

WEST BEND SCHOOL DISTRICT NO. 1
Education Service Center
735 S. Main Street
West Bend, WI 53095

Regular School Board Meeting
Education Service Center
Monday, March 23, 2026

Members present: June Kruger, Chris Jenkins, Kelly Lang, Chris Zwygart, Melanie Ehrgott, Joe Pichler, Chad Tamez
Mr. Jenkins left at 6:46 p.m. and was absent from the Executive Session due to a pre-existing conflict. His absence is excused.

1. Opening Items

A. Call to Order

School Board President Chris Zwygart called the meeting to order at 5:30 p.m.

B. Pledge of Allegiance

C. Approval of Agenda

Chris Zwygart moved approval of the agenda; Mrs. Lang seconded. The motion was approved unanimously 7-0.

2. Recognition of Retirees

A. The Board recognized and thanked staff members retiring from the District for their years of service.

3. Public Participation

- None

4. Consent Agenda

A. Minutes of the March 9, 2026 Regular Board Meeting

B. Contracts

C. Resignations

D. Retirements

E. Vision Services Agreement

F. Donation of Tools by NAPA

Mr. Zwygart moved approval of the consent agenda, Mrs. Ehrgott seconded. The motion was approved unanimously 7-0.

5. Reports

A. Curriculum Committee Report

Melanie Ehrgott, Committee Chair, reported on the Curriculum Committee meeting held on March 17, 2026. The committee reviewed progress across several content areas. The Physical Education, World Language (5–12), and Art (K–12) teams each completed the Evaluate phase and are recommended to advance to the Revise for Improvement phase. The 5-12 ELA team also completed the Evaluate phase and is currently in a resource review process with two finalists under public review. Next steps include site visits, final evaluation, and development of an implementation plan, with a recommendation to the Committee anticipated this spring and Board consideration to follow. The Committee also reviewed potential revisions to the curriculum cycle to better align with team needs and timelines for the upcoming school year.

B. Construction Report

Tim Harder, Director of Facilities and Technology, provided a construction update. A subcontractor is actively clearing brush, removing topsoil, demolishing the old salt shed, and removing concrete foundations in preparation for utility work at the new Jackson Elementary School site. Also at the site, full perimeter fencing is being installed for safety, and the Village of Jackson Police Department has been conducting additional site patrols. Preparatory work at Badger and Silverbrook will take place over spring break, addressing plumbing, behind-the-wall, and environmental items to allow construction to begin immediately when school lets out for summer. Green Tree work is also planned for this summer.

C. Superintendents Report

Dr. Jennifer Wimmer, Superintendent, reported on highlights, events, and celebrations happening in the West Bend School District.

6. Discussion

A. Budget Development Process

Lenny Hanson, Assistant Superintendent, reported that the district has reduced its 2026-2027 budget gap from 6.1% to approximately 1.5% through departmental efforts. Work continues to close the remaining gap, with a complete staffing plan to be presented in April. Achieving a balanced budget will require staffing reductions across all levels and departments, carried out per board policies 536.5 and 536.6. The administration is confident a balanced budget can be achieved while maintaining class size targets, preserving student pathways, and retaining favorable staffing ratios compared to neighboring districts. Data presented showed the district leads Washington County in teacher compensation at all levels and holds a teacher turnover rate of 2.56%, less than half the regional average. The unassigned fund balance sits at approximately 17%, within board policy range, and is not a viable tool for closing a structural budget gap. Next steps include a staffing plan that will be presented to the board in April; preliminary budget in June; final budget approval in October.

B. 2026-2027 Preliminary Staffing Plan Priorities

Sarah Leatherman, Director of Human Resources, presented an overview of the guiding principles used to develop the district's staffing plan, with full details to be presented to the board in April. Staffing decisions are guided by student need, enrollment trends, and budget. Reductions will be pursued through attrition where possible. Reduction-in-force policies 536.5 and 536.6 will be applied if necessary. The district remains committed to maintaining its virtual program and alternative education supports.

7. Action

A. High Schools Configuration

Mr. Jenkins moved to initiate the process of consolidating the District's two high schools into one high school for the 2027-2028 school year, including the development of an implementation plan, timeline, and stakeholder engagement process for future Board action, Mrs. Ehrigott seconded. The motion was approved unanimously 7-0.

8. Future Agenda Items

A. Board Meeting Calendar

- Curriculum Committee Meeting, 4:30 p.m., April 7, 2026
- Regular Board Meeting, 5:30 p.m., April 13, 2026
- Regular Board Meeting, 5:30 p.m., April 27, 2026
- Curriculum Committee Meeting, 4:30 p.m., May 5, 2026

B. Items for Follow-up and Communication

- None

9. Adjourn into Executive Session

Mr. Zwyzgart moved to adjourn into Executive Session pursuant to Wis. Stats. 19.85(1)(c) to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, and take any such action, if necessary, based on its discussion, namely: employment and compensation; Dr. Tamez seconded. The motion was approved unanimously 7-0 upon roll call vote: Mr. Jenkins, Mr. Pichler, Mrs. Ehrigott, Dr. Tamez, Mrs. Kruger, Mrs. Lang, Mr. Zwyzgart. The meeting adjourned into executive session at 6:46 p.m. Mr. Jenkins left at 6:46 p.m. and was absent from the Executive Session due to a pre-existing conflict. His absence is excused. There was discussion regarding employment and compensation.

9. Reconvene into Open Session

Mr. Zwyzgart moved to reconvene back into open session, Dr. Tamez seconded. The motion was approved unanimously 6-0 upon roll call vote: Dr. Tamez, Mr. Zwyzgart, Mrs. Kruger, Mrs. Ehrigott, Mrs. Lang, Mr. Pichler. The meeting reconvened into open session at 7:28 p.m.

10. Adjourn

Mr. Zwyzgart moved to adjourn; Mrs. Kruger seconded. The motion was approved unanimously 6-0. The meeting adjourned at 7:28 p.m.

Respectfully submitted,

Melanie Ehrigott
Clerk

