consent Agenda: Moved by VanDeKreeke, seconded by VandeWalle to approve Consent Agenda items 1-5 as presented. Aye 4 (Vyskocil, Garrigan, VandeWalle, VanDeKreeke), Nay 0. Motion Carried 4:0

1. Minutes of the regular meeting held on Wednesday, February 11, 2026
2. Staffing: hirings, resignations, retirements, leave of absences
3. The schedule of checks written 02/04/26 to 03/02/26
4. Turf replacement donations of Goelz Field
5. Budget Financials

H. Superintendent's Report

• **Staff/Student Recognition**

- **Winter Activities** – Andy provided a recap of all winter sports and activities/clubs. He recognized the State Champions, All Conference honors and team/club accomplishments. He thanked all the coaches, advisors and directors who make all of these opportunities for our students possible.

- **Spring Testing** - Spring brings Pre-ACT and ACT testing for our high school students and Forward testing for our 3rd through 8th grade students.
- **Taste of Ashwaubenon** - The Taste of Ashwaubenon Jag Backers fundraising event will take place on Monday, March 16 from 6pm until 9pm at the Stadium View.

I. Discussion/Presentation Items:

1. **Bylaw and Policy Update - first read:** Andy Bake presented bylaws and policies for review and a first read. The changes being presented are being recommended to align our policies with current law and best practices. The board asked if our current student IDs contain the information specified in the updates of policy 5135. Andy stated the IDs do contain this information. The policy/bylaw changes will be brought back to the April meeting for a second read and final approval.

J. Action Items:

1. **GAPP Trip:** Nick Senger introduced Annika Manuel as the District's GAPP program advisor. She presented the 2026 GAPP trip. The GAPP partnership has been in place for 40 years; it is a true exchange program. 12 students will be participating in the trip. It will be 4 weeks long (6/1/26 – 6/30/26). The cost per student is approximately \$4,000 and students have been fundraising to help cover the cost. In the fall, the German students will come to the US from 9/18/26 - 10/10/26. Annika asked the board to approve the 2026 GAPP trip as presented. Moved by Garrigan, seconded by VandeWalle to approve the Summer 2026 GAPP Trip as presented. Aye 4 (Vyskocil, Garrigan, VandeWalle, VanDeKreeke), Nay 0. Motion carried 4:0
2. **Early College Credit Program and Start College Now Requests - Fall 2026:** Dirk Ribbens presented the Fall 2026 Early College Credits/Start College Now requests. There are 30 students requesting SCN and 8 requesting ECC. Dirk recommended the board approved the requests as presented. Moved by VanDeKreeke, seconded by VandeWalle to approve the Fall 2026 enrollment requests for Early College Credit/Start College Now as presented. Aye 4 (Vyskocil, Garrigan, VandeWalle, VanDeKreeke), Nay 0. Motion carried 4:0
3. **Policy Updates - second read:** Andy Bake presented policies for a second read and final approval. The board had no additional changes. Moved by Garrigan, seconded by VandeWalle to approve the second read and approval of updates to board bylaws and policies presented. Aye 4 (Vyskocil, Garrigan, VandeWalle, VanDeKreeke), Nay 0. Motion carried 4:0
4. **Care Solace:** Tammy Nicholson provided an update on the usage of the Care Solace program. She stated that the district has used this program for the last three years. At this time the usage does not justify the overall cost of the program and she is recommending the District discontinue this program for the 26-27 school year. Tammy stated that Brown County is using other programs/services that are reaching our students. The relationships between our students and our social workers are very good. The social workers have developed a collaboration with BC and are able to help our students navigate these systems and get the services they need. There is also not a cost to the district for using these program/services.

Moved by VanDeKreeke, seconded by VandeWalle to approve the discontinuation of Care Solace for the upcoming school year as presented. Aye 4 (Vyskocil, Garrigan, VandeWalle, VanDeKreeke), Nay 0. Motion carried 4:0
5. **10-year Facilities Improvement Summary and Plan:** Tom Schmitt presented the 10-year Facility Improvement Plan. As part of the 5th pillar in the strategic plan (Allocation of Resources), he provided the board an overview of all the projects completed over the last ten years. Tom shared with the board the improvements that will take place in the 25-26 budget year. He discussed the importance of Fund 46 in helping to complete facilities projects. He provided an explanation as to what parts of past projects were funded through Fund 46 and Fund 10. He reminded the board that the schools are physically in good

shape but if we continue to work in a deficit, things will start to decline. Tom explained that deferring projects only leads to the project costing more in the future as construction costs also rise. Tom reviewed the priority and non-priority projects over the next 3 years. The board discussed the impact of moving projects forward and using the recent TIFF money to complete the projects.

- We have moved a number of project forward multiple years. Why can't we use the TIFF money to complete things like the boiler projects?
 - The TIFF was not available to us in the time frame/time of year we need to plan, obtain competitive bids and complete the project in the time of year we can turn the boilers off. Keith stated he does not recommend using all of this money for completing projects. We need to build up our fund balance. Too low of a fund balance and spending down this fund can negatively impact our aid and obtaining a lower interest rate when borrowing.
- Keith also stated that what we plan for as far as funding and what we get is always uncertain. We held projects that spanned over two years of budget due to uncertainty. We are still not certain what will be received when it comes to special ed funding.
- Any budget funds we are not able to use are placed in Fund 46 for future use.
- The board discussed the upgrades needed in the Parkview bathrooms. They referenced the layout of other districts. Keith cautioned these designs as the student behaviors that they were trying to avoid with the new design shifted to other areas of the building.

Tom reminded the board that the plan being presented is strictly a plan about what is coming in the future. The board is not committing the funds at this time; they are just reviewing and approving the plan. Moved by VanDeKreeke, seconded by VandeWalle to approve the 10-year Facility Improvements Plan for 2026-36 as presented. Aye 4 (Vyskocil, Garrigan, VandeWalle, VanDeKreeke), Nay 0. Motion carried 4:0

6. **2026-27 Technology Budget and 5-year Technology Plan:** Scott Truskowski presented the 5 year Technology Plan. He spoke about the projects that have been accomplished over the last few years. He was commended on the Tech Team's work to overcome the last TikTok challenge.

Scott explained that the 26-27 budget totals about \$672,400. This is broken down between infrastructure, internet, hardware and services. E-Rates is a federal grant program the district has used for infrastructure and cost savings. We have saved over \$650,000 total in the past 10 years. Last year, Scott explained that E-Rates was involved in a lawsuit that could impact the District's hardware costs and reimbursements for future years. He stated that E-rate is here to stay and the District will be able to continue to use this program.

Scott explained 26-27 budget year plan for each of the 4 areas contained in the budget. Due to continual increases in prices and availability, Scott has placed the order for the Chromebooks and laptops contained in the hardware section. Ordering now locked in current pricing. He provided a breakdown of each of these areas for the next 5 years.

Moved by Garrigan, seconded by VandeWalle to approve the 5-year Technology Budget as presented. Aye 4 (Vyskocil, Garrigan, VandeWalle, VanDeKreeke), Nay 0. Motion carried 4:0

K. Board & Superintendent Communications: No additional communication

L. Future Board Meetings & Topics:

- The next board meeting is scheduled for Wednesday, April 8, 2026, at 6:30 pm in the District Office.
- Taste of Ashwaubenon is scheduled for Monday, March 16, 2026 at 6:00 pm at the Stadium View.

N. Adjournment to executive session: In accordance with W.S. 19.85(1) (c) an executive session is being held for the consideration of employment, promotion, compensation or performance evaluation data of any public employee over which the body has jurisdiction or exercises responsibility. (*Performance Evaluation*)

Moved VandeWalle, seconded by Garrigan to adjourn to executive session at 7:44 pm. Aye 4 (Vyskocil, Garrigan, VandeWalle, VanDeKreeke), Nay 0. Motion carried 4:0

O. Adjournment to open session: Moved VanDeKreeke, seconded by Garrigan to adjourn to open session at 9:25 pm. Aye 4 (Vyskocil, Garrigan, VandeWalle, VanDeKreeke), Nay 0. Motion carried 4:0

P. Adjournment: Moved VanDeKreeke, seconded by Garrigan to adjourn the meeting at 9:26 pm. Aye 4 (Vyskocil, Garrigan, VandeWalle, VanDeKreeke), Nay 0. Motion carried 4:0

Respectfully submitted,
Brett VandeWalle

CHECK	COMMENT	CHECK	COMMENT	
NUMBER		DATE	VENDOR	AMOUNT
324		03/12/2026	CORP MASTERCARD	34,625.01
2598		03/05/2026	NICOLET BANK	234,765.29
2599		03/05/2026	WI DEPT OF REVENUE	40,775.02
2600		12/31/2025	NICOLET BANK	253,614.95
2601		03/20/2026	WI DEPT OF REVENUE	41,266.14
2604		03/20/2026	WI RETIREMENT SYSTEM	305,689.94
2605		03/30/2026	VISION SERVICE PLAN	3,651.86
19788		03/19/2026	WRIGHTSTOWN HIGH SCHOOL	60.00
19789		03/27/2026	JENDE, JEFFREY	85.00
19790		03/27/2026	JOHNSEN-DUQUAINE, CODY	130.00
19791		03/27/2026	THILLMAN PETER	130.00
33864		03/02/2026	MONONA GROVE SCHOOL DISTRICT	-200.00
33870		03/04/2026	BROWN COUNTY GOLF COURSE	1,300.00
33871		03/04/2026	EXPLORICA BY WORLDSTRIDES	370.00
33872		03/04/2026	FIRE & FIR EVENT HALL	1,656.96
33873		03/04/2026	FOX CITIES EMBROIDERY INC	2,819.00
33874		03/04/2026	GIBEAULT, MAGGIE OR JUSTIN	198.00
33875		03/04/2026	HILL, JASON	1,020.00
33876		03/04/2026	JIMMY O'S GOLF SHOP	450.00
33877		03/04/2026	JP SCHULTZ ENTERPRISES, LLC	3,210.00
33878		03/04/2026	LAYTON, MADISON	10.78
33879		03/04/2026	MALVITZ, TASHA	81.48
33880		03/04/2026	MIDWEST VALLEY POPCORN	700.30
33881		03/04/2026	OWEN-HILL, ASHLEY	15.07
33882		03/04/2026	PETTY CASH ASHWAUBENON HIGH SCHOOL	1,200.00
33883		03/04/2026	PIZZA PROS LLC	12,900.00
33884		03/04/2026	RIPKEN EXPERIENCE MYRTLE BEACH	17,089.00
33885		03/04/2026	TOMPKINS, JENN	1,930.18
33886		03/04/2026	VANDE WALLEES CANDIES	2,000.00
33887		03/04/2026	WALLACE, BRIAN	229.52
33888		03/04/2026	YMCA CAMP U-NAH-LI-YA	250.00
33889		03/11/2026	ASHWAUBENON BOWLING ALLEY	577.02
33890		03/11/2026	ASHWAUBENON YOUTH BASEBALL	700.00
33891		03/11/2026	BAY BUS LLC	1,750.00
33892		03/11/2026	GREEN BAY DISTILLERY	1,698.14
33893		03/11/2026	HOMA, JOANNE	99.00
33894		03/11/2026	LUESKOW, BROCK	40.00
33895		03/11/2026	RYCZKOWSKI, BRIAN	185.37
33896		03/11/2026	SEROOGYS CHOCOLATES	1,392.00
33897		03/11/2026	WALLACE, SHEILA	62.52
33898		03/11/2026	WI ASSN OF SKILLS USA INC	900.00
33899		03/11/2026	WI DECA/ICDC 2026	4,289.00
33900		03/11/2026	WILLIAMS, MEGANNE	43.00
33901		03/19/2026	DECA	560.00
33902		03/19/2026	PETTY CASH ASHWAUBENON HIGH SCHOOL	600.00
33903		03/19/2026	SAM'S CLUB/SYCHRONY BANK	967.82
33904		03/25/2026	ADVANTA PRINT LLC	851.81
33905		03/25/2026	COMER, STACY	46.00
33906		03/25/2026	COOTWAY, CURT	417.04
33907		03/25/2026	FOX CITIES EMBROIDERY INC	625.00
33908		03/25/2026	HAMMEN, AMBER	45.27
33909		03/25/2026	MELOTTE DISTRIBUTING INC	602.27
33910		03/25/2026	PIZZA PROS LLC	4,039.03
33911		03/25/2026	SALDANA, ALYSHA	25.16
33912		03/25/2026	SEEGERT, REBECCA	770.00
33913		03/25/2026	SEROOGYS CHOCOLATES	2,160.00

CHECK NUMBER	COMMENT	CHECK DATE	COMMENT	VENDOR	AMOUNT
33914		03/25/2026		SMITH, HOLLY	64.00
33915		03/25/2026		SMITH, ANDREW	90.37
33916		03/25/2026		SPORTSCOPE	998.00
33917		03/25/2026		STEWART, KELLY	27.96
33918		03/25/2026		THEDE, HOLLY	76.42
33919		03/25/2026		WINGERT, RAELYNN	4,000.00
113934		03/04/2026		KOHN LAW FIRM SC	393.15
113935		03/06/2026		HOULE, JANE	67.86
113936		03/06/2026		NEW FESTIVAL OF MUSIC LTD	1,562.00
113937		03/06/2026		US POSTAL SERVICE - BMEU	4,500.00
113938		03/09/2026		ACCEPTIONAL MINDS LLC	25,875.00
113939		03/09/2026		BRICKHOUSE SCHOOL SERVICES	181.50
113940		03/09/2026		BRISK TEACHING	3,150.00
113941		03/09/2026		BROWN COUNTY PARK DEPT	1,040.00
113942		03/09/2026		CAROLINA BIOLOGICAL	93.05
113943		03/09/2026		CEC	15,450.40
113944		03/09/2026		COMPLETE OFFICE OF WISCONSIN	42.85
113945		03/09/2026		DICK BLICK CENTRAL	728.24
113946		03/09/2026		ENGLEBERT, KELLY	39.75
113947		03/09/2026		FILLMYRECIPE LLC	275.70
113948		03/09/2026		FOSTER & FOSTER CONSULTING ACTUARIES INC	8,550.00
113949		03/09/2026		GINNOW DIANE	534.12
113950		03/09/2026		GRAINGER INC	3,773.07
113951		03/09/2026		GREEN BAY CITY TREASURER	417.00
113952		03/09/2026		HEID MUSIC	124.50
113953		03/09/2026		HORN, ASHLEY	288.31
113954		03/09/2026		JF AHERN CO	370.00
113955		03/09/2026		KRUEGER, ANGELA	1,360.00
113956		03/09/2026		LAMAR COMPANIES	1,209.50
113957		03/09/2026		LARSEN, LIDIYA	137.75
113958		03/09/2026		MACKIN EDUCATIONAL RESOURCES	8,133.54
113959		03/09/2026		METRO SALES INC 130415	1,528.45
113960		03/09/2026		MIKE'S MUSIC & SOUND	40.50
113961		03/09/2026		MIKE'S POPCORN	990.00
113962		03/09/2026		PETTY CASH / DISTRICT OFFICE	272.00
113963		03/09/2026		REINHOLD SIGN SERVICE INC	260.00
113964		03/09/2026		ROUTE 41 PIZZA LLC - DOMINO'S	3,690.75
113965		03/09/2026		SEASONAL HARVEST LLC	5,332.35
113966		03/09/2026		TABWRITE LLC	224.00
113967		03/09/2026		TDS	918.39
113968		03/09/2026		UNIFIED SCHOOL DISTRICT OF DE PERE	2,000.00
113969		03/09/2026		VESTIS	202.40
113970		03/09/2026		VOYAGER SOPRIS LEARNING	225.50
113971		03/09/2026		WI TECHNOLOGY EDUCATION ASSOCIATION	214.50
113972		03/09/2026		XEROX IT SOLUTIONS	50.00
113973		03/09/2026		ZIMONICK BROTHERS PRODUCE INC	1,376.30
113974		03/12/2026		SCHOOL SPECIALTY	532.22
113975		03/12/2026		SAM'S CLUB/SYCHRONY BANK	371.06
113976		03/12/2026		UW MADHATTERS	1,875.00
113976		03/25/2026		UW MADHATTERS	-1,875.00
113977		03/20/2026		AICHELE, AARON	120.00
113978		03/20/2026		BRECKLIN, RENEE	990.50
113979		03/20/2026		CAROLINA BIOLOGICAL	150.45
113980		03/20/2026		CELLCOM GREEN BAY MSA	207.70
113981		03/20/2026		COMPLETE OFFICE OF WISCONSIN	45.28
113982		03/20/2026		DICK BLICK CENTRAL	445.46

CHECK NUMBER	COMMENT	CHECK DATE	COMMENT	VENDOR	AMOUNT
113983		03/20/2026		HEID MUSIC	109.50
113984		03/20/2026		HEISER, PAMELA	120.00
113985		03/20/2026		HOWARD SUAMICO SCHOOL DISTRICT	67.50
113986		03/20/2026		HURD, JOHN	110.00
113987		03/20/2026		LIGHTHOUSE PRODUCTIONS	1,480.00
113988		03/20/2026		MULLOY, GARY	630.00
113989		03/20/2026		MULLOY, PAULA	630.00
113990		03/20/2026		PASQUALUCCI, ANDREA	1,300.00
113991		03/20/2026		PULASKI HIGH SCHOOL	55.00
113992		03/20/2026		RAE-COR DISTRIBUTING LLC	557.18
113993		03/20/2026		ROUTE 41 PIZZA LLC - DOMINO'S	1,379.25
113994		03/20/2026		SAWYER, DAVID	80.00
113995		03/20/2026		SCHINDLER ELEVATOR CORPORATION	670.01
113996		03/20/2026		SOQUET, CAL	90.00
113997		03/20/2026		SOQUET, MARLENE	90.00
113998		03/20/2026		ST NORBERT COLLEGE	513.15
113999		03/20/2026		SWANK MOTION PICTURES INC	1,470.00
114000		03/20/2026		TWIRL SEWER SERVICE CO INC	325.00
114001		03/20/2026		UHLIG, CARRIE	110.00
114002		03/20/2026		VELICER, TED	120.00
114003		03/20/2026		VESTIS	404.80
114004		03/20/2026		VITRANO, NICK	400.00
114005		03/20/2026		WEST BEND INSURANCE COMPANY	32,261.25
114006		03/20/2026		WI DEPT OF JUSTICE	98.00
114007		03/20/2026		ZIMONICK BROTHERS PRODUCE INC	1,428.25
114008		03/20/2026		ASHWAUBENON EDUCATION FOUNDATION	10.00
114009		03/20/2026		KOHN LAW FIRM SC	393.15
114010		03/20/2026		WI SUPPORT COLLECTION TRUST FUND	1,167.37
114011		03/20/2026		DAVE & BUSTER'S	220.00
114012		03/24/2026		ASC1 INC	1,410.27
114013		03/24/2026		ASHWAUBENON WATER & SEWER UTILITY	2,301.22
114014		03/24/2026		CB PROMOTIONS LLC	1,153.20
114015		03/24/2026		CELLCOM GREEN BAY MSA	1,012.60
114016		03/24/2026		CRISIS PREVENTION INSTITUTE INC	499.00
114017		03/24/2026		GINNOW DIANE	377.49
114018		03/24/2026		JAMA, NUH	90.00
114019		03/24/2026		JUMP AROUND EVENT RENTALS	605.00
114020		03/24/2026		KUEHN PRINTING	2,080.50
114021		03/24/2026		LAMAR COMPANIES	149.00
114022		03/24/2026		LITTLE BEE SPEECH COMPANY	239.98
114023		03/24/2026		MIKE'S POPCORN	126.00
114024		03/24/2026		PETTY CASH / DISTRICT OFFICE	2,400.00
114025		03/24/2026		RIEMER MICHELLE	282.96
114026		03/24/2026		ROUTE 41 PIZZA LLC - DOMINO'S	1,354.50
114027		03/24/2026		SHIMANEK, ASHLEY	305.60
114028		03/24/2026		SYSTEMS FURNITURE LLC	16,040.45
114029		03/24/2026		TDS	104.44
114030		03/24/2026		VESTIS	21.01
114031		03/24/2026		WISDAA	75.00
114032		03/24/2026		ZIMONICK BROTHERS PRODUCE INC	1,669.15
114033		03/25/2026		AXIOM LEARNING	1,000.00
114034		03/30/2026		ABDO PUBLISHING COMPANY	3,005.80
114035		03/30/2026		ASCA	129.00
114036		03/30/2026		BADER, SANDRA	155.00
114037		03/30/2026		BRUNETTE, LAUREN	20.00
114038		03/30/2026		BURG, NANCY	240.00

CHECK NUMBER	COMMENT	CHECK DATE	COMMENT	VENDOR	AMOUNT
114039		03/30/2026		CERTAPRO PAINTERS OF NE WISCONSIN	3,456.54
114040		03/30/2026		CRISIS PREVENTION INSTITUTE INC	2,499.00
114041		03/30/2026		EARHART KRISTIN	125.00
114042		03/30/2026		EXPRESS EMBROIDERY INC	63.00
114043		03/30/2026		GRAINGER INC	312.80
114044		03/30/2026		GREEN BAY SOUTHWEST DECA	332.87
114045		03/30/2026		JEFF'S PIANO SALES & SERVICE	200.00
114046		03/30/2026		JF AHERN CO	370.00
114047		03/30/2026		KLAVEKOSKE, CONNOR	575.00
114048		03/30/2026		LARSEN, JENNIFER	555.00
114049		03/30/2026		MACKIN EDUCATIONAL RESOURCES	8,721.38
114050		03/30/2026		MINZLAFF, ANGELA	137.75
114051		03/30/2026		NATAL, LUIS	80.00
114052		03/30/2026		PEGUERO ALMONTE, RISSEL	2,045.00
114053		03/30/2026		PLANK ROAD PUBLISHING COMPANY	127.95
114054		03/30/2026		QUALI T	797.51
114055		03/30/2026		ROSNER MINDY	20.00
114056		03/30/2026		SCHINDLER ELEVATOR CORPORATION	2,504.56
114057		03/30/2026		SEASONAL HARVEST LLC	640.40
114058		03/30/2026		SENGER AVA	137.75
114059		03/30/2026		SERVICE MOTOR COMPANY	88.18
114060		03/30/2026		SODERLUND DAVID	237.50
114061		03/30/2026		STENSON, KATHERINE	100.00
114062		03/30/2026		VESTIS	202.40
114063		03/30/2026		VEX ROBOTICS INC	1,597.01
114064		03/30/2026		WISDAA	75.00
114065		03/30/2026		XEROX IT SOLUTIONS	200.00
114066		03/30/2026		ZIMONICK BROTHERS PRODUCE INC	1,757.50
114067		03/30/2026		ZUENGLER, JOELLE	938.71
114068		03/31/2026		MADISON NATL LIFE INSURANCE CO	2,049.34
114069		03/31/2026		MADISON NATL LIFE INSURANCE CO	9,806.59
114070		03/31/2026		METLIFE	13,065.52
114071		03/31/2026		TDS	945.69
252601082		03/12/2026		SCHOOL SPECIALTY	-532.22
252601082		03/12/2026		SCHOOL SPECIALTY	-532.22
252601136		03/12/2026		WI COUNCIL OF ADMIN OF SPEC SRV LTD	-465.00
252601201		03/04/2026		BARNHART, THOMAS	523.19
252601202		03/04/2026		MEINEL, ANDREW	549.63
252601203		03/04/2026		TRUE NORTH ENERGY	1,282.50
252601204		03/09/2026		ALCAZAR, LESLIE	34.66
252601205		03/09/2026		ALPHA BAKING COMPANY	444.87
252601206		03/09/2026		AMA INC	864.50
252601207		03/09/2026		AMAZON CAPITAL SERVICES	349.00
252601208		03/09/2026		AMERICAN WELDING & GAS INC	2,183.68
252601209		03/09/2026		BATTERIES PLUS LLC	77.52
252601210		03/09/2026		BELLIN HEALTH	28,813.69
252601211		03/09/2026		BIRDSEYE DAIRY INC	515.03
252601212		03/09/2026		BRENNENSTUHL, ANN	19.72
252601213		03/09/2026		BUTLER, JONATHAN	304.50
252601214		03/09/2026		CAMERA CORNER INC	4,806.81
252601215		03/09/2026		CARRICO AQUATIC RESOURCES INC	350.00
252601216		03/09/2026		CDW GOVERNMENT	907.52
252601217		03/09/2026		COWLES, EMILY	15.66
252601218		03/09/2026		DEMCO INC	516.61
252601219		03/09/2026		FIRST SUPPLY LLC- GREEN BAY	97.08
252601220		03/09/2026		FOLLETT CONTENT SOLUTIONS LLC	1,244.92

CHECK NUMBER	COMMENT	CHECK DATE	COMMENT	VENDOR	AMOUNT
252601221		03/09/2026		FOX SPECIALTY CO LLC	80.38
252601222		03/09/2026		GFL ENVIRONMENTAL USA INC	3,163.62
252601223		03/09/2026		JOHNSON & JONET MECHANICAL CONTRACTORS I	775.02
252601224		03/09/2026		JW PEPPER & SONS INC	168.93
252601225		03/09/2026		KAY DISTRIBUTING INC	197.00
252601226		03/09/2026		LAMERS BUS LINES INC	3,563.51
252601227		03/09/2026		MARCO	85.32
252601228		03/09/2026		MARMIC FIRE AND SAFETY INC	1,919.44
252601229		03/09/2026		MENARDS INC - DEPERE	84.26
252601230		03/09/2026		MENARDS INC	111.10
252601231		03/09/2026		OBERSTADT, MEGAN	58.55
252601232		03/09/2026		PEPSI COLA OF GREEN BAY	1,085.80
252601233		03/09/2026		PERFORMANCE FOODSERVICE	15,288.05
252601234		03/09/2026		PRAIRIE FARMS DAIRY, INC	10,979.24
252601235		03/09/2026		RUPP-KILGORE, ROBERT	175.67
252601236		03/09/2026		SIEVERT, RYAN	74.45
252601237		03/09/2026		SMITS, MICHAEL	311.39
252601238		03/09/2026		USIC LOCATING SERVICES INC	161.05
252601239		03/09/2026		WI PUBLIC SERVICE CORP	47,487.96
252601240		03/09/2026		WI SCHOOL MUSIC ASSN INC	2,029.00
252601241		03/09/2026		WP BEVERAGES LLC - PEPSI COLA OF GREEN B	252.70
252601242		03/11/2026		BSN SPORTS LLC	751.00
252601243		03/11/2026		CALMES, DENISE	25.00
252601244		03/11/2026		GLOBAL RECOGNITION INC	1,351.22
252601245		03/11/2026		HOME TEAM SPORTS & APPAREL INC	425.00
252601246		03/11/2026		TIETYEN, ERIK	763.66
252601247		03/11/2026		TRUE NORTH ENERGY	7,875.00
252601248		03/11/2026		WI SCHOOL MUSIC ASSN INC	243.00
252601249		03/12/2026		SCHOOL SPECIALTY	532.22
252601250		03/12/2026		WI COUNCIL OF ADMIN OF SPEC SRV LTD	465.00
252601251		03/12/2026		SHAW ENTERTAINMENT GROUP	1,200.00
252601252		03/19/2026		DECLEENE, CHASE	104.91
252601253		03/19/2026		PENZA, KEVIN	2,919.48
252601254		03/19/2026		TRUE NORTH ENERGY	7,042.50
252601255		03/20/2026		ALBRENT, DANIEL	228.68
252601256		03/20/2026		ALPHA BAKING COMPANY	243.90
252601257		03/20/2026		ASBESTOS REMOVAL INC	80.00
252601258		03/20/2026		BAER PERFORMANCE MARKETING	2,701.75
252601259		03/20/2026		BIRDSEYE DAIRY INC	93.58
252601260		03/20/2026		CDW GOVERNMENT	7,056.00
252601261		03/20/2026		CESA 6	9,316.67
252601262		03/20/2026		CHARTER COMMUNICATIONS	238.28
252601263		03/20/2026		COMPASS GROUP	76,746.41
252601264		03/20/2026		DEHNEL, LYNN	315.10
252601265		03/20/2026		EDWIN C GAROT CO INC	2,396.97
252601266		03/20/2026		FOX SPECIALTY CO LLC	143.21
252601267		03/20/2026		GREEN BAY AREA PUBLIC SCHOOLS	70.00
252601268		03/20/2026		HANSEN, COREY	297.00
252601269		03/20/2026		HANSON, MCKENZIE	65.69
252601270		03/20/2026		HEIM, MICHAEL	245.20
252601271		03/20/2026		HERALD, KATHERINE	73.66
252601272		03/20/2026		INFO MART INC	84.00
252601273		03/20/2026		INSTRUMENTAL MUSIC CO INC	729.97
252601274		03/20/2026		JOHNSON & JONET MECHANICAL CONTRACTORS I	1,706.89
252601275		03/20/2026		JW PEPPER & SONS INC	102.99
252601276		03/20/2026		KAY DISTRIBUTING INC	563.00

CHECK NUMBER	COMMENT	CHECK DATE	COMMENT	VENDOR	AMOUNT
252601277		03/20/2026		LAMERS BUS LINES INC	24,355.16
252601278		03/20/2026		MACHT VILLAGE PROGRAMS LLC	13,644.50
252601279		03/20/2026		MADISON, JODIE	538.10
252601280		03/20/2026		MARCO	1,086.58
252601281		03/20/2026		MENARDS INC - DEPERE	493.61
252601282		03/20/2026		MENARDS INC	314.79
252601283		03/20/2026		MILLER, ERIC	70.30
252601284		03/20/2026		MOBB PRODUCTIONS INC	7,300.00
252601285		03/20/2026		MULTI MEDIA CHANNELS LLC	1,137.00
252601286		03/20/2026		OBERSTADT, MEGAN	5.25
252601287		03/20/2026		PERFORMANCE FOODSERVICE	13,475.90
252601288		03/20/2026		SIEVERT, RYAN	18.00
252601289		03/20/2026		SMITH, NICOLE	496.99
252601290		03/20/2026		TIETYEN, ERIK	49.97
252601291		03/20/2026		UNITED MAILING SERVICES INC	329.83
252601292		03/20/2026		WEX BANK	561.14
252601293		03/20/2026		RELIANCE TRUST COMPANY - ASHWAUBNEON 403	16,952.98
252601294		03/20/2026		RELIANCE TRUST COMPANY - ASHWAUBENON 457	14,360.74
252601295		03/20/2026		WEA TSA TRUST	78,261.91
252601296		03/24/2026		ALPHA BAKING COMPANY	705.10
252601297		03/24/2026		AMA INC	1,311.18
252601298		03/24/2026		AMERICAN WELDING & GAS INC	691.54
252601299		03/24/2026		BATTERIES PLUS LLC	244.74
252601300		03/24/2026		BIRDSEYE DAIRY INC	395.16
252601301		03/24/2026		BUTLER, JONATHAN	318.00
252601302		03/24/2026		CESA 7	55.00
252601303		03/24/2026		CONSTELLATION NEWENERGY-GAS DIV LLC	20,482.75
252601304		03/24/2026		COOK, TASHA	198.66
252601305		03/24/2026		DART, KARYN	321.20
252601306		03/24/2026		DEMCO INC	212.52
252601307		03/24/2026		FIRST SUPPLY LLC- GREEN BAY	134.28
252601308		03/24/2026		FISHER, SHANA	83.82
252601309		03/24/2026		FOLLETT CONTENT SOLUTIONS LLC	1,023.52
252601310		03/24/2026		HANNA, JENNY	943.03
252601311		03/24/2026		HANSEN, COREY	289.49
252601312		03/24/2026		HINTZ, JACOB	195.75
252601313		03/24/2026		KALLIES, JAMIE	58.29
252601314		03/24/2026		KAY DISTRIBUTING INC	588.50
252601315		03/24/2026		LAMERS BUS LINES INC	101,399.43
252601316		03/24/2026		MARCO	1,726.95
252601317		03/24/2026		MENARDS INC - DEPERE	197.49
252601318		03/24/2026		MENARDS INC	128.60
252601319		03/24/2026		NASSCO INC	566.62
252601320		03/24/2026		OBERSTADT, MEGAN	3.00
252601321		03/24/2026		PEPSI COLA OF GREEN BAY	1,818.35
252601322		03/24/2026		PERFORMANCE FOODSERVICE	10,848.46
252601323		03/24/2026		PIONEER VALLEY EDUCATIONAL PRESS INC	144.00
252601324		03/24/2026		QUILL CORP	38.24
252601325		03/24/2026		RATZ, DAWN	70.33
252601326		03/24/2026		RENNING LEWIS & LACY SC	292.50
252601327		03/24/2026		SIEVERT, RYAN	41.20
252601328		03/24/2026		VERASTEGUI, KARMEN	150.00
252601329		03/25/2026		HOME TEAM SPORTS & APPAREL INC	351.35
252601330		03/25/2026		LACHANCE, KRISTEN	120.00
252601331		03/25/2026		LAMERS BUS LINES INC	740.57
252601332		03/25/2026		MATHU, NADINE	77.25

CHECK NUMBER	COMMENT	CHECK DATE	COMMENT	VENDOR	AMOUNT
252601333		03/25/2026		OBERSTADT, MEGAN	378.79
252601334		03/25/2026		TRUE NORTH ENERGY	495.00
252601335		03/25/2026		WIAA	12,886.76
252601336		03/25/2026		WP BEVERAGES LLC - PEPSI COLA OF GREEN B	2,062.86
252601337		03/30/2026		ACUTRANS	285.87
252601338		03/30/2026		ALPHA BAKING COMPANY	192.43
252601339		03/30/2026		AMAZON CAPITAL SERVICES	619.26
252601340		03/30/2026		APPLE COMPUTER INC	8,316.00
252601341		03/30/2026		BANKS, LEIGH	19.00
252601342		03/30/2026		BELLIN HEALTH	24,583.92
252601343		03/30/2026		BIRDSEYE DAIRY INC	295.39
252601344		03/30/2026		FOLLETT CONTENT SOLUTIONS LLC	645.82
252601345		03/30/2026		FOOTE, CARLA	197.17
252601346		03/30/2026		GFL ENVIRONMENTAL USA INC	3,370.28
252601347		03/30/2026		GOPHER	321.61
252601348		03/30/2026		HANSEN, COREY	320.97
252601349		03/30/2026		HANSON, MCKENZIE	163.08
252601350		03/30/2026		INFO MART INC	16.00
252601351		03/30/2026		JOHNSON & JONET MECHANICAL CONTRACTORS I	1,682.00
252601352		03/30/2026		JW PEPPER & SONS INC	267.03
252601353		03/30/2026		KAY DISTRIBUTING INC	289.00
252601354		03/30/2026		LAFORCE HARDWARE INC	1,674.36
252601355		03/30/2026		LOGISTICS RECYCLING INC	755.18
252601356		03/30/2026		MARCO	205.80
252601357		03/30/2026		MARMIC FIRE AND SAFETY INC	555.79
252601358		03/30/2026		MILLER, ERIC	62.07
252601359		03/30/2026		OBERSTADT, MEGAN	26.89
252601360		03/30/2026		PAVLIK, JANIS	72.24
252601361		03/30/2026		PEPSI COLA OF GREEN BAY	1,302.17
252601362		03/30/2026		PERFORMANCE FOODSERVICE	15,007.55
252601363		03/30/2026		QUILL CORP	289.43
252601364		03/30/2026		RIEDERER, SHARON	19.71
252601365		03/30/2026		SCHROEDER, AMANDA	359.30
252601366		03/30/2026		TREML, AMANDA	51.88
252601367		03/30/2026		VANDEN HOOGEN, ALISSA	57.25
252601368		03/30/2026		WENGER CORP	2,221.94
252601369		03/30/2026		WI PUBLIC SERVICE CORP	38,666.56
252601370		03/30/2026		WI SCHOOL MUSIC ASSN INC	1,232.00
Totals for checks					1,925,121.34

FUND SUMMARY

FUND	DESCRIPTION	BALANCE SHEET	REVENUE	EXPENSE	TOTAL
10	General Fund	918,810.71	250.00	421,023.97	1,340,084.68
21	Gifts & Donations	472.54	18.00	137,097.40	137,587.94
27	Special Education	161,166.65	0.00	47,933.52	209,100.17
50	Food Service	20,386.13	87.50	97,971.51	118,445.14
80	Community Service Fund	8,096.76	0.00	82,835.65	90,932.41
81	Ashwaubenon PAC	7,091.02	0.00	21,879.98	28,971.00
***	Fund Summary Totals ***	1,116,023.81	355.50	808,742.03	1,925,121.34

***** End of report *****

RESIGNATIONS/RETIREMENTS/LAYOFFS

NON-TEACHING STAFF - RESIGNATIONS/RETIREMENTS/LAYOFFS

Name: Rolling, Kathy
FTE: .64 FTE
Position: Educational Associate – Library Aide
School: Cormier
Explanation: Resignation is effective the end of the 2025-26 school year.

Name: Malone-Van Dalen, Molly
FTE: 1.0 FTE
Position: Administrative Associate – Secretary to the Director of Pupil Services
School: District Office
Explanation: Retirement is effective August 31, 2026. Molly has been with the District for 31 years.

Name: Zimmerman, Sherry
FTE: 1.0 FTE
Position: Educational Associate – 4K Aide
School: Cormier
Explanation: Retirement is effective the end of the 2025-26 school year. Sherry has been with the District for 24 years.

PROFESSIONAL / ADMINISTRATION STAFF - RESIGNATIONS/RETIREMENTS/LAYOFFS

Name: Hendricks, Shalin
FTE: 1.0 FTE
Position: Grade 6 Instructor
School: Parkview
Explanation: Resignation is effective the end of the 2025-26 school year.

Name: Dinse, Christopher
FTE: 1.0 FTE
Position: Music Instrumental Instructor
School: Parkview
Explanation: Resignation is effective the end of the 2025-26 school year.

Name: Ribbens, Dirk
FTE: 1.0 FTE
Position: Principal
School: High School
Explanation: Resignation is effective the end of the 2025-26 school year.

APPOINTMENTS

PROFESSIONAL / ADMINISTRATION STAFF – HIRES

Name: Anderson, Chelsea
FTE: 1.0 FTE
Position: Early Childhood Instructor
School: Cormier
Compensation: Step 7 Lane A Lifetime License
Effective: Start of the 2026-27 school year
Explanation: The position is due to a staff vacancy

Name: Katie Nowak
FTE: 1.0 FTE
Position: Early Childhood Instructor, Limited Term
School: Cormier
Compensation: Step 6 Lane A
Effective: August 25, 2026
Explanation: Katie is currently a Cross Categorical Instructor, Limited Term working at both Cormier and Pioneer. This position will move to Early Childhood, exclusively at Cormier

Name: Amanda Sarazen
FTE: 1.0 FTE
Position: Social Worker
School: Cormier and Pioneer
Compensation: Step 7 Lane F Lifetime License
Effective: August 25, 2026
Explanation: The position is due to a staff vacancy

February Financials

The February financial report is similar to January. Tax collections are higher than recent years. In addition, we have the \$1.3 million from the closed TIF District. In the end tax revenue should be \$1.3 million over budget. Other than the tax payments, Fund 10 revenue is tracking very close to expectations. Federal sources are tracking slower than expected. Other sources (a very small budget) look to be coming in below budgeted and I project them to stay below for the year. The biggest factor in the other sources is less than budgeted work comp insurance dividends. We have experienced two expensive work comp years, so I do not anticipate any dividends this year.

Fund 10 expenditures are tracking as expected. Health insurance has been tracking above budget, but it appears to be closer to budget than in previous months. Hopefully, that trend will continue and the budget will be close to actual cost. Other insurance costs are above budgeted. This is a result of a property insurance rate increase and the work comp having an expensive year. I predict that we will be around \$8,000 over budget for the year in insurance if we do not have any additional claims. Overall, I see Fund 10 expenditures projected to be close to budget resulting in a surplus of revenue over expenditures for the year to be similar to the amount of the TIF payment. I expect that we will use some of this surplus to complete some building projects that we uncovered when the snow melted which need immediate attention (crumbling retaining wall at AHS and buckling sidewalk at AHS and Parkview). We also may reduce some of the surplus by transferring some money into Fund 46 which will help Tom have funds secured for larger maintenance projects.

Fund 27 revenue looks to be tracking as expected. I am concerned about State aid because recent communications from DPI are projecting State Special Education Aid below the 42% that was part of the State budget. Being conservative, I budgeted below 40% for this aid, but the most recent payments were only 35% of eligible costs from last year. I do expect that percentage to increase above 35%, but I am not optimistic that it will get up to the level that was budgeted. To be clear, it is still an increase over last year, just not as large of an increase as we budgeted. On the expenditure side, things are in line with expectations, with salary and benefits tracking a little above expected. Some of this variance is related to staffing covered with grant funds, so I expect additional grant dollars to cover a portion of the variance from the budget. Non-staffing costs are tracking below budget. We are getting late in the year, and we restrict purchasing at the end of the year. Hopefully, there will be a positive variance in the non-staffing accounts that will offset any staffing variance.

Based on the updated information, I expect the transfer from Fund 10 to Fund 27 to be close to the budgeted amount or a little more than budgeted if the State does not increase the special ed reimbursement. Overall, I expect a surplus of revenue over expenditures. Remember, the auditors recommended that the District increase fund balance, so I recommend that some of the surplus remain in Fund 10 fund balance. In June we will decide how much of the surplus we want to move into Fund 46 to save for building maintenance projects. The surplus could be higher if the Special Ed. State Aid payments increase the reimbursement percentage above 35% of last year District expenditures. In summary, there are still a lot of variables, but overall, the projection for year end is positive because I expect we will complete some needed maintenance projects, increase our Fund 46 balance, and increase our Fund 10 fund balance.

This month I am including a Fund 50 report as well. There is nothing surprising in Food Service. We did budget expenditures to exceed revenue because DPI has directed us to spend down our fund balance. As a reminder, one of the ways we are spending down the fund balance is offering universal free

breakfast that is available to all students. We also budgeted additional equipment budget so we can replace some of our older equipment in the kitchen. I do not expect that we will spend all of the equipment budget. Revenue is expected to exceed budget in local sources. On the expenditure side, it looks like salaries will also will exceed the budgeted amount. It appears that both of these areas were under budgeted when compared to last year actual amounts. Overall, the food service fund should have a small deficit which was planned. Additionally, we are starting to see the cost of food rise. This may also increase the deficit this year.

This financial report will be included in the April Consent agenda.

Ashwaubenon School District
Monthly Financial Report
Month to Date Totals for February 2026

Fund 10-Revenue	2023-24	2024-25	2025-26	2023-24		2024-25		2025-26	
	Actual	Actual	Budget	Act - YTD	% of Act	Act - YTD	% of Act	Act - YTD	% of Bud
Property tax	17,042,448	17,079,022	17,815,025	12,513,272	73.42%	12,069,365	70.67%	13,995,943	78.56%
Local sources	481,106	527,622	409,500	346,290	71.98%	386,319	73.22%	284,394	69.45%
Open enrollment	10,470,388	10,737,758	11,882,470	-	0.00%	-	0.00%	-	0.00%
Transit of Aid	20,530	21,750	25,000	17,814	86.77%	16,051	73.80%	-	0.00%
Equalization Aid	10,819,158	10,917,731	10,605,302	4,327,663	40.00%	4,367,092	40.00%	4,242,121	40.00%
State Sources	2,289,646	2,772,612	2,973,216	-	0.00%	38,476	1.39%	65,212	2.19%
Federal Sources	514,952	597,156	611,140	143,571	27.88%	205,109	34.35%	70,834	11.59%
Other Sources	31,770	68,753	30,000	22,444	70.64%	52,232	75.97%	4,216	14.05%
	41,669,998	42,722,404	44,351,653	17,371,054	41.69%	17,134,643	40.11%	18,662,719	42.08%
Fund 10-Expenditure									
Salary	19,511,153	20,583,161	21,751,379	10,420,787	53.41%	10,978,436	53.34%	11,276,921	51.84%
Benefits	9,383,230	10,204,697	10,518,399	4,602,201	49.05%	5,556,136	54.45%	5,233,286	49.75%
Purchased Services	5,752,484	5,757,029	6,355,619	2,662,731	46.29%	2,484,407	43.15%	2,863,323	45.05%
Supplies	785,359	900,123	1,184,812	537,118	68.39%	663,449	73.71%	709,027	59.84%
Equipment	414,851	409,227	608,293	407,888	98.32%	353,256	86.32%	327,410	53.82%
Cash-Flow Borrowing	1,817	86,895	15,000	1,817	100.00%	-	0.00%	5,665	37.76%
Insurance	90,898	117,374	115,000	90,873	99.97%	117,324	99.96%	122,751	106.74%
Interfund	3,794,397	4,367,495	3,849,556	-	0.00%	-	0.00%	-	0.00%
Other	53,281	64,731	56,737	48,779	91.55%	54,562	84.29%	49,584	87.39%
	39,787,469	42,490,733	44,454,794	18,772,194	47.18%	20,207,570	47.56%	20,587,965	46.31%

Fund 27-Revenue	2023-24	2024-25	2025-26	2023-24		2024-25		2025-26	
	Actual	Actual	Budget	Act - YTD	% of Act	Act - YTD	% of Act	Act - YTD	% of Bud
Transfer from Fd 10	3,794,397	4,367,495	3,849,566	-	0.00%	-	0.00%	-	0.00%
Transit of Aid	41,556	37,139	35,000	4,737	11.40%	2,282	6.14%	5,377	15.36%
State Sources	1,495,747	1,614,652	2,250,000	872,483	58.33%	921,506	57.07%	1,243,838	55.28%
Federal Sources	1,066,460	1,024,958	1,227,778	470,392	44.11%	389,303	37.98%	302,922	24.67%
Other Sources	-	-	-	-	-	-	-	-	-
	6,398,160	7,044,244	7,362,344	1,347,612	21.06%	1,313,091	17.84%	1,552,137	21.08%
Fund 27-Expenditure									
Salary	3,705,613	4,023,692	4,143,060	1,934,035	52.19%	2,087,431	51.88%	2,228,913	53.80%
Benefits	1,848,387	2,224,843	2,321,653	882,295	47.73%	1,144,523	51.44%	1,210,581	52.14%
Purchased Services	279,334	288,016	804,911	203,226	72.75%	194,352	67.48%	404,993	50.32%
Supplies	49,492	34,521	89,710	41,755	84.37%	27,242	78.92%	48,372	53.92%
Equipment	789	3,089	3,000	789	100.00%	1,040	33.67%	1,370	45.67%
Other	-	-	-	-	-	-	-	-	0.00%
	5,883,615	6,574,161	7,362,334	3,062,100	52.04%	3,454,589	46.92%	3,894,230	52.89%

Ashwaubenon School Board

Discussion Item 1

MEETING DATE: April 8, 2026

ISSUE: Policy – first read

REQUESTED BY: Andy Bake

ATTACHMENTS: Policies

FINANCIAL AND/OR STAFFING IMPLICATIONS: None

FUNDING SOURCE: NA

EXPLANATION:

Policy 5514 - USE OF PERSONAL TRANSPORTATION DEVICES (Replacement): This new policy is relevant because it expands the scope of the previous bicycle rule to address a wider variety of modern personal transportation devices like scooters, skateboards, and hoverboards, whether they're manual or motorized. It establishes clear guidelines for their use on school property, focusing on safety, liability, and the privilege of operation. Crucially, the policy disclaims Board responsibility for damage, theft, or accidents, shifting the full risk and liability to the students and their parents. It is recommended but not required.

Policy 7540.02 - Digital Content and Accessibility (Replacement): This policy provides digital equity and legal compliance by mandating that all District web content and mobile apps adhere to accessibility standards like WCAG 2.1, Level AA. This adherence provides individuals with disabilities an equal opportunity to access information, programs, and services, preventing discrimination as required by Section 504 and the ADA. Furthermore, the policy maintains the professional and educational integrity of the District's digital presence, controlling content for appropriateness, security, and alignment with the District's mission. This replacement policy now reflects the U.S. Department of Justice (DOJ) final rule provisions under Title II of the Americans with Disabilities Act (ADA) requiring state and local government entities, including public schools, to make web content and mobile applications accessible to individuals with disabilities. Adoption is recommended for a legally compliant guideline.

Policy 7540.08 - ARTIFICIAL INTELLIGENCE (AI) (Replacement): This policy update/revision is designed to be legally compliant by referencing and building upon existing Federal laws, Family Educational Rights and Privacy Act (FERPA), Individuals with Disabilities Education Act (IDEA), Children's Online Privacy Protection Act (COPPA); Protection of Pupil Rights Amendment (PPRA) and State laws, Public Records Law WI 19.31 - S19.37; Personally Identifiable Information WI 19.62 - S19.80; Pupil Records Law Section WI 118.125; Access to Personal Internet Account Information Section WI 995.55, as well as school board policies related to privacy, civil rights, and academic integrity. It takes an active, risk-mitigating approach to integrating AI into education while prioritizing ethical use and legal adherence.

Policy 5830 - Student Fundraising (Revised): This policy governs student fundraising activities within the school district. It ensures that fundraising is conducted in a controlled, ethical, and educationally appropriate manner. Fundraising must be for school-related purposes, approved by the Principal (and District Administrator if above a certain threshold), and comply with Federal dietary and financial regulations. This policy protects students from coercion, ensures transparency and accountability in fund management, aligns fundraising with educational goals, and ensures compliance with legal and health standards. It also maintains the integrity of the school environment and prevents misuse of school resources. These revisions are recommended but not required.

Policy 6605 - Crowdfunding (Revised): This policy regulates the use of online crowdfunding platforms to raise money or resources for district-approved educational activities, classrooms, or school-related programs. It ensures that crowdfunding activities align with the District's educational mission, maintain financial transparency, and protect student privacy. It also prevents misuse of school branding and resources, ensures legal compliance, and protects donors by requiring the use of secure, low-fee platforms. The revision adds crowdfunding platforms and additional monitoring requirements. These revisions are recommended but not required.

Policy 7230 - Gifts, Grants, and Bequests (Revised): This policy outlines how the District accepts and manages gifts, grants, and bequests from individuals or organizations. The Board retains the right to approve, reject, or define the use of any donation. Accepted gifts become the property of the District and must align with Board policies and applicable laws. The policy also cites non-discrimination in the acceptance of donations and establishes reporting, tax acknowledgment, and transparency requirements. This helps create a process that handles donations ethically, legally, and transparently, protecting both the District and the donor. Additionally, it helps prevent the acceptance of gifts that could create liability, favoritism, or conflicts of interest, maintaining the trust of the school community. The revision includes additional accountability and protections for the Board and District. These revisions are recommended but not required.

Policy 9211 - School Support Organizations (Rescind): This policy is rescinded and renumbered to replacement Policy 9215 for better alignment with the numbering used by all states in the Neola network.

Policy 9215 - School Support Organizations (Renumbered/Replacement): This policy establishes the standards, responsibilities, and oversight for school support organizations (SSOs)—such as PTAs, PTOs, Booster Clubs, and educational foundations—that raise funds or donate resources to support District schools and activities. The policy defines what constitutes an SSO, outlines approval and documentation requirements, and ensures transparency and accountability in financial activities. The policy protects the District's integrity, financial transparency, and legal compliance while supporting valuable community involvement. It ensures SSOs operate independently yet responsibly, aligning their goals with those of the District without creating liability for the school system. It also ensures donations and fundraising are managed ethically, helping to maximize benefits to students while safeguarding public trust. This policy has been redrafted by Neola legal counsel. Its re-adoption is strongly recommended, as it contains important text that satisfies state and federal accountability requirements.

Policy 9700 - Relations with Non-School Affiliated Groups (Revised): This policy sets clear rules for how non-school-affiliated (outside) groups may interact with students, staff, and District facilities. It prohibits the use of District resources—including names, logos, facilities, or personnel—for advertising, promotion, or fundraising. The policy balances the value of community involvement with the need to safeguard educational priorities and legal responsibilities.

Policy 9700.01 - Advertising and Commercial Activities (Revised): This policy outlines the rules and limitations for advertising and commercial activities involving students, staff, or District property. It defines advertising broadly and establishes strict controls over when, where, and how commercial messages or promotions may appear in schools. By balancing community involvement with strict oversight, the policy ensures any commercial presence aligns with the District's mission and public trust. The policy contains expanding restrictions in the option for political advertising.

2025 Wisconsin Act 57 Policy Updates

Policy 1213/3213/4213 - Student Supervision and Welfare (Revised): These policies establish a standard of care to protect student safety by clearly defining behavioral boundaries for all staff. As required by 2025 Wisconsin Act 57, the updated language mandates that parents be notified of sexual misconduct reports by 5:00 p.m. on the same day (or noon the next day if the report is received on a school day after the end of regularly scheduled instruction or on a day that is not a school day, by noon of the next calendar day.). A new, comprehensive optional section on "Appropriate Staff and Student Relationships" further safeguards students by explicitly prohibiting "boundary invasions"—such as grooming, inappropriate digital contact, or unauthorized transport. Violations of this policy may result in disciplinary action, up to and including termination, and may be reported to external agencies as required by law. Finally, the policy now requires an annual notice to parents regarding their statutory right to access staff disciplinary records. The non-optional language changes are required for policy compliance with WI Act 57.

Policy 8462 - Child Abuse and Neglect (Revised): This policy establishes a comprehensive framework for the mandatory identification and immediate reporting of child abuse or neglect. It requires all staff to complete Department of Public Instruction (DPI) training within their first six months and every five years thereafter. A critical update, aligned with 2025 Wisconsin Act 57, integrates specific reporting requirements for sexual misconduct by staff members, carrying severe disciplinary consequences for a failure to report. By strictly prohibiting "investigative" delays by staff, the policy ensures that law enforcement and child welfare agencies can intervene immediately to protect students and preserve evidence. The changes are required for policy compliance with WI Act 57.

RECOMMENDATION: Review and bring back to May meeting for second read and final approval

Ashwaubenon School Board

Discussion Item: 2

MEETING DATE: April 8, 2026

ISSUE: Presentation of the Spring Update to the Parkview and Ashwaubenon High School Strategic Plans

REQUESTED BY: Michael Heim and the Parkview and Ashwaubenon High School Administrators

ATTACHMENTS: Building Strategic Plans: Parkview and Ashwaubenon High School

FINANCIAL AND/OR STAFFING IMPLICATIONS: None

FUNDING SOURCE: NA

EXPLANATION:

Michael Heim will provide a brief review of the district's 2025–26 Strategic Plan and overall framework. Administrators of Parkview and Ashwaubenon High School will then provide a spring update on their Strategic Plans previously presented in the fall, highlighting progress through the first three review cycles, including evidence of progress and whether they are on track to meet their goals.

RECOMMENDATION:

This is a discussion item. No action is necessary.

Ashwaubenon School District Strategic Plan

OUR VISION

Excellence in education so every student
will achieve their full potential

OUR MISSION

Developing lifelong learners, who positively
contribute to their communities

OUR VALUES STATEMENT

As a school community, we value:

- A welcoming and nurturing environment • Collaboration • Equity • High levels of learning • Mental wellness • Safety



OUR PILLARS

1	2	3	4	5
Authentic Relationships	Safe, Inclusive Learning Environments	High Expectations for All	Empowered Staff	Allocation of Resources
Student success is directly connected to authentic relationships. We embrace an environment for students, staff, families, and community members that supports a shared responsibility for student success.	Learning environments are safe, culturally responsive and inclusive. Systems of support ensure physical, social and emotional safety for all members of our school community.	We utilize data and provide the necessary instruction to ensure high levels of growth in the learning of every student. Specific, measurable benchmarks are in place for academic and social-emotional learning.	We value our staff in their professional growth needs and support efforts to ensure their success. Staff voice and engagement are integral to the implementation of the district's mission and goals.	The process for allocating resources is collaborative and transparent. We allocate money, time, people, and facilities based on requirements and priorities. Resource allocation will be driven by data and community values to guide current and long range budget decisions.



Parkview Middle School
Strategic Plan
2025-2026 School Year

Strategic and SMART Goals - Pillar 2

District Strategic Plan Pillar 2: Safe, Inclusive Learning Environments

Working as a professional learning community, we will develop a systemic and responsive approach to student wellness and social emotional learning designed to remove barriers to student success.

School SMART Goals	System Objective	Building Action Steps	Cycle 1 (Sept - Oct) Share Out = Oct	Cycle 2 (Nov - Dec) Share Out = Dec	Cycle 3 (Jan - Feb) Share Out = Feb	Cycle 4 (Mar - May) Share Out = May
		Ensure ALL staff can be involved in the action steps and cycles.				
Our Current Reality: Our SMART goal: Parkview will implement Tier 1 universal support and strengthen MTSS to achieve a 2% increase from fall to spring in favorable response on the student belonging portion of the	We will strengthen student engagement by increasing trust and student voice.	Strengthen student engagement by focusing on Universal Tier 1 practices	Task: Staff will explicitly teach the Keepin' It REAL behavior standards. Braid in the College & Career Readiness standards with our current REAL behaviors. Evidence: Completed Matrix CCR Timeline/Presentations	Task: Intentionally display and celebrate student work and learning (while continuing the Cycle 1 task). Evidence: Student work and displays in all classrooms, content areas, and hallways Task: Intentional welcoming and engaging with students in all learning spaces (outside, commons, hallways, classroom entrances, etc.) Evidence: Tally Exercise	Task: Intentionally teach and celebrate growth mindset (while continuing the Cycle 1& 2 task). Evidence: Parkview Pride tickets specific to Growth Mindset (Specific to the Habits and Expectations we want to see in our students)	Task: Intentionally teach and celebrate growth mindset through "Built by Habits" theme for Student of the Month Evidence: Parkview Pride tickets specific to Growth Mindset (Specific to the Habits and Expectations we want to see in our students) Task: Reflect on the Panorama Survey results with Staff using Reflection Tool Evidence: Reflection on Team Agenda



Parkview Middle School
Strategic Plan
2025-2026 School Year

<i>Panorama Survey.</i> <i>Parkview will implement Tier 1 universal support and strengthen MTSS to achieve a 2% increase from fall to spring in favorable response on the student belonging portion of the Panorama Survey.</i>	We will strengthen student engagement by increasing trust and student voice.	Continue to grow Parkview Pride	Task: Pride team establishes a timeline for cycle challenges tied to SEL Character Strong lessons or Tier 1 practices. Evidence: Teams & Electives choose a Student of the Month who represents the Character Strong Theme (Sept/Oct: Welcome All), completes a certificate, students get photo taken w/ Alissa & Kris, photos on announcements & Pride of Parkview bulletin board (10/09/25)	Task: PRIDE Team continues work on SEL Character Strong cycle challenges Evidence: Teams & Electives choose a Student of the Month who represents the Character Strong Theme (Nov/Dec: Kindness Connects Us), completes a certificate, students get photo taken w/ A & K, photos on announcements, social media, & Pride of Parkview board.	Task: Staff listens for growth mindset verbiage from students, and rewards with a PVP (Parkview Pride). Evidence: At the end of the month, students win prizes for their Growth Mindset efforts.	Task: Staff listens for growth mindset verbiage from students, and rewards with a PVP (Parkview Pride). Evidence: At the end of the month, students win prizes for their Growth Mindset efforts.
		Strengthen Parkview Multi-Tiered System (MTSS) of Support Behaviors	Task: Academies (attendance/behavior) and Mentor/Mentee pairings are established. Evidence: Attendance Academies have begun w/ Amy Dillenberg & Mentor/Mentee pairings have started (Sign up will occur on 10/10 based on data.)	Task: Continue the Parkview Pulse in all grade levels (or an avenue for gathering student feedback) during I/E by adding this to Grade Level agendas Evidence: Host student Parkview Pulse meetings during I/E to hear their ideas/concerns.	Task: Continue adding to and improving MTSS, Academies, Parkview Pulse, etc. Evidence: Implementing Tier 2 and Tier 3 Positive Behavior Enrichments	Task: Continue adding to and improving MTSS, Academies, Parkview Pulse, etc. Evidence: Implementing Tier 2 and Tier 3 Positive Behavior Enrichments



Parkview Middle School
Strategic Plan
2025-2026 School Year

Strategic and SMART Goals - Pillar 3a

District Strategic Plan Pillar 3a: High Expectations for All (Educator Practices)

Using a systems approach as a professional learning community, we will better align educator practices such as instruction and common assessments to guaranteed essential standards, ensure assessments are analyzed using a data analysis protocol, and provide reteaching (tier 2) and remediation (tier 3) in response to assessment analysis. *(Actions PLTs will take to increase collective response to instruction.)*

School SMART Goals	System Objective	Building Action Steps	Cycle 1 (Sept - Oct) Share Out = Oct	Cycle 2 (Nov - Dec) Share Out = Dec	Cycle 3 (Jan - Feb) Share Out = Feb	Cycle 4 (Mar - May) Share Out = May
		Ensure ALL staff can be involved in the action steps and cycles.				
Our Current Reality: Teachers have established PLT times... Our SMART goal: <i>By May 26th of the 2025-26 school year, 100% of Parkview Middle School Content PLTs will have all components in place to be prepared for instructing and assessing with Standards based grading work in the 2026-2027 school year.</i>	We will effectively reestablish PLC basic practices through the use of a district-wide PLC Warehouse.	Each Grade Level PLT will establish PLC basics.	Task: The team rotates roles (except facilitator) and reestablishes Team Norms, Conflict Resolution Plan, etc. Evidence: PLC Agenda in Warehouse	Task: Teachers will utilize Solution Tree Team documents to complete a mid-year team evaluation combined with a leadership opportunity for current Jag Academy participants Evidence: Content PLT mid-year evaluation documents from Solution Tree are completed.	Task: The team rotates roles (except facilitator) and reestablishes Team Norms, etc. Revisit Conflict Resolution Plan and complete Midyear PLC Survey. Evidence: PLC Agenda in Warehouse and completion of PLC Survey.	Task: Solution Tree PLC individual reflection document completed by each member of a PLT Evidence: Documents collected and reviewed by 5/1.
		Each content team will establish PLC basics (6A/6B, 7A/7B, 8A/8B, Electives').	Task: Establish Team Norms, Conflict Resolution Plan, student I/E requests (small teams), etc. Evidence: PLC Agenda in Warehouse (Completed)	Task: Establish Team Norms, Conflict Resolution Plan, student I/E requests (small teams), etc. Evidence: PLC Agenda in Warehouse	Task: Establish Team Norms, student I/E requests (small teams), etc. Revisit Conflict Resolution Plan. Evidence: PLC Agenda in Warehouse	Task: Solution Tree PLC individual reflection document completed by each member of a PLT Evidence: Documents collected and reviewed by 5/1.



Parkview Middle School
Strategic Plan
2025-2026 School Year

Our SMART goal: By May 26th of the 2025-26 school year, 100% of Parkview Middle School Content PLTs will have all components in place to be prepared for instructing and assessing with Standards based grading work in the 2026-2027 school year.	We will strengthen the implementation of our guaranteed standards by using common formative assessments and rubrics to adjust instruction based on student needs.	Each PLT will set a goal for regular data - analysis meetings coinciding with CFAs & summative assessments.	Task: Unwrap at least 50% of all guaranteed standards by: 10/31 Task: Develop and use standards-based rubrics with universal categories for 50% of guaranteed standards by: 10/31 Evidence: Unwrapped standards and rubrics linked on the PLT Warehouse	Task: Unwrap at least 75% of all guaranteed standards by: 11/25 Task: Unwrap at least 100% of all guaranteed standards by: 12/19 Task: Develop and use standards-based rubrics with universal categories for 75% of guaranteed standards by: 11/25 Task: Develop and use standards-based rubrics with universal categories for 100% of guaranteed standards by: 12/19 Task: Identified 100% of Guaranteed Standards by: 11/25 Task: Write Guaranteed Standards in Kid Friendly Language by: 11/25	Task: Develop and use standards-based rubrics for guaranteed standards with universal categories. Evidence: Rubrics on the PLT Warehouse Task: Developing Learning Targets and Success Criteria.	ALL components in place for Standards Based Grading. Task: Ensure that the guaranteed standards chosen are the ones we need. Evidence: Mandy's Document will be updated.
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Parkview Middle School
Strategic Plan
2025-2026 School Year

Strategic and SMART Goals - Pillar 3b

Pillar 3b: High Expectations for All (Students)

Using a systems approach, we will increase student achievement by **improving universal instruction** within our professional learning community.
(Instructional actions staff will take with students to increase student achievement.)

School SMART Goals	System Objective	Building Action Steps	Cycle 1 (Sept - Oct) Share Out = Oct	Cycle 2 (Nov - Dec) Share Out = Dec	Cycle 3 (Jan - Feb) Share Out = Feb	Cycle 4 (Mar - May) Share Out = May
		Ensure ALL staff can be involved in the action steps and cycles.				
Our SMART goal: <i>In the 2025-2026 school year, staff at Parkview Middle School will use the ILDF, high yield instructional strategies, and positive assessment culture practices so all students demonstrate a minimum proficiency (B/3/87%) or approaching proficiency (C/2/80%) for all guaranteed standards as measured by summative assessments.</i>	Staff will analyze the use of and begin to implement the Ideal Lesson Design framework.	Introduction around the Ideal Lesson Design framework (Survey to gather baseline data)	Task: Introduce and practice the Ideal Lesson Design framework and purpose. Evidence: One complete ILDF per content PLT by: 10/31	Task: Practice the Ideal Lesson Design framework and purpose. Evidence: Two complete ILDF per content PLT with HYIS by: 11/25 Evidence: Three complete ILDF per content PLT with HYIS by: 12/19	Task: Continue to practice writing/using the ILDF. Survey, Reflect, and Learning Walk Process. Evidence: complete 1 Learning Walk and share 1 thing you learned.	Task: Continue to practice writing/using the ILDF. Survey, Reflect, and Learning Walk Process. Evidence: complete 1 Learning Walk and share 1 thing you learned.
	Staff will analyze the use of High-Yield Instructional Strategies within their teams.	Staff reflection and collaboration around High-Yield Instructional Strategies work .	Task: Give staff a voice about "What do you need in regards to HYIS?" Evidence: Survey responses from staff	Task: Staff-led professional development around HYIS to norm our lenses. (Marzano/ HYIS Document) Evidence: Two complete ILDF per content PLT with HYIS	Task: Expand HYIS discussion to small team PLTs Evidence: Add reflection to team agenda - "How did your small team conversation about HYIS impact your teaching?"	Task: Expand HYIS discussion to small team PLTs Evidence: Add reflection to team agenda - "How did your small team conversation about HYIS impact your teaching?"



Parkview Middle School
Strategic Plan
2025-2026 School Year

Our SMART goal: <i>In the 2025-2026 school year, staff at Parkview Middle School will use the ILDF, high yield instructional strategies, and positive assessment culture practices so all students demonstrate a minimum proficiency (B/3/87%) or approaching proficiency (C/2/80%) for all guaranteed standards as measured by summative assessments.</i>	We will establish a positive assessment culture that supports students' success.	Create a positive assessment culture specific to Standardized Assessments.	Task: Student-created goals in ELA/Math around STAR. Evidence: Stickers in ELA/Math folders to start tracking STAR scores and goals.	Task: Continue recording summative assessment data in the PLC Warehouse Evidence: Analyze summative assessment data for C or higher.	Task: Multiple Choice Review in all classes. Task: Students will update mid-year STAR goal graphing. Evidence: Students are filling out STAR graphing forms Teachers plan to divide up bottom 25% and fill out reflection document with students	Task: Lowest scoring 25% of students graph their scores, and reflect Task: Students will update Spring STAR goals. Evidence: Teachers meet a second time with bottom 25th percentile and fill out reflection document with students
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Ashwaubenon School District Strategic Plan

OUR VISION

Excellence in education so every student
will achieve their full potential

OUR MISSION

Developing lifelong learners, who positively
contribute to their communities

OUR VALUES STATEMENT

As a school community, we value:

- A welcoming and nurturing environment • Collaboration • Equity • High levels of learning • Mental wellness • Safety



OUR PILLARS

1	2	3	4	5
Authentic Relationships	Safe, Inclusive Learning Environments	High Expectations for All	Empowered Staff	Allocation of Resources
Student success is directly connected to authentic relationships. We embrace an environment for students, staff, families, and community members that supports a shared responsibility for student success.	Learning environments are safe, culturally responsive and inclusive. Systems of support ensure physical, social and emotional safety for all members of our school community.	We utilize data and provide the necessary instruction to ensure high levels of growth in the learning of every student. Specific, measurable benchmarks are in place for academic and social-emotional learning.	We value our staff in their professional growth needs and support efforts to ensure their success. Staff voice and engagement are integral to the implementation of the district's mission and goals.	The process for allocating resources is collaborative and transparent. We allocate money, time, people, and facilities based on requirements and priorities. Resource allocation will be driven by data and community values to guide current and long range budget decisions.



Ashwaubenon High School
Strategic Plan
2025-2026 School Year

Strategic and SMART Goals - Pillar 2

District Strategic Plan Pillar 2: Safe, Inclusive Learning Environments

Working as a professional learning community, we will develop a systemic and responsive approach to student wellness and social-emotional learning designed to remove barriers to student success.

School SMART Goals	System Objective	Building Action Steps	Cycle 1 (Sept - Oct) Share Out = Oct	Cycle 2 (Nov - Dec) Share Out = Dec	Cycle 3 (Jan - Feb) Share Out = Feb	Cycle 4 (Mar - May) Share Out = May
		Ensure ALL staff can be involved in the action steps and cycles.				
Our SMART Goal: Staff will learn and utilize best practices in student wellness so that 80% of students report positive engagement and connection to school based on student surveys by the end of term 4.	We will strengthen student engagement by increasing trust and student voice. (Trust = care, sincerity, reliability, competence) (Voice = speaking up, being heard, making a difference, feeling included)	Teachers will help increase engagement, trust, and voice by reducing cell phone distractions and focusing on intentional student greetings.	Task: Communicate to teachers, students, and guardians cell phone expectations (cell phone collection system provided by building, if needed, in which all phones are turned off and put away during instructional time - bell to bell); communicate to teachers to focus on student greetings Evidence: August newsletter, September newsletter, Rights and Responsibilities meeting.	Task: Reevaluate system to discuss successes and issues (discuss as GC + survey staff). Survey student groups. Further training and discussion of student greetings and feedback conversations. Evidence: Educlimber cellphone referrals, survey responses.	Task: Reevaluate system to discuss successes and issues (discuss as GC + survey staff). Evidence: Cell phone classroom checks; Semester 2 reestablish cell phone expectations; Educlimber cell phone referrals; survey responses.	Task: Homegrown survey question. Evidence: Results of the survey



Ashwaubenon High School

Strategic Plan

2025-2026 School Year

		Staff will gather survey and anecdotal data regarding engagement, trust, and voice from students throughout the school year.	Task: Develop a system to draw the students into monthly focus groups. Develop questions to ask students for feedback. Share feedback with staff from student responses. Student advisory committee that meets monthly with a member of the admin. team (different students representative of the school population each month). AHS Survey Panorama Evidence: List created. Meet with students in September and October. Share results with staff. Create newsletter items.	Task: Meet with students. Share feedback with staff from student responses. Collect staff perceptions of student engagement compared to previous years. Evidence: List created. Meet with students in November and December. Share results with staff. Update newsletter item.	Task: Meet with students. Share feedback with staff from student responses. Begin to coordinate student input to action steps in the strategic plan. Evidence: List created. Meet with students in January and February. Share results with staff. Update newsletter item.	Task: Meet with students. Share feedback with staff from student responses. Evidence: List created. Meet with students in April and May. Share results with staff. Update newsletter item.
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Ashwaubenon High School
Strategic Plan
2025-2026 School Year

Strategic and SMART Goals - Pillar 3a

District Strategic Plan Pillar 3a: High Expectations for All (Educator Practices)

Using a systems approach as a professional learning community, we will better align educator practices such as instruction and common assessments to guaranteed essential standards, ensure assessments are analyzed using a data analysis protocol, and provide reteaching (tier 2) and remediation (tier 3) in response to assessment analysis. *(Actions PLTs will take to increase collective response to instruction.)*

School SMART Goals	System Objective	Building Action Steps	Cycle 1 (Sept - Oct) Share Out = Oct	Cycle 2 (Nov - Dec) Share Out = Dec	Cycle 3 (Jan - Feb) Share Out = Feb	Cycle 4 (Mar - May) Share Out = May
		Ensure ALL staff can be involved in the action steps and cycles.				
Our Current Reality: Our SMART goal: PLTs will refine and develop PLC practices to include common formative assessments so that tier 1 and 2 instruction align to those practices by the end of term 3.	We will effectively reestablish PLC basic practices through the use of a district-wide PLC Warehouse.	Ensure that each department/PLT is effectively utilizing the PLC process and structures.	Task: Recommit to department norms, conflict resolution, agenda/meeting dates (items in blue on ASD PLC Warehouse) Evidence: Items in blue filled in on ASD PLC Warehouse	Task: Each department/PLT will utilize a <u>Solution Tree Educator Practice</u> reflective tool to review mid-year progress. Administrators to observe PLC/PLT meetings and gather feedback regarding PLC practices. New teacher trainings in PLC philosophy and practices. Evidence: Solution Tree Educator Practice reflective tool (reproducible)	Task: Continuation of department/PLT best practices. Continuation of administrator observation of PLC practices. Creation, investigation and explanation of changes to regular and weighted grades. Evidence: Update of Warehouse for semester change in classes; ASD warehouse PLT meeting notes Agreement and distribution of changes to regular and weighted grade scale.	Task: Sharing of strategies and successes with other departments Evidence: Collaboration and sharing of ideas



Ashwaubenon High School
Strategic Plan
2025-2026 School Year

	We will strengthen the implementation of our guaranteed standards by using common formative assessments and rubrics to adjust instruction based on student needs.	PLTs will establish and/or refine common formative assessment(s) using the data to guide instruction.	Task: Reestablish staff/PLT understanding of common formative assessments as part of instructional practices (option to share Common Formative Assessment tool - Step 4) Evidence: Staff meeting introduction/PLT discussion and agenda	Task: PLTs implement CFA and utilize results to inform reteaching/intervention. Inservice or training on as-needed basis to reinforce and support CFA practices. GC and Dept. Chair share out on what worked with CFAs in 2025-26. CFA gallery walk Evidence: Individual/PLT evidence (options → retaught lesson, AFP grouping, rewritten lesson for next term, etc.)	Task: PLTs implement CFA and utilize results to inform reteaching/intervention. Explore options for 8th-9th grade transition, based on data from CFAs. Evidence: Individual/PLT evidence (options → retaught lesson, AFP grouping, rewritten lesson for next term, etc.)	Task: Evaluate CFA. PLTs implement CFA and utilize results to inform reteaching/intervention. Analysis of effective CFAs for use in 2026-27 school year. Evidence: Individual/PLT evidence (options → retaught lesson, AFP grouping, rewritten lesson for next term, etc.)
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Ashwaubenon High School
Strategic Plan
2025-2026 School Year

Strategic and SMART Goals - Pillar 3b

Pillar 3b: High Expectations for All (Students)

Using a systems approach, we will increase student achievement by **improving universal instruction** within our professional learning community.
(Instructional actions staff will take with students to increase student achievement.)

School SMART Goals	System Objective	Building Action Steps	Cycle 1 (Sept - Oct) Share Out = Oct	Cycle 2 (Nov - Dec) Share Out = Dec	Cycle 3 (Jan - Feb) Share Out = Feb	Cycle 4 (Mar - May) Share Out = May
Ensure ALL staff can be involved in the action steps and cycles.						
Our Current Reality: Our SMART goal: Teachers will provide students with quality universal instruction and targeted interventions based on standards so that 90% of students will achieve proficiency with grades of C- or better.	Staff will analyze the use of and begin to implement the Ideal Lesson Design framework.	Teachers will incorporate elements of the Ideal Lesson framework as applicable in their content area in their daily lessons.	Task: Teachers will utilize either the bellringer or exit ticket component of the Ideal Lesson Design framework to practice ACT-style test style questions Evidence: Agenda discussion items. Guiding Coalition feedback. SLO goals for multiple departments.	Task: Teachers will collaborate with other departments (i.e. staff meeting) to learn new ACT-style lesson practices. Nov. 26 inservice on HYIS and Ideal Lesson Format for all teachers. Task: Pilot of Method Prep bell ringers, test practices, test analysis in November-December. Evidence: Whole staff meeting/discussion Evidence: Notes of program evaluation. Decision to move forward with a program.	Task: Intentional Academic Focus groups leading up to ACT. Evidence: AF group planning and implementation leading to ACT. T2/S1 grades at 90% C- or better (January, 2026)	Task: Evaluate data from ACT test and ACT predictor results. Evidence: Staff information and goals for 2026-27 school year.



Ashwaubenon High School
Strategic Plan
2025-2026 School Year

	Staff will analyze the use of High-Yield Instructional Strategies within their teams.	Each teacher will select a high-yield instructional strategy to implement and discuss with department members.	Task: Review HYIS document Evidence: Department/PLT agenda	Task: Teachers share HYIS with departments Task: Staff inservice on HYIS for core and elective classes. Evidence: Department agenda/department chairs share out	Task: Teachers share HYIS with departments Evidence: Department agenda/department chairs share out	Task: Analysis of HYIS used throughout the year Evidence: Department meetings, staff meeting agendas.
	We will establish a positive assessment culture that supports students' success.	Teachers will utilize at-risk/credit deficient list as well as pre-ACT predictor score data to add support, encouragement, and test strategies for students in need.	Task: Sharing out student of concern list at beginning of school year; begin related planning conversations Evidence: List shared at the beginning of the school year; will be shared again as soon as grades are updated at the end T1 grading cycle	Task: Create small group structure and AF intervention time for Math, ELA, Sp Ed, EL, At Risk subgroup instruction Coordination of AF and class time intervention for At Risk and students in need. Evidence: Student placement in AF groups, department documents for standards-based success.	Task: ACT practice and intensive focus for 11th graders, and for EL/At Risk/Sp Ed students. Evidence: Student selections for AF intensive ACT practice and training sessions.	Task: Analysis of Data to create goals or strategies for 2026-27 school year. Evidence: List of data or strategies shared with staff.

Ashwaubenon School Board

Action Item: 1

MEETING DATE: April 8, 2026

ISSUE: Dance Trip 2027

REQUESTED BY: Nick Senger, Drew Meinel, Rodney Anderson

ATTACHMENTS: NA

FINANCIAL AND/OR STAFFING IMPLICATIONS:

Substitute for Drew Meinel, not more than 4 school days.

FUNDING SOURCE: Self-funded, fund raised

EXPLANATION:

The high school dance team is requesting to go to a dance competition in Florida in 2027. The dance team would like to attend the DTU Nationals held in Orlando, FL., March 3-9. March 4th is an early release and there are no students or staff on March 5. (2 travel days built in). Ultimately the students and families fundraise for this trip. The cost per individual is \$1500-\$1800.

RECOMMENDATION:

Approval of the 2027 Dance Trip. The Administration is in support of this trip.

DTU (Dance Team Union)
National Competition (Orlando, FL) Rationale
Wednesday March 3rd-Tuesday March 9th 2026

REQUEST TO ATTEND NATIONALS:

In 2025, the Ashwaubenon Dance Team proposed attending the Dance Team Union National Championship annually to focus on a competitive national experience with multiple rounds of competition unlike National competition they attended prior. Last year, we attended the NDA National Competition due to a scheduling conflict with DTU and our State Competition.

Now that the conflict has passed, we request approval to return to DTU, our preferred national competition. DTU aligns with the team's competitive goals, offering dancers the opportunity to compete against strong programs nationwide while fostering growth, teamwork, and high-level performance.

School Attendance:

Dancers will miss about 3 school days:

- **Wed:** Half day for PM flight (**PM Half Day Missed**)
- **Thu:** Half day (early release in 2027) (**AM Half Day Missed**)
- **Fri:** No school in 2027
- **Mon & Tue:** Full days missed (**2 Full Days Missed**)

Teacher Evaluations for tryouts require dancers to maintain grades and good standing in those classes at tryouts which will be a few weeks after we arrive back from nationals.

Competitive and Development Benefits:

- Continued exposure at the national-level DTU competition ensures the team remains competitive with the DTU judges and builds on past successes at DTU.
- Dancers experience new performance styles, develop responsibility, independence, and time management.
- Coaches network and learn new strategies; dancers receive constructive feedback to improve skills.
- Fundraising efforts (e.g., Ashwaubenon Dance Invitational) cover all registration/travel/hotel costs, keeping the trip financially feasible for all attending.
- Dancers serve as ambassadors for the Ashwaubenon community and give our community a name at a national level.
- The program has proven it is and can continue to be competitive at national events.

- **STATE ACCOMPLISHMENTS:**

- **1st Place - State Championship Titles:**
 - Division 2 Kick - 2026 / 2025 / 2023 / 2022 / 2019
 - Division 2 Pom - 2021 / 2019 / 2014
 - Division 1 Kick - 2018
- **2nd Place - State Runner-Up Titles:**
 - Division 3 Pom - 2026 / 2025 / 2024 / 2023 / 2022
 - Division 2 Kick - 2024 / 2021 / 2020
 - Division 2 Pom - 2020

- **NATIONAL ACCOMPLISHMENTS:**
 - **1st Place**
 - 2022 — Small Novelty Character (Contest of Champions – Florida)
 - 2017 — Small Pom (Contest of Champions – Florida)
 - 2014 — X-Large Novelty Character (*with Watertown HS*) (Contest of Champions – Florida)
 - 2018 — High School Kick (*DX Americup – National Champions*) (DX Americup – Minnesota)
 - 2018 — High School Pom (*DX Americup – National Champions*) (DX Americup – Minnesota)
 - **2nd Place**
 - 2024 — Large Kick (Contest of Champions – Florida)
 - 2019 — Small Pom (Contest of Champions – Florida)
 - 2019 — Small Kick (Contest of Champions – Florida)
 - **3rd Place**
 - 2025 — Large Kick (*Finals*) (Dance Team Union – Florida)
 - 2022 — Medium Pom (Contest of Champions – Florida)
 - 2022 — Medium Kick (Contest of Champions – Florida)
 - **4th Place**
 - 2026 — Large Kick (National Dance Association - Florida)
 - 2024 — Large Pom (Contest of Champions – Florida)
 - **5th Place**
 - 2025 — Large Pom (*Finals*) (Dance Team Union – Florida)
- **HONORS RECEIVED AT STATE/NATIONALS:**
 - **2026 - National Dance Association:** Finalist - Large Pom & Large Kick
 - **2025 - Dance Team Union:** Finalist - Large Pom & Large Kick
 - **2024 - WACPC State Dance:** Coaches of the Year
 - **2019 - Contest of Champions:** Outstanding Choreography Award - Small Pom
 - **2018 – DX Americup (Minneapolis, MN):**
 - Grand Champions (Awarded to the Best High School Team)
 - Integrity, Enthusiasm, and Passion Award (Only 1 team)
 - Judges Choice (Only 1 team chosen by the judge)
 - Academic Excellence (3.5 combined average GPA)
 - **2016 – DX Americup (Minneapolis, MN):**
 - Team Sportsmanship Award (Only 1 team chosen)
 - Best Choreography Award
 - Drew and Rodney Honored within the Top Ten Dance Coaches

Attending DTU Nationals provides dancers with exceptional competitive experience, personal growth, and lasting memories while representing Ashwaubenon with pride. We request the school board's approval for the team to return to the Dance Team Union National Championship in March of 2027.

Ashwaubenon School Board

Action Item: 2

MEETING DATE: April 8, 2026

ISSUE: DECA Trip 2026

REQUESTED BY: Nick Senger, Rebecca Cullen

ATTACHMENTS: NA

FINANCIAL AND/OR STAFFING IMPLICATIONS:

Substitute for Rebecca Cullen, not more than 4 school days.

FUNDING SOURCE: Self-funded, fund raised

EXPLANATION:

Members of the Ashwaubenon HS chapter of DECA competed in the areas of business, finance, and hospitality at the annual association career development conference held February 23-25, 2026 at The Grand Geneva Resort in Lake Geneva, WI.

The following students received recognition of individual ability and achievement at the association level:

- Nolan Wilson and Kaeden Tingley 1st place-Hospitality Team Decision Making
- Ryan Lai and Akshath Yadawad 2nd place-Marketing Management Team Decision Making
- Kaitlin Vandeyacht and Khali Wickert-THRIVE Project (a straight to international competition event)

The chapter also earned Diamond status (the highest level possible) in the Diamond Dash and an award for completing six community service campaigns throughout the year.

These students will advance to international level competition at the DECA International Career Development Conference that will be held April 25-28, 2026, in Atlanta, GA.

About DECA Inc.: DECA is a career and technical student organization that prepares emerging leaders and entrepreneurs with a career interest in marketing, finance, hospitality, and management. DECA enhances the preparation for college and careers by providing co-curricular programs that integrate into classroom instruction, apply learning, connect to business and promote competition. DECA student members leverage their DECA experience to become academically prepared, community oriented, professionally responsible, experienced leaders. DECA is a 501(c)(3) nonprofit with over 300,000 members in more than 4,000 high school and college chapters in the United States, Canada, Puerto Rico and Germany.

RECOMMENDATION:

Approval of the 2027 DECA Trip. The Administration is in support of this trip.

Ashwaubenon School Board

Action Item: 3

MEETING DATE: April 8, 2026

ISSUE: Jazz Band Trip to Chicago April 10-11

REQUESTED BY: Dirk Ribbens and Nick Senger

ATTACHMENTS: NA

FINANCIAL AND/OR STAFFING IMPLICATIONS:
Fund raised / student/ family cost

FUNDING SOURCE: Self-funded, fund raised

EXPLANATION:
The Jaguar Jazz and Jazz Lab Band (50 students) will perform for and have a clinic with Professor Andy Baker at the University of Illinois-Chicago. The bands will also see sights and culture of Chicago. Students will miss periods 2-4 on Friday to travel to Chicago. They will return on Saturday at 5pm.

RECOMMENDATION:
Approval of the Jazz Band Trip. The Administration is in support of this trip.

Ashwaubenon School Board

Action Item: 4

MEETING DATE: April 8, 2026

ISSUE: 3-Year School Library Plan

REQUESTED BY: Michael Heim, Nadine Mathu, Erin Sawaski,
Kaitlin Younger Ryczkowski

ATTACHMENTS: [Ashwaubenon School District's 3-Year School Library Plan](#)

FINANCIAL AND/OR STAFFING IMPLICATIONS: None

FUNDING SOURCE: NA

EXPLANATION:

For Wisconsin school libraries, the primary purpose of the mandated 3-year library plan is to ensure that every school district provides a high-quality, forward-looking vision for library services that directly supports student achievement and 21st-century literacy.

The Ashwaubenon plan outlines the process for maintaining a balanced and diverse collection that reflects our pluralistic society, while aligning the library program with district-wide learning initiatives.

To be effective and compliant, the plan includes a clear mission and vision, a thorough program analysis using data such as collection and usage statistics, and two to three SMART goals aligned with the Future Ready Librarian framework.

Additionally, the plan includes guidelines for the selection and reconsideration of materials purchased with Common School Funds and defines the library's role in supporting the Wisconsin Standards for Information and Technology Literacy.

The plan is housed on a Google Site, allowing it to serve as a living document that can be easily updated and shared with stakeholders.

RECOMMENDATION:

Approve the 2026 3-Year School Library Plan. This plan, if approved, will run from 2026 thru 2028.

Ashwaubenon School Board

Action Item: 5

MEETING DATE: April 8, 2026

ISSUE: Extended Contracts

REQUESTED BY: Jody Smits

ATTACHMENTS: NA

FINANCIAL AND/OR STAFFING IMPLICATIONS:

The combined estimated financial commitment for the proposed request, based upon the 2025-2026 salary schedule, is \$13,484.

FUNDING SOURCE: NA

EXPLANATION:

Extended contracts allow for the provision of necessary services for the middle and high school Student Services and the high school Work Experience programs. It also allows the School Nurses time to create and update student health plans, inform staff of those student health plans prior to the beginning of the school year and train staff on administration of medication as needed.

RECOMMENDATION:

Approval of extended contracts. Administration has approved these contracts.

ASHWAUBENON SCHOOL DISTRICT
Extended Contract Requests for
2026-2027

Last Name	First Name	Home School	Assignment	Step	Lane	Paid Days Requested	Trade off Days Requested	Total Days	Daily Rate/25-26	Salary/25-26	Approved for Pay	Approved for Pay	Approved for Trade	License
Cavil	Lori	District-Wide	School Nurse	64,080.20		4	0	4	337.26	1,349.04	0	0.00		RN
Herald	Katherine	District-Wide	School Nurse	64,080.20		4	0	4	337.26	1,349.04	0	0.00		RN
Fitzpatrick	Christina	High School	School Counselor	8	H	5	5	10	414.18	2,070.90	0	0.00		Lifetime
Hilbert	John	High School	School Counselor	10	J	5	5	10	455.17	2,275.85	0	0.00		Lifetime
VanLaanen	Joy	High School	School Counselor	8	F	5	5	10	388.19	1,940.95	0	0.00		Lifetime
Mathu	Nadine	High School	Librarian/Media Specialis	14	I	3	0	3	472.15	1,416.45	0	0.00		Lifetime
Lindauer	Jesse	High School	Marketing/Business	8	F	1	0	1	388.19	388.19	0	0.00		Lifetime
Breitenfeldt	Kari	Parkview	School Counselor	7	G	2	0	2	393.69	787.38	0	0.00		Lifetime
Bachman	Lori	Parkview	School Counselor	13	J	2	0	2	477.65	955.30	0	0.00		Lifetime
Sawaski	Erin	Parkview	Librarian/Media Specialis	7	F	2.5	3	5.5	380.69	951.73	0	0.00		Lifetime
TOTAL				✓	✓	33.5	18	51.5	\$4,044.44	\$13,484.83	0	\$0.00	0	✓
Please note, the Step, Daily Rate and Salary are based upon the employee's 2025-2026 current placement.														

Ashwaubenon School Board Meeting

Action Item: 6

MEETING DATE: April 8, 2026

ISSUE: Second read and approval of policy/bylaw updates

REQUESTED BY: Andy Bake

ATTACHMENTS: Policies

FINANCIAL AND/OR STAFFING IMPLICATIONS: None at this time

FUNDING SOURCE: None at this time

EXPLANATION:

- **Bylaw 0100 – DEFINITIONS:** This policy establishes a comprehensive list of terms and their specific meanings for use throughout the district's bylaws and policies. It now includes the definition of School Support Organizations (SSO). The SSO change is recommended, but not required. It also includes "gaming devices" as part of the definition of Personal Communications Devices (PCD) due to a recent change in statutory language relative to student use of PCDs in schools. The "gaming device" addition to the definition of PCD is a statutory definition and is required.
- **Bylaw 0142.7 – ORIENTATION:** This policy outlines the importance of preparing each Board member for their duties to ensure the effective functioning of the Board, encouraging new members to understand Board functions, district operations, and procedures. It is important because it ensures that all Board members are well-informed and equipped to make sound decisions for the District. The policy revisions provide new optional topics for onboarding new Board members, and revisions are not required.
- **Bylaw 0144.5 - BOARD MEMBER BEHAVIOR, COMMUNICATIONS, AND CODE OF CONDUCT:** This policy outlines the expected ethical, professional, and responsible conduct for all Board members, covering their behavior, communications, and interactions with staff. It is important because it establishes the standards of integrity and professionalism necessary for effective governance, protects the district's legal standing, and ensures a focus on the welfare of students.

The revisions to the policy update include communicating that individual Board members, other than the Board President, do not have the authority to act on complaints or investigations. It is important because it establishes a clear chain of command and ensures that all complaints are handled through the proper channels, maintaining consistency and fairness in the process. The revisions are recommended, but not required.

- **Policy 1210 - BOARD - SUPERINTENDENT RELATIONSHIP:** This policy defines the relationship between the Board and the Superintendent, emphasizing the Board's role in establishing policies and the Superintendent's responsibility in administering them. It is important for ensuring clear lines of authority and efficient operation of the school district, with the Superintendent serving as the primary professional advisor to the Board.

The policy revisions focus on including the Superintendent's authority to delegate duties to staff members, who are then accountable to the Superintendent for their performance. In turn, the Board holds the Superintendent accountable for the overall administration of the District, including their actions and personal behavior. These revisions are recommended, but not required.

- **Policy 1230.01 - DEVELOPMENT OF ADMINISTRATIVE PROCEDURES:** This policy delegates to the Superintendent the responsibility for designing and implementing administrative procedures for the District's operation, ensuring they are consistent with Board policies. It is important for establishing clear operational procedures and ensuring that the District's daily functions align with the Board's strategic vision. The policy revisions are not required.
- **Policy 2131.01 - READING INSTRUCTIONAL GOALS AND KINDERGARTEN ASSESSMENT:** This policy now includes the interventions required by law under Act 20 for each qualifying student. The Superintendent must create, provide, and monitor a personal reading plan with interventions, share it with parents, and notify them of progress after 10 weeks. Revisions in this policy are required, based on information provided by state statute and the Department of Public Instruction.
- **Policy 2261.01 - PARENT AND FAMILY ENGAGEMENT IN TITLE I PROGRAMS:** This policy revision is provided to clarify the distinction between the Policy and the Parent and Family Engagement Policy (plan), which is the plan developed by the District. The use of the term Policy to describe the plan can create confusion as to what the annual requirement is. Federal law requires that the district conduct an "annual evaluation of the content and effectiveness of the parent and family engagement policy". The Board policy uses the term "plan" to assist in distinguishing between the Board policy and the engagement plan developed per the Board Policy. Adoption of these policy revisions are recommended, but not required.
- **Policy 2431 - INTERSCHOLASTIC ATHLETICS:** This policy revisions include adopting criteria that meet or exceed the Wisconsin Interscholastic Athletic Association (WIAA) standards. It is recommended to improve options and enhance clarity.
- **Policy 5135 - STUDENT IDENTIFICATION NUMBERS AND CARDS (New Policy)**: This new policy mandates that if students are issued an identification card, the student also receives a unique identification number, distinct from their social security number. The policy is important because it ensures student privacy by avoiding social security numbers and provides a critical resource for student well-being by including required contact information for suicide prevention and crisis support services on identification cards. Items in this new policy are required by law, but not to have in policy. This policy is recommended, but not required.
- **Policy 5515 - STUDENT USE AND PARKING OF MOTOR VEHICLES:** This policy outlines the conditions under which students may use motor vehicles to travel to and from school, emphasizing their responsibility for property care, safety, and courtesy. Revisions to this policy include students only being permitted to bring vehicles they own or have express permission to operate onto District property; unauthorized vehicles are a violation; law

enforcement may be contacted; students may not enter a vehicle without consent; and school officials can search vehicles on District property in accordance with policy. This revision is recommended but not required.

- **Policy 5895 - STUDENT EMPLOYMENT:** **This policy is being rescinded.** Teenagers in Wisconsin need a work permit if they are under 16 and are not working in agriculture or domestic service. Schools are no longer authorized to provide students with work permits. Parents or guardians must apply for the permit online through the Wisconsin Department of Workforce Development (DWD) website.
- **Policy 6320 – PURCHASING:** The key policy revisions include clarification on single vendor bids. This revision is recommended but not required.

RECOMMENDATION: Second read and final approval.