BOARD OF EDUCATION
SHEBOYGAN AREA SCHOOL DISTRICT
Sheboygan, Wisconsin
REGULAR MEETING MINUTES
Tuesday, September 23, 2025

The regular meeting of the Board of Education of the Sheboygan Area School District was held on Tuesday, the 23rd day of September, 2025, 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 6:01 p.m.

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

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

Present: Ms. Allie Tasche, Ms. Leah Hibl, Ms. Kay Robbins, Mr. Santino Laster, Ms. Heidi Boehmer, Ms. Sarah Ruiz-Harrison (arrived at 6:06 p.m.), Ms. Denise Wittstock, Ms. Mary Lynne Donohue (excused at 7:00 p.m.)

Excused: Mr. Peter Madden

APPROVAL OF MINUTES

Moved by Ms. Tasche, seconded by Ms. Wittstock to approve the Regular Board of Education meeting minutes of August 26, 2025. All ayes. Motion carried unanimously.

COMMUNITY INPUT

There was no community input.

SUPERINTENDENT'S REPORT

Dr. Konrath reported that the start of the school year has been great, and he thanked staff for their continued dedication to students. Project 2025 House Construction Groundbreaking ceremony took place on September 9 and is the 28th home built by students enrolled in career and technical education classes at North and South High Schools. It is the tenth home built under the direction of Mr. Ted Schermetzler. Mr. William Feider, a senior at North High School, designed the home that is being built. Dr. Konrath reminded the school board of the upcoming WASB regional meeting and workshops, and noted that the budget will continue to be a challenge going forward.

MISCELLANEOUS

A. Farnsworth and Urban Middle Schools Referendum Update

Mr. Considine provided a review of the referendum projects including updates on the current plans, review of the preliminary renderings, and plans moving forward. He added that two-thirds of the design process has been completed. Currently they are refining details, finishes, and have gathered much feedback from staff. Mr. Quasius talked about the geothermal study and that it would extend construction by a year. Geothermal is problematic in a number of areas and the delay in construction is not something we want either. He added that geothermal would be challenging and any potential payback would be reduced significantly. Dr. Konrath added that solar makes sense and it can tie into the curriculum. More information will be shared with the Board within the next month. Mr. Quasius reported that City of Sheboygan site plan submission should be November/December of this year with bidding by January/February. Ms. Hibl commented that she appreciates the thoughtfulness to the entire project and the number of staff who have been involved. Dr. Konrath added that he is very appreciative of the time and effort that Bray and Quasius have done in taking ownership of this project.

B. Confirmation of Sale of House Construction Project

Mr. Boehlke reported that no action was necessary as the offer to purchase fell through and the property is back on the market.

C. Strategic (Long-Range) Plan Quarterly Review

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

D. Board Appointed Committees

Moved by Ms. Boehmer, seconded by Ms. Robbins to approve the membership for all school board appointed committees for the 2025-2026 school year. All ayes. Motion carried unanimously.

E. Completion of School Violence Drills

Moved by Ms. Hibl, seconded by Ms. Tasche to approve the completion of the School Violence Drills for the 2025-2026 school year. All ayes. Motion carried unanimously.

Ms. Ledezma provided a review of the school safety training and drills which were completed in the month of September. Wisconsin Act 143 requires that by January 1, 2026, all school districts must submit a copy of its School Safety Plan, the most recent date the school district consulted with a local law enforcement agency to conduct required on-site safety assessments, the date of the most recent school training on school safety and the number of attendees, and the date of the required annual safety drill or drills held during the previous year. Ms. Ledezma reported that each year administration ensures that these four requirements are met.

F. Introduction (First Reading) of Revised Board of Education Policy 1100 – District Organization

Moved by Ms. Ruiz-Harrison, seconded by Ms. Tasche to approve the introduction (first reading) of revised Board of Education Policy 1100 – Administration; District Organization. All ayes. Motion carried unanimously.

G. Introduction (First Reading) of Revised Board of Education Policy 1241 – Non-Reemployment of the District Administrator

Moved by Ms. Wittstock, seconded by Ms. Tasche to approve the introduction (first reading) of revised Board of Education Policy 1241 – Administration; Non-Reemployment of the District Administrator. All ayes. Motion carried unanimously.

Mr. Laster noted he would like one motion for agenda items H. through N. and asked if the Board had questions on any of the policies and there were none.

Moved by Ms. Hibl, seconded by Ms. Boehmer to approve agenda items H., I., J., K., L., M., and N. All ayes. Motion carried unanimously.

H. Adoption (Second Reading) of Revised Board of Education Policy 5771 – Students; Search and Seizure
I. Adoption (Second Reading) of Revised Board of Education Policy 8531 – Operations; Free and Reduced-Price Meals
J. Adoption (Second Reading) of Revised Board of Education Policy 8540 – Operations; Vending Machines
K. Adoption (Second Reading) of New Board of Education Policy 8550 – Operations; Competitive Food Sales
L. Adoption (Second Reading) of Revised Board of Education Policy 8600 – Operations; Transportation
M. Adoption (Second Reading) of Revised Board of Education Policy 8660 – Operations; Transportation by Private Vehicle
N. Adoption (Second Reading) of Revised Board of Education Policy 8680 – Operations; Bus Services Contracts

REPORT OF COMMITTEES

A. CURRICULUM & INSTRUCTION COMMITTEE

1. Sheboygan Area School District Crisis Manual

Moved by Ms. Robbins, seconded by Ms. Boehmer to accept the Curriculum and Instruction Committee recommendation to approve the 2025-2026 Sheboygan Area School District Crisis Manual. All ayes. Motion carried unanimously.

From the committee meeting:
Moved by Ms. Hibl, seconded by Ms. Wittstock to approve the 2025-2026 Sheboygan Area School District Crisis Manual. All ayes. Motion carried unanimously.

Ms. Ledezma reported that this is an annual requirement resulting from Wisconsin 2017 Act 143 that standardizes accountability measures for school safety planning and drills. She reviewed the requirements every school district is required to file with the Office of School Safety each year and that administration must ensure the four requirements are met. The crisis manual serves as the District's safety plan and is updated each year. There is close collaboration with administrators, staff, first responders, professional organizations, as well as best practices for school safety.

2. Introduction (First Reading) of Revised Board of Education Policy 5335 – Care of Students with Chronic Health Conditions

Moved by Ms. Robbins, seconded by Ms. Tasche to accept the Curriculum and Instruction Committee recommendation to approve the introduction (first reading) of revised Board of Education Policy 5335 – Students; Care of Students with Chronic Health Conditions. All ayes. Motion carried unanimously.

From the committee meeting:
Moved by Ms. Tasche, seconded by Ms. Wittstock to approve the introduction (first reading) of revised Board of Education Policy 5335 – Students; Care of Students with Chronic Health Conditions. All ayes. Motion carried unanimously.

B. HUMAN RESOURCES COMMITTEE

1. Appointments

Moved by Ms. Hibl, seconded by Ms. Boehmer to accept the Human Resources Committee recommendation to confirm all appointments. All ayes. Motion carried unanimously.

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

TEACHERS

Nichole Astle	Cross-Categorical	UW-Whitewater	Master's Degree
Sheboygan, WI	Sheridan		$51,604.00

Ms. Astle has been hired for the 2025-2026 school year. She is certified in Cross-Categorical Special Education and Regular Education. She was one of seven candidates interviewed.

Jenna Fender	Second Grade	St. Ambrose University	Bachelor's Degree
Moline, IL	Jefferson		$48,104.00

Ms. Fender has been hired for the 2025-2026 school year. She will be certified in Regular Education. She was one of seven applicants interviewed.

Julia Greisch	Kindergarten	UW-Oshkosh	Bachelor's Degree
Port Washington, WI	Jefferson		$48,104.00

Ms. Greisch has been hired for the 2025-2026 school year. She will be certified in Regular Education. She was one of three candidates interviewed.

Lisa Grubisic	Library Media Specialist	Lakeland University	Master's Degree
Elkhart Lake, WI	Horace Mann		$82,630.00

Ms. Grubisic has been hired for the 2025-2026 school year. She is certified as an Instructional Library Media Specialist and holds certifications in English and Regular Education.

Brooke Halverson	Cross-Categorical	UW-Oshkosh	Bachelor's Degree
Sheboygan, WI	Longfellow		$48,104.00

Ms. Halverson has been hired for the 2025-2026 school year. She has been serving the district in various roles, including as an Education Assistant and Substitute Teacher. She will be certified in Cross-Categorical Special Education. She was one of four candidates interviewed.

Rebecca Hoyt Olson Cleveland, WI	Third Grade Jefferson	University of Minnesota	Master's Degree $69,604.00

Ms. Hoyt Olson has been hired for the 2025-2026 school year. She is certified in Regular Education. She was one of seven candidates interviewed.

Julie Jurss Sheboygan, WI	Speech and Language Pathology Étude Elementary/Parochial	Marquette University	Master's Degree $48,525.81 (prorated)

Ms. Jurss has been hired for the 2025-2026 school year. She retired from the District in June 2025, having worked as a Speech and Language Pathologist from August 1994 to June 2025. She is certified in Speech and Language Pathology. She was the only candidate interviewed.

Kristin Karpinski Sheboygan, WI	First Grade Jackson	Dordt College	Bachelor's Degree $57,604.00

Ms. Karpinski has been hired for the 2025-2026 school year. She is certified in Early Childhood Special Education and Regular Education. She was one of four candidates interviewed.

Jessica Konen Sheboygan Falls, WI	Third Grade Jefferson	UW-Green Bay	Bachelor's Degree $48,104.00

Ms. Konen has been hired for the 2025-2026 school year. She has been serving as an Educational Assistant with the District since December 2013. She is certified in Regular Education. She was one of eight candidates interviewed.

Jacob Martens* Sheboygan, WI	Family and Consumer Education Farnsworth	University of Northwestern	Bachelor's Degree $48,104.00

Mr. Martens has been hired for the 2025-2026 school year. He will be certified in Family and Consumer Education. He was one of four candidates interviewed.

Elizabeth Pauly Marzouki Sheboygan, WI	Virtual Elementary Warriner	Cardinal Stritch University	Master's Degree $21,283.25 (prorated)

Ms. Pauly-Marzouki has been hired for the 2025-2026 school year. She retired from the District in June 2025 after working in various roles, including Elementary Teacher and Multi-lingual Language Teacher, from August 1992 to June 2025.

Philipp Strazny Manitowoc, WI	German North High	Cologne University	Master's Degree $53,604.00

Mr. Strazny has been hired for the 2025-2026 school year. He will be certified in German. He was one of three candidates interviewed.

Julie Wilke Sheboygan, WI	Cross Categorical Jefferson	UW-Stout	Bachelor's Degree $48,104.00

Ms. Wilke has been hired for the 2025-2026 school year. She has been serving as an Educational Assistant with the District since August 2019. She is certified in Cross-Categorical Special Education. She was the only candidate interviewed.

Tamara Zelm-Joosse Sheboygan, WI	Parochial School Liaison District-Wide	UW-River Falls	Master's Degree $43,019.41 (prorated)

Ms. Zelm-Joosse has been hired for the 2025-2026 school year. She retired from the District in June 2025, having worked as a Speech and Language Pathologist and Program Coordinator from August 2006 to June 2025. She is certified in Assistive Technology and Speech and Language Pathology. She was the only candidate interviewed.

ASSISTANT COOK

Kelsey Jump	Wilson	August 25, 2025	$15.57 per hour

COOK

Cheryl Brunner	South High	August 25, 2025	$15.57 per hour

DRIVER

Kevin Dietz	Food Service	August 25, 2025	$19.93 per hour

EDUCATIONAL ASSISTANTS

Joan Casper	Early Learning Center	August 25, 2025	$18.20 per hour
Robin Johnson	North High	August 25, 2025	$17.60 per hour
Martha Lemus	Cleveland	September 2, 2025	$18.20 per hour
Mary Michels	CHANGE Academy	August 25, 2025	$21.05 per hour
Elizabeth Prado	North High	August 25, 2025	$18.06 per hour
Julia Vojtech	Madison	September 2, 2025	$18.30 per hour
Rebecca Wiemer	Wilson	August 25, 2025	$18.17 per hour
Ia Xiong	Lincoln-Erdman	September 2, 2025	$18.20 per hour
Samy Yang	Jackson	September 2, 2025	$18.58 per hour

FACILITIES SERVICES

Seng Xiong*	District-Wide	September 02, 2025	$22.70 per hour

SECRETARY

Amber Holloman	Horace Mann	August 18, 2025	$19.05 per hour

*Relative of SASD employee

2. Leave of Absence

Moved by Ms. Hibl, seconded by Ms. Tasche to accept the Human Resources Committee recommendation to approve a request for a personal leave of absence without compensation. All ayes. Motion carried unanimously.

From the committee meeting:
Moved by Ms. Robbins, seconded by Ms. Donohue to approve the following request for a personal leave of absence without compensation. All ayes. Motion carried unanimously.

Crystal Gries	Educational Assistant	Lincoln-Erdman	September 2, 2025 – November 25, 2025

3. Separations

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

Alyssa Girdaukas	Educational Assistant	Longfellow	August 07, 2025
Brent Kasberger	Teacher	Horace Mann	August 14, 2025
Tamera Koch	Assistant Cook	Longfellow	August 01, 2025
Joslyn Lau	Cook	South High	August 21, 2025
Holli Odden	Educational Assistant	Madison	August 15, 2025
Felicia Pirwitz	Educational Assistant	Central High	August 22, 2025
Brianna Rickman	Educational Assistant	CHANGE Academy	August 07, 2025
Tammy Smith	Educational Assistant	Etude High	September 05, 2025
Trista Stroessner	Assistant Cook	Lincoln-Erdman	July 25, 2025
Jessica Trevino	Cook	Lincoln-Erdman	August 08, 2025
Vue Vang	Network Administrator	District-Wide	August 27, 2025

4. Retirement

Moved by Ms. Hibl, seconded by Ms. Wittstock to accept the Human Resources Committee recommendation to grant a request to retire and recognize the employee for the employee's years of service. All ayes. Motion carried unanimously.

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

Michael Stockel	Custodian	Wilson	24.00 years of service

5. Health Reimbursement Account (HRA) Contributions

   Moved by Ms. Hibl, seconded by Ms. Tasche to accept the Human Resources Committee recommendation to end Health Reimbursement Account (HRA) contributions for all employees hired after September 30, 2025. All ayes. Motion carried unanimously.

   From the committee meeting:
   Moved by Ms. Donohue, seconded by Ms. Boehmer to approve administration's recommendation to end Health reimbursement Account (HRA) contributions for all employees hired after September 30, 2025. Motion carried 3-0-1 (Donohue, Hibl, Boehmer-Yes; Robbins-Abstained)

   Mr. Boehlke explained that the executive summary for this item includes historical background regarding the Health Reimbursement (HRA) contributions. He further noted that administration is making this recommendation as this is a large budget item of $1.1 million. The purpose of what the HRA contributions was originally set up to do, it is not for the new employees and is not keeping pace with the high medical inflation costs. At the time this was implemented, it was an important benefit for employees that were with the District before the Governmental Accounting Standards Board (GASB) statement No. 45 was implemented, and it served those employees well. By ending this benefit for new employees who are employed after September 30, 2025, these funds can be used towards salaries and benefits. This will not be an immediate $1.1 million savings to the budget, but it will affect future budgets as employees retire there will be less contributions. Mr. Boehlke again stated that the current employees would continue to receive this benefit. The District has a trust fund account set up with the Cooperative Educational Service Agency (CESA) that can be used to help fund this benefit, and the District can draw down on that account, which currently has a balance of $1.5 million. He noted that the consumer price index (CPI) next year is estimated at 2.8% and the money gained from sunsetting the HRA will be a bigger benefit to meet some of the salary and benefit requirements. Ms. Robbins questioned if this was presented to our employees. Mr. Boehlke responded that every spring there is a presentation on this, that includes new employees. It has been determined that this benefit does not help with recruitment, as it comes down to salary, or retaining employees, as there have been employees who have forfeited substantial amounts. Ms. Robbins questioned if the idea of this cost savings is for future budgets, how is moving the money from one area to another area reducing the budget? Mr. Boehlke explained that administration's priority is always to do steps for teachers and to meet CPI, putting these funds towards salaries and benefits is less money we need to try to come up with. Mr. Konrath stated that nothing will change for the current employees.

C. FACILITIES/RECREATION/THEATRE COMMITTEE

1. Sheboygan Theatre Company Grant Award

   From the committee meeting:
   Ms. Patricia Roberts reported that the Sheboygan Theatre Committee applied for a creative communities grant along with 34 applicants and tied for first place. The grant request was for $6k and $5,780 was awarded. The grant monies will be used to bring more awareness of art into the community by offering workshops at a low cost.

2. Sheboygan Theatre Company Financial Report

   From the committee meeting:
   There is no Sheboygan Theatre Company Financial Report until completion of the audit.

3. Community Recreation Department Financial Report

   From the committee meeting:
   There is no Community Recreation Department Financial Report until completion of the audit.

4. Facility Permit Report

   From the committee meeting:
   Mr. Brooks presented the Facility Permit Report for information.

D. FINANCE & BUDGET COMMITTEE

1. Fund 41 Capital Projects

   From the committee meeting:
   No Fund 41 Capital Projects report until completion of the audit.

2. Statement of Cash Flow

   From the committee meeting:
   No Statement of Cash Flow report until completion of the audit.

3. Revenues and Expenditures Reports

   From the committee meeting:
   No Revenue and Expense reports until completion of the audit.

4. Budget Revisions and Transfers of Appropriations

   From the committee meeting:
   No budget revisions and transfers of appropriations until approval of the original budget.

5. Confirmation of Sale of House Construction Project

   From the committee meeting:
   Moved by Ms. Donohue, seconded by Ms. Boehmer to approve administration's request to sell the residential property at 2825 Stonebrook Drive, Sheboygan, WI, which is owned by the school district and is no longer needed for school purposes, for the amount of $441,750. All ayes. Motion carried unanimously.

   Mr. Duff explained this is for the sale of last year's house construction project. The closing price is $441,750, the list price was $439,900. Any revenues generated will go back to the program to purchase more land. This is the last Sheboygan Area School District house construction project in this subdivision.

6. Gifts

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

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

Gift	Donor	Building/Program	Amount
For Information			
Monetary	Team Excel Youth Wrestling Club	North	1,000.00
2002 Chevrolet Trailblazer	Ramon Ruiz	North (Tech Ed)	500.00
Monetary	Sully's Ride Shop	Sheboygan Theatre Company	592.00
Monetary	Travis/Kris Gross	Sheboygan Theatre Company	100.00
Monetary	Acuity	Sheboygan Theatre Company	1,500.00
Monetary	Panera Bread	Sheboygan Theatre Company	113.77
Action			
Monetary	Visit Sheboygan	Sheboygan Theatre Company	3,000.00

E. SPECIAL BOARD COMMITTEES/ASSIGNMENTS

1. Legislative Roundtable – Dr. Konrath reported that discussions centered around the budget and special education funding is not anywhere near where it needs to be to serve students. He anticipates many legislative bills being introduced during the coming months.
2. Sheboygan Public Education Foundation – Ms. Wittstock referenced both meeting minutes and highlighted that the Foundation is digitizing their scholarship application process, which will streamline the process for students. Staff solicitations will be in October and the Foundation will be reaching out to students who have not claimed their scholarship. The "All in for Education" fundraiser is set for November 7, and it is the 22nd year of the event.
3. Human Growth and Development Citizens' Advisory Committee – Ms. Tasche referenced the meeting minutes and added that the committee will be focusing on the middle school curriculum this year and will begin reviewing content at their next meeting.

FUTURE MEETING DATES

October 14, 2025 – Committee meetings at 6:00 p.m.
October 28, 2025 - Regular Board of Education meeting at 6:00 p.m. with Public Hearing on the Proposed 2025-2026 Preliminary Budget

ADJOURN

Moved by Ms. Ruiz-Harrison, seconded by Ms. Tasche to adjourn at 7:10 p.m. All ayes. Motion carried unanimously.



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