



Shawano School District

Hawk School Board Memo

January 30, 2026

SSD Board of Education

Tim Renard, President

Jeana Winslow, Vice President

Karen Houston, Treasurer

Al Pyatskowit, Clerk

John Arens

Frank Kugel

Bobbi Lemerond

Christine McKinnies

Mike Musolff

Superintendent
Kurt Krizan
kkrizan@shawanoschools.org

Next Board Meeting Date:

February 23, 2026
5:00 pm

March 23, 2026
5:00 pm

Shawano School Board Website

Shawano
SCHOOL DISTRICT

ShawanoSchools.com

Board of Education Meeting Notes, January 26, 2026

District Office Overview

- **Kurt Krizan, Superintendent:**
  - Reviewed progress on District Vitals (Monitoring) and Rocks (SMART Goals)
- **Bryan Kadlec, Director of Finance:**
  - Reviewed Operating and Referendum Financials for December 2025
- **Janelle Schraufnagel, Human Resources Director:**
  - Departing Staff
    - Savanna Schroeder - SCHS, Special Education
    - Emma Pavletich - Speech Language Pathologist (end of School Year)
  - Appointments
    - Aleksandra Hernandez - Library Media Specialist
    - Bryan Brown - SCHS, Special Education
    - Lydia Beyer - Olga Brener, 5th Grade
    - Tatum DePerryBell - SCMS, 6th ELA
  - Retirements (End of 25-26 School Year)
    - Jeffrey Kammerer - SCHS, Physical Education (31 years)
    - Judielynn Bauer - Olga Brener, 3rd Grade (7 years)
- **Headlines**
  - Buildings & Grounds - High School library is complete. Geothermal System at Hillcrest was out on Saturday. Sincere gratitude to Buildings and Grounds staff for troubleshooting the problem and mitigating a longer-term issue.
  - Learning - We have hired a Library Media Specialist at the High School.
  - Student Services - The Social Emotional Learning Curriculum Pilot has been completed, and we are looking at next steps.
  - Technology - We have selected Finalsite as our new Website provider for the school district. We have finished camera project in the District Office and training for door access.
  - Donations:
    - Mielke Family Foundation - $3,000 for Educator of the Year
- **Key Performance Indicator Status Updates (KPIs)**
  - School Principals reported on their key performance indicator progress including, Math, Reading, Behavior Referrals, Attendance, ACT, Student Involvement and Staff Engagement and Well-Being.
- **2026-2027 Budget Reduction Tiers:** Kurt Krizan presented Budget Reduction Tiers by category. Next steps include community listening sessions and the collection of staff input.





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Committee Updates:

Operations Committee

- Open Maintenance position. Interviews are underway.
- Middle School roof project and pool roof project are both going out to bid.
- Olga Brener water softener installation issues have been resolved.
- Snowplow contractor options were discussed.
- Safety Plan was approved. Safety surveys were distributed to students and staff.
- DPI reviewed the district audit; the process went smoothly with fewer audit entries than prior years.
- Financial statements received a clean audit.
- Budget projections remain on track; referendum projects are on time and within budget.
- District earning interest from investments.
- Discussion on staff handbook language related to retirement and sick leave payout.

Student Success & Relationships Committee

- Presented and reviewed the Effectiveness Budget overview.
- Reviewed current attendance support strategies in use across the district.
- Provided an ELA curriculum review update: the high school is piloting ThinkCerca, and SCMS is conducting a semester pilot (updates forthcoming).
- Reviewed the Social Emotional Learning (SEL) resource selection process, including options including Second Step and CharacterStrong. The committee expressed a preference for CharacterStrong and is recommending it for approval as the district's SEL curriculum.

Action Items

- **Consent Agenda Item(s) Removed for Separate Consideration**
  CharacterStrong Purchase - Hillcrest/LEADS/Olga Brener: Brandi Genske summarized the previously reviewed SEL curriculum, Seven Mindsets. A curriculum review was conducted for two replacement programs. Based on staff use and evaluation against standards and financial impact, CharacterStrong was selected. Discussion followed regarding anticipated student improvements. The Board approved the recommendation as presented.

- **Open Enrollment, Special Education:** Brandi Genske, Director of Pupil Services, presented an overview of the district's Special Education open enrollment status. Board approved the presented open enrollment for Special Education spaces at zero.





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Action Items:

- **Administrative Contracts:** Kurt Krizan presented information on the administrators who are being recommended for contract extensions. The Board approved administrator contract extensions per WI Statute 118.24.
- **Handbook Language Change for Sick Leave Payout,** Janelle Schraufnagel presented a proposed revision to the district handbook regarding sick leave payout. The revision aligns with statutory requirements, which prohibit employers from offering employees a choice between tax-free and tax-deferred payout options, as such a choice constitutes constructive receipt. Under the statute, the determination must be made by the employer. The proposed handbook language designates that sick leave payout funds will be deposited into an employee's 403(b) or 457 retirement account. Upon motion, the Board approved the handbook revision as presented.
- **2024-2025 Audit Report:** Bryan Kadlec reviewed the auditors' summary of the district's financial statements for the fiscal year ending June 30, 2025, which resulted in an unmodified ("clean") audit opinion. The Board voted to accept the audit report as presented.

Shawano High School Student Art Showcased at Wisconsin Youth Art Month Regional Exhibit







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