SHEBOYGAN AREA SCHOOL DISTRICT

BOARD OF EDUCATION

SHEBOYGAN AREA SCHOOL DISTRICT
Sheboygan, Wisconsin

ANNUAL REORGANIZATION MEETING
Tuesday, April 28, 2026
6:00 p.m.

The Annual Reorganization 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 **6:00 p.m.** The following items will be presented for consideration at that time:

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

I. Call to Order: Mr. Santino Laster, President

II. Approval of the Agenda (Action)

III. Roll Call (Informal)

IV. Oath of Office (Informal)

V. Nominations and Election of a President per Bylaw 0152 (Action)

VI. Nominations and Election of a Vice President per Bylaw 0152 - (President) (Action)

VII. Nominations and Election of a Treasurer per Bylaw 0152 - (President) (Action)

VIII. Nominations and Election of a Clerk per Bylaw 0152 - (President) (Action)

IX. Annual Review of Board Member Behavior and Code of Conduct per Bylaw 0144.5 (Discussion/Information)

The Board of Education will review Bylaw 0144.5 Board Member Behavior and Code of Conduct.

X. Public Depositories (Action)

The administration recommends that Bank of New York Mellon Trust Company, N.A., Wells Fargo Bank Wisconsin, N.A., U S Bank N.A., Associated Bank, N.A., BMO Financial Group, Johnson Bank, Bank First National, Wisconsin Bank and Trust, Cleveland State Bank, Kohler Credit Union, Local Government Investment Pool, Wisconsin Investment Series Cooperative, and Midwest Institutional Trust Company be designated as depositories for Sheboygan Area School District funds, its investments, its short term lines of credit, the Recreation Department, and various schools located within the Sheboygan Area School District for their banking needs as provided in Bylaw 0152.

XI. Facsimile Signatures (Action)

The administration recommends that it be authorized to extend the use of facsimile signatures of officers who have been placed in the President, the Treasurer, or the Clerk's positions or members who are no longer on the Board of Education through June 30, 2026 as provided in Bylaw 0152.

XII. Designation of Publishers of Board of Education Proceedings (Action)

The administration recommends that the designated publisher of the Board of Education proceedings be the Sheboygan Press.

XIII. Miscellaneous

A. Authorize the Administration to Pay Salaries and Have the Same Confirmed by the Board of Education at the next Regular Meeting (Action)

The administration recommends that it be authorized to pay salaries and have the same confirmed by the Board of Education at the next regular meeting.

B. Report on Financial Status of Post-Employment Benefit Trust Fund (Fund 73) (Information)

The administration will report on the Financial Status of Post-Employment Benefit Trust Fund (Fund 73).

C. Appointment of Representative to CESA Annual Convention (Discussion/Possible Action)

The Annual Convention is Wednesday, May 13, 2026 at 6:30 p.m. at the CESA 7 Office in Green Bay, WI.

D. Appointment of Delegate/Alternate to the 2027 Wisconsin State Education Convention (Discussion/Possible Action)

The Annual Convention is January 20-22, 2027 in Milwaukee, WI.

XIV. Adjourn (Action)

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

JK:sas

Book	Policy Manual
Section	0000 Bylaws
Title	OFFICERS
Code	po0152
Status	Active
Adopted	October 22, 2013
Last Revised	June 10, 2025

0152 - **OFFICERS**

The Board shall elect, from among its members, a President, Vice-President, Treasurer, and Clerk. Such election shall occur on or within thirty (30) days after the fourth (4th) Monday in April.

Election of officers shall be by a majority vote of seated Board members present at a Board meeting. Secret ballots may be utilized only for the election of officers. Where no such majority exists on the first ballot vote, a second vote shall be cast for the two (2) candidates who received the greatest number of ballot votes.

Except for those appointed to fill a vacancy, officers shall serve for one (1) year and until their respective successors are elected and qualify.

The Board shall, in addition to other statutory requirements:

A. designate depositories for school funds;

B. designate those persons authorized to sign checks, contracts, agreements, and purchase orders;

C. designate a day, place, and time for regular meetings, which shall be held at least once every month.

Revised 8/28/18
Revised 6/28/22
T.C. 7/17/24
T.C. 6/10/25

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Legal	19.88(1), Wis. Stats.
	120.05, Wis. Stats.
	120.15 et seq., Wis. Stats.
	120.43, Wis. Stats.
	120.44(2) Wis. Stats.

Book	Policy Manual
Section	0000 Bylaws
Title	BOARD MEMBER BEHAVIOR, COMMUNICATIONS, AND CODE OF CONDUCT
Code	po0144.5
Status	Active
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 legal position of the District should be avoided.

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, 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.

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.

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 censure by resolution passed by a majority of the Board in an open session meeting of the Board.

B. 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 on Board member rights granted by policy, including requesting items for a Board meeting agenda.

D. 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 to law enforcement if any alleged misconduct constitutes potentially unlawful conduct.

F. 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

Sheboygan Area School District

Fund 73 OPEB Trust

Balance Sheet
as of June 30, 2025

ASSET	
Cash and Investments	$ 34,556,275.68
LIABILITIES	
Acounts Payable	1,365.00
Due to General Fund	5,565.00
TOTAL LIABILITIES	$ 6,930.00
FUND BALANCE	
Restricted for other post employment benefits	$ 34,549,345.68

Revenue and Expense Statement
For the Year Ended June 30, 2025

REVENUE	
Investment earnings	1,159,144.09
District Contributions	1,106,000.00
Total Revenue	$ 2,265,144.09
EXPENSES	
Purchased services	5,565.00
Market Depreciation on Investments	164,225.11
HRA Disbursements	1,071,297.00
Total Expenses	$ 1,241,087.11
Change in Net Position	$ 1,024,056.98
Net Position - June 30, 2024	$ 33,525,288.70
Net Position - June 30, 2025	$ 34,549,345.68