SHEBOYGAN AREA SCHOOL DISTRICT

# BOARD OF EDUCATION
SHEBOYGAN AREA SCHOOL DISTRICT
Sheboygan, Wisconsin

## REGULAR MEETING AGENDA
Tuesday, April 28, 2026
6:30 p.m.

The regular meeting of the Board of Education of the Sheboygan Area School District will be held in the Board of Education meeting room, 3330 Stahl Road, Sheboygan, Wisconsin on **Tuesday, April 28, 2026, at 6:30 p.m.** The following items will be presented for consideration at that time:

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

(*times may vary)

6:31 **I.** **CALL TO ORDER: President**

6:32 **II.** **PLEDGE OF ALLEGIANCE**

6:33 **III.** **APPROVAL OF THE AGENDA** (Action)

6:34 **IV.** **ROLL CALL** (Informal)

6:35 **V.** **APPROVAL OF MINUTES** (Discussion/Action)

Action on the Regular Board of Education meeting minutes of March 10, 2026.

6:36 **VI.** **DIPLOMA – Ms. Kay Robbins/Ms. Rachel Ledezma** (Information/Action)

The Curriculum and Instruction Committee recommends that a high school diploma be awarded to Yulianees Diaz, South High School Class of 2025.

6:38 **VII.** **STUDENT REPRESENTATIVES** (Information)

Reports will be provided by:
**North High School:** Asiah Clifton **South High School:** Emma Martinez

6:43 **VIII.** **COMMUNITY INPUT – President (Information)**

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

6:44 **IX. SUPERINTENDENT'S REPORT – Dr. Jacob Konrath** (Information)

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

6:48 **X. MISCELLANEOUS**

15 min. **A. PRESENTATION OF THE 2026-2027 PROPOSED PRELIMINARY BUDGET – Mr. Mark Boehlke/Dr. Jacob Konrath/Ms. Rachel Ledezma/Ms. Jami Hintz** (Information/Discussion)

Administration will present a first draft of the 2026-2027 proposed preliminary budget that will be presented to the Board for approval in June 2026.

10 min. **B. ADMINISTRATION WILL PROVIDE A REFERENDUM TIMELINE UPDATE – Mr. Mark Boehlke/Dr. Jacob Konrath (Information/Discussion)**

Administration will present an update for the timeline of the Farnsworth Middle School and Urban Middle School Referendum projects.

15 min. **C. BOARD DISCUSSION ON PROPOSALS FOR PURCHASE AND DEVELOPMENT OF DISTRICT-OWNED PROPERTY LOCATED AT 1227 BELL AVENUE, SHEBOYGAN, WISCONSIN (Parcel #59281719722) – President Laster** (Discussion/Possible Action)

The Board of Education will discuss and take possible action on the proposals for purchase and development of district owned property located at 1227 Bell Avenue, Sheboygan, Wisconsin (Parcel #59281719722).

2 min. **D. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 8420 – SCHOOL SAFETY – Ms. Rachel Ledezma (Discussion/Possible Action)**

Administration recommends the adoption (second reading) of the following revised policy:
• Policy 8420 – Operations; School Safety

2 min. **E. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 0100 – DEFINITIONS – Mr. Jacob Konrath** (Discussion/Possible Action)

Administration recommends the adoption (second reading) of the following revised policy:
• Policy 0100 – Bylaws; Definitions

2 min. **F. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 0144.5 – BOARD MEMBER BEHAVIOR, COMMUNICATIONS, AND CODE OF CONDUCT – Dr. Jacob Konrath (Discussion/Possible Action)**

Administration recommends the adoption (second reading) of the following revised policy:
• Policy 0144.5 – Bylaws; Board Member Behavior, Communications, and Code of Conduct

2 min. **G. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 0166.1 – CONSENT AGENDA – Dr. Jacob Konrath (Discussion/Possible Action)**

Administration recommends the adoption (second reading) of the following revised policy:
• Policy 0166.1 – Bylaws; Consent Agenda

2 min. **H. ANNUAL PLANNING SESSION – Dr. Jacob Konrath (Information/Discussion)**

Dr. Konrath will discuss the annual planning session scheduled for Tuesday, June 9, 2026.

7:38 **XI. REPORT OF COMMITTEES**

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

1. Wisconsin Urban Forestry Council Recognition (Information)
2. Diploma (See above)
3. Distributive Education Clubs of America (DECA) International Career Development Conference Fieldtrip (Information/Action)
4. FIRST Robotics Competition (FRC) Wisconsin State Championship Fieldtrip (Information/Action)

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

1. Appointments (Confirming Action)
2. Separations (Information)
3. Retirements (Action)
4. Internal Administrative Transfer (Information)
5. Introduction (First Reading) of revised Board of Education Policy 1461 – Unrequested Leaves of Absence/Fitness For Duty (Discussion/Possible Action)
6. Introduction (First Reading) of Revised Board of Education Policy 3140 – Non-Renewal, Resignation, and Termination (Discussion/Possible Action)

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

1. Sheboygan Theatre Company Financial Report (Action)
2. Community Recreation Department Financial Report (Action)
3. Facility Permit Report (Information)

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

1. Fund 41 Capital Projects (Action)
2. Statement of Cash Flow (Action)
3. Revenues and Expenditures Reports (Action)
4. Budget Revisions and Transfers of Appropriations (Action)
5. Nutritional Services Update (Information)
6. Rental of Garden Plots (Information/Possible Action)
7. Gifts (Action)

**E. COMMITTEE OF THE WHOLE – Ms. Heidi Boehmer, Vice President**

1. Call to Order
2. Pledge of Allegiance
3. Approval of the Agenda (Action)
4. Roll Call (Informal)
5. New Early Learning Center (ELC) 4K Wraparound Pilot Program for 2026-2027 (Information/Possible Action)
6. Administrative Resignations (Information/Possible Action)
7. Adjourn (Action)

**F. SPECIAL BOARD COMMITTEES/ASSIGNMENTS**

1. Legislative Roundtable – Dr. Jacob Konrath (Information)
   • Information from the April 20, 2026 meeting will be shared.
2. Sheboygan Public Education Foundation – Ms. Denise Wittstock (Information)
   • Information from the March 11, 2026 and April 8, 2026 meetings will be shared.
3. Human Growth and Development Citizens' Advisory Committee – Ms. Allie Tasche (Information)
   • Information from the March 9, 2026 and April 13, 2026 meetings will be shared.
   • The committee recommends the appointment of the following applicant: Mr. Eric Boehmer – Health Care position.
   • Voting results and letters of applications for candidates can be found in the April 13, 2026 meeting minutes.

**XII. COMMUNICATIONS** (Information)

lshimon1@icloud.com – Washington School Playground Parcel; ssetzer90@gmail.com – Parcel Meeting

**XIII.** **FUTURE MEETING DATES** (Information/Possible Action)
May 12, 2026 – Committee meetings at 6:00 p.m.
May 26, 2026 – Regular Board of Education meeting at 6:00 p.m.

**XIV.** **ADJOURN** (Action)



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

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

# Community Input Guidelines
# At
# Board of Education Meetings

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

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

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

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

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

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

Thank you for your assistance.

DRAFT

# BOARD OF EDUCATION
# SHEBOYGAN AREA SCHOOL DISTRICT
# Sheboygan, Wisconsin
# REGULAR MEETING MINUTES
# Tuesday, March 10, 2026

The regular meeting of the Board of Education of the Sheboygan Area School District was held on Tuesday, the 10th day of March, 2026, at 6:00 p.m. at the Administrative Services Building (Boardroom), 3330 Stahl Road, Sheboygan, Wisconsin, as well as members attending via teleconference or other remote access technology. This regular meeting was announced in compliance with the Open Meeting Law of the Wisconsin State Statutes.

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

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

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

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

Excused: Ms. Mary Lynne Donohue

## APPROVAL OF MINUTES

Moved by Ms. Tasche, seconded by Ms. Wittstock to approve the Regular Board of Education meeting minutes of February 24, 2026 and Closed Session meeting minutes of February 24, 2026. All ayes. Motion carried unanimously.

## DIPLOMAS

Moved by Ms. Robbins, seconded by Ms. Wittstock to accept the Curriculum and Instruction Committee recommendation to award a high school diploma (early graduation GED Option 2 Program) to Anthony Lee, South High School Class of 2026.

## STUDENT REPRESENTATIVES

Mr. Eric Reilly, Étude High School representative shared that in the third quarter five members of their Model UN Club have completed their position papers for the March 19-20 conference at UW Madison, they will be representing the member state Uruguay. They look to resolve issues with weapons innovation and funding discrepancies; citizens' rights to privacy in the digital age; and developing post-conflict peace building in Africa through the process of disarmament demobilization and rehabilitation. Nine Étude High students are traveling to UW Madison on April 7 for the Great World Texts Conference to represent their projects on the novel death of the author as well as listening to the author give a speech on writing technology and their intersections. The Global Scholars Club was initiated thanks to a grant from UW Madison's Institute for Regional and International Studies National Resource Center. They send our Global Scholar students two documentaries and two internationally recognized novels to critically review as part of the cultural library requirements for Global Scholars program. The club meets every Wednesday to discuss the characters, conflicts, and themes of the documentaries and the novels before writing the reviews. Within one month of its inception, the club has grown from four participants to nine. Jake Perez was selected as Étude High's sophomore representative for this year's Wisconsin Leadership Seminar at Carroll University. Jake will spend three days on Carroll's campus participating in workshops based on leadership, service, responsibility, and inclusion. The project block this year is moving along really well. They have concluded their individual learning and have moved on to selecting different styles for each of the disciplines that they will be incorporating into the play at the end of the year. It being their drama style, movement style, music, and art style. A handful of the Étude freshman were awarded for their outstanding performance on the PreACT. The "Early Scholar" award went to Riley Vanwageningen, Lelynn Cullen, Cooper

Heinen, Donovan Wilson, Oliver Roth, Airabella Kuester, and Reece Hartley. The "Rising Scholar" award went to Fierna Riley, and the "Distinguished Scholar" award went to D. Fischer, Logan Thompson, and Ben Daniel. The Étude e-sports team competed in their first tournament this year which was Marvel Rival State Tournament where they made the quarterfinals. The Étude interns social media creations to Instagram has been blooming with celebrating the PreACT scholars, the e-sports team, the robotics team, a dynamic bowling duo, and female wrestling. Ms. Hibl asked Mr. Riley for a follow up about the lock-in that he mentioned the previous time he attended the Board Meeting. He stated that it was a fun time, there were a few issues, but it all came out well. Ms. Robbins asked for additional info about the bowling team. Mr. Reilly said that the team consists of a junior Chris Thompson and a sophomore Trevor Tullberg, they play at Lakeshore Lanes and competed in a tournament this year.

Mr. Derek DiBona, Warriner High School representative shared that their National Honor Society group recently created about 45 Valentine's bags for the Golden Harbor nursing home. The bags were delivered by one of the NHS members who also happens to work at that nursing home. On February 7, four students from Warriner High participated in the Lake Sturgeon Bowl, which is an event that is held at the University of Wisconsin Milwaukee in the Freshwater Sciences building. The team won the third-place trophy, they came in behind Marshfield High School and a team that came all the way from St. Louis, Missouri. Warriner High's Maywood program recently received a SPEF grant to buy binoculars for birding; the students will be doing birding this May with an individual from the Lake Michigan Bird Observatory. Earlier today most of the juniors took the ACT test. The 9th and 10th grade students will take the PreACT Secure test on April 9. The freshmen and sophomores went on a field trip to Lakeshore College on February 27. Tomorrow five Warner High School students will be going to the Junior Achievement Business Challenge at Acuity and competing against teams from other schools in the area. They also participated in another junior achievement competition at Johnsonville in December. The Rising Phoenix students are continuing their semester at UW Green Bay and have their spring break coming up which will begin on March 16. Warriner High's spring break will begin on March 20. This year's prom will be on April 11 at the Stephanie Weill Center. Last week, two students from Warriner High formed an afterschool Dungeons and Dragons Club.

## COMMUNITY INPUT

Melissa Grupe, 1222 Lake Bluff Court, Cleveland, WI –This is her third year teaching music in the District and her 18th year in education overall. She came to Sheboygan because it gave her the opportunity to be part of her children's educational experience at Cleveland Elementary. Her children are first and foremost priority. While she is a teacher, she is also a parent which gives her a unique perspective. She recognizes that by speaking today, she is truly putting herself out there. In the last three years, her children have had three different principals and projections for next year indicated they may experience a fourth change in four years. This breaks her heart. Consistency and stability in leadership matter deeply for students, staff, and faculty. The teachers in the building are strong and dedicated, but leadership stability is also an important part of creating a positive and supportive school environment. This year has been a breath of fresh air for herself and her children.
Dr. Di Stefano has done an exceptional job establishing clear expectations that allow students to succeed. He is present, engaged, and intentional about creating opportunities for students to grow while also maintaining consistent accountability. His leadership has made a notable difference in the school environment for students and especially staff. When she was first hired, there was an excitement about having a specialist teacher who is also a Cleveland parent, someone who cared deeply about the school community and would help to support and promote the school. At times, it can feel as though Cleveland is viewed as a school out on the edge, simply expected to do its job and function as it should. However, Cleveland is much more than that. It is a strong community of students, families, and staff who care deeply about the success of the school. With the number of leadership changes that the school and students have experienced, it feels daunting for Cleveland to be asked to adjust again before the positive changes from this year can take root. She is speaking on behalf of herself, other concerned parents, and community members who truly value the positive direction and outreach happening right now. She respectfully asks that projections for next year are reconsidered. Cleveland students, families, and staff deserve stability, and the leadership they currently have matters. They don't want to go backwards.

## SUPERINTENDENT'S REPORT

Dr. Konrath reported that Read Across America was last week and he had a great time reading in a number of classrooms. It's fun to get in there and talk to the students about how great their teachers are, and they all agree. Ms. Wetzel should be smiling because she had a great classroom full of kids who really love her – you can see how important those relationships are. Ms. Rachel Ledezma has done a wonderful job with the Leadership Development Institute. She has changed up the curriculum to make it more project base oriented in the results aspect. On Thursday, April 16 from 5:00 to 6:30 pm they will have a community presentation night at the SASD administrative board room. A reminder that Summer School will be June 15 through July 30, no classes the week of July 6. Online registration through Skyward is currently open, please submit registrations as soon as possible. ACT testing took place for the juniors today. Dr. Konrath has spoken to a number of juniors who are already nervous about what their scores will be. Staff talks a lot with the students of how we understand the importance of ACT especially for some students, we don't minimize that, and we do everything we can to help support them and prepare them for that test. We also don't want a student ever feeling like a test score defines who they are or what they've

done in our district. All the best to the juniors that took it today, we hope you get the scores that you are aiming for but remember all the other things you do beyond just a test as well. The Red Raider Robotics team are state qualifiers, congratulations to them. Tim Pasche does such a great job and just puts in so much time with all the students. Thanks to all the volunteers, all the coaches, all the students. This is a really great thing for our district and for our kids. Reminder that spring break is March 20-27, no school on March 30 for professional development day. 2025 Wisconsin Act 89 passed and additional info will be provided when we get to the portion of this agenda regarding the long-range planning. This law pertains to all public schools, private schools, voucher schools, charter schools, etc. regarding the two-way communication tool between staff, volunteers, and students. We're ahead of the curve on this because we're making sure that we have a communication tool that we can track and control. The bell-to-bell cell phone act is looking likely not to pass – this one had an issue because it wasn't pertaining to all schools, it doesn't apply to voucher schools, charter schools, etc. Ms. Tasche mentioned that March is Youth Art Month and there is a student showcase at JMKAC with an opening event celebration on March 14 from 1:00 pm to 4:00 pm.

## MISCELLANEOUS

**A. Presentation of Proposals for Purchase and Development of District-Owned Property Located at 1227 Bell Avenue, Sheboygan, Wisconsin (Parcel #59281719722)**

Dr. Konrath explained that three proposals were received regarding this Request for Proposal (RFP) to purchase/develop the property. They did initial presentations at Committee of the Whole on February 10. Residents who live in the surrounding neighborhood received a postcard from SASD to inform them of this project. The Board will have discussion after the presentations and community input, the Board may or may not act on a decision tonight. Dr. Konrath commended the Board about being adamant that we be open and transparent with the community about this project. The SASD website has a page dedicated to this project and it has a section to submit questions/concerns. There were six submitted comments in support of the project and there were two comments in favor of leaving the area as greenspace. There is enough capacity at other baseball fields throughout the District that the two baseball fields on the property aren't needed. Maintenance of the green space and the alley is an ongoing expense, so that is part of the decision for the Administration to suggest to the Board to move forward with this project. We love greenspace, we do a lot of outreach to support greenspace and trees, but this particular parcel is hard for us to maintain. If the Board decides to act tonight, it would be for us to pursue a contract with an individual entity here. That doesn't mean that it's a done deal by any means. We would then bring that contract back to the Board for approval. The presentations and discussions tonight are to gather input from everyone if more time is needed for making a decision that's absolutely the right of the Board. We can come back for a decision in April or May.

1. Flawless Hoops – Mr. Cedric Foster shared his personal background and how his challenging life experiences lead him to forming the Flawless Hoops program. The program builds community and mentors the participants beyond just basketball. Since he founded the program starting with 60 participants and now there are more than 400 kids and a total of 820 members overall in five and a half years. He spoke about the large fees associated with traveling to other communities such as Mequon, Green Bay, and Appleton – those costs $1,400. He wants to build that community here so that it's local and a lower cost for participants. He's been building a community here by having events such as a backpack giveaway, a carnival, and youth leagues. Corey Blizard from Quasius Construction spoke about the partnership that Quasius and Flawless Hoops have had for years. They stated that the building would be an asset to the community because the program has an emphasis on accessibility, program flexibility, and sustainability. It's an adaptable space for multi-sport and community programming. The gym would be an open-span layout with one regulation size basketball court and two side-by-side half courts. The building will include administrative office spaces, mentoring/tutoring spaces, an indoor playground, locker rooms, scouting rooms, and concession stands. Josh Salm from Quasius Construction spoke about the civil design component of the project. They have off-street parking and are also maximizing the available green space. The building is about 18,000 square feet with room to expand to the back. Mr. Foster concluded by saying thank you for this opportunity and he is hopeful to work with the school district to support mentorship.
2. Gorman & Company – Mr. Adam Gorman, Development Project Manager presented information about the company and similar projects that they have completed. Gorman was founded in 1984 and since then they have built over 6,000 units across Wisconsin. They are a vertically integrated firm that has development, architecture, general contracting, property management, and asset management all together. By having all of those disciplines within one firm, they are able to identify and resolve issues in a timely manner. He showed past projects at Edison School and the Washington Park Townhomes in Milwaukee which are similar to what they are proposing for this property. He showed a conceptual site plan that includes six buildings that encompass 40 townhome units and will keep the existing basketball court and playground equipment. They would like to enhance the basketball courts by resurfacing them. In the rear of the townhomes there would be one-to-one parking. He outlined the financial model of the project by showing a summary of their sources. They would submit this as a WHEDA First Mortgage because they think this site scores competitively from a WHEDA standpoint. AHP is the Affordable Housing Program through the Federal Home Loan Bank of Chicago. They have a deferred developer fee contribution from their developer fee to be able to balance sources and uses. LIHTC

is the number of credits that the investor would purchase as a form of equity. The acquisition price is based on paying $500,000 to the SASD. The revised project schedule shows that the WHEDA application would be submitted in December 2026, but there is a six-month waiting period before getting the tax credits. Those tax credits are a huge portion of the sources in the deal. Simultaneously they will be soliciting and negotiating with Tax Credit Investor in July 2027. In September 2027 they would commence the bidding process related to design drawings. In April 2028 they plan for the financial close and the start of construction. They anticipate a 16-month construction schedule with completion in October 2029.

3. Habitat for Humanity Lakeside – Ms. Le'Shay Guy, Executive Director gave an overview of their background, mission, and vision. They have been serving Sheboygan County since 1993. They offer affordable housing for families to provide stability, build equity for families, and assist families to gain financial security. They are 90% donor funded. They have completed 52 homes with three currently underway. Their program builds generational wealth. They have a staff of 11 people; Ms. Guy has over a decade of project management experience and the construction staff has over 30 years of experience. Their sustainable partnership model builds community through volunteers and donations; they finance homes with affordable terms; and they reinvest to create a self-sustaining cycle of opportunity. An overview of the homebuyer selection process was presented. The local housing reality highlighted the current rental vacancy being under 2%, the cost of rent increasing 25% in five years, an annual income of $55K is needed to afford average rent, 40% of renters are cost-burdened, and Sheboygan County is short 1,300-1,850 units that are needed by 2030. An overview was given of how stable homes lead to stable students. Mr. Jon Hoffman, Construction Manager discussed the development concept, and he passed around copies of the updated site plan. The City of Sheboygan is working on creating an ordinance that lots are allowed to be as narrow as 45 feet which would allow for 25 lots. In this case, they would allocate five or six of the lots to the SASD House Construction program. This is a neighborhood with older homes that have a variety of setbacks and heights, so they have options within their modular designs to give variation to the homes they would build here in order to fit better within the neighborhood. Each house would have room for a driveway and a potential future garage. All Habitat houses come with a shed for beginners, but they generally don't build garages as per the philosophy of their nationwide organization. After a few years, families generally have some equity and can choose to build their own garage because of the savings they have from their 0% mortgage. They work with Focus on Energy and E3 Advisories energy auditors to achieve optimal energy efficiency while staying economically responsible. They use 7-inch thick walls that are rated R-26, insulation in the attic, the foundation is wrapped in 2" foam. Families generally pay under $100 per month for their energy bills. Michelle who is a homeowner through their program, had her house built in 2018 and she spoke about the process that she went through to participate in the program. She felt truly supported during the process and feeling the importance of what it's like to have the organization believe in her and believe in her potential. She feels that this program is an investment that goes beyond money, it goes into strengthening the community. Ms. Guy gave an overview of the project financials that are diversified and fully funded. Mr. Hoffman discussed the project timeline with home construction beginning in fall 2027. The complete timeline would be five to seven years due to the addition of a street being constructed through the middle. Ms. Guy concluded with the purchase offer which includes paying $20,000 for the parcel and investing $10,000 from each completed home back into the SASD. By the end of the project there would be $210,000 invested into the SASD.

**B. Community Input – Pertaining to Proposals for Purchase and Development of District-Owned Property Located at 1227 Bell Avenue, Sheboygan, Wisconsin (Parcel #59281719722)**

1. Mark Gosewitz, 1236 Los Angeles Avenue, Sheboygan, WI – He is a neighbor in the area and received the mailer that the SASD sent out regarding the project, he was thankful for the notice and providing the opportunity to speak at tonight's meeting. He lives across the street from End Park, so the view from the front of his house looks across that park and onto the Washington School property. He has requested that once a contract has been selected, he would appreciate for the neighbors to be notified again so they are informed. He thinks that Flawless Hoops would offer a natural extension of the existing recreation for what's already available at End Park. He thinks that Habitat would also be a good choice because of supporting the residents and not being just another developer from out of town.
2. John Mauer, 943 Broadway #202, Sheboygan Falls, WI – Although he is a resident of Sheboygan Falls, he works in Sheboygan. He is a school board member in Sheboygan Falls, so he can appreciate the difficult discussions and conversations around a situation like this. He first met Cedric Foster about five years ago. Mr. Mauer is a basketball officiator and Mr. Foster asked him about officiating the men's league. He feels that this is a unique opportunity to have an extension of the school system – the principles and values that Flawless Hoops teaches are such that they will hopefully end up in the classrooms with regards to better students and better behavior. He hopes that the Board keeps that in mind during their conversations that Flawless Hoops provides an interesting way for the District to continue to be educators.
3. Daelin Tramte, 2112 Martin Avenue, Sheboygan, WI – Mr. Tramte is a sophomore at North High who does football, basketball, and track. He started going to Flawless Hoops in the fall because his uncle played on a team there. When he met Mr. Foster and everyone there, he really felt like he was part of a family. Mr. Tramte started announcing for the games which was a great opportunity to get better at speaking without using filler words and speaking on camera. Mr. Foster has been very supportive by attending Mr. Tramte's football games and basketball games. They have done one-on-

one sessions to continue to get better at basketball. Mr. Tramte hasn't had a father figure the past couple years, he feels that Mr. Foster has filled that role and it has touched his heart.

4. Carl Garner, 928 Wisconsin Avenue, Sheboygan, WI – He is the vice president of Flawless Hoops. He comes from a similar background as Mr. Foster, coming from the inner-city of Chicago. By the time he graduated college, half of the people from his 8th grade basketball team had either passed away or were in prison. They realized there are five things that give people the opportunity to make it out of those situations: 1) staying active, it keeps a person out of trouble in general; 2) giving the youth a mentor helps shape them to become better adults; 3) tutoring helps students become better in school with better grades they get more opportunities to go to better colleges; 4) the opportunity just to be part of something as representatives in the community - most of the youth league and the adult league didn't have the opportunity to play basketball in school, but they can play in the Flawless Hoops program, and 5) luck - the Flawless Hoops program can reproduce four of those things and that's what they've been doing.
5. Alli Peterson, 131 S. 8th Street, Oostburg, WI – She is a local Realtor and a proud board member of Flawless Hoops. She met Mr. Foster about six years ago and he told her about the dreams he had for the community. Fast forward to today and those dreams have become reality. Flawless Hoops has grown tremendously in size and scope and continues to grow in the number of lives that are impacted every day. Imagine a piece of land not just as soil and grass, but as an opportunity, a place where hope, growth, and community can take root. Flawless Hoops is about the next generation to come and how it can help shape the future of boys and girls in the community. Granting this land to Flawless Hoops isn't simply about building a building, but it is an investment in people and the future of our community. Ms. Peterson grew up in a single parent household over half of her life and she wishes she would have had something like Flawless Hoops. She comes from a family of seven. She has two sisters who are involved with the youth program. She has two younger brothers that were adopted by her family. She has a four-year-old daughter, and she thinks this is a great program for youth. Nonprofit organizations exist to serve. When something is placed in the hands of a mission-driven organization, it becomes a powerful tool for solving the community's needs. For Flawless Hoops that means creating an outlet for anyone regardless of age or gender. It's creating safe places for families and young people to gather. Offering affordable activities to provide the chance of all members to experience and reach their goals and dreams. Mentorship for people of all ages and to help change the community from the ground up. Think about the long-term value that creates something that benefits everyone. It can be a place where neighbors connect, where volunteers can give their time, where people who might be otherwise overlooked can find support. This kind of investment strengthens the entire community. So, as you consider what to do with the land, ask the bigger question about if we want this space to simply exist or do we want it to matter. Flawless Hoops is dedicated to community service and are choosing to impact the community with opportunity and support. They chose a future where this land can become a place that lifts people up and brings the community together.
6. Jordan Peterson, 131 S. 8th Street, Oostburg, WI – He is a board member of Flawless Hoops. This organization is more than just a basketball league, it's a place where athletes can grow, build confidence, and learn important life lessons. Through the game of basketball, kids learn about teamwork, discipline, respect, and perseverance. These are lessons that go far beyond the court and help shape who they become. In a world where many people face challenges, programs like Flawless Hoops provide a positive and supportive environment. It gives the community a safe place to spend their time, stay active, and surround themselves with mentors and teammates who encourage them to be their best. For many players, stepping onto that court isn't just about playing basketball, it's about feeling like they belong to something bigger than themselves. The vision for Flawless Hoops is to continue growing and impacting even more people in our community. One of the biggest goals is to eventually have a dedicated gym space where players can train, practice, and develop. Having their own will allow them to expand programs, have events, and provide even more opportunities not just for youth but for this amazing community. This vision takes leaders, families, and supporters who understand that investing in young people today helps build a stronger community tomorrow. With support, Flawless Hoops can continue to create opportunities, inspire the next generation, and build something truly special for the community.
7. Colton Raleigh, 2642 White Fox Drive, Sheboygan, WI – Colton is a sixth grader at Christ Child Academy. He participates in the Flawless Hoops program, and he said that Mr. Foster is a great basketball player and a great trainer. Through this program he has made a lot of friendships and has learned what it means to be a good teammate. He feels that Flawless Hoops needs a gym so the program can grow.
8. Sephra Martin, 308 Westwood Drive, Sheboygan Falls, WI – She is a freshman and trains at Flawless Hoops. Mr. Foster has not only helped her become a better basketball player but become a better person. He pushes participants to stay focused and never give up even when things get tough. Effort and teamwork matter more than just skill. What really makes Mr. Foster special is how he always shows how to respect each other, stay disciplined, and believe in themselves. Because of him, they are not only becoming better athletes, but better people. That's why Ms. Martin believes that Mr. Foster deserves this opportunity to follow his dreams and have his own facility.
9. Steve Strong, 2512 N. 29th Street, Sheboygan, WI – He's speaking from the heart and wants to thank Mr. Foster not just for helping the youth, but also for the older kids and the older adults. He thinks that the crime rate in Sheboygan has gone down over the past five years since Flawless Hoops has been around. He thinks that having Flawless Hoops will bring more leadership in Sheboygan to support youth and adults. Leadership will teach responsibility, integrity, and sportsmanship. Mr. Strong talked to Mr. Foster about five years ago about a vision he had for wanting to start a football team, but he didn't have a vision of how he wanted to do it. Mr. Strong came to the Flawless Hoops board for help, and

now he owns the Sheboygan County Saber Cats which is a nationally ranked semi-pro team. He knows that Mr. Foster doesn't want to brag about what he's accomplished, but Mr. Strong wants to do that for him. Mr. Foster trained seven or eight kids that got into division one scholarships. Mr. Strong wants Mr. Foster to know that he appreciates him, and he appreciates the Flawless Hoops board. Their program gives youth and adults something to do, and it brings something positive to the community.

10. Holly Raleigh, 2642 White Fox Drive, Sheboygan, WI –Their family has been part of the Flawless Hoops program for several years. Her two children play in the youth league. She has seen firsthand the impact of this program. Mr. Foster didn't just start a basketball program, he built a community and has spent years mentoring young athletes, giving them structure, teaching discipline, helping them believe in themselves both on and off the court. Programs like this keep kids active and surrounded by positive role models. What stands out most about this program is how much it gives back. Flawless Hoops has poured countless hours into the youth of this community. The program trains, supports, and pushes them to be better, not just as athletes, but as respectful young people. Now Flawless Hoops is trying to take the next step by building a facility that will provide even more opportunities for kids in the area. It would create more opportunities for leagues, tournaments, and community events to benefit Sheboygan as a whole. They need positive outlets for their energy and their talent. Flawless Hoops has already proven that it can provide them. Mr. Foster has spent years giving back to the community and now Ms. Raleigh believes it is time for the community to give back to him and more importantly to the youth of Sheboygan.
11. Stephanie Setzer, 3005 N. 10th Street, Sheboygan, WI – Her son has been training with Mr. Foster since 2020. He has learned so much outside of basketball. As a single mother, she has contacted Mr. Foster for advice to help with her son and he's always willing to help. If Flawless Hoops can get a building, they can offer more and open doors for more to participate. Mr. Foster has mentioned about his program being cheaper, this makes it possible for Ms. Setzer to have her son participate. She stated that her son is very respectful not only on the court, but also outside of the court. She feels like a lot of that comes from Mr. Foster. She is asking that the proposal from Flawless Hoops be considered to help our community. It will help get kids off the street and get kids more involved.
12. Mollie Ehler, 2512 Glenside Circle, Sheboygan, WI – She has been in Flawless Hoops for three seasons in the youth league. Mr. Foster has taught her to be a better player and also how to have confidence in herself.
13. Hollie Ehler, 2512 Glenside Circle, Sheboygan, WI – She didn't really plan on speaking today, but just came to support. Her daughter Mollie is aging out of the youth league, so she's hopeful that once this facility is built then she can start reffing and learning how to coach a team. Mr. Foster is her trainer, and he pushes her in those sessions. He also comes to watch her play in her regular sports too and critique her. She thinks the location is wonderful for this program. Mr. Foster does a great job, and she is really thankful for everything he's done so far and continues to do. She is hopeful that her daughter will get a scholarship.
14. Sheri Miller, 2310 N. 13th Street, Sheboygan, WI – Her home faces the project area. Her family has lived in this home since 2022 and she has seen a lot of things getting worse throughout the years. She has three children and they have seen some of the devastation that has happened around the area. Ms. Miller would prefer to see something that will benefit the community such as Flawless Hoops or the Habitat homes. With having the Washington School Apartments currently, she feels that it would cause more trouble to add more apartments.
15. Kathleen Currie, 1236 Los Angeles Avenue, Sheboygan, WI – She lives directly across from End Park. Up until the last few days, she had never heard of Flawless Hoops. But with the attendees of tonight's meeting, the amount of passion that everyone has for the program and the benefits that they are seeing, she thinks that it would be a welcome addition to the End Park neighborhood.

**C. Board Discussion on Proposals for Purchase and Development of District-Owned Property Located at 1227 Bell Avenue, Sheboygan, Wisconsin (Parcel #59281719722)**

Mr. Laster asked the Board if they had any questions. Ms. Hibl commented that they received construction timelines and purchase price information from Habitat and Gorman, but she wondered about getting that information from Flawless Hoops. Mr. Blizzard from Quasius Construction stated that they would be looking to get a shovel in the ground September 2026 with the completion being in June-July 2027. The purchase amount is $100,000 with an escrow amount of $2,000. If the selection decision is based on the purchase price, Mr. Blizzard stated that they have donors that could potentially add matching contributions. Ms. Robbins asked what the construction cost would be, Mr. Blizzard stated $3.5 million to $5 million. Ms. Robbins stated a concern about what if construction begins but then there isn't the wherewithal financially to finish it. Mr. Foster stated that they will have well over $3.5 million for construction and also startup money for employees. He will have over $6 million in donations to the program. Ms. Robbins asked Mr. Foster for clarification about how the program will work regarding kids who are in the league. Mr. Foster stated the league he wants to start in Sheboygan is for AAU basketball, which is why he needs a permanent facility. Ms. Robbins stated that since participating in AAU leagues is expensive and is not within the financial reach of a lot of families, she is wondering how Mr. Foster plans to run his program. Mr. Foster stated that he will be able make his price where he wants to make it because he'd have his own facility. Kids would be able to play in the AAU league and also play on their school teams concurrently. Ms. Tasche raised a question about the long-term plan about what would happen if Mr. Foster were to leave the program, would someone else take it over? Mr. Foster stated that they have a 10-year plan and there are

many people who help him with different aspects of program. His board members assist with many things so he can focus on the hands-on training. Ms. Wittstock asked if anyone in the organization is paid, Mr. Foster said no. Ms. Ruiz-Harrison asked how much money is currently put aside for this project, if they can provide proof of funds, and if they will need financing. Mr. Foster said that they can provide proof of funds and they won't need financing because of donations and sponsors. Ms. Wittstock asked if he has a plan for creating the business infrastructure as the organization grows. Mr. Foster said that they have a business plan, and he would be doing more on the board as the CEO, and he would run it like a nonprofit business. Ms. Wittstock asked if there is a plan for what they'll do with the facility Monday-Friday during the day when kids are in school. Mr. Foster said that they will have a membership program with an indoor workout facility and an indoor park for kids. The gym can be used by adults during the day, and it can also be rented out for volleyball and events. Ms. Robbins stated that it's understanding that Flawless Hoops is a very strong organization and would probably continue in the community with or without the purchase of this land. With donations of $6 million, if they don't get this spot, they'll probably build someplace else. Ms. Robbins feels that housing is a more pressing need and providing stable housing is important for the community. The possibility of putting 21 or 25 permanent individually owner homes in our community really strikes a chord for her. She acknowledged that Gorman's proposal of income-adjusted apartments also is a valuable opportunity. Ms. Hibl agreed with Ms. Robbins about the value of adding housing to the community. She also noted that programs like Flawless Hoops would be something great for kids in the community. Ms. Hibl noted that basic needs must be met; if kids don't have stable housing, then any sort of mentorship program isn't going to make as much of a difference. Ms. Boehmer stated that she agrees that Flawless Hoops is going to keep growing and being successful, and she was impressed by the youth that spoke tonight who were empowered to do that partially because of this program. She feels that Flawless Hoops will continue with or without this space, but she can't say the same thing about housing because there's no place else to grow and infill housing is needed. Ms. Wittstock stated her concern about the impact on the neighbors of a construction time frame of four to six years for housing. Mr. Laster stated that the Board doesn't have to take a vote tonight and can table it. Mr. Madden stated that the Board has a fiscal responsibility to benefit the prime directive which is students and programs. Like every other school district, we have to stretch our funds. He feels that each of tonight's proposals have upsides, and if we had more 20 acre properties they wouldn't last long. The Board needs to remember their fiscal responsibility and make sure that they get something out of this that serves the existing plans. Ms. Robbins asked Mr. Gorman what the probability is of getting the WHEDA First Mortgage. Mr. Gorman said that the property scores really high from a WHEDA perspective and he feels that the probability is pretty good. Ms. Wittstock asked for clarification about if the townhomes are for sale or for rent. Mr. Gorman stated that they are individual townhomes that are for rent. It's workforce housing that targets residents who make 60% of the median income of the County. Ms. Tasche mentioned that there are apartments going up in a nearby neighborhood at the site where Jakum's Hall used to be. Ms. Ruiz-Harrison stated that this is a tough decision to make and she doesn't think it can be made tonight. Mr. Laster stated that he isn't saying much about the proposals because he has a bias for two of them because of being involved in the organizations and he will refrain from making a vote. Dr. Konrath stated that if there's anything that the Board wants to seek clarity on, send those questions to Ms. Heus, Ms. Schwefel, or Ms. Malzahn and we'll work to get clarification by the next board meeting. Ms. Robbins stated that she thinks it's wonderful that the community wants to be this involved and she thanked everyone for coming.

**D. Charter School Re-Authorization**

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

Mr. Kestell, Ms. Erpelding, and Ms. Kuhn presented the mission/vision statement of Central High School. They gave an overview of the goals from the end of the current 2021-2026 contact and the progress made toward them. The 2026-2031 contract has updated goals including the pathways to graduation, teambuilding, experiential classrooms, and community support. Ms. Robbins asked how many students are currently enrolled, and Mr. Kestell said there are currently 174. Ms. Robbins asked if there are things that can be done to help identify students at a younger age before the difficulties set in that make the students need Central High. Ms. Ledezma said that one of the identified root causes is chronic absenteeism – they've added a social worker to help with this. The relationship building is a significant factor in the success of a program like Central High.

**E. Strategic (Long-Range) Plan Quarterly Review**

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

**F. Introduction (First Reading) of Revised Board of Education Policy 8420 – School Safety**

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

**G. Introduction (First Reading) of Revised Board of Education Policy 0100 – Definitions**

Moved by Ms. Tasche, seconded by Ms. Wittstock to approve the introduction (first reading) of revised Board of Education Policy 0100 – Bylaws; Definitions. All ayes. Motion carried unanimously.

**H. Introduction (First Reading) of Revised Board of Education Policy 0144.5 – Board Member Behavior, Communications, and Code of Conduct**

Moved by Mr. Madden, seconded by Ms. Boehmer to approve the introduction (first reading) of revised Board of Education Policy 0144.5 – Bylaws; Board Member Behavior, Communications, and Code of Conduct. All ayes. Motion carried unanimously.

**I. Introduction (First Reading) of Revised Board of Education Policy 0166.1 – Consent Agenda**

Moved by Mr. Madden seconded by Ms. Boehmer to approve introduction (first reading) of revised Board of Education Policy 0166.1 – Bylaws; Consent Agenda. All ayes. Motion carried unanimously.

Mr. Laster noted he would like one motion for agenda items J., K., L., M., N., O., P., Q., R., S., T., and U. and asked if the committee had questions on any of the policies and there were none.

Moved by Ms. Hibl, seconded by Ms. Tasche to approve agenda items J. through U. All ayes. Motion carried unanimously.

**J. Adoption (Second Reading) of New Board of Education Policy 2440.01 – Program; Summer or Interim School Attendance**
**K. Adoption (Second Reading) of New Board of Education Policy 8305 – Operations; Information Security**
**L. Adoption (Second Reading) of Revised Board of Education Policy 8500 – Operations; Food Services**
**M. Adoption (Second Reading) of Revised Board of Education Policy 8510 – Operations; Wellness**
**N. Adoption (Second Reading) of Revised Board of Education Policy 8531 – Operations; Free and Reduced-Price Meals**
**O. Adoption (Second Reading) of Revised Board of Education Policy 8540 – Operations; Vending Machines**
**P. Adoption (Second Reading) of Revised Board of Education Policy 8550 – Operations; Competitive Food Sales**
**Q. Adoption (Second Reading) of Revised Board of Education Policy 3431 – Professional Staff; Employee Leaves**
**R. Adoption (Second Reading) of Revised Board of Education Policy 4431 – Support Staff; Employee Leaves**
**S. Adoption (Second Reading) of Revised Board of Education Policy 4124 – Support Staff; Notice of Reasonable Assurance of Employment**
**T. Adoption (Second Reading) of Revised Board of Education Policy 4213 – Support Staff; Student Supervision and Welfare**
**U. Adoption (Second Reading) of Revised Board of Education Policy 8120 – Operations; Volunteers**

## REPORT OF COMMITTEES

**A. CURRICULUM & INSTRUCTION COMMITTEE**

Moved by Ms. Robbins, seconded by Mr. Laster to accept the Curriculum and Instruction Committee recommendation to approve agenda items #3, #4, and #5. All ayes. Motion carried unanimously.

1. Diploma (Early Graduation GED Option 2 Program)

From the committee meeting:
Moved by Ms. Hibl, seconded by Ms. Wittstock to accept administration's recommendation to award a high school diploma to Anthony Lee, South High School Class of 2026. All ayes. Motion carried unanimously.

2. Multilingual Learner Program Update

From the committee meeting:
Ms. Ledezma said that they plan to provide an update about this every two years. She introduced Ms. Blum and Ms. Nugent Timofeeva. Ms. Blum gave an overview of the (Multilingual Learner) ML program, there are 33 languages spoken within the SASD. They have seen an increase in the need for ML supports in the secondary grades. Ms. Nugent Timofeeva said that she has submitted for an ML grant for the past two years and has received it both years. She said that the SASD's family engagement has been so successful that the DPI has asked her how we're doing so well. Fifty-eight

districts have served approximately 25,000 students throughout Wisconsin with bi-lingual and bi-cultural needs. The Seal of Biliteracy and the Global Scholars are new programs that they are excited to be involved with – these special accolades are printed on the diplomas of the recipients.

3. Health Occupations Students of America (HOSA) State Leadership Conference Fieldtrip

   From the committee meeting:
   Moved by Ms. Hibl, seconded by Ms. Tasche to accept administration's recommendation to approve North High School students to travel to Wisconsin Dells, Wisconsin, April 8-10, 2026, to compete in the State Health Occupations Students of America Leadership Conference. All ayes. Motion carried unanimously.

4. First Robotics Competition (FRC) Wisconsin State Championship Fieldtrip

   From the committee meeting:
   Moved by Ms. Wittstock, seconded by Ms. Tasche to accept administration's recommendation to approve North High School students to travel to Brookfield, Wisconsin, April 17-19, 2026, to compete in the FIRST Robotics Competition (FRC) Wisconsin State Championship. All ayes. Motion carried unanimously.

   Ms. Ledezma mentioned that they recently competed and received the FIRST Impact Award which is why they are doing this field trip.

5. Journey Through History: Washington D.C. to Williamsburg, VA Fieldtrip

   From the committee meeting:
   Moved by Ms. Tasche, seconded by Ms. Wittstock to accept administration's recommendation to approve Horace Mann and Urban Middle School students to travel to Washington, D.C., and Williamsburg, Virginia, June 7-10, 2027, to immerse students in a hands-on exploration of American history, government, and culture. All ayes. Motion carried unanimously.

**B. HUMAN RESOURCES COMMITTEE**

Moved by Ms. Hibl seconded by Ms. Boehmer to accept the Human Resources Committee recommendation to approve agenda items #1 and #3. All ayes. Motion carried unanimously.

1. Appointments

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

| | | | |
|---|---|---|---|
| <u>ASSISTANT COOK</u> | | | |
| Marina Medvedeva | Lincoln-Erdman | February 23, 2026 | $14.21 per hour |
| <u>COOK</u> | | | |
| Rachael Coleman | North High | March 02, 2026 | $16.39 per hour |
| <u>CUSTODIAN</u> | | | |
| Jennifer Jage | Wilson | March 09, 2026 | $18.00 per hour |
| <u>EDUCATIONAL ASSISTANTS</u> | | | |
| Loran Hudson | Longfellow | February 10, 2026 | $17.09 per hour |
| Jack Kost | Cooper | February 09, 2026 | $17.09 per hour |
| Diana Miller | Early Learning Center | February 18, 2026 | $17.20 per hour |
| Dalia Romero | North High | February 17, 2026 | $17.50 per hour |

*Relative of SASD employee

2. Separations

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

| | | | |
|---|---|---|---|
| Caleb McClurg | Educational Assistant | Jackson | June 04, 2026 |
| Julia Russell | Cook | Early Learning Center | February 26, 2026 |
| Anika Sjollema | Educational Assistant | Horace Mann | February 10, 2026 |

3. Retirements

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

| | | | |
|---|---|---|---|
| Sarah Annelin | Teacher | Central High | 10.00 years of service |
| Peter Bergman | Teacher | North High | 29.00 years of service |
| Sara Bergman | Teacher | North High | 33.00 years of service |
| Susan Chollet | Educational Assistant | Pigeon River | 05.88 years of service |
| Carra-Lyn Conger | Teacher | Grant | 30.00 years of service |
| Michelle Debbink | Teacher | Jackson | 34.00 years of service |
| Dawn Ford | Teacher | Longfellow | 10.00 years of service |
| Stacy Hopp | Teacher | Pigeon River | 26.95 years of service |
| Lisa Lundy | Teacher | Wilson | 36.00 years of service |
| Patricia Milsted | Teacher | Wilson | 33.00 years of service |
| Kim Schlieder | Teacher | Cooper | 33.60 years of service |
| Amy Shear | Educational Assistant | Early Learning Center | 05.36 years of service |
| Dawn Sizemore | Teacher | South High | 25.00 years of service |
| Catherine Tipple | Teacher | Horace Mann | 28.50 years of service |
| Shelly Trescher | Teacher | South High | 23.00 years of service |
| Mary Winscher | Educational Assistant | Horace Mann | 03.42 years of service |
| Chris Wright | Teacher | Lighthouse Academy | 04.00 years of service |
| Amy Young | Teacher | South High | 31.00 years of service |

## C. FACILITIES/RECREATION/THEATRE COMMITTEE

1. Tabulation of Bids – Parking Lot Replacements

Moved by Ms. Madden, seconded by Ms. Ruiz-Harrison to accept the Facilities/Recreation/Theatre Committee recommendation to enter into contract with Northeast Asphalt, Inc. of Green Bay, Wisconsin, in the amount of $192,730.00 for the replacement of the asphalt parking lots at Horace Mann Middle School and the Early Learning Center. All ayes. Motion carried unanimously.

From the committee meeting:
Moved by Ms. Tasche, seconded by Ms. Ruiz-Harrison to accept administration's recommendation to enter into contract with Northeast Asphalt, Inc. of Green Bay, Wisconsin, in the amount of $192,730.00 for the replacement of the asphalt parking lots at Horace Mann Middle School and the Early Learning Center. All ayes. Motion carried unanimously.

| BIDDERS | Horace Mann Teacher's Lot | Horace Mann Southside Circle Lot A | Early Learning Center Back Lot |
|---|---|---|---|
| Northeast Asphalt, Inc. | $67,790.00 | $102.230.00 | $22,710.00 |
| Poblocki Paving Corp. | $73,466.00 | $103,251.00 | $27,680.00 |
| Wisconsin Asphalt Service | No Bid | No Bid | No Bid |

Summary: Total cost of all projects: $192,730.00

*[Capital Fund 41 - Blacktop]*

2. Sheboygan Theatre Company Financial Report

Moved by Mr. Madden, seconded by Ms. Tasche to accept the Facilities/Recreation/Theatre Committee recommendation to approve the Sheboygan Theatre Company Financial Report through January 31, 2026. All ayes. Motion carried unanimously.

From the committee meeting:

Moved by Ms. Ruiz-Harrison, seconded by Ms. Wittstock to accept the Sheboygan Theatre Company Financial Report through January 31, 2026. All ayes. Motion carried unanimously.

Mr. Brooks noted that "The Play the Goes Wrong" ticket sales were better than anticipated – this will be reflected on the report next month.

3. Community Recreation Department Financial Report

Moved by Mr. Madden, seconded by Ms. Hibl to accept the Facilities/Recreation/Theatre Committee recommendation to approve the Community Recreation Department Financial Report through January 31, 2026. All ayes. Motion carried unanimously.

From the committee meeting:
Moved by Ms. Wittstock, seconded by Ms. Tasche to accept the Community Recreation Department Financial Report through January 31, 2026. All ayes. Motion carried unanimously.

4. Facility Permit Report

From the committee meeting:
Mr. Brooks presented the Facility Permit Report through February 28, 2026 for information.

**D. FINANCE AND BUDGET COMMITTEE**

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

1. Fund 41 Capital Projects

From the committee meeting:
Moved by Ms. Boehmer, seconded by Mr. Madden to approve the Fund 41 Capital Projects through January 31, 2026, as presented. All ayes. Motion carried unanimously.

2. Statement of Cash Flow

From the committee meeting:
Moved by Ms. Boehmer, seconded by Mr. Madden to approve the Statement of Cash Flow through January 31, 2026, as presented. All ayes. Motion carried unanimously.

3. Revenues and Expenditures Reports

From the committee meeting:
Moved by Mr. Madden, seconded by Ms. Boehmer to approve the Revenue & Expenditures reports through January 31, 2026, as presented. All ayes. Motion carried unanimously.

4. Budget Revisions and Transfers of Appropriations

From the committee meeting:
Moved by Ms. Boehmer, seconded by Mr. Madden to approve the Budget Revisions and Transfers reports through January 31, 2026, as presented. All ayes. Motion carried unanimously.

| **GENERAL FUND (FUND 10)** | **Revised Budget 12-31-25** | **Revised Budget 1-31-26** | **Budget Increase (Decrease)** |
|---|---|---|---|
| **REVENUES** | | | |
| 100 Transfers-in | **0.00** | **0.00** | 0.00 |
| **Local Sources**<br>210 Taxes | 27,983,748.00 | 27,983,748.00 | 0.00 |
| 240 Payments for Services Provided Local Governments | 12,220.00 | 12,220.00 | 0.00 |

| | | | |
|---|---|---|---|
| 260 Non-Capital Sales | 429,954.76 | 433,668.07 | 3,713.31 |
| 270 School Activity Income | 162,335.21 | 167,197.02 | 4,861.81 |
| 280 Interest on Investments | 2,268,155.00 | 2,268,155.00 | 0.00 |
| 290 Other Revenue, Local Sources | 220,052.69 | 226,979.75 | 6,927.06 |
| **Subtotal Local Sources** | **31,076,465.66** | **31,091,967.84** | 15,502.18 |
| **Other School Districts Within Wisconsin**<br>340 Payments for Services | **2,495,194.00** | **2,495,194.00** | 0.00 |
| **Revenue from Intermediate Sources**<br>510 Transit of Aids | **18,173.00** | **18,173.00** | 0.00 |
| **State Sources**<br>610 State Aid -- Categorical | 1,140,774.00 | 1,140,774.00 | 0.00 |
| 620 State Aid -- General | 89,579,870.00 | 89,579,870.00 | 0.00 |
| 630 DPI Special Project Grants | 46,600.00 | 52,397.00 | 5,797.00 |
| 640 Payments for Services | 143,000.00 | 143,000.00 | 0.00 |
| 650 Student Achievement Guarantee in Education | 1,661,838.62 | 1,661,838.62 | 0.00 |
| 660 Other State Revenue Through Local Units | 15,000.00 | 15,000.00 | 0.00 |
| 690 Other Revenue | 8,074,866.00 | 8,074,866.00 | 0.00 |
| **Subtotal State Sources** | **100,661,948.62** | **100,667,745.62** | 5,797.00 |
| **Federal Sources**<br>710 Transit of Aids | 132,759.00 | 132,759.00 | 0.00 |
| 730 DPI Special Project Grants | 2,144,437.95 | 2,144,437.95 | 0.00 |
| 750 IASA Grants | 2,377,081.00 | 2,377,081.00 | 0.00 |
| 780 Other Federal Revenue Through State | 300,000.00 | 300,000.00 | 0.00 |
| 790 Other Revenue from Federal Sources | 0.00 | 0.00 | 0.00 |
| **Subtotal Federal Sources** | **4,954,277.95** | **4,954,277.95** | 0.00 |
| **Other Financing Sources**<br>860 Compensation, Fixed Assets | **14,007.00** | **14,007.00** | 0.00 |
| **Other Revenues**<br>960 Adjustments | 0.00 | 0.00 | 0.00 |
| 970 Refund of Disbursement | 100,000.00 | 100,000.00 | 0.00 |
| 990 Miscellaneous | 324,108.15 | 324,108.15 | 0.00 |
| **Subtotal Other Revenues** | **424,108.15** | **424,108.15** | 0.00 |
| **TOTAL REVENUES** | **139,644,174.38** | **139,665,473.56** | 21,299.18 |
| **EXPENDITURES** | **Revised Budget 12-31-25** | **Revised Budget 1-31-26** | **Budget Increase (Decrease)** |
| **Instruction**<br>110 000 Undifferentiated Curriculum | 25,499,721.32 | 25,481,639.32 | (18,082.00) |
| 120 000 Regular Curriculum | 31,950,928.21 | 31,952,520.21 | 1,592.00 |
| 130 000 Vocational Curriculum | 3,440,689.45 | 3,444,417.76 | 3,728.31 |
| 140 000 Physical Curriculum | 3,035,903.00 | 3,035,903.00 | 0.00 |
| 160 000 Co-Curricular Activities | 1,526,687.31 | 1,535,171.12 | 8,483.81 |
| 170 000 Other Special Needs | 512,584.00 | 512,884.00 | 300.00 |
| **Subtotal Instruction** | **65,966,513.29** | **65,962,535.41** | (3,977.88) |
| **Support Sources**<br>210 000 Pupil Services | 6,852,675.86 | 6,852,918.86 | 243.00 |
| 220 000 Instructional Staff Services | 5,767,889.20 | 5,768,178.20 | 289.00 |

| | | | |
|---|---|---|---|
| 230 000 General Administration | 2,014,153.67 | 2,014,153.67 | 0.00 |
| 240 000 School Building Administration | 8,714,818.45 | 8,711,035.45 | (3,783.00) |
| 250 000 Business Administration | 17,165,304.41 | 17,205,906.47 | 40,602.06 |
| 260 000 Central Services | 801,827.00 | 801,590.00 | (237.00) |
| 270 000 Insurance & Judgments | 1,403,861.00 | 1,403,861.00 | 0.00 |
| 280 000 Debt Services | 1,700.00 | 1,700.00 | 0.00 |
| 290 000 Other Support Services | 2,947,673.26 | 2,987,528.26 | 39,855.00 |
| **Subtotal Support Sources** | **45,669,902.85** | **45,746,871.91** | 76,969.06 |
| **Non-Program Transactions**<br>410 000 Inter-fund Transfers | 14,124,292.87 | 14,124,292.87 | 0.00 |
| 430 000 Instructional Service Payments | 20,699,107.87 | 20,699,704.87 | 597.00 |
| 490 000 Other Non-Program Transactions | 0.00 | 0.00 | 0.00 |
| **Subtotal Non-Program Transactions** | **34,823,400.74** | **34,823,997.74** | 597.00 |
| **TOTAL EXPENDITURES** | **146,459,816.88** | **146,533,405.06** | 73,588.18 |

5. Gifts

From the committee meeting:
Administration presented the following list of gifts to the District.

| Gift | Donor | Building/Program | Amount |
|---|---|---|---|
| *For Information* | | | |
| Monetary | RCS Empowers, Inc. | North | 100.00 |
| Monetary | State of Wisconsin/Dept. of Admin. | North | 200.00 |
| Disinfectant Wipes | Rockline Supply Chain | SASD | 2,400.00 |
| Monetary | Thida Yang | Pigeon River | 60.00 |
| Monetary | Faith Behnke | Sheboygan Theatre Company | 66.54 |
| Monetary | Dawn Geiger | Sheboygan Theatre Company | 105.00 |
| Monetary | Intune Travel & Tours | Sheboygan Theatre Company | 500.00 |
| Monetary | Bruce/Marcia Timm | Sheboygan Theatre Company | 250.00 |
| Monetary | Bob Frick | Sheboygan Theatre Company | 100.00 |
| Monetary | Anne Keaton | Sheboygan Theatre Company | 55.00 |
| Monetary | Krystine Kroeplien | Sheboygan Theatre Company | 59.42 |
| Monetary | Lillian Wolfert | Sheboygan Theatre Company | 55.00 |
| Monetary | April Choma | Sheboygan Theatre Company | 66.54 |
| Monetary | Lori Fure | Sheboygan Theatre Company | 55.00 |
| Monetary | Teresa De Fere | Sheboygan Theatre Company | 55.00 |
| Monetary | Denise Kelly | Sheboygan Theatre Company | 55.00 |
| Monetary | Kalyani Morey | Sheboygan Theatre Company | 59.42 |

**E. SPECIAL BOARD/COMMITTEE ASSIGNMENTS**

1. Human Growth and Development Citizens' Advisory Committee – Ms. Tasche stated that the committee has had conversations about community resources including bringing in Detective Brandon Kehoe from the Sheboygan County Human Trafficking Task Force and also recognizing the support that Safe Harbor has been able to provide in the past for this committee.

**FUTURE MEETING DATES**

April 14, 2026 – Committee meetings at 6:00 pm
April 28, 2026 – Annual Reorganization Meeting at 6:00 pm; Regular Board of Education meeting at 6:30 pm

**ADJOURN**

Moved by Ms. Robbins, seconded by Ms. Boehmer to adjourn at 9:30 pm. All ayes. Motion carried unanimously.

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

# EXECUTIVE SUMMARY

## FOR THE SHEBOYGAN AREA SCHOOL BOARD

**Topic:** 2026-27 Proposed Preliminary Budget Update

**Date:** April 28, 2026

**Prepared by:** Mark Boehlke/Jami Hintz/Jacob Konrath/Rachel Ledezma

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**Recommended action:**

| | |
|---|---|
| | Information only |
| X | Presentation/discussion |
| | Discussion/action by committee |
| | Discussion/action by Board of Education |
| | Presentation/action next meeting |

**Purpose:**

The purpose of this summary is to present a first draft of the 2026-27 proposed preliminary budget that will be presented to the Board in June for approval.

**Recommendation:**

It is the recommendation of Administration that the Board provide feedback on the items included in the proposed preliminary budget.

**Background:**

Budget planning for the 2026-27 fiscal year began in November 2025 with an enrollment projection for the 2026-27 school year. The enrollment projection is used in the Department of Public Instruction (DPI) 2026-27 revenue limit worksheet in order to determine the 2026-27 revenue limit. The revenue limit is determined by taking a three-year average of the September and Summer School Resident FTE membership and multiplying by the allowed revenue per member. It is projected that the District's three-year resident membership average will decrease by 158 FTE. The declining enrollment exemption will allow the District to use the previous year's three-year average FTE in the revenue limit calculation.

The per pupil revenue amount for 2026-27 will increase by $325 bringing the SASD per pupil revenue amount to $12,091.

Still undetermined for the 2026-27 budget is the state's special education reimbursement rate that the district can expect. The state's biennial budget that was passed last summer estimated a special education reimbursement rate of 42% for 2025-2026 and 45% for 2026-2027. Since the biennial budget only includes an amount certain for the reimbursement, the actual reimbursement rate for 2025-2026 is running

well short of the estimated 42%. There has been much advocacy from districts around the state to use the state's current budget surplus to increase the reimbursement mount for special education costs so that the rate is closer to the 42% and 45% that was originally estimated. This first draft of the preliminary budget assumes a 40% reimbursement rate for 2026-27. If the state moves forward with increasing special education reimbursement dollars, it will help reduce the $704,418 deficit that is shown in this first draft of the budget. Every 1% increase to the reimbursement rate would result in approximately $220,000 in savings to the district.

With the 40% special education reimbursement assumption, a cost to go forward with no changes to salaries results in a $103,555 surplus. The following items leave the 2026-2027 budget with a remaining $704,814 deficit:

**1. Staff Turnover** **Expense Reduction of $387,195**

Each year through retirements and resignations of our employees, salary expenses are reduced as new hires generally begin with a lower salary than the employee they are replacing. The projected savings will change as these open positions are actually filled.

**2. Enrollment Driven 8.0 FTE Teacher Reduction** **Expense Reduction of $560,000**

These full-time equivalent teacher reductions are based on enrollment projections within each school. With teacher retirements and resignations, there will be no layoffs related to these reductions.

- South High School 1.0 reduction
- Urban Middle School 1.0 reduction
- Cleveland Elementary 1.0 reduction
- Cooper Elementary 1.0 reduction
- Cooper Elementary 0.5 reduction (data coach)
- Grant Elementary 1.0 reduction
- Jackson Elementary 1.0 reduction
- Madison Elementary 1.0 reduction
- Pigeon River Elementary 0.5 reduction (data coach)

**3. Combine Jefferson and Cleveland Principal Position** **Expense Reduction of $138,115**

The current Cleveland principal will be in this position. Administrative coverage at Cleveland Elementary will be assisted by an on-site social worker. Combined enrollment for the two schools is projected to be approximately 335 students.

**4. Elimination of HR Employee Engagement Position** **Expense Reduction of $78,703**

The responsibilities of this position will be redistributed across multiple employees within the Administrative Servies Building, ensuring continued support for employee engagement and employee wellness efforts.

**5. Reduce 0.75 FTE Accounts Payable/0.25 FTE HR Secretary** **Expense Reduction of $58,003**

With a resignation of a 1.0 FTE accounts payable position, the position has been reduced to a 0.25 position. Efficiencies with the AP process have reduced the time needed in the department. The 0.25 position has been filled by a current HR secretary, resulting in a 0.25 reduction in the HR office.

**6. Reduce 1.0 FTE Student and Instructional Services Secretary** **Expense Reduction of $66,704**

This reduction of a 1.0 FTE instructional technology secretary results in those duties being distributed to multiple secretaries within the Administrative Services Building. This reduction was achieved through reorganization resulting from a retirement.

**7. No Inflationary Increases for Departments and Schools** **Expense Reduction of $248,251**

The cost to go forward included a 2.63% increase to department and school discretionary budgets. This increase would have allowed budgets to keep up with inflationary increases. By not having the inflationary increase, schools and departments must make cuts to their discretionary budgets. There will remain increases in the budget for services that are under contract, such as cleaning, student transportation and some maintenance and service contracts.

**8. Move Summer Swim to Community Recreation** **Expense Reduction of $15,000**

The summer swim program has been running through the summer school program. Moving the program out of summer school will eliminate the requirement to have the program overseen by a licensed PE teacher. It will also allow for a fee to be charged for lessons. The fee will be $24 for six lessons. With no charge for the summer school program, the lessons were overstaffed because there were so many no-shows. The required fee should cut down on no-shows and allow for appropriate staffing. As with other Community Recreation programs, the department will work with families that need financial assistance so that the fee is not a barrier for swim lessons.

**9. Elimination of the District Funded Innovation Grant** **Expense Reduction of $40,000**

Innovation grant funds will be frozen for the 2026-2027 school year. The in-district grant will be reviewed for possible inclusion if future budgets should funding allocations allow.

**10. Reduction in Warehouse Budget** **Expense Reduction of $1,054**

The supply expenses for the warehouse have been running under budget. This budget reduction will not affect the supply needs for the warehouse.

**11. 2.63% Total Salary Increase for the Teacher Group** **Expense Addition of $1,464,219**

This cost will include step increases, and a $414 increase to each cell. This increase is equal to the CPI increase of 2.63%

**12. 2.63% Increase to Support Staff** **Expense Addition of $412,290**

This is the cost of a 2.63% salary increase for all support staff.

**13. 2.63% Salary Increase to Administrative Staff** **Expense Addition of $217,037**

This is the cost of a 2.63% salary increase for all administrative staff.

**14. Enrollment Driven 2.0 Teacher Addition** **Expense Addition of $140,000**

These full-time equivalent teacher additions are based on enrollment projections within each school.

- Farnsworth Middle School 1.0 addition
- Wilson Elementary 1.0 addition

**15. Additional 1.0 FTE Special Education Position** **Expense Addition of $54,000**

This position will be at Jackson Elementary to expand the Kidship program and serve an additional 4-6 students with intensive needs. This will help ensure students receive targeted support in a structured environment while maintaining appropriate staffing ratios.

**16. Security Camera Annual License Renewal** **Expense Addition of $20,723**

The initial license cost of these cameras were paid through grant dollars. With the license renewal in 2026-2027, the cost will need to be budgeted for.

**17. Google Workspace for Education Annual Subscription** **Expense Addition of $43,124**

The initial cost of the subscription was paid through grant dollars. Starting for the 2026-2027, the cost will need to be budgeted for.

**18. Capital Projects Fund 41 Increase** **Expense Addition of $50,000**

During the preparation leading up to the 2016 referendum, it was determined that a $2m annual Fund 41 budget was needed to eliminate deferred maintenance on our district buildings and property. At that time, the current Fund 41 budget was $1m. With state revenue increases continually falling below inflation, the district has still been able to gradually increase the Fund 41 budget. The current Fund 41 budget is $1.5m. The administration recommends continuing to work towards the goal of a $2m budget with this addition for 2026-27.

*****

Administration will continue to adjust the proposed preliminary budget based on new information and feedback from the Board and staff. Grant budgets are currently being completed. Grant related expenses are offset by grant revenue, so changes will not affect the bottom line of the overall budget. Updates to this budget proposal will be brought back to the Board in May for discussion.

Attachments:

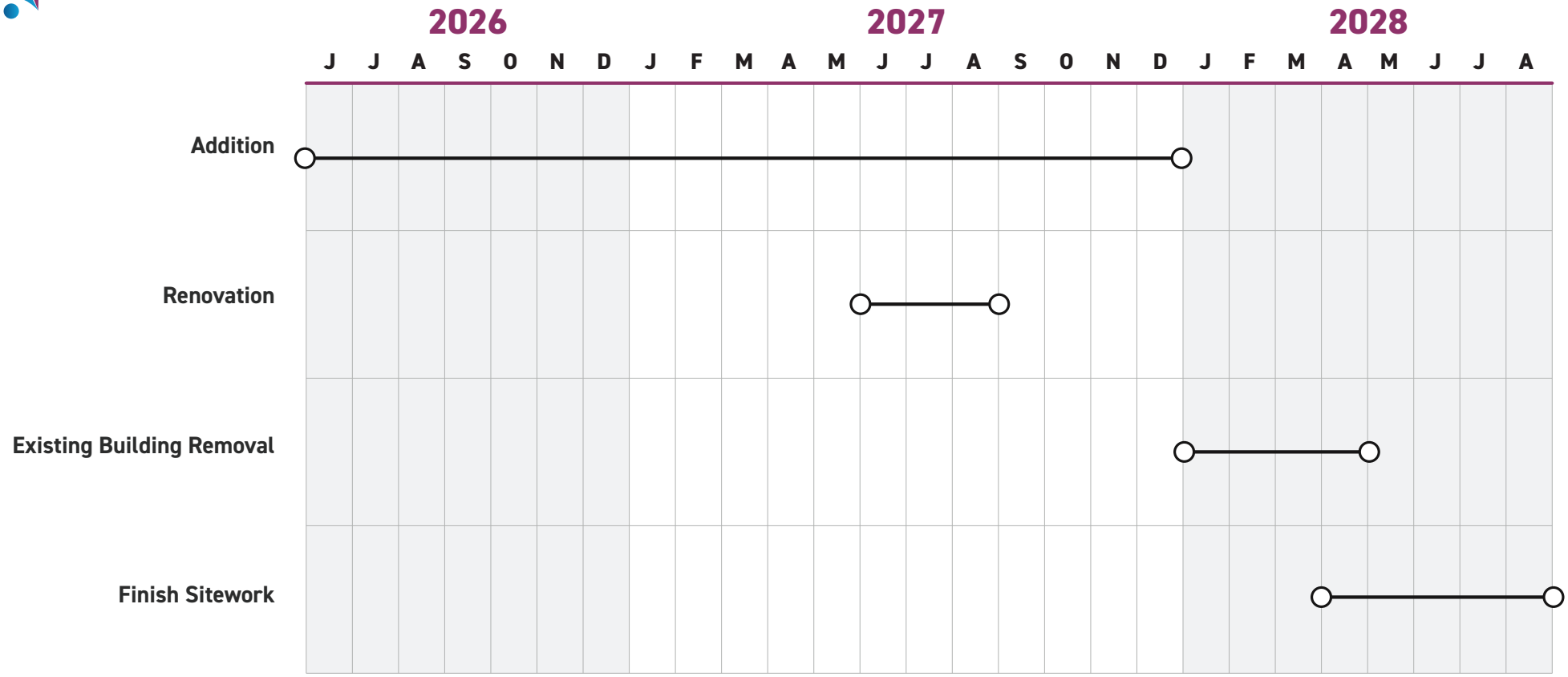
Projected 2026-27 Preliminary Budget

| DATED<br>4/28/2026 | | Original Budget<br>2025-26 | | Projected Budget<br>2026-27 | |
|---|---|---|---|---|---|
| 3rd Friday Pupil FTE | | 9,251 | | 9,030 | (221) |
| Summer FTE (40%) | | 62 | | 62 | - |
| Total FTE | | 9,313 | | 9,092 | (221) |
| 3 Year Avg. FTE | | 9,469 | | 9,311 | (158) |
| Per Pupil Revenue Amount | | $ 11,766 | | $ 12,091 | +$325 |
| Membership x Per Pupil Amount = | | $ 111,415,568 | | $ 112,582,560 | |
| Hold Harmless Non-Recurring Exemption | | $ - | | $ - | |
| Revenue Limit, No Exemptions | | $ 111,415,568 | | $ 112,582,560 | |
| Adjustment for Refunded Taxes | | $ 5,175 | | $ 5,175 | |
| Prior Year Open Enrollment | | $ 74,753 | | $ 74,753 | |
| Declining Enrollment Exemption | | $ 1,306,065 | | $ 1,910,433 | |
| Adjustment for Private School Voucher Program | | $ 6,390,773 | | $ 6,646,404 | |
| Adjustment for Private School SE Voucher Program | | $ 895,152 | | $ 930,958 | |
| **Total Revenue Cap** | | **$ 120,087,486** | | **$ 122,150,283** | **1.72%** |
| Less Fund 41 Levy | | $ (1,500,000) | | $ (1,500,000) | |
| **Revenue Limit Available for Funds 10 & 27** | | **$ 118,587,486** | | **$ 120,650,283** | **1.74%** |
| **REVENUES** | | | | | |
| Local Revenue | | 31,094,364 | | 33,157,161 | |
| Interdistrict Revenue | | 2,495,194 | | 2,691,320 | |
| Intermediate Revenue | | 18,173 | | 18,173 | |
| State Revenue | | 106,799,537 | | 107,178,575 | |
| Federal Revenue (not through the state) | | 800,000 | | 800,000 | |
| Other Revenue | | 422,424 | | 422,424 | |
| Grant Revenue | | 9,283,469 | | 9,283,469 | |
| **TOTAL REVENUE** | | **$ 150,913,161** | | **$ 153,551,122** | **1.75%** |
| **EXPENSES** | | | | | |
| Salaries | | 71,290,584 | | 71,161,716 | |
| Employee Benefits | | 33,352,033 | | 34,398,463 | |
| Purchased Services | | 30,862,403 | | 32,259,562 | |
| Non-Capital Objects | | 3,861,758 | | 3,963,323 | |
| Capital Objects | | 528,391 | | 542,288 | |
| Capital Leases | | 1,700 | | 1,700 | |
| Insurance | | 1,403,861 | | 1,499,434 | |
| Other Expenses | | 328,962 | | 337,614 | |
| Grant Expenses | | 9,283,469 | | 9,283,469 | |
| **TOTAL EXPENSES** | | **$ 150,913,161** | | **$ 153,447,567** | **1.68%** |
| | **NET SURPLUS/(DEFICIT)** | $ (0) | | **$ 103,555** | |
| **Expense Reductions** | | | | | |
| 1 Staff Turnover | | 15 | | 387,195 | |
| 2 Enrollment Driven 8.0 FTE Teacher Reduction | | | | 560,000 | |
| 3 Combine Jefferson and Cleveland Principal Position | | | | 138,115 | |
| 4 Elimination of 1.0 FTE HR Employee Engagement Position | | | | 78,703 | |
| 5 Reduce 0.75 FTE Accounts Payable/0.25 FTE HR Secretary Position | | | | 58,003 | |
| 6 Reduce 1.0 FTE S&I Secretary Position | | | | 66,704 | |
| 7 No Inflationary Increases for Department and School Budgets | | | | 248,251 | |
| 8 Move Summer Swim from Summer School to Community Recreation Fund | | | | 15,000 | |
| 9 Eliminate District Funded Innovation Grant | | | | 40,000 | |
| 10 Reduce Warehouse Budget | | | | 1,054 | |
| **Expense Additions** | | | | | |
| 11 2.63% Total Salary Increase for the Teacher Group | *step increase = 2.02%* | *$414 cell increase = 0.61%* | | (1,464,219) | |
| 12 2.63% Support Staff Salary Increase | | | | (412,290) | |
| 13 2.63% Administration Salary Increase | | | | (217,037) | |
| 14 Enrollment Driven 2.0 FTE Teacher Addition | | | | (140,000) | |
| 15 Additional 1.0 FTE Special Education Position | | | | (54,000) | |
| 16 Security Camera Annual License Renewal | | | | (20,723) | |
| 17 Google Workspace for Education Annual Subscription | | | | (43,124) | |
| 18 Capital Projects Fund 41 Increase | | | | (50,000) | |
| | **NET SURPLUS/(DEFICIT)** | | | **$ (704,814)** | |

SHEBOYGAN AREA SCHOOL DISTRICT

# Sheboygan Area School District

Farnsworth Middle School Preliminary Timeline



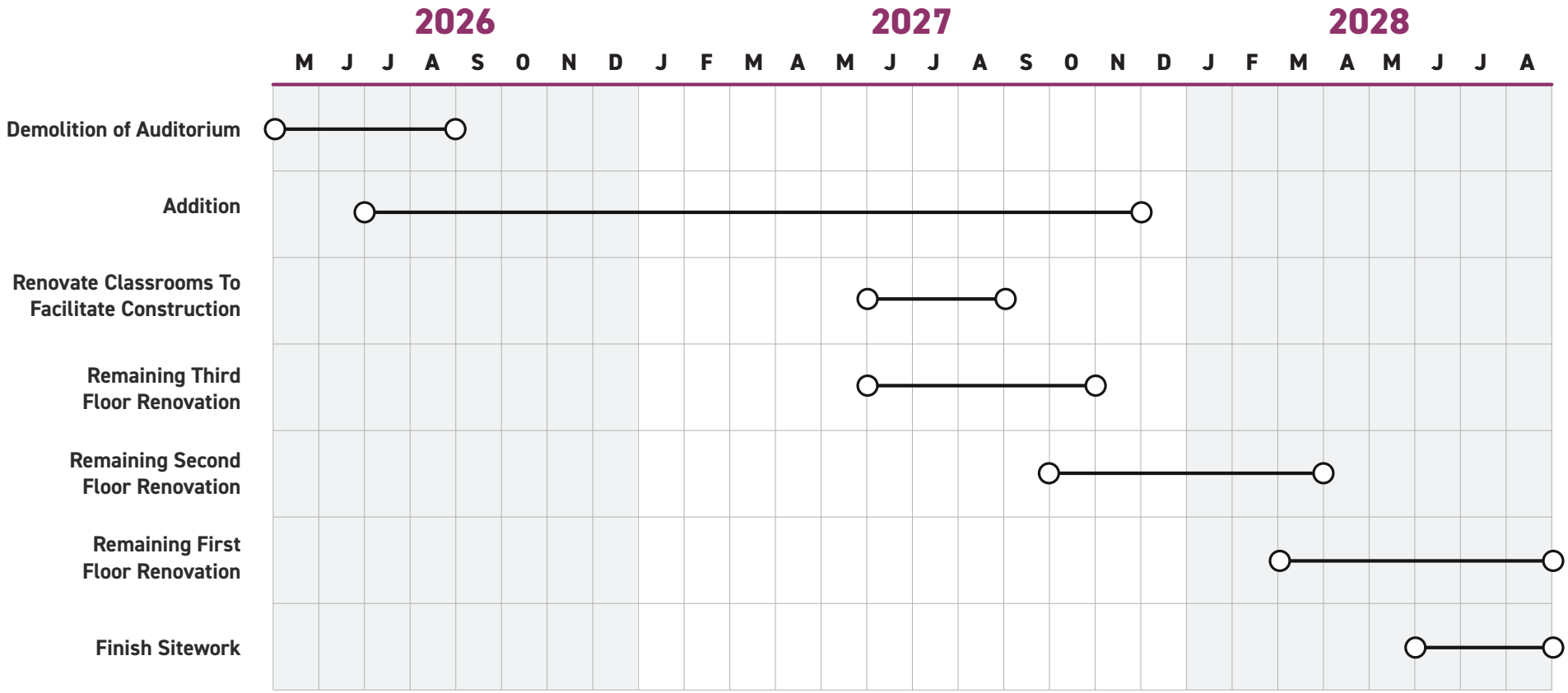

*April 9, 2026 | The schedule above is preliminary and is subject to change.*

BRAYARCHITECTS

SHEBOYGAN AREA
SCHOOL DISTRICT

# Sheboygan Area School District

Urban Middle School Preliminary Timeline




*April 9, 2026 | The schedule above is preliminary and is subject to change.*

BRAYARCHITECTS

| | |
|---|---|
| Book | Policy Manual |
| Section | 8000 Operations |
| Title | SCHOOL SAFETY AND REPORTING OF CRIME STATISTICS |
| Code | po8420*jjh |
| Status | Second Reading |
| Adopted | October 22, 2013 |
| Last Revised | March 12, 2024 |

8420 - **SCHOOL SAFETY AND REPORTING OF CRIME STATISTICS**

The Board recognizes that its responsibility for the safety of students extends to its reaction to possible natural and man-made disasters and that such emergencies are best met by preparedness, planning, and training as determined by the District Administrator consistent with the Board approved school safety plan.

Each school shall develop a school safety plan in accordance with State requirements, and each school's safety plan shall be reviewed and approved every three (3) years by the Board. The plan contains guidelines and procedures to address school violence and attacks, threats of school violence and attacks, bomb threats, fire, weather-related emergencies, intruders, parent-student reunification, and threats to non-classroom events, including recess, concerts and other performances, athletic events, and any other extra-curricular activity or event. The plan shall contemplate the use of tools to mitigate threats of school violence, including video surveillance, school resource officers, metal detectors, and other such preventative safety measures in addition to responsive measures.

The school safety plan shall include the manner of scheduling, conducting, and reviewing required drills, including fire drills, tornado or other hazard drills, school safety incident drills, and school violence drills. Each school safety plan shall specify for each type of required drill how many and how frequently they will be conducted for each building in compliance with State law requirements for the performance of such drills. The plan shall designate the responsible administrator for each building for assuring that required drills are completed, reviewed, and reported as required by law. Records of drills and related reports shall be maintained for a period of not less than seven (7) years, consistent with Board Policy 8310 - Public Records.

The Board must submit the following to the Wisconsin Office for School Safety prior to January 1st of each year:

A. ~~A~~a copy of its school safety plan~~.~~;

B. ~~T~~the date(s) of the required annual school violence event drill or drills conducted in accordance with each building's school safety plan during the previous year~~.~~;

C. ~~C~~certification that the Board reviewed a required written evaluation of the drill or drills~~.~~;

D. ~~T~~the date of the most recent school training on school safety and the number of attendees~~.~~;

E. ~~T~~the most recent date the Board reviewed and approved the school safety plan~~.~~;

F. ~~T~~the most recent date the Board consulted with a local law enforcement agency to conduct on-site safety assessments.

School administrators and staff are mandatory reporters of suspected child abuse and neglect pursuant to 48.981 (2)(a), Wis. Stats. The Board also requires all employees to receive training regarding mandatory reporting of school violence threats pursuant to 175.32(2) and (3), Wis. Stats. If the threat constitutes a serious and imminent threat to the health or safety of a student or school employees or the public, it shall be reported to law enforcement. A good faith standard exists for reporting threats made by an individual seen in the course of professional duties. These obligations and procedures are covered by Board Policy 8462 - Child Abuse and Neglect, as well as Policy 8462.01 - Threats of Violence. All threats to the safety of District facilities shall be identified by appropriate personnel and responded to promptly in accordance with the school safety plan.

The District Administrator shall develop guidelines for the handling of all emergency evacuations~~. A crisis procedure checklist includes at least the following:~~ as detailed in the School Safety Plan/Crisis Manual.

A. ~~__ Assess life/safety issues immediately.~~
B. ~~__ Provide immediate emergency medical care.~~
C. ~~__ Call 911 and notify policy/rescue first. Call the District Administrator second.~~
D. ~~__ Convene the crisis team to assess the situation and implement the crisis response procedures.~~
E. ~~__ Evaluate available and needed resources.~~
F. ~~__ Alert school staff to the situation.~~
G. ~~__ Activate the crisis communication procedure and system of verification.~~
H. ~~__ Secure all areas.~~
I. ~~__ Implement evaluation and other procedures to protect students and staff from harm. Avoid dismissing students to unknown care.~~
J. ~~__ Adjust the bell schedule to ensure safety during the crisis.~~
K. ~~__ Alert persons in charge of various information systems to prevent confusion and misinformation. Notify parents.~~
L. ~~__ Contact appropriate community agencies and the District's public information office, if appropriate.~~
M. ~~__ Implement post crisis procedures.~~

In response to public records requests for school safety documents, after consultation with the District legal counsel and local law enforcement authorities, the District Administrator shall redact such information that may be sensitive safety or security information that is in the public's interest to remain confidential.

**Annual Crime Statistics Reporting**

Annually, prior to July 31, the Board shall report in a manner directed by the Department of Public Instruction (DPI) crimes specified below that occurred during school hours, during a school-sanctioned event, during the transportation of students to or from school, and occurred on property owned or leased by the District on which the high school is located or on any form of transportation provided by the school or District.

The report shall only contain those occurrences that were reported to law enforcement and for which a charge or citation was issued.

The following category of occurrence must be reported if all of the above apply: homicide, sexual assault, burglary, robbery, theft, battery, substantial battery, aggravated battery, arson, use or possession of alcohol, a controlled substance, or a controlled substance analog, possession of a firearm, municipal ordinance violation of disorderly conduct.

Covered incidents should be included in the annual report after the District becomes aware of the charge or citation, and has obtained sufficient information to determine that the incident is covered by the reporting requirement. School administrators who become aware of credible information regarding a potentially covered incident shall notify the Principal who will notify the District Administrator and will request pertinent information from the involved law enforcement agency.

The District Administrator shall determine, based on receipt of appropriate documents, whether any incident is a reportable incident and shall compile the report for the Board's review. All conduct confirmed as requiring reporting on or before June 30 shall be reported on the next July 31 annual report. Incidents identified for reporting after June 30 shall be reported on the following year's annual report. The DPI's guidance may be consulted to determine whether information must be further evaluated and whether any incident requires reporting. The guidance can be found here: https://dpi.wi.gov/sites/default/files/imce/sspw/pdf/118.124_School_Guidance.pdf.

The Board shall approve the report prior to submission. The report may not include the identity of any students.

118.07, 118.124, 175.32(2), (3), 48.981(2)(a), Wis. Stats.

Revised 5/27/14
Revised 11/12/21

**© Neola 2023~~23~~25**

Legal 118.07, 121.02(1)(i), 175.32(2), (3), 48.981(2)(a), Wis. Stats.

| | |
|---|---|
| Book | Policy Manual |
| Section | 0000 Bylaws |
| Title | DEFINITIONS |
| Code | po0100*jjh |
| Status | Second Reading |
| Adopted | October 22, 2013 |
| Last Revised | February 27, 2024 |

0100 - **DEFINITIONS**

The bylaws of the Board of this District incorporate quotations from the laws and administrative code of the State of Wisconsin. Such quotations may be substantively altered only by appropriate legislative, judicial, or administrative action.

Whenever the following items are used in these bylaws, policies, and administrative guidelines they shall have the meaning set forth below:

**Administrative Guideline**

A statement, based on policy, usually written, which outlines and/or describes the means by which a policy should be implemented and which provides for the management cycle of planning, action, and assessment or evaluation.

**Administrator**

An employee who holds a position of leadership over a defined function or department of the District, is employed with an administrative contract, and/or who reports directly to the Superintendent.

In policy and administrative guidelines, capitalization of the term Administrator may imply delegation of responsibilities, as appropriate, to staff members.

**Apps and Services**

Apps and services are software (i.e., computer programs) that support the interaction of personal communication devices (as defined by Bylaw 0100, above) over a network or client-server applications in which the user interface runs in a web browser. Apps and services are used to communicate/transfer information/data that allow students to perform actions/tasks that assist them in attaining educational achievement goals/objectives, enable staff to monitor and assess their students' progress, and allow staff to perform other tasks related to their employment. Apps and services also are used to facilitate communication to, from and among and between, staff, students, parents, Board members, and/or other stakeholders and members of the community.

**Board**

The School Board, also commonly referred to as the Board of Education. Within these bylaws and policies, the terms Board and District may be used interchangeably, depending on the context of the policy.

**Bylaw**

Rule of the Board for its own governance.

**Classified**

An employee who provides support to the District's program and whose position does not require a professional certificate. This category includes special education paraprofessionals.

**Clerk**

The chief clerk of the Board of Education. (See Bylaw 0171.3 - Clerk)

**District**

The School District. Within these bylaws and policies, the terms Board and District may be used interchangeably, depending on the context of the policy.

**District Administrator**

The Administrative head of the School District sometimes locally referred to as Superintendent. In policy, capitalization of the term District Administrator implies delegation of responsibilities to appropriate staff members.

**District Records Custodian**

The School District will designate one (1) District Records Custodian (DRC) to be the legal custodian of records for the District. The DRC shall keep and preserve the public records of the District and is granted authority to render a decision and carry out duties related to those public records. The DRC is designated in Policy 8310 - Public Records.

**Due Process**

Procedural due process requires prior knowledge (a posted discipline code), notice of offense (accusation), and the opportunity to respond. Specific due process requirements are dependent upon the circumstances and may vary depending on such circumstances.

**Full Board**

Authorized number of voting members entitled by law to govern the District. The full Board is the total number of Board members authorized by law regardless of the number of current sitting members.

**Information Resources**

The Board defines information resources to include any data/information in electronic, audio-visual or physical form, or any hardware or software that makes possible the storage and use of data/information. This definition includes but is not limited to electronic mail, voice mail, social media, text messages, databases, CD-ROMs/DVDs, websites, motion picture film, recorded magnetic media, photographs, digitized information, or microfilm. This also includes any equipment, computer facilities, or online services used in accessing, storing, transmitting or retrieving electronic communications.

**Law Enforcement Officer(s) or Agency(ies)**

These terms include any local, State, or Federal law enforcement agency of competent jurisdiction and its officers acting within their legal authority.

**Legal Custodian of Records**

See "District Records Custodian".

**Legal Notice**

Legal notice means every notice required by law to be published in a newspaper or other publication. There are three (3) classes of notices: class 1 (requiring one (1) insertion); class 2 (requiring two (2) insertions); and class 3 (requiring three (3) insertions). When more than one (1) insertion is required, the notice must be published once each week for consecutive weeks, with the last notice published at least one (1) week before the act or event, unless otherwise specified by law. Sunday publication is permitted.

**Local Public Office Holder or Official**

Individuals holding those positions designated by the Board as local public offices in compliance with 19.32 (1 dm), 19.42 (7w) (f) and (g), Wis. Stats.

**May**

This word is used when an action by the Board or its designee is permitted but not required.

**Medical Advisor**

The School District is required to appoint a medical advisor. The medical advisor shall be a licensed physician and will participate in the annual review of the District emergency nursing services plan. The School District may also have the medical advisor fulfill other roles. (PI 8.01(2, g)3

**Meeting**

Any gathering which is attended by or open to all of the members of the Board, held with the intent on the part of the members of the body present to discuss or act as a unit upon the specific public business of that body. 19.82(2), Wis. Stats.

**Official Newspaper**

A newspaper may be designated by the Board under 985.05, Wis. Stats. Other publication options are available to the Board pursuant to 120.11(4), Wis. Stats.

**Parent**

The natural, adoptive, or surrogate parents or the party designated by the courts as the legal guardian or custodian of a student including a foreign exchange student. Both parents will be considered to have equal rights unless a court of law decrees otherwise.

**Personal Communication Devices**

Personal communication devices ("PCDs") include computers, laptops, tablets, e-readers, cellular/mobile phones, smartphones, smartwatches, wearable technology, and/or other web-enabled devices of any type.

**Policy**

A general, written statement by the governing Board which defines its expectations or position on a particular matter and authorizes appropriate action that must or may be taken to establish and/or maintain those expectations.

**President**

The chief executive officer of the Board. (See Bylaw 0171.1 - President)

**Principal**

The educational leader and head administrator of one (1) or more District schools. In policy and administrative guidelines, implies authority to delegate responsibilities to appropriate members of his/her staff.

**Professional Staff Member**

District employees who are either certified teachers employed in a position for which certification is a requirement of employment or administrative employees who are responsible for oversight or supervision of a component or components of the District's operation, or serve as assistants to such persons, regardless of whether they hold an administrative contract or are required to have administrator certification, but excluding the District Administrator/Superintendent.

**Relative**

The mother, father, sister, brother, spouse, domestic partner, parent of spouse/domestic partner, child, step-child, grandparents, grandchild, dependent, or member of the immediate household.

**School/District Classification**

Per 115.01, Wis. Stats., Wisconsin school districts are classified as follows:

**Common School Districts:**

These districts are responsible for K-12 education, and are the most common type of district in Wisconsin, and operate pursuant to Subchapter I of Chapter 120, Wis. Stats.

**Unified School Districts:**

These districts serve all grade levels, from kindergarten through high School, and operate pursuant to Subchapter II of Chapter 120, Wis. Stats.

**Union High Schools:**

These districts focus on high school education and are often formed by a group of smaller common school districts.  They operate pursuant to Subchapter I of Chapter 120, Wis. Stats.

**School Nurse**

A school nurse is a registered nurse who meets the requirements of 115.001(11), Wis. Stats. A school nurse has the authority to exclude students for signs of illness.

**School Official**

Except if otherwise defined in policy, a school official is a person employed by the Board as an administrator, supervisor, teacher/instructor (including substitutes), or support staff member (including health or medical staff and law enforcement unit personnel)~~;~~, or a person serving on the Board.

The term school official is inclusive of other parties, such as attorney, contractor, consultant, volunteer, or other party to whom the Board has outsourced a service otherwise performed by Board employees (e.g., a therapist); or a parent or student serving on an official committee, such as a disciplinary or grievance committee, or assisting another school official in performing their tasks (including volunteers) pursuant to the Family Educational Rights and Privacy (FERPA) definition - See Policy 8330 - Students Records.

**Shall**

This word is used when an action by the Board or its designee is required. (The word "will" or "must" signifies a required action.)

**Social Media**

Social media are online platforms where users engage with another and/or share information and ideas through text, video, or pictures. Social media consists of any form of online publication or presence that allows interactive communication, including, but not limited to, text messaging, instant messaging, websites, web logs ("blogs"), wikis, online forums (e.g., chat rooms), virtual worlds, and social networks. Examples of social media include, but are not limited to, Facebook, Facebook Messenger, Google Hangouts, Twitter, LinkedIn, YouTube, Flickr, Instagram, Pinterest, Skype, and Facetime. Social media does not include sending or receiving e-mail through the use of District-issued e-mail accounts. Apps and web services shall not be considered social media unless they are listed on the District's website as District-approved social media platforms/sites.

**Student**

A person who is officially enrolled in a school or program of the District.

**Support Staff**

Any employee who provides support to the District's program and whose position does not require a professional certificate. This category includes special education paraprofessionals, even though it is a requirement to hold a special education program aide license issued by the Wisconsin Department of Public Instruction (DPI) or another valid and current DPI license or permit.

**Treasurer**

The chief financial officer of the Board. (See Bylaw 0171.4 - Treasurer)

**Vice-President**

The Vice-President of the Board. (See Bylaw 0171.2 - Vice President)

**Voting**

A vote at a meeting of the Board. The law requires that Board members must be present in order to have their vote officially recorded in the Board minutes, and to be available for a roll call vote. A Board member's presence at a meeting includes their presence if attending by telephone or other manner of remote access, so long as such remote access is compliant with State law. No voting by Proxy may be recorded or counted in an official vote of the Board. Remote access during quasi-judicial functions (e.g. termination hearings, expulsions) may be permitted after consultation with legal counsel.

Citations to Wisconsin statutes are shown by the Section Number (e.g., 120.11, Wis. Stats.). Citations to the Wisconsin Administrative Code are prefaced P.I. (e.g., P.I. 11). Citations to the United States Code are noted as U.S.C., Federal Register are noted as F.R., and the Code of Federal Regulations as C.F.R.

Revised 10/27/15
Revised 8/22/17
Revised 1/23/18
Revised 3/24/20
Revised 7/27/21
Revised 3/22/22
Revised 9/27/22
Revised 8/22/23

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| | |
|---|---|
| Book | Policy Manual |
| Section | 0000 Bylaws |
| Title | BOARD MEMBER BEHAVIOR, COMMUNICATIONS, AND CODE OF CONDUCT |
| Code | po0144.5*jjh |
| Status | Second Reading |
| Adopted | July 27, 2021 |
| Last Revised | November 30, 2023 |

0144.5 - **BOARD MEMBER BEHAVIOR, COMMUNICATIONS, AND CODE OF CONDUCT**

The Board functions most effectively when individual Board members act ethically, professionally, and responsibly. School Board members serve as a member of the School District's governing body and do not have individual authority to represent a policy or enforce positions that are not supported by a majority of the Board, as evidenced by official action of the Board (See Bylaw 0143 - Authority of Individual Board Members).

Board members accept responsibility for the well-being and positive leadership of the School District, for protecting the interests of the School District as a legal entity, and for facilitating governance for the purpose of delivering the highest quality educational and related services to all of the District's students. Conduct by Board members that compromises the reputation or legal position of the District ~~should be avoided~~are prohibited.

Any authority delegated to the Board President in this policy is automatically vested in the Board Vice President in the event that either the Board President is unavailable or the Board President is the Board member accused of violating this policy.

**General Expectations of All Board Members**

A. Attend all scheduled Board meetings insofar as possible, and become informed concerning the issues to be considered at those meetings.

B. Be familiar with and follow applicable local, State, and Federal laws and regulations.

C. Be familiar with and comply with Board policies, including policies governing Board member conduct and Board member ethics, rules of incompatibility of office, qualifications of the office, and conflicts of interest (see Bylaw 0144.3 - Conflict of Interest).

D. Conduct themselves with integrity, honesty, and in a manner that reflects positively on the Board and on the District.

E. Be accountable for guiding and supporting the policy decision-making process that impacts students, staff, and the community. The operation of the District is the responsibility of the administration.

F. Establish and maintain a high level of honesty, credibility, and truthfulness in all matters dealt with by the Board.

G. Treat others with respect and dignity at all times, ~~and~~ maintain decorum, and always communicate in a way that does not violate or illustrate disregard for Board policy concerning harassment or discrimination. This decency expectation applies in all communications, including while discussing sensitive, controversial, or matters involving disagreement.

H. At all times conduct themselves in the best interest of the School District, including avoiding implicating the District in unlawful activity or supporting or encouraging efforts to harm the reputation, legal standing, or to bring other material harm to the interests of the District or the Board.

I. Recognize that they should endeavor to make policy decisions only after full discussion at publicly held Board meetings.

J. Render all decisions based on the available facts and independent judgment.

K. Encourage the free expression of opinion by all Board members, and seek systematic communications between the Board and students, staff, and all elements of the community.

L. Work with the other Board members to establish effective Board policies and to delegate authority for the administration of the District to the District Administrator.

M. Communicate to other Board members and the District Administrator expressions of public reaction to Board policies and school programs.

N. Inform themselves about current educational issues by individual study and through participation in programs providing needed information, such as those sponsored by the Wisconsin Association of School Boards, the Consortium of State School Board Associations, and the National School Boards Association.

O. Support the employment of those persons best qualified to serve as school staff, and insist on a regular and impartial evaluation of all staff.

P. Refrain from using their Board positions for personal partisan gain.

Q. Take no private action that will compromise the Board or administration, and respect the confidentiality of information that is privileged under applicable law.

R. Remember always that their first and greatest concern must be for the educational welfare of the students attending the public schools.

S. No Board member shall act or fail to act as a member of the Board in violation of 946.12, Wis. Stats., regarding misconduct in public office.

T. Disclose any actual or perceived conflict of interest.

**Board Member Communication**

Board members are expected to refrain from engaging in communication on behalf of the Board or on behalf of the District unless authorized to do so by majority vote of the Board (See Bylaw 0143.1).

Any Board member who chooses to engage in individual communication on matters related to Board and/or District business is expected to clearly identify whether the Board member is communicating in the following capacity:

A. On behalf of the Board: normally, this is the function of the Board President or in the President's absence, the Vice President. The Board may by majority vote delegate this responsibility to another Board member in a specific circumstance. In every case, the Board Member communicating the Board's position shall do so as determined by the Board and avoiding individual interpretation or editorializing.

B. As an individual Board member, but not on behalf of the Board: a Board member who speaks, including online, in social media forums, or in any other public forum, on matters related to Board and/or District business, but not as an officially designated spokesperson of the Board. The Board member must specify that any statement is not sponsored by the District and is a personal viewpoint.

Board members who fail to adhere to this expectation, or who publicly communicate false or intentionally misleading information pertaining to Board action or District policy, will be asked to correct such communication in a way that is likely to reach the same audience as the false or misleading information. The Board President is authorized to communicate such requests to the pertinent Board member.

The Board President is authorized to issue public statements on behalf of the Board in the event a Board member expresses false or misleading information, or makes statements without properly identifying whether the member of the Board is speaking as an individual Board member. The President's communication should be limited to correcting the false or misleading statement, clarifying that the Board member was not speaking on behalf of the Board, and providing information relative to Board action if any on the subject matter.

**Board Member Use of Electronic Communication Devices Prohibited**

An individual Board member's use of electronic communication devices, such as cell phones or smartphones, during a Board meeting, both during open session and during closed session, may lead to the public's and/or other Board members' perception that a Board member is not paying attention to the subject matter at hand or that a Board member is receiving information relative to the subject matter at hand that other Board members and members of the public are not receiving, or is communicating with persons not at the meeting regarding the subject matter of the meeting, any of which is inimical to good government and transparency, and, in the case of a closed session, may also be contrary to the legal interests of the Board. Therefore, the Board's use of electronic communication devices (including cell phones and smartphones), other than for the purpose of accessing agenda materials that are on a Board member's tablet or laptop computer, is prohibited during Board meetings.

Exceptions may be made by the Board in case an emergency or other special circumstance warrants an exception.

**Board Member Interaction with Staff**

The general expectations of Board member decorum and civility apply to interactions with employees; however, because the Board is the employer of all District staff, this responsibility is appropriate for special reference. Each Board member is an individual with authority to bring matters to the Board and to influence matters related to staff. Therefore, it is imperative that Board members treat all employees with respect and as professionals. Board members are also required to comply with Board Policies governing employee anti-harassment, non-discrimination, and threatening behavior.

No Board member has inherent authority to require any staff member to respond to the Board member regarding a specific request for information, or to direct any staff member to perform or not perform any task, except as provided by Board policy or as directed by majority vote of the Board.

Board members access to and request for School District records and information is governed by Board Bylaw 0143.2 - Board Member Information Requests.

**Board Member Records and Confidentiality**

Board members are expected to maintain their own public records created on resources not controlled by and thus not maintained by the School District. Each Board member is an elected official responsible for preserving all public records the Board member creates, and to comply with requests to inspect such records. The District has no obligation nor responsibility to assist any Board member in fulfilling this responsibility with respect to records that are not maintained by the District.

Board members are encouraged to review Board policy defining and explaining public records, their maintenance, and public access (See Board Policy 8310 - Public Records).

Board members are expected to maintain and protect the privacy of District records, including student records, and communications received in closed session meetings of the Board. Board members must also protect and not disclose records consistent with, and governed by, the Family Education Rights and Privacy Act (FERPA).

**Enforcement**

Complaints alleging violations of the Board Member Code of Conduct may be brought by any person and can be submitted to the Board President or, if the Board President is the member accused of violating this policy, to the Vice President.

The President or Vice President shall review the complaint and determine whether the officer can investigate the matter or if the President or Vice President needs to contact the School District's legal counsel for support. Upon completion of the investigation, if the conclusion reached is that the Board member violated the policy, the investigator shall brief the Board and may recommend action to be taken.

Board members are elected officials and therefore cannot be disciplined, prevented from participating in Board meetings, or removed from office by the Board. The Board may consider the following:

A. ~~Formal~~formal censure by resolution passed by a majority of the Board in an open session meeting of the Board~~.~~;

B. ~~Removal~~removal from Board committee assignments for the remainder of the year and until the following organizational meeting of the Board, at which time the President is authorized to continue to withhold committee assignment. Approval of this sanction is an adopted exception to Bylaw 0155 - Committees~~.~~;

C. ~~Restriction~~restriction on Board member rights granted by policy, including requesting items for a Board meeting agenda~~.~~;

D. ~~Referral~~referral to proceed with efforts to remove the Board member from office for cause, which means inefficiency, neglect of duty, official misconduct, or malfeasance in office~~.~~;

E. ~~Referral~~referral to law enforcement if any alleged misconduct constitutes potentially unlawful conduct~~.~~;

F. O~~ther~~other efforts to pursue compliance with and adherence to the policy as determined by the Board and not prohibited by law.

Revised 4/26/22
T.C. 4/11/23
T.C. 11/30/23

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Legal

17.13, Wis. Stats.

946.12, Wis. Stats.

The Consortium of State School Board Associations

The National Association of School Boards

The Wisconsin Association of School Boards

| | |
|---|---|
| Book | Policy Manual |
| Section | 0000 Bylaws |
| Title | CONSENT AGENDA |
| Code | po0166.1*jjh |
| Status | Second Reading |
| Adopted | October 22, 2013 |

0166.1 - **CONSENT AGENDA**

The Board ~~of Education~~ may use a consent agenda to keep routine matters within a reasonable time frame.

The following routine business items may be included in a single resolution for consideration by the Board.

A. minutes of prior Board meetings;

B. reports of Board committee meetings;

C. bills for payment;

D. acceptance of bids;

E. ~~hiring~~employment of personnel;

F. resolutions that require annual adoption, such as bank signatories, Wisconsin High School Athletic Association membership, etc.;

G. resignations and leaves;

H. gifts, grants, and donations;

I. revisions to handbooks (e.g., student, staff, athletic/activities code);

J. revisions or deletions of existing bylaws/policies

K. other routine items as presented by the District Administrator.

A member of the Board may request any item to be removed from the consent resolution and defer it for a specific action and more discussion. No vote of the Board will be required to remove an item from the consent agenda. A single member's request shall cause it to be relocated as an action item eligible for discussion. Any item on the consent agenda may be removed and discussed as a nonaction item or be deferred for further study and discussion at a subsequent Board meeting if the District Administrator or any Board member thinks the item requires further discussion.

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SHEBOYGAN AREA SCHOOL DISTRICT

**Committee Meeting Minutes, March 10, 2026**

## CURRICULUM & INSTRUCTION COMMITTEE – Ms. Kay Robbins, Chair

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

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

1. **DIPLOMA (EARLY GRADUATION GED OPTION 2 PROGRAM) – Ms. Rachel Ledezma** (Information/Action)

   Moved by Ms. Hibl, seconded by Ms. Wittstock to accept administration's recommendation to award a high school diploma to Anthony Lee, South High School Class of 2026. All ayes. Motion carried unanimously.

2. **MULTILINGUAL LEARNER PROGRAM UPDATE – Ms. Rachel Ledezma/Ms. Kelly Blum/Ms. Alexandra Nugent Timofeeva** (Information/Discussion)

   Ms. Ledezma said that they plan to provide an update about this every two years. She introduced Ms. Blum and Ms. Nugent Timofeeva. Ms. Blum gave an overview of the (Multilingual Learner) ML program, there are 33 languages spoken within the SASD. They have seen an increase in the need for ML supports in the secondary grades. Ms. Nugent Timofeeva said that she has submitted for an ML grant for the past two years and has received it both years. She said that the SASD's family engagement has been so successful that the DPI has asked her how we're doing so well! 58 districts have served approximately 25,000 students throughout Wisconsin with bi-lingual and bi-cultural needs. The Seal of Biliteracy and the Global Scholars are new programs that they are excited to be involved with – these special accolades are printed on the diplomas of the recipients.

3. **HEALTH OCCUPATIONS STUDENTS OF AMERICA (HOSA) STATE LEADERSHIP CONFERENCE FIELDTRIP – Ms. Rachel Ledezma** (Information/Action)

   Moved by Ms. Hibl, seconded by Ms. Tasche to accept the administration's recommendation to approve North High School students to travel to Wisconsin Dells, Wisconsin, April 8-10, 2026, to compete in the State Health Occupations Students of America Leadership Conference. All ayes. Motion carried unanimously.

4. **FIRST ROBOTICS COMPETITION (FRC) WISCONSIN STATE CHAMPIONSHIP FIELDTRIP – Ms. Rachel Ledezma** (Information/Action)

   Moved by Ms. Wittstock, seconded by Ms. Tasche to accept the administration's recommendation to approve North High School students to travel to Brookfield, Wisconsin, April 17-19, 2026, to compete in the FIRST Robotics Competition (FRC) Wisconsin State Championship. All ayes. Motion carried unanimously. Ms. Ledezma mentioned that they recently competed and received the FIRST Impact Award which is why they are doing this field trip.

5. **JOURNEY THROUGH HISTORY: WASHINGTON D.C. TO WILLIAMSBURG, VA FIELDTRIP – Ms. Rachel Ledezma** (Information/Action)

   Moved by Ms. Tasche, seconded by Ms. Wittstock to accept administration's recommendation to approve Horace Mann and Urban Middle School students to travel to Washington, D.C., and Williamsburg, Virginia, June 7-10, 2027, to immerse students in a hands-on exploration of American history, government, and culture. All ayes. Motion carried unanimously.

Adjourned at 6:17 pm.

SHEBOYGAN AREA SCHOOL DISTRICT

# Committee Meeting Minutes of March 10, 2026

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

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

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

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

| | | | |
|---|---|---|---|
| ASSISTANT COOK | | | |
| Marina Medvedeva | Lincoln-Erdman | February 23, 2026 | $14.21 per hour |
| COOK | | | |
| Rachael Coleman | North High | March 02, 2026 | $16.39 per hour |
| CUSTODIAN | | | |
| Jennifer Jage | Wilson | March 09, 2026 | $18.00 per hour |
| EDUCATIONAL ASSISTANTS | | | |
| Loran Hudson | Longfellow | February 10, 2026 | $17.09 per hour |
| Jack Kost | Cooper | February 09, 2026 | $17.09 per hour |
| Diana Miller | Early Learning Center | February 18, 2026 | $17.20 per hour |
| Dalia Romero | North High | February 17, 2026 | $17.50 per hour |

*Relative of SASD employee

**2. SEPARATIONS – Ms. Jami Hintz** (Information)

The following separations have been granted:

| | | | |
|---|---|---|---|
| Caleb McClurg | Educational Assistant | Jackson | June 04, 2026 |
| Julia Russell | Cook | Early Learning Center | February 26, 2026 |
| Anika Sjollema | Educational Assistant | Horace Mann | February 10, 2026 |

**3. RETIREMENTS – Ms. Jami Hintz** (Action)

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

| | | | |
|---|---|---|---|
| Sarah Annelin | Teacher | Central High | 10.00 years of service |
| Peter Bergman | Teacher | North High | 29.00 years of service |
| Sara Bergman | Teacher | North High | 33.00 years of service |
| Susan Chollet | Educational Assistant | Pigeon River | 5.88 years of service |
| Carra-Lyn Conger | Teacher | Grant | 30.00 years of service |
| Michelle Debbink | Teacher | Jackson | 34.00 years of service |
| Dawn Ford | Teacher | Longfellow | 10.00 years of service |

| | | | |
|---|---|---|---|
| Stacy Hopp | Teacher | Pigeon River | 26.95 years of service |
| Lisa Lundy | Teacher | Wilson | 36.00 years of service |
| Patricia Milsted | Teacher | Wilson | 33.00 years of service |
| Kim Schlieder | Teacher | Cooper | 33.60 years of service |
| Amy Shear | Educational Assistant | Early Learning Center | 5.36 years of service |
| Dawn Sizemore | Teacher | South High | 25.00 years of service |
| Catherine Tipple | Teacher | Horace Mann | 28.50 years of service |
| Shelly Trescher | Teacher | South High | 23.00 years of service |
| Mary Winscher | Educational Assistant | Horace Mann | 3.42 years of service |
| Chris Wright | Teacher | Lighthouse Academy | 4.00 years of service |
| Amy Young | Teacher | South High | 31.00 years of service |

The meeting adjourned at 6:22 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

**Committee Meeting Minutes, March 10, 2026**

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

Mr. Peter Madden, Chair, convened the meeting at 6:18 p.m.

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

1. **TABULATION OF BIDS – PARKING LOT REPLACEMENTS – Mr. Joe Vollmer** (Action)

   Moved by Ms. Tasche, seconded by Ms. Ruiz-Harrison to accept administration's recommendation to enter into contract with Northeast Asphalt, Inc. of Green Bay, Wisconsin, in the amount of $192,730.00 for the replacement of the asphalt parking lots at Horace Mann Middle School and the Early Learning Center. All ayes. Motion carried unanimously.

| BIDDERS | Horace Mann Teacher's Lot | Horace Mann Southside Circle Lot A | Early Learning Center Back Lot |
|---|---|---|---|
| Northeast Asphalt, Inc. | $67,790.00 | $102.230.00 | $22,710.00 |
| Poblocki Paving Corp. | $73,466.00 | $103,251.00 | $27,680.00 |
| Wisconsin Asphalt Service | No Bid | No Bid | No Bid |

   Summary: Total cost of all projects: $192,730.00

   *[Capital Fund 41 - Blacktop]*

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

   Moved by Ms. Ruiz-Harrison, seconded by Ms. Wittstock to accept the Sheboygan Theatre Company Financial Report through January 31, 2026. All ayes. Motion carried unanimously.

   Mr. Brooks noted that "The Play the Goes Wrong" ticket sales were better than anticipated – this will be reflected on the report next month.

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

   Moved by Ms. Wittstock, seconded by Ms. Tasche to accept the Community Recreation Department Financial Report through January 31, 2026. All ayes. Motion carried unanimously.

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

   Mr. Brooks presented the Facility Permit Report through February 28, 2026 for information.

Meeting adjourned at 6:23 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

# Committee Meeting Minutes of March 10, 2026

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

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

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

   Moved by Ms. Boehmer, seconded by Mr. Madden to approve the Fund 41 Capital Projects through January 31, 2026, as presented. All ayes. Motion carried unanimously.

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

   Moved by Ms. Boehmer, seconded by Mr. Madden to approve the Statement of Cash Flow through January 31, 2026, as presented. All ayes. Motion carried unanimously.

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

   Moved by Mr. Madden, seconded by Ms. Boehmer to approve the Revenue & Expenditures reports through January 31, 2026, as presented. All ayes. Motion carried unanimously.

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

   Moved by Ms. Boehmer, seconded by Mr. Madden to approve the Budget Revisions and Transfers reports through January 31, 2026, as presented. All ayes. Motion carried unanimously.

| GENERAL FUND (FUND 10) | Revised Budget 12-31-25 | Revised Budget 1-31-26 | Budget Increase (Decrease) |
|---|---|---|---|
| **REVENUES** | | | |
| 100 Transfers-in | **0.00** | **0.00** | 0.00 |
| **Local Sources**<br>210 Taxes | 27,983,748.00 | 27,983,748.00 | 0.00 |
| 240 Payments for Services Provided Local Governments | 12,220.00 | 12,220.00 | 0.00 |
| 260 Non-Capital Sales | 429,954.76 | 433,668.07 | 3,713.31 |
| 270 School Activity Income | 162,335.21 | 167,197.02 | 4,861.81 |
| 280 Interest on Investments | 2,268,155.00 | 2,268,155.00 | 0.00 |
| 290 Other Revenue, Local Sources | 220,052.69 | 226,979.75 | 6,927.06 |
| **Subtotal Local Sources** | **31,076,465.66** | **31,091,967.84** | 15,502.18 |
| **Other School Districts Within Wisconsin**<br>340 Payments for Services | **2,495,194.00** | **2,495,194.00** | 0.00 |
| **Revenue from Intermediate Sources**<br>510 Transit of Aids | **18,173.00** | **18,173.00** | 0.00 |
| **State Sources**<br>610 State Aid -- Categorical | 1,140,774.00 | 1,140,774.00 | 0.00 |

| | | | |
|---|---|---|---|
| 620 State Aid -- General | 89,579,870.00 | 89,579,870.00 | 0.00 |
| 630 DPI Special Project Grants | 46,600.00 | 52,397.00 | 5,797.00 |
| 640 Payments for Services | 143,000.00 | 143,000.00 | 0.00 |
| 650 Student Achievement Guarantee in Education | 1,661,838.62 | 1,661,838.62 | 0.00 |
| 660 Other State Revenue Through Local Units | 15,000.00 | 15,000.00 | 0.00 |
| 690 Other Revenue | 8,074,866.00 | 8,074,866.00 | 0.00 |
| **Subtotal State Sources** | **100,661,948.62** | **100,667,745.62** | 5,797.00 |
| **Federal Sources**<br>710 Transit of Aids | 132,759.00 | 132,759.00 | 0.00 |
| 730 DPI Special Project Grants | 2,144,437.95 | 2,144,437.95 | 0.00 |
| 750 IASA Grants | 2,377,081.00 | 2,377,081.00 | 0.00 |
| 780 Other Federal Revenue Through State | 300,000.00 | 300,000.00 | 0.00 |
| 790 Other Revenue from Federal Sources | 0.00 | 0.00 | 0.00 |
| **Subtotal Federal Sources** | **4,954,277.95** | **4,954,277.95** | 0.00 |
| **Other Financing Sources**<br>860 Compensation, Fixed Assets | **14,007.00** | **14,007.00** | 0.00 |
| **Other Revenues**<br>960 Adjustments | 0.00 | 0.00 | 0.00 |
| 970 Refund of Disbursement | 100,000.00 | 100,000.00 | 0.00 |
| 990 Miscellaneous | 324,108.15 | 324,108.15 | 0.00 |
| **Subtotal Other Revenues** | **424,108.15** | **424,108.15** | 0.00 |
| **TOTAL REVENUES** | **139,644,174.38** | **139,665,473.56** | 21,299.18 |
| **EXPENDITURES** | **Revised Budget 12-31-25** | **Revised Budget 1-31-26** | **Budget Increase (Decrease)** |
| **Instruction**<br>110 000 Undifferentiated Curriculum | 25,499,721.32 | 25,481,639.32 | (18,082.00) |
| 120 000 Regular Curriculum | 31,950,928.21 | 31,952,520.21 | 1,592.00 |
| 130 000 Vocational Curriculum | 3,440,689.45 | 3,444,417.76 | 3,728.31 |
| 140 000 Physical Curriculum | 3,035,903.00 | 3,035,903.00 | 0.00 |
| 160 000 Co-Curricular Activities | 1,526,687.31 | 1,535,171.12 | 8,483.81 |
| 170 000 Other Special Needs | 512,584.00 | 512,884.00 | 300.00 |
| **Subtotal Instruction** | **65,966,513.29** | **65,962,535.41** | (3,977.88) |
| **Support Sources**<br>210 000 Pupil Services | 6,852,675.86 | 6,852,918.86 | 243.00 |
| 220 000 Instructional Staff Services | 5,767,889.20 | 5,768,178.20 | 289.00 |
| 230 000 General Administration | 2,014,153.67 | 2,014,153.67 | 0.00 |
| 240 000 School Building Administration | 8,714,818.45 | 8,711,035.45 | (3,783.00) |
| 250 000 Business Administration | 17,165,304.41 | 17,205,906.47 | 40,602.06 |
| 260 000 Central Services | 801,827.00 | 801,590.00 | (237.00) |
| 270 000 Insurance & Judgments | 1,403,861.00 | 1,403,861.00 | 0.00 |
| 280 000 Debt Services | 1,700.00 | 1,700.00 | 0.00 |
| 290 000 Other Support Services | 2,947,673.26 | 2,987,528.26 | 39,855.00 |
| **Subtotal Support Sources** | **45,669,902.85** | **45,746,871.91** | 76,969.06 |
| **Non-Program Transactions**<br>410 000 Inter-fund Transfers | 14,124,292.87 | 14,124,292.87 | 0.00 |
| 430 000 Instructional Service Payments | 20,699,107.87 | 20,699,704.87 | 597.00 |

| | | | |
|---|---|---|---|
| 490 000 Other Non-Program Transactions | 0.00 | 0.00 | 0.00 |
| **Subtotal Non-Program Transactions** | **34,823,400.74** | **34,823,997.74** | 597.00 |
| **TOTAL EXPENDITURES** | **146,459,816.88** | **146,533,405.06** | 73,588.18 |

| **SPECIAL EDUCATION (FUND 27)** | **Revised Budget 12-31-25** | **Revised Budget 1-31-26** | **Change in Budget** |
|---|---|---|---|
| **TOTAL REVENUES** | **25,484,779.13** | **25,484,779.13** | - |
| 100 000 Instruction | 21,332,159.26 | 21,340,159.26 | 8,000.00 |
| 200 000 Support Services | 4,152,619.87 | 4,144,619.87 | (8,000.00) |
| 400 000 Non-Program Transactions | 0.00 | 0.00 | - |
| **TOTAL EXPENDITURES** | **25,484,779.13** | **25,484,779.13** | - |

**5. GIFTS – Mr. Mark Boehlke** (Information)

Administration presented the following list of gifts to the District.

| Gift<br>*For Information* | Donor | Building/Program | Amount |
|---|---|---|---|
| Monetary | RCS Empowers, Inc. | North | 100.00 |
| Monetary | State of Wisconsin/Dept. of Admin. | North | 200.00 |
| Disinfectant Wipes | Rockline Supply Chain | SASD | 2,400.00 |
| Monetary | Thida Yang | Pigeon River | 60.00 |
| Monetary | Faith Behnke | Sheboygan Theatre Company | 66.54 |
| Monetary | Dawn Geiger | Sheboygan Theatre Company | 105.00 |
| Monetary | Intune Travel & Tours | Sheboygan Theatre Company | 500.00 |
| Monetary | Bruce/Marcia Timm | Sheboygan Theatre Company | 250.00 |
| Monetary | Bob Frick | Sheboygan Theatre Company | 100.00 |
| Monetary | Anne Keaton | Sheboygan Theatre Company | 55.00 |
| Monetary | Krystine Kroeplien | Sheboygan Theatre Company | 59.42 |
| Monetary | Lillian Wolfert | Sheboygan Theatre Company | 55.00 |
| Monetary | April Choma | Sheboygan Theatre Company | 66.54 |
| Monetary | Lori Fure | Sheboygan Theatre Company | 55.00 |
| Monetary | Teresa De Fere | Sheboygan Theatre Company | 55.00 |
| Monetary | Denise Kelly | Sheboygan Theatre Company | 55.00 |
| Monetary | Kalyani Morey | Sheboygan Theatre Company | 59.42 |

The meeting adjourned at 6:04 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

**Committee Meeting Minutes, April 14, 2026**

## CURRICULUM & INSTRUCTION COMMITTEE – Ms. Kay Robbins, Chair

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

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

1. **WISCONSIN URBAN FORESTRY COUNCIL RECOGNITION -- Dr. Jacob Konrath/Ms. Rachel Ledezma/Mr. Tony Fessler/Ms. Olivia Witthun/Mr. Jordan Skiff** (Information)

   The Wisconsin Urban Forestry Council Next Generation Award was presented to Mr. David Miller, North High School Botany Teacher, for his work with Sheboygan Rotary Club Restoration of Our Trees Sheboygan (ROOTS), the Lakeshore Natural Resource Partnership (LNRP), and the Sheboygan Area School District (SASD) on the collaboration to reforest District campuses and engage students/faculty in the process.

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

   Moved by Ms. Hibl, seconded by Ms. Wittstock to accept South High School administration's recommendation that a high school diploma be awarded to Yulianees Diaz, Class of 2025. The student has met all requirements to receive a diploma. All ayes. Motion carried unanimously.

3. **DISTRIBUTIVE EDUCATION CLUBS OF AMERICA (DECA) INTERNATIONAL CAREER DEVELOPMENT CONFERENCE FIELDTRIP – Ms. Rachel Ledezma** (Information/Action)

   Moved by Ms. Wittstock, seconded by Ms. Tasche to accept administration's recommendation to approve North High School students to travel to Atlanta, Georgia from April 24-29, 2026, to compete in the Distributive Clubs of America (DECA) International Career Development Conference, as per Policy 2340. All ayes. Motion carried unanimously.

4. **FIRST ROBOTICS COMPETITION (FRC) WISCONSIN STATE CHAMPIONSHIP FIELDTRIP – Ms. Rachel Ledezma** (Information/Action)

   Moved by Ms. Tasche, seconded by Ms. Hibl to accept administration's recommendation to approve Sheboygan North High School Red Raider Robotics students to travel to Houston, TX, April 29-May 2, 2026, for the For Inspiration and Recognition of Science and Technology (FIRST) First Robotics Competition (FRC) Championship Event, as per Policy 2340. All ayes. Motion carried unanimously.

Meeting adjourned at 6:12 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

# Committee Meeting Minutes of April 14, 2026

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

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

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

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

| | | | |
|---|---|---|---|
| COOK | | | |
| Jason Richardson | North High | March 16, 2026 | $16.39 per hour |
| DIGITAL PRINTING TECHNICIAN | | | |
| Ashley Wesaw | Printing Services | March 30, 2026 | $23.00 per hour |
| EDUCATIONAL ASSISTANTS | | | |
| Chandra Warren | Jefferson | April 06, 2026 | $17.09 per hour |
| Sarah Wieberdink | North High | April 01, 2026 | $17.23 per hour |

*Relative of SASD employee

**2. SEPARATIONS – Ms. Jami Hintz** (Information)

The following separations have been granted:

| | | | |
|---|---|---|---|
| Courtney Athorp | Teacher | Pigeon River | June 5, 2026 |
| Ashley Burg | Teacher | Jefferson | June 5, 2026 |
| Emily Carballo | Teacher | Cooper | June 5, 2026 |
| Charlet Endsley | School Security Officer | North High | June 12, 2026 |
| Jenna Fender | Teacher | Jefferson | June 5, 2026 |
| Lisa Gamble | Teacher | North High | June 5, 2026 |
| Kathleen Gavin | Teacher | Pigeon River | June 5, 2026 |
| Collin Kachel | Teacher | South High | June 5, 2026 |
| Elsa Lester | Educational Assistant | Jefferson | March 04, 2026 |
| Emma Meriggioli | Teacher | Wilson | June 5, 2026 |
| Elizabeth Raml | Teacher | Jackson | June 5, 2026 |
| Coralys Ramos | Educational Assistant | Early Learning Center | April 24, 2026 |
| David Rautmann | Teacher | Jefferson | June 5, 2026 |
| Catherine Thoele | School Counselor | Horace Mann | June 5, 2026 |
| Latricia Trotter | Cook | South High | March 17, 2026 |

**3. RETIREMENTS – Ms. Jami Hintz** (Action)

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

| | | | |
|---|---|---|---|
| Amy Bennett | Teacher | Urban | 18.45 years of service |
| Catherine Del Valle | Educational Assistant | Early Learning Center | 10.57 years of service |
| Scott Eckelaert | Teacher | Central High | 24.00 years of service |
| Elizabeth Garcia | Educational Assistant | James Madison | 14.75 years of service |
| Mary Messner | Educational Assistant | Farnsworth | 26.00 years of service |

4. **INTERNAL ADMINISTRATIVE TRANSFER – Ms. Jami Hintz** (Information)

   The following internal transfer (an internal employee moving from one position to another position) for the 2026-2027 school year has been granted:

   Ted DiStefano — Principal at Cleveland to Principal at Cleveland & Jefferson Elementary School

5. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 1461 – UNREQUESTED LEAVES OF ABSENCE/FITNESS FOR DUTY – Ms. Jami Hintz** (Discussion/Possible Action)

   Moved by Ms. Boehmer, seconded by Ms. Robbins to approve the introduction (first reading) of revised Board of Education Policy 1461 – Administration; Unrequested Leaves of Absence/Fitness for Duty. All ayes. Motion carried unanimously.

6. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 3140 – NON-RENEWAL, RESIGNATION, AND TERMINATION – Ms. Jami Hintz** (Discussion/Possible Action)

   Moved by Ms. Robbins, seconded by Ms. Boehmer to approve the introduction (first reading) of revised Board of Education Policy 3140 – Professional Staff; Non-Renewal, Resignation, and Termination. All ayes. Motion carried unanimously.

The meeting adjourned at 6:27 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

**Committee Meeting Minutes, April 14, 2026**

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

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

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

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

   Moved by Ms. Ruiz-Harrison, seconded by Ms. Wittstock to accept the Sheboygan Theatre Company Financial Report through February 28, 2026. All ayes. Motion carried unanimously.

   Mr. Brooks anticipates that they should soon have an official announcement regarding the new executive director.

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

   Moved by Ms. Ruiz-Harrison, seconded by Ms. Wittstock to accept the Community Recreation Department Financial Report through February 28, 2026. All ayes. Motion carried unanimously.

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

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

Meeting adjourned at 6:22 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

# Committee Meeting Minutes of April 14, 2026

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

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

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

   Moved by Mr. Madden, seconded by Ms. Boehmer to approve the Fund 41 Capital Projects through February 28, 2026, as presented. All ayes. Motion carried unanimously.

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

   Moved by Mr. Madden, seconded by Ms. Boehmer to approve the Statement of Cash Flow through February 28, 2026, as presented. All ayes. Motion carried unanimously.

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

   Moved by Ms. Boehmer, seconded by Mr. Madden to approve the Revenue & Expenditures reports through February 28, 2026, as presented. All ayes. Motion carried unanimously.

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

   Moved by Ms. Boehmer, seconded by Mr. Madden to approve the Budget Revisions and Transfers reports through February 28, 2026, as presented. All ayes. Motion carried unanimously.

| GENERAL FUND (FUND 10) | Revised Budget 1-31-26 | Revised Budget 2-28-26 | Budget Increase (Decrease) |
|---|---|---|---|
| **REVENUES** | | | |
| 100 Transfers-in | **0.00** | **0.00** | 0.00 |
| **Local Sources**<br>210 Taxes | 27,983,748.00 | 27,983,748.00 | 0.00 |
| 240 Payments for Services Provided Local Governments | 12,220.00 | 12,220.00 | 0.00 |
| 260 Non-Capital Sales | 433,668.07 | 439,735.33 | 6,067.26 |
| 270 School Activity Income | 167,197.02 | 176,129.27 | 8,932.25 |
| 280 Interest on Investments | 2,268,155.00 | 2,268,155.00 | 0.00 |
| 290 Other Revenue, Local Sources | 226,979.75 | 230,412.45 | 3,432.70 |
| **Subtotal Local Sources** | **31,091,967.84** | **31,110,400.05** | 18,432.21 |
| **Other School Districts Within Wisconsin**<br>340 Payments for Services | **2,495,194.00** | **2,495,194.00** | 0.00 |
| **Revenue from Intermediate Sources**<br>510 Transit of Aids | **18,173.00** | **18,173.00** | 0.00 |
| **State Sources**<br>610 State Aid -- Categorical | 1,140,774.00 | 1,140,774.00 | 0.00 |

| | | | |
|---|---|---|---|
| 620 State Aid -- General | 89,579,870.00 | 89,579,870.00 | 0.00 |
| 630 DPI Special Project Grants | 52,397.00 | 52,397.00 | 0.00 |
| 640 Payments for Services | 143,000.00 | 143,000.00 | 0.00 |
| 650 Student Achievement Guarantee in Education | 1,661,838.62 | 1,661,838.62 | 0.00 |
| 660 Other State Revenue Through Local Units | 15,000.00 | 15,000.00 | 0.00 |
| 690 Other Revenue | 8,074,866.00 | 8,074,866.00 | 0.00 |
| **Subtotal State Sources** | **100,667,745.62** | **100,667,745.62** | 0.00 |
| **Federal Sources**<br>710 Transit of Aids | 132,759.00 | 132,759.00 | 0.00 |
| 730 DPI Special Project Grants | 2,144,437.95 | 2,144,437.95 | 0.00 |
| 750 IASA Grants | 2,377,081.00 | 2,377,081.00 | 0.00 |
| 780 Other Federal Revenue Through State | 300,000.00 | 300,000.00 | 0.00 |
| 790 Other Revenue from Federal Sources | 0.00 | 0.00 | 0.00 |
| **Subtotal Federal Sources** | **4,954,277.95** | **4,954,277.95** | 0.00 |
| **Other Financing Sources**<br>860 Compensation, Fixed Assets | **14,007.00** | **14,007.00** | 0.00 |
| **Other Revenues**<br>960 Adjustments | 0.00 | 0.00 | 0.00 |
| 970 Refund of Disbursement | 100,000.00 | 100,000.00 | 0.00 |
| 990 Miscellaneous | 324,108.15 | 324,108.15 | 0.00 |
| **Subtotal Other Revenues** | **424,108.15** | **424,108.15** | 0.00 |
| **TOTAL REVENUES** | **139,665,473.56** | **139,683,905.77** | 18,432.21 |
| **EXPENDITURES** | **Revised Budget 1-31-26** | **Revised Budget 2-28-26** | **Budget Increase (Decrease)** |
| **Instruction**<br>110 000 Undifferentiated Curriculum | 25,481,639.32 | 25,474,721.32 | (6,918.00) |
| 120 000 Regular Curriculum | 31,952,520.21 | 31,954,509.21 | 1,989.00 |
| 130 000 Vocational Curriculum | 3,444,417.76 | 3,452,863.02 | 8,445.26 |
| 140 000 Physical Curriculum | 3,035,903.00 | 3,035,903.00 | 0.00 |
| 160 000 Co-Curricular Activities | 1,535,171.12 | 1,491,813.37 | (43,357.75) |
| 170 000 Other Special Needs | 512,884.00 | 512,884.00 | 0.00 |
| **Subtotal Instruction** | **65,962,535.41** | **65,922,693.92** | (39,841.49) |
| **Support Sources**<br>210 000 Pupil Services | 6,852,918.86 | 6,845,321.86 | (7,597.00) |
| 220 000 Instructional Staff Services | 5,768,178.20 | 5,778,747.20 | 10,569.00 |
| 230 000 General Administration | 2,014,153.67 | 2,020,248.67 | 6,095.00 |
| 240 000 School Building Administration | 8,711,035.45 | 8,704,639.85 | (6,395.60) |
| 250 000 Business Administration | 17,205,906.47 | 17,261,323.77 | 55,417.30 |
| 260 000 Central Services | 801,590.00 | 801,660.00 | 70.00 |
| 270 000 Insurance & Judgments | 1,403,861.00 | 1,403,861.00 | 0.00 |
| 280 000 Debt Services | 1,700.00 | 1,700.00 | 0.00 |
| 290 000 Other Support Services | 2,987,528.26 | 3,106,626.26 | 119,098.00 |
| **Subtotal Support Sources** | **45,746,871.91** | **45,924,128.61** | 177,256.70 |
| **Non-Program Transactions**<br>410 000 Inter-fund Transfers | 14,124,292.87 | 14,124,292.87 | 0.00 |
| 430 000 Instructional Service Payments | 20,699,704.87 | 20,702,016.87 | 2,312.00 |

| | | | |
|---|---|---|---|
| 490 000 Other Non-Program Transactions | 0.00 | 0.00 | 0.00 |
| **Subtotal Non-Program Transactions** | **34,823,997.74** | **34,826,309.74** | 2,312.00 |
| **TOTAL EXPENDITURES** | **146,533,405.06** | **146,673,132.27** | 139,727.21 |

| **SPECIAL EDUCATION (FUND 27)** | **Revised Budget 1-31-26** | **Revise Budget 2-28-26** | **Change in Budget** |
|---|---|---|---|
| **TOTAL REVENUES** | **25,484,779.13** | **25,484,779.13** | - |
| 100 000 Instruction | 21,340,159.26 | 21,340,159.26 | - |
| 200 000 Support Services | 4,144,619.87 | 4,144,619.87 | - |
| 400 000 Non-Program Transactions | 0.00 | 0.00 | - |
| **TOTAL EXPENDITURES** | **25,484,779.13** | **25,484,779.13** | - |

**5. NUTRITIONAL SERVICES UPDATE – Ms. Grace Tesmer** (Information**)**

Ms. Grace Tesmer provided an update on the Nutritional Services Department, which reviewed the breakfast and lunch program meal counts, reimbursement and food costs, the district-wide community eligibility provision (CEP) along with staffing issues. Ms. Tesmer noted that overall, the meal counts are down compared to last year, in which Mr. Boehlke added that the student enrollment is also down which factors into this as well. Lunch reimbursement rates over the last two years show a 6.21% increase in federal reimbursements. She highlighted that the 2026-2027 school year is the final year of the current four-year Community Eligibility Provision (CEP) in which all students receive free breakfast and lunch. Before the 2027-2028 school year, the district must reapply for CEP. Eligibility is determined based on the percentage of students who are directly certified for free meals. Access to free meals will continue if CEP eligibility is approved. Ms. Tesmer noted that the department is experiencing ongoing staff vacancies which is impacting on current staff due to an increase in workload. Their department has implemented cross training on the professional development days and attendance incentives, as well as working on improving retention through support and open communication.

**6. RENTAL OF GARDEN PLOTS – Mr. Mark Boehlke** (Information/Possible Action)

Moved by Mr. Madden, seconded by Ms. Boehmer to approve entering into a land rental agreement with the Hmong Mutual Assistance Association for the purpose of garden plots. The rental agreement would be for approximately 7.7 acres located adjacent to the northern border of Optimist Park on Carmen Avenue with a rental charge in the amount of $308. The term of the agreement would be for the 2026 growing season ending on or about November 1, 2026. All ayes. Motion carried unanimously.

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

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

| Gift | Donor | Building/Program | Amount |
|---|---|---|---|
| *For Information* | | | |
| Monetary | Hands n Feet Inc./Sheboygan Pizza Ranch | North | 400.00 |
| Monetary | Vollrath Company | North | 500.00 |
| Monetary | Joy Schmidt | Sheboygan Theatre Company | 55.00 |
| Monetary | Rebecca Roitt | Sheboygan Theatre Company | 55.00 |
| Monetary | Quentin Harwood | Sheboygan Theatre Company | 55.00 |
| Monetary | Mari Reinheimer | Sheboygan Theatre Company | 55.00 |
| Monetary | Louisa Johns | Sheboygan Theatre Company | 55.00 |
| Monetary | Debbie Worscech | Sheboygan Theatre Company | 55.00 |
| Monetary | Perez Rosalva | Sheboygan Theatre Company | 55.00 |
| Monetary | FK Bemis Family Foundation | Sheboygan Theatre Company | 1,000.00 |
| Monetary | Larry/Elizabeth Morgan | Sheboygan Theatre Company | 250.00 |
| Monetary | Festival Foods | Sheboygan Theatre Company | 250.00 |
| Monetary | Bajus Kory | Sheboygan Theatre Company | 365.00 |
| Monetary | Golfers Club @ T & C | South | 100.00 |
| *Action* | | | |
| Monetary | Gene Haas Foundation | North/Red Raider Robotics | 3,000.00 |

The meeting adjourned at 6:17 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

# Committee Meeting Minutes of April 14, 2026

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

**1.** Vice President Boehmer called the meeting to order at 6:31 p.m.

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

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

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

Excused: Ms. Mary Lynne Donohue

**5.** **NEW EARLY LEARNING CENTER (ELC) 4K WRAPAROUND PILOT PROGRAM FOR 2026-2027 – Dr. Jacob Konrath/Ms. Kelly Blum/Ms. Kathryn McKillip/Mr. Jody Brooks** (Information/Possible Action)

Moved by Mr. Madden, seconded by Ms. Hibl to approve the implementation of the Early Learning Center (ELC) 4K Wraparound Pilot Program for the 2026-2027 school year. All ayes. Motion carried unanimously.

Administration provided information regarding the proposed new Early Learning Center (ELC) 4K Wraparound Pilot Program for the 2026-2027 school year. Dr. Konrath explained that this is something that had been talked about before COVID, however due to difficult staffing issues this was pushed back. He noted that Ms. McKillip, Ms. Blum and Mr. Brooks looked through the data and put this pilot program together. The plan is to start a pilot 4K Wraparound Program at ELC next school year and possibly long-term throughout the district. Dr. Konrath acknowledged Ms. McKillip, Ms. Blum and Mr. Brooks for all their time and efforts in putting this program together. The program would be in conjunction with the Community Recreation Department KidStop program. Mr. Brooks explained that currently there are several KidStop sites in which Lincoln-Erdman Elementary and Cleveland Elementary Schools have 4K components and ELC would be added to the KidStop program with before-school care 7:15am – 8:45 am and after-school care 3:45pm-5:30 pm. The wraparound care would offer care during the portion of the day opposite the child's 4K session: Morning wraparound care for PM 4K students 8:45 am - 12:45 pm and afternoon wraparound care for AM 4K students 11:45 am – 3:45 pm. The name of the pilot program would be 'Turtle Tot'. The program is designed to provide working families who need full-day care for their 4K children. Ms. McKillip spoke about the cost to families and that at this point there is only a full-week option and possibly in the future the availability of a two or 3-day option. The cost for the full week totals $120: 4K Kidstop Before School $35/week, Turtle Tot Wraparound $50/week, and 4K Kidstop Afterschool $35/week. Ms. McKillip explained and described a typical day in the Turtle Tot 4K Wraparound Care Program. Mr. Brooks discussed the staffing aspects of the proposed program which includes possibly having some South High School students help with staffing during the middle part of the day. Ms. McKillip further discussed the registration and enrollment aspects and highlighted that a minimum enrollment threshold is needed in order to run the program. However, enrollment is limited with registrations being accepted until the program reaches capacity. Once the program reaches capacity, a

waitlist will be started. There are two timelines for registration: 1) Interest Sign Up Window; 2) Registration Window. Enrollment status will be announced to families by June 12, 2026. Communications and promotions about this program will be provided to families with a flyer on the ELC and SASD websites, a postcard mailing along with using other outreach efforts for their 4K families. This would be a one-year pilot program and would be available to all 4K ELC students.

**6.** **ADMINISTRATIVE RESIGNATIONS – Dr. Jacob Konrath/Ms. Jami Hintz –** (Information/Possible Action)

Moved by Mr. Laster, seconded by Ms. Tasche to approve the administrative resignations of Lindsay Ohlfs and True Vang effective June 30, 2026. All ayes. Motion carried unanimously.

**7.** Moved by Ms. Robbins, seconded by Ms. Tasche to adjourn at 6:56 p.m. All ayes. Motion carried unanimously.

# Sheboygan Public Education Foundation
# Board of Directors - MINUTES

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

**In attendance: Jerry Jones, Kurt Kober, Kris Fritz, Chris Conway, Roxanne Pauls, Laurie VanVeghel, Jake Konrath, Denise Wittstock, Rayna Rokicki, Dave Freitag, Anne Holzem, Larry Donoval**

**Absent: Jenn Scapellato**

**Jerry called the meeting to order at 4:30 pm and** welcomed New Board Member Larry Donoval to the SPEF Board.

**Superintendent's Report - Jake Konrath -** Jake shared that graduation rates are up to 89%, from 87% and 83% a few years ago. Daily attendance has also been trending up as a district as a result of initiatives put in place. SASD is facing a $1.6 million deficit that will be closed by reducing teaching staff - this goes in hand with declining enrollment which is being seen everywhere in the state. The SASD deficit is not as severe as that of many districts in Wisconsin.
Teacher retirement is down this year from around 25 retirees to normally 30-35. SASD is selling the Washington School land that used to make up the playground. Currently, there are 3 bidders for this land but no decision has been made. Jake reported that current seniors appreciated the new digital scholarship process.

**School Board Report - Denise Wittstock -** Denise thanked Jake for all the work he and the district is doing to work with state legislators on important budget issues. The new middle schools are set to break ground soon. Urban's construction will be more complicated than Farnsworth due to the need to work around shared spaces/ground as they build. Denise shared that 3 charter schools (Etude, Warriner, and Central) were renewed for 5 years due to the good work they are doing to meet goals and individualize learning.

**President's Report- led by President Jerry Jones**
Jerry called for the February 11, 2026 meeting minutes to be approved. Chris made a motion to approve, Bill seconded the motion. Passed.

Anne Doro and Suzanne Knox from US Bank did a special presentation on our investments with US Bank. Anne and Suzanne shared that as we are fiduciaries of scholarship money, our accounts are growing in responsible ways with respectable interest earned. They mentioned the current Iran crisis as a situation that could disrupt the markets both short-term and long-term, currently the outlook for the US economy is strong and they are not changing investment positions. Jerry mentioned that we have more of our money in cash than you would with your home accounts, due to scholarship holdings.

**Finance Committee - Anne Holzem-** Anne went over the January Treasurer's report. We are currently under budget. Bill motioned to approve the budget. Chris seconded the motion. Motion passed.

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

Rox shared that the SPEF Team has been busy processing scholarships. Here is a breakdown of the scholarship numbers for this year.
There were 268 SPEF Applicants (same as last year)
There were 1658 individual Applications (1589 in 2025). This is around 6 applications per student.
Sheboygan North: 134 applicants (last year 124)
Sheboygan South: 73 applicants (last year 61)
Warriner - 6 applicants
Etude - 1 applicants
Sheboygan County (54) (62 in 2025)
10 - Kohler
9 - Oostburg
7 - Sheb. Falls
7 - Sheb. Christian
6 - Sheb. Lutheran
5 - Elkhart Lake
5 - Cedar Grove
3 - Howards Grove
2 - Plymouth

In 2026, SPEF is offering 64 Scholarships.
The following scholarships received no applications and have an extended deadline of 3/15 - we've reached out to counselors and specialist teachers to spread the word.
-Richard W. Rupp
-Van Wyk Automotive Scholarship
-Craig Franzen Memorial Scholarship
-Sheboygan Contractor Association Scholarship

Willis Scholarship was miscategorized and also has an extended deadline.
New Scholarship Offered with extended deadline - Lou Jaeger Memorial Vocal Scholarship for students going into vocal performance or vocal music education.

Rox mentioned that for some of the more career specific scholarships (musician, culinary, teacher, auto repair) its been difficult to get candidates.

Rox, reported that Rayna has done a lot of outreach at the schools to help get the word out including presentations, workshops, emails. Chris mentioned that North is struggling a bit with scholarship this year, with Guidance Secretary Lynn Bitney gone this year (retired).

Rox and Rayna went over the deadlines for SPEF scholarship committees. Large Groups (Denn Kroeff and Kistner) meet after the April 8th board meeting. Small group scholarships need to be decided by Monday, April 6th.

Rox and Rayna went over the revised Teacher Grant Guidelines discussed by the subcommittee last month. Several changes were made… the group agreed to 1. allocate up to 20% of the available funds each year to help fundraising efforts by groups and individuals, rather than fund complete projects, SPEF would donate to requests that are raising funds to support different goals. 2. Invite all board members to serve on the Grant request committee, all members will receive the complete list of project requests. 3. The committee will include a maximum of 2 office staff and a minimum of 4 board members, in order to vote on projects you must be in attendance at the meeting in person or virtually, you cannot email in your votes. 4. All votes during the committee meeting are final, when additional information is required an online vote by email to approve will be taken by members who attended the grant selection meeting. 5. Grant committee recommendations will be presented for approval at the next board meeting. Chris made a suggestion to add that if a Board member who is also a teacher submits a grant, they need to leave the room while it is being voted on and discussed. This was agreed to.

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

Next meeting will be Wednesday, April 8th at 4:30 pm - Civic Room, followed by the SPEF Scholarship Subcommittee.

# Sheboygan Public Education Foundation
# Board of Directors - MINUTES

**Meeting - Apr. 8th, 2026**
**Meeting location: Civic Room, Lakeview Tower**

**In attendance: Jerry Jones, Kurt Kober, Kris Fritz, Chris Conway, Laurie VanVeghel, Denise Wittstock, Rayna Rokicki, Dave Freitag, Anne Holzem, Larry Donoval**

**Absent: Roxanne Pauls, Jake Konrath**

**Jerry called the meeting to order at 4:30 pm**

**Superintendent's Report - Jake Konrath was absent**

**School Board Report - Denise Wittstock -**
Denise shared that the referendum is on track and SASD has found ways to save money. Next year, there is a project increase in property taxes for the overall operating budget of SASD. The State Budget and funding for schools is still not determined. In the recent election, 3 school board members Heidi Boehmer, Kay Robbins and Sarah Ruiz-Harrison were reelected. SASD Seniors have applied for a record number of scholarships this year.
Anne Holzem asked if there was any way students at Urban or Farnsworth could use the school construction as a learning opportunity. Perhaps Tech Ed classes could view the construction from the fence or a safe zone each week and learn about the different jobs.

**President's Report- led by President Jerry Jones**
Jerry called for the March 11, 2026 meeting minutes to be approved. Bill made a motion to approve, Chris seconded the motion. Passed.

**Finance Committee - Anne Holzem-** Anne went over the February Treasurer's report. Bill motioned to approve the budget. Chris seconded the motion. Motion passed.

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

Rayna shared that **SPEF Scholarship Night** is coming up on **Wednesday, May 6, 2026**, and that we'll need everyone's help to make the night run smoothly.

## Scholarship Night Details

- **Date:** May 6, 2026
- **Program starts:** 6:00 PM
- **Board arrival:** 5:00 PM
- **Dress:** Business casual (no jeans)
- Lanyards with name tags will be provided. Please take time to introduce yourself to donors and thank them for their support.

Rayna noted that **invitations (digital and mailed)** will go out on **April 24** after school to student recipients. Students will be asked to arrive between **5:15–5:45 PM**.

## SPEF Scholarship Night Volunteer Roles

Board members signed up for the following (THANK YOU!):

- **Check-In Tables:** Chris, Larry, Anne, Ryan
- **Seating Help:** Kris, Keith,
- **Presenting Awards:** Larry, Chris, Anne, Ryan, Kurt, Bill (maybe)
- **Photographer Help:** Jenn
- **Backstage Support:** Laurie
- **Scholarship Folder Review with Seniors:** Rayna
- **Emcee:** Jerry

We are also looking into parking options for older donors, possibly using the back entrance of the Weill Center.

## Scholarship Recipients

Rayna handed out the list of 2026 scholarship recipients and shared that she checked in with school counselors regarding any behavior concerns. None were reported.

There was some discussion about how to handle situations where a student has had issues. Reaching out to the school counselors is our way of checking in on any behavior issues. It was acknowledged that we do what we can to vet ahead of time, but don't have much control beyond that.

- Bill made a motion to approve the list
- Larry seconded
- Motion passed

## Development Update

Rayna mentioned that SPEF has received a few will bequests recently. This could be a good area to focus on for future growth and visibility. Jerry shared that he's seeing more of this and has an example from Mequon that we could use as a model.

## Teacher Grants

- **Deadline:** April 30, 2026
- A few applications have already come in

After Scholarship Night, Rayna will send the applications to ALL board members for review.

The **Teacher Grant Subcommittee** (open to all board members) will meet:

- **May 18 at 4:30 PM** at the SPEF Office
- We need at least 4 board members present
- Rayna will send an RSVP closer to the date

Jerry adjourned the meeting.

## Upcoming Dates

- **May 6, 2026:** Scholarship Night (arrive at 5:00 PM)
- **May 13, 2026:** Board Meeting – 4:30 PM (Civic Room)
- **May 18, 2026:** Teacher Grant Subcommittee – 4:30 PM (SPEF Office)

# Human Growth & Development Citizens' Advisory Committee
# Sheboygan Area School District
# Monday, March 9, 2026; 4:00pm

The meeting of the Human Growth and Development Citizens' Advisory Committee of the Sheboygan Area School District will be held on Monday, March 9, at 4:00pm. The items below will be presented for consideration at that time. This meeting will be held in room 224 at Sheboygan North High School, 2926 N. 10th St. For those who are unfamiliar with North's layout, please plan to meet in the Main Office at 4:00 to be escorted to room 224. The office is located through door 2, off the large parking lot on N 10th St. In addition, the committee is offering video access to the meeting via the following:

Meeting ID

https://meet.google.com/xkx-wrkr-pdm

**Voting Members:**

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

**Ex-Officio Members**

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

I. Call to Order - Beth/Jen

- 4:08pm

II. Approval of the Agenda (Action) - Beth

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

III. Roll Call (Informal) - Beth/Eric

- Present (Tracy, Jeff, Beth, Allison, Jen, Anna, Lauren, Jeremy, Amy, Allie, Eric)
- Not Present (Julie, Christina, Megan)
- Megan has missed 3 consecutive meetings. Her position will be vacated and posted with open positions for the May meeting.

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

- **HG&D Meeting Notes 2/23/26**
- Motion (Jeff) / Second (Jen); 8 (Yes); 0 (No)

V. Review of High School Revisions (Discussion) - Beth/Amy

- ***High School Human Growth UPDATES***
- ***Amy's Edits***
- The committee reviewed all but 2 edits and will finish at the next meeting.

VI. Review of 6th Grade Slides- Beth/Amy

- ***6th Grade Human Growth***
- The review is almost complete.
- More discussion is needed regarding making sure the standards are met.
- Definitions to be pulled in from other grades' slides.

VII. Review of 7th Grade Slides (Discussion/Action) - Beth/Amy

- ***7th Grade Human Growth***
- Further review needed.

VIII. Child Safety: Discussion with Natasha Torry and Joel Urmanski, 5-5:30 pm- Jeff/ Natasha/ Joel

- Natasha & Joel stated that teen power and control were a big issue last year.
- Sexting and child porn are issues.
- Most offenders are known to the victims, so the victims don't realize that what is being done to them is wrong.
- When teachers have been confided in, they specified that what you say and how you say it will matter if the case goes to court. It's important to save evidence like pictures, messages, etc.
- Girls tend to report situations more than boys.
- Trafficked girls tend to be turned into recruiters; drug/party-related runaways are huge targets.
- Noted that the 3 messages we need to get across to students are: if they find themselves in these situations, say something to a trusted adult, watch out for someone trying to lure them with gifts, and be careful not to get caught in pictures that are posted online.

IX. Review of 8th Grade Slides (Discussion/Action) - Beth/Amy

- ***8th Grade Human Growth***
- Further review needed.

X. Next Steps (Information) – Beth

- Amy will be sharing a draft with the middle school teachers for their review and feedback on March 30.
- Amy will use the feedback from the middle school teachers and bring a draft of all grade levels back to the committee for review at the April meeting.
- Finish reviewing the High School slide revisions.
- Continue reviewing the 6th Grade slides
- Continue reviewing the 7th Grade slides
- Continue reviewing the 8th Grade slides

XI. Adjournment (Action) –Beth

- Motion (Jeff) / Second (Anna); 8 (Yes); 0 (No)

# Human Growth & Development Citizens' Advisory Committee
# Sheboygan Area School District
# Monday, April 13, 2026; 4:00pm

The meeting of the Human Growth and Development Citizens' Advisory Committee of the Sheboygan Area School District will be held on Monday, April 13, at 4:00pm. The items below will be presented for consideration at that time. This meeting will be held in room 224 at Sheboygan North High School, 2926 N. 10th St. For those who are unfamiliar with North's layout, please plan to meet in the Main Office at 4:00 to be escorted to room 224. The office is located through door 2, off the large parking lot on N 10th St. In addition, the committee is offering video access to the meeting via the following:

Meeting ID
meet.google.com/puq-vsaz-nxf

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

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

I. Call to Order - Beth/Jen
- 4:12pm

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

III. Roll Call (Informal) - Beth/Eric
- Present (Tracy, Jeff, Beth, Allison, Jen, Anna, Lauren, Jeremy, Christina, Amy, Allie, Eric)
- Not Present (Julie)

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

- HG&D Meeting Notes 4/13/26
- Motion (Lauren) / Second (Jen); 9 (Yes); 0 (No)

V. Review of 6th Grade Slides (Discussion/Action) - Beth/Amy
- 6th Grade Human Growth
    - The following slides were pinned for further review; all others were approved.
    - 2, 5, 8, 37, 48, 52, 64, 70-79, 82, 85-101, 106, 110, 111

VI. Review of 7th Grade Slides (Discussion/Action) - Beth/Amy
- 7th Grade Human Growth
    - The following slides were pinned for further review; all others were approved.
    - 23, 27, 30-39, 45-47, 60, 61, 66, 67, 68, 71, 77-78, 80

VII. Review of 8th Grade Slides (Discussion/Action) - Beth/Amy
- 8th Grade Human Growth
    - The following slides were pinned for further review; all others were approved.
    - 4, 5, 9-10, 15, 17, 20, 29-35, 37 (delete), 38, 67, 74, 75

VIII. Consideration of New Committee Member - Health Care (Discussion/Action) - Beth/Eric
- Eric Boehmer
    - 5 Votes (Jeff, Beth, Allison, Jen, Christina)
- Michael Burgard
    - 1 Vote (Tracy)
- Deann Harper
    - 1 Vote (Lauren)
- Jeremy abstained, and Anna had to leave before the vote

IX. Next Steps (Information) - Beth
- Eric will send out a Doodle Poll to help determine the availability for the next meeting.
- The committee will revisit the slides that were pinned from the last meeting.
- HS edits will be put on the agenda for the next meeting; however, MS needs to be completed first

X. Adjournment (Action) - Beth
- Motion (Jen) / Second (Lauren); 9 (Yes); 0 (No)