SHEBOYGAN AREA SCHOOL DISTRICT

BOARD OF EDUCATION
SHEBOYGAN AREA SCHOOL DISTRICT
Sheboygan, Wisconsin

REGULAR MEETING AGENDA
Tuesday, August 25, 2026
5:30 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, August 25, 2026, at 5:30 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)

5:30 **I.** **CALL TO ORDER: President**

5:31 **II.** **PLEDGE OF ALLEGIANCE**

5:32 **III.** **APPROVAL OF THE AGENDA** (Action)

5:33 **IV.** **ROLL CALL** (Informal)

5:34 **V.** **APPROVAL OF MINUTES** (Discussion/Action)

Action on the Regular Board of Education meeting minutes of July 28, 2026 and the closed session meeting minutes of July 28, 2026.

5:35 **VI.** **DIPLOMAS – Ms. Kay Robbins/Ms. Rachel Ledezma** (Information/Action)

The Curriculum and Instruction Committee recommends that Ethan Richard Kenneth Barber, Myeisha Benirschke, Joscelin Cilia, Mikayla Edwards, Abraham A. Hernandez Leon, and Violet Vang, class of 2026, receive their high school diplomas.

5:40 **VII.** **COMMUNITY INPUT – President Laster** (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.

5:41 **VIII.** **SUPERINTENDENT'S REPORT – Dr. Jacob Konrath** (Information)

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

5:45 **IX. MISCELLANEOUS**

10 min. **A. SASD COMMUNITY REPORT 2026 – Dr. Jacob Konrath** (Information)

Administration will share an overview of district highlights, successes, and achievements from the last school year.

5 min. **B. FORMATIVE PERFORMANCE REPORT AND ANNUAL GOALS – Mr. Santino Laster** (Information/Discussion/ Possible Action)

President Laster will review the Superintendent's Formative Performance Report and Annual Goals.

1 min. **C. 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

1 min. **D. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 1213 – STUDENT SUPERVISION AND WELFARE – Ms. Rachel Ledezma** (Discussion/Possible Action)

Administration recommends the adoption (second reading) of the following revised policy:
• Policy 1213 – Administration; Student Supervision and Welfare

1 min. **E. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 3213 – STUDENT SUPERVISION AND WELFARE – Ms. Rachel Ledezma** (Discussion/Possible Action)

Administration recommends the adoption (second reading) of the following revised policy:
• Policy 3213 – Professional Staff; Student Supervision and Welfare

1 min. **F. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 4213 – STUDENT SUPERVISION AND WELFARE – Ms. Rachel Ledezma** (Discussion/Possible Action)

Administration recommends the adoption (second reading) of the following revised policy:
• Policy 4213 – Support Staff; Student Supervision and Welfare

1 min. **G. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 7530.02 – STAFF AND SCHOOL OFFICIALS USE OF PERSONAL COMMUNICATION DEVICES – Ms. Rachel Ledezma** (Discussion/Possible Action)

Administration recommends the adoption (second reading) of the following revised policy:
• Policy 7530.02 – Property; Staff and School Officials Use of Personal Communication Devices

1 min. **H. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 7540.03 – STUDENT TECHNOLOGY ACCEPTABLE USE AND SAFETY – Ms. Rachel Ledezma** (Discussion/Possible Action)

Administration recommends the adoption (second reading) of the following revised policy:
• Policy 7540.03 – Property; Student Technology Acceptable Use and Safety

1 min. **I. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 7544 – USE OF SOCIAL MEDIA – Ms. Rachel Ledezma** (Discussion/Possible Action)

Administration recommends the adoption (second reading) of the following revised policy:
• Policy 7544 – Property; Use of Social Media

1 min. **J. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 8210 – VOLUNTEERS – Ms. Rachel Ledezma** (Discussion/Possible Action)

Administration recommends the adoption (second reading) of the following revised policy:
• Policy 8120 – Operations; Volunteers

1 min. **K. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 8462 – STUDENT ABUSE AND NEGLECT – Ms. Rachel Ledezma** (Discussion/Possible Action)

Administration recommends the adoption (second reading) of the following revised policy:
• Policy 8462 – Operations; Student Abuse and Neglect

1 min. **L. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 5136 – PERSONAL COMMUNICATION DEVICES – Ms. Rachel Ledezma** (Discussion/Possible Action)

Administration recommends the adoption (second reading) of the following revised policy:
• Policy 5136 – Students; Personal Communication Devices

6:05 **X. REPORT OF COMMITTEES**

A. CURRICULUM AND INSTRUCTION COMMITTEE – Ms. Kay Robbins, Chair
1. Diplomas (See above)
2. Student Health Services Report (Information/Discussion)
3. Seclusion & Restraint Report (Information/Discussion)

B. HUMAN RESOURCES COMMITTEE – Ms. Leah Hibl, Chair
1. Appointments (Confirming Action)
2. Separations (Information)

C. FACILITIES/RECREATION/THEATRE COMMITTEE – Mr. Peter Madden, Chair
1. Community Recreation Department Free Family Outdoor Movie Night (Information)
2. Sheboygan Theatre Company Financial Report (Information)
3. Community Recreation Department Financial Report (Information)
4. Facility Permit Report (Information)

D. FINANCE AND BUDGET COMMITTEE – Ms. Sarah Ruiz-Harrison, Chair
1. Fund 41 Capital Projects (Information)
2. Fund 49 Referendum Projects (Information)
3. Statement of Cash Flow (Information)
4. Revenues and Expenditures Reports (Information)
5. Budget Revisions and Transfers of Appropriations (Action)
6. Gifts (Action)

E. COMMITTEE OF THE WHOLE – Ms. Heidi Boehmer, Chair
1. Call to Order
2. Pledge of Allegiance
3. Approval of the Agenda (Action)
4 Roll Call (Informal)
5. 2027 Wisconsin Association of School Boards (WASB) Resolutions – (Information/Discussion)
6. Adjourn (Action)

F. SPECIAL BOARD COMMITTEES/ASSIGNMENTS
1. Hazardous Review Committee – Mr. Peter Madden/Mr. Mark Boehlke (Information/Possible Action)
   - Information from the June 10, 2026 meeting will be shared as well as the annual hazardous areas to be reviewed.
   - Administration recommends board approval of the Hazardous Review Committee recommendation to recertify the current hazardous walking areas for the 2026-2027 school year.

2. Sheboygan Public Education Foundation – Ms. Denise Wittstock (Information)
   • Information from the August 12, 2026 meeting will be shared.

XI. FUTURE MEETING DATES (Information/Possible Action)
Wednesday, September 9, 2026 – Committee meetings at 5:30 p.m.
Wednesday, September 23, 2026 – Regular Board of Education meeting at 5:30 p.m.

XII. ADJOURN (Action)



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

JK/sas

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, July 28, 2026

The regular meeting of the Board of Education of the Sheboygan Area School District was held on Tuesday, the 28th day of July, 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 6:02 p.m.

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

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

Present: Ms. Leah Hibl, Mr. Santino Laster, Ms. Heidi Boehmer, Ms. Denise Wittstock, Mr. Peter Madden, Ms. Mary Lynne Donohue, Ms. Allie Tasche, and Ms. Kay Robbins

Excused: Ms. Sarah Ruiz-Harrison

APPROVAL OF MINUTES

Moved by Mr. Madden, seconded by Ms. Boehmer to approve the closed session meeting minutes of May 26, 2026, the Regular Board of Education meeting minutes of June 23, 2026, and the closed session meeting minutes of June 23, 2026. All ayes. Motion carried unanimously.

COMMUNITY INPUT

There was no community input.

SUPERINTENDENT'S REPORT

Dr. Konrath stated the registration begins on August 3. Open interviews were held on July 15 and there was great turnout with 33 candidates attending and interviewing. There will not be a presession this year to give those two hours back to staff members – especially those at Urban and Farnsworth due to the renovation projects. Work is well underway at Farnsworth and Urban has begun after a permit delay, but the team is working hard to get caught up. The "Back to School Bash" will be taking place at North High on Thursday, August 20 from 10:00 am to 2:00 pm.

MISCELLANEOUS

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

Moved by Ms. Hibl, seconded by Mr. Madden to accept administration's recommendation 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.

B. Adoption (Second Reading) To Delete Board of Education Policy 8600.01 – Use of Video Monitoring Systems On School Buses

Moved by Ms. Robbins, seconded by Ms. Boehmer to accept administration's recommendation to delete Board of Education Policy 8600.01 – Use of Video Monitoring Systems on School Buses. All ayes. Motion carried unanimously.

C. Adoption (Second Reading) of Revised Board Of Education Policy 7440.01 – Video Surveillance And Electronic Monitoring

Moved by Ms. Hibl, seconded by Ms. Donohue to accept administration's recommendation to approve the introduction (first reading) of revised Board of Education Policy 7440.01 – Property; Video Surveillance and Electronic Monitoring. All ayes. Motion carried unanimously.

REPORT OF COMMITTEES

A. CURRICULUM & INSTRUCTION COMMITTEE

Moved by Ms. Tasche, seconded by Ms. Boehmer to accept the Curriculum and Instruction Committee recommendation to approve the 2026-2027 academic standards as required by Wisconsin Act. All ayes. Motion carried unanimously.

1. Approval of Sheboygan Area School District Academic Standards (Information/Action)

   From the committee meeting:
   Moved by Mr. Madden, seconded by Ms. Hibl to accept administration's recommendation to approve the 2026-2027 academic standards as required by Wisconsin Act 55. All ayes. Motion carried unanimously.

Ms. Tasche noted she would like one motion for agenda items #2 through #10 and asked if the committee had any questions on any of the policies.

Moved by Ms. Tasche, seconded by Ms. Wittstock to accept the Curriculum and Instruction Committee recommendation to approve agenda items #2 through #10. All ayes. Motion carried unanimously.

2. Introduction (First Reading) of Revised Board of Education Policy 1213 – Student Supervision and Welfare (Discussion/Possible Action)
3. Introduction (First Reading) of Revised Board of Education Policy 3213 – Student Supervision and Welfare (Discussion/Possible Action)
4. Introduction (First Reading) of Revised Board of Education Policy 4213 – Student Supervision and Welfare (Discussion/Possible Action)
5. Introduction (First Reading) of Revised Board of Education Policy 7530.02 – Staff and School Officials Use of Personal Communication Devices (Discussion/Possible Action)
6. Introduction (First Reading) of Revised Board of Education Policy 7540.03 – Student Technology Acceptable Use and Safety (Discussion/Possible Action)
7. Introduction (First Reading) of Revised Board of Education Policy 7544 – Use of Social Media (Discussion/Possible Action)
8. Introduction (First Reading) of Revised Board of Education Policy 8120 - Volunteers (Discussion/Possible Action)
9. Introduction (First Reading) of Revised Board of Education Policy 8462 – Student Abuse and Neglect (Discussion/Possible Action)
10. Introduction (First Reading) of Revised Board of Education Policy 5136 – Personal Communication Devices (Discussion/Possible Action)

B. HUMAN RESOURCES COMMITTEE

1. Appointments

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

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

   <u>TEACHERS</u>

Samarah Bailey	Cross-Categorical	Emporia State University	Bachelor's Degree

Sheboygan, WI	Farnsworth		$50,133.00

Ms. Bailey has been hired for the 2026-2027 school year. She has been serving as a Substitute Teacher with the district since October 2024. She will be certified in Cross-Categorical Special Education. She was one of two candidates interviewed.

Michelle Brantley	Cross-Categorical	St. Mary's University	Master's Degree
Two Rivers, WI	Horace Mann		$59,633.00

Ms. Brantley has been hired for the 2026-2027 school year. She is certified in Cross Categorical Special Education and Specific Learning Disabilities. She was one of four candidates interviewed.

Rebecca Fenwick	Cross-Categorical	Indiana Wesleyan University	Bachelor's Degree
Marion, IN	Lincoln-Erdman		$71,633.00

Ms. Fenwick has been hired for the 2026-2027 school year. She is certified in Regular Education and will be certified in Cross-Categorical Special Education. She was one of three candidates interviewed.

Rebecca Foster	English	University of Minnesota	Bachelor's Degree
Port Washington, WI	Central High		$71,633.00

Ms. Foster has been hired for the 2026-2027 school year. She is certified in English. She was one of four candidates interviewed.

Nicole Fuselier	Business Education	Eastern Washington University	Master's Degree
Sheboygan Falls, WI	North		$59,633.00

Ms. Fuselier has been hired for the 2026-2027 school year. She is certified in Vocational Business Education. She was one of five applicants interviewed.

Kaitlynn Johnson-Kong*	English 40%	Grand Valley State	Bachelor's Degree
Kohler, WI	Warriner High	University	$23,853.20 (prorated)

Ms. Johnson-Kong has been hired for the 2026-2027 school year. She is currently serving as an Online Advisor for Warriner High School. She is certified in English. She was the only candidate interviewed.

Kayla Konitzer	Art	St. Norbert College	Bachelor's Degree
Kaukauna, WI	Longfellow		$50,133.00

Ms. Konitzer has been hired for the 2026-2027 school year. She will be certified in Art Education. She was one of two candidates interviewed.

Brian Londre	Reading Interventionist 50%	Marian University	Master's Degree
Sheboygan, WI	Urban		$42,066.50 (prorated)

Mr. Londre has been hired for the 2026-2027 school year. He is certified in Regular Education, History, and as a Principal. He will be certified in Reading. He was the only candidate interviewed.

Jessalyn Ludwig	Science	UW-Oshkosh	Bachelor's Degree
Lomira, WI	South High		$50,133.00

Ms. Ludwig has been hired for the 2026-2027 school year. She is certified in Science. She was one of five candidates interviewed.

Chloe Mishler-Trerice	Speech & Language Pathologist	Southern Illinois University	Master's Degree
Sheboygan, WI	Jackson		$67,133.00

Ms. Mishler-Trerice has been hired for the 2026-2027 school year. She will be certified in Speech-Language Pathology. She was one of four candidates interviewed.

Amanda Nagle Sheboygan, WI	Cross-Categorical Cleveland	UW-Oshkosh	Bachelor's Degree $50,133.00

Ms. Nagle has been hired for the 2026-2027 school year. She will be certified in Cross-Categorical Special Education. She was one of two candidates interviewed.

Ashley Phillips Sheboygan, WI	Cross-Categorical Jackson	UW-Green Bay	Bachelor's Degree $50,133.00

Ms. Phillips has been hired for the 2026-2027 school year. She has been serving as an Educational Assistant since November 2025. She will be certified in Cross-Categorical Special Education. She was the only candidate interviewed.

Ashlyn Roecker Sheboygan, WI	Cross-Categorical Urban	Lakeland University	Bachelor's Degree $50,133.00

Ms. Roecker has been hired for the 2026-2027 school year. She has been serving as an Educational Assistant since September 2025 and previously as a Kidstop Childcare aide from September 2021 to August 2025. She is certified in Regular Education and Cross-Categorical Special Education. She was one of two candidates interviewed.

Trever Scheib Sheboygan, WI	Third Grade Cooper	UW-Green Bay	Bachelor's Degree $50,133.00

Mr. Scheib has been hired for the 2026-2027 school year. He will be certified in Regular Education. He was one of three candidates interviewed.

Jadyn Spackman Manitowoc, WI	Physical Education Horace Mann	UW-Madison	Bachelor's Degree $50,133.00

Ms. Spackman has been hired for the 2026-2027 school year. She will be certified in Physical Education. She was the only candidate interviewed.

Judy Summerville Sheboygan, WI	Cross-Categorical Horace Mann	Concordia University	Master's Degree $80,133.00

Ms. Summerville has been hired for the 2026-2027 school year. She is certified in Intellectual Disabilities. She was one of four candidates interviewed.

Marcy Tenpas Sheboygan, WI	Multilingual Language 50% South High	St. Norbert College	Bachelor's Degree $29,066.50 (prorated)

Ms. Tenpas has been hired for the 2026-2027 school year. She is certified in Regular Education, English as a Second Language, and Spanish. She was the only candidate interviewed.

Andrew Wagner Greer, SC	Science Central High	Lakeland College	Bachelor's Degree $52,133.00

Mr. Wagner has been hired for the 2026-2027 school year. He will be certified in Science. He was one of five candidates interviewed.

Lyhnsay Yang Madison, WI	Music Horace Mann	UW-Madison	Bachelor's Degree $50,133.00

Ms. Yang has been hired for the 2026-2027 school year. She is certified in Music Education. She was one of two candidates interviewed.

COOK

Elizabeth Hengst	North High	August 24, 2026	$15.57 per hour

CUSTODIAN

Chase Haneman*	Recreation Department/Facilities	July 20, 2026	$22.00 per hour

EDUCATIONAL ASSISTANTS

Vanessa Clayton	Pigeon River	August 24, 2026	$17.20 per hour
William Walker	Pigeon River	August 24, 2026	$17.75 per hour

*Relative of SASD employee

2. Separations

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

Karlin Bruggink	Educational Assistant	Urban	June 4, 2026
Jason Duff	Academic & Career Planning Coord/Principal of Warriner Schools		June 30, 2026
Michael Moeschberger	Teacher	Central High	June 5, 2026
Lindsay Prowls	School Counselor	Pigeon River	July 6, 2026
Elizabeth Schwinn	Educational Assistant	Grant	July 17, 2026
Autumn Smith	Teacher	Pigeon River	July 31, 2026
Andrea Spindler	Educational Assistant	North High	June 04, 2026
Ashley Sullivan	Educational Assistant	James Madison	June 4, 2026

3. Retirements

Moved by Ms. Hibl, seconded by Ms. Donohue to accept the Human Resources Committee recommendation to approve retirements. All ayes. Motion carried unanimously.

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

Carol Longrie	Instructional Technology EA	Longfellow	42.00 years of service

C. FACILITIES/RECREATION/THEATRE COMMITTEE

1. Fall Community Recreation Department Marketing Insert

From the committee meeting:
Mr. Brooks presented the marketing insert from The Sheboygan Sun for the Community Recreation Department's Fall slate of programs and distributed hardcopies.

2. Community Recreation Department Partnership with Optimist International Club of Sheboygan

From the committee meeting:
Mr. Brooks presented an update on the Back-to-School Basics giveaway at Longfellow Elementary School on August 8, 2026. Salvation Army will be doing a "Stuff the bus" event at Walmart this coming weekend and will be donating the items to the "Back-to-School Basics" event for distribution. There are typically 800 to 1,000 students that attend.

3. Sheboygan Theatre Company Financial Report

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

From the committee meeting:
Moved by Ms. Wittstock, seconded by Mr. Laster to accept the Sheboygan Theatre Company Financial Report through May 31, 2026. All ayes. Motion carried unanimously.

4. Community Recreation Department Financial Report

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

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

5. Facility Permit Report

From the committee meeting:
Administration presented the Facility Permit Report for the period of June 1-30, 2026.

D. FINANCE AND BUDGET COMMITTEE

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

2. Statement Of Cash Flow

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

3. Revenues & Expenditures Reports

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

4. Budget Revisions & Transfers of Appropriations

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

GENERAL FUND (FUND 10)	**Revised Budget 4-30-26**	**Revised Budget 5-31-26**	**Budget Increase (Decrease)**
REVENUES			
100 Transfers-in	**0.00**	**0.00**	0.00
Local Sources			
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	449,861.51	456,649.21	6,787.70
270 School Activity Income	197,044.27	212,301.27	15,257.00
280 Interest on Investments	2,268,155.00	2,268,155.00	0.00
290 Other Revenue, Local Sources	232,676.05	232,676.05	0.00
Subtotal Local Sources	**31,143,704.83**	**31,165,749.53**	22,044.70
Other School Districts Within Wisconsin			
340 Payments for Services	**2,495,194.00**	**2,495,194.00**	0.00
Revenue from Intermediate Sources			
510 Transit of Aids	**18,173.00**	**18,173.00**	0.00
State Sources			
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			
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			
860 Compensation, Fixed Assets	**14,007.00**	**14,007.00**	0.00
Other Revenues			
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	**139,717,210.55**	**139,739,255.25**	22,044.70
EXPENDITURES	**Revised Budget 4-30-26**	**Revised Budget 5-31-26**	**Budget Increase (Decrease)**
Instruction			
110 000 Undifferentiated Curriculum	25,383,232.24	25,386,305.24	3,073.00
120 000 Regular Curriculum	31,930,602.45	31,936,799.45	6,197.00
130 000 Vocational Curriculum	3,458,234.10	3,463,869.80	5,635.70
140 000 Physical Curriculum	3,037,024.00	3,036,824.00	(200.00)
160 000 Co-Curricular Activities	1,483,467.37	1,486,169.37	2,702.00
170 000 Other Special Needs	514,890.00	515,080.00	190.00
Subtotal Instruction	**65,807,450.16**	**65,825,047.86**	17,597.70
Support Sources			
210 000 Pupil Services	6,856,871.86	6,853,495.86	(3,376.00)
220 000 Instructional Staff Services	5,908,975.20	5,919,598.20	10,623.00
230 000 General Administration	2,025,119.35	2,025,471.89	352.54
240 000 School Building Administration	8,685,136.85	8,658,225.85	(26,911.00)
250 000 Business Administration	17,364,821.47	17,419,029.17	54,207.70
260 000 Central Services	796,368.00	795,646.46	(721.54)
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	3,007,115.26	3,019,115.26	12,000.00
Subtotal Support Sources	**46,049,968.99**	**46,096,143.69**	46,174.70
Non-Program Transactions			
410 000 Inter-fund Transfers	14,124,292.87	14,124,292.87	0.00
430 000 Instructional Service Payments	20,748,751.87	20,768,974.87	20,223.00
490 000 Other Non-Program Transactions	280,268.23	280,268.23	0.00
Subtotal Non-Program Transactions	**35,153,312.97**	**35,173,535.97**	20,223.00
TOTAL EXPENDITURES	**147,010,732.12**	**147,094,727.52**	83,995.40

SPECIAL EDUCATION (FUND 27)	**Revised Budget 4-30-26**	**Revised Budget 5-31-26**	**Change in Budget**
TOTAL REVENUES	**25,484,779.13**	**25,484,779.13**	-
100 000 Instruction	21,339,559.26	21,339,559.26	-
200 000 Support Services	4,145,219.87	4,145,219.87	-
400 000 Non-Program Transactions	0.00	0.00	-
TOTAL EXPENDITURES	**25,484,779.13**	**25,484,779.13**	-

5. Confirmation of Sale of House Construction Project

Moved by Ms. Wittstock, seconded by Ms. Tasche accept the Finance and Budget Committee recommendation to sell the residential property at 2906 Stonebrook Drive, Sheboygan, WI, which is owned by the school district and is no longer needed for school purposes. The accepted offer on the house is $420,000, and closing is scheduled on or before August 14, 2026. All ayes. Motion carried unanimously.

From the committee meeting:
Moved by Ms. Donohue, seconded by Ms. Boehmer to approve administration's request to sell the residential property at 2906 Stonebrook Drive, Sheboygan, WI, which is owned by the school district and is no longer needed for school purposes. The accepted offer on the house is $420,000, and closing is scheduled on or before August 14, 2026. All ayes. Motion carried unanimously.

6. Gifts

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

Gift	Donor	Building/Program	Amount
For Information			
Viola	Ron/Grace Rindfleisch	Horace Mann	$300
Monetary	Kathleen Beuttenmueller	Sheboygan Theatre Co.	$100
Monetary	James/Deborah Van Alstine	Sheboygan Theatre Co.	$61.30
Monetary	Andrew Scheussler	Sheboygan Theatre Co.	$33.80

FUTURE MEETING DATES

Tuesday, August 11, 2026 – Committee meetings at 5:30 p.m.
Tuesday, August 25, 2026 – Regular Board of Education meeting at 5:30 p.m.

ADJOURN

Moved by Ms. Wittstock, seconded by Ms. Tasche to adjourn at 6:21 p.m. to Closed Session per Wisconsin State Statutes Section 19.85(1)(e) – Regarding deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session; specifically, discuss terms of potential offer to sell school district property located at 1227 Bell Avenue, Sheboygan, Wisconsin (Parcel #59281719722). A roll call vote was taken and motion carried unanimously (Boehmer, Donohue, Hibl, Laster, Madden, Robbins, Tasche, Wittstock).

Moved by Mr. Laster, seconded by Ms. Donohue to reconvene to Open Session at 6:47 pm. All ayes. Motion carried unanimously.

Moved by Ms. Wittstock, seconded by Ms. Tasche to adjourn at 6:48 pm. All ayes. Motion carried unanimously.

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

SHEBOYGAN AREA
SCHOOL DISTRICT

COMMUNITY REPORT 2026





www.sheboygan.k12.wi.us

Dear SASD Families and Community Members,

Every page of this report tells a story—of a 5th grader earning a President's Award, of seniors signing commitments to colleges and careers, of teachers investing in students long after the final bell. These stories are the heart of the Sheboygan Area School District, and the numbers that follow are proof of what happens when a community shows up for its schools.

This year our students grew academically, and participation in sports, activities, and college-level classes increased. Four of our elementary schools earned state recognition. Our graduation rate climbed again. Through it all, we stayed focused on what matters most: making sure every child, in every neighborhood, has what they need to thrive.

None of this happens without you—our families, staff, and community partners. Thank you for continuing to invest in the SASD.

Dr. Jake Konrath

Superintendent, Sheboygan Area School District

SASD by the numbers

Every number represents a student, a staff member, or an opportunity. Together, these figures provide a snapshot of the people, programs, and impact that make the Sheboygan Area School District a vibrant place to learn and grow.

1 Early Learning Center
12 Elementary Schools
5 Middle Schools
2 4K-8 Schools
5 High Schools



1,552 Staff **9,111** Students

Overall Score 63.7
Meets Expectations

In the most current Department of Public Instruction state report card, the SASD demonstrated an **increase in each of the four priority areas** and **gained 2.5 points** in the overall score.

Additionally, 19 schools increased their scores, and 5 schools improved their accountability category. The following schools improved their overall score by 3 points or more: Cooper, Etude Middle, Etude High, Horace Mann, Jackson, Jefferson, Longfellow, South, Urban, and Wilson.

Schools of Recognition 2024 - 2025

Grant, Jackson, James Madison, and Wilson Elementary Schools were named 2024–25 Wisconsin Schools of Recognition for demonstrating above-average student achievement while serving a high percentage of economically disadvantaged students. They are among only 95 schools recognized statewide.

ACHIEVE Learn

Learning that leads to success.

Student achievement is about more than test scores—it's about building knowledge, developing confidence, and helping every learner reach their full potential. Across every grade level, SASD students continue to make meaningful academic growth, supported by dedicated educators, engaging learning experiences, and a commitment to excellence.



Students who demonstrated typical or high growth on Star Tests in Spring 2026:

67% Elementary Reading Growth

65.5% Middle School Reading Growth

68.8% Elementary Math Growth

62.1% Middle School Math Growth

Students across the district continued to make strong academic progress, with nearly two-thirds meeting or exceeding expected annual growth targets.

The nationally normed Star assessment considers growth levels above 50% to be above average.

INDEPENDENT VALIDATION

An independent analysis conducted by the ECRA Group, a K-12 analytics and research firm, identified the Sheboygan Area School District as outperforming the comparable group average in every category of overall proficiency and achievement scores, while serving the second-highest percentage of economically disadvantaged students.

PEER DISTRICTS FOR COMPARISON

Peer districts in Wisconsin were selected based on similar enrollment levels and the percentage of economically disadvantaged students.

2024-25 Data
Source: ECRA Group K-12 Data and Analytic Solutions

Indicator	Peer Group Average	SASD
ELA Proficiency	41.2%	43.4%
Math Proficiency	38.7%	45.4%
Achievement Score	54.5%	59%
ELA Achievement Score	55.6%	58%
Math Achievement Score	53.2%	59.9%

Academic Success

113

5th-grade students earned the President's Award for Educational Excellence.

248

Juniors scored at or above the state average ACT score of 19.

90

Juniors scored a 25 or higher on the ACT.

23

Juniors scored a 30 or higher on the ACT.

GROW Explore

Discovering interests, building confidence, & expanding possibilities.



Education is about more than academics. Through the arts, athletics, career exploration, extracurricular activities, and enriching experiences, students build confidence, develop new skills, and discover opportunities that prepare them for lifelong success.



Dual-Language Program

SASD's Dual Language program provides instruction in both English and Spanish from 4K through middle school at the Early Learning Center, Sheridan Elementary School, and Horace Mann Middle School.



Field Trip Enrichment

Elementary students participated in field trips to the John Michael Kohler Arts Center, Weill Center, Sheboygan Marsh, Sheboygan County Historical Museum, Heritage School, and other local destinations.



Access to Technology

More than 9,000 one-to-one Wi-Fi-enabled devices support student learning across the district, and more than 350 elementary students participated in coding clubs.

Beyond the Classroom

- **446** 5th-grade students and over **700** middle school students participated in band and orchestra programs.
- More than **550** students in grades 5-12 performed in the 46th annual SASD String Festival.
- Our district-wide choir for 4th- and 5th-graders nearly doubled in size, with over **160** participants. Nearly **200** middle school students participated in choir.
- **240** students in grades K-12 had their artwork featured at the John Michael Kohler Arts Center.



- Participation in middle school athletics increased 27%, with students able to choose from **seven** different interscholastic sports.
- **26** interscholastic sports are offered at North & South High Schools, along with 89 clubs, organizations, and activities.
- **23** high school students earned spots in national and international competitions through clubs such as HOSA, DECA, Forensics, and Debate.
- **137** high school students traveled abroad on six school-sponsored trips.









BELONG Connect

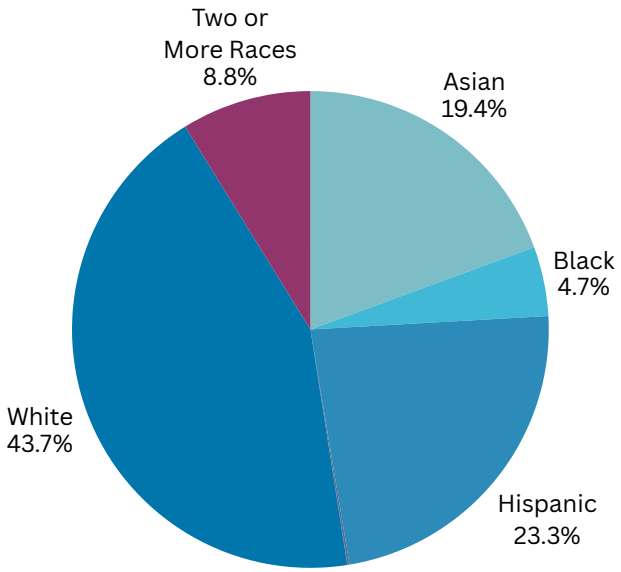
Every student and staff member deserves to feel valued, supported, and connected.

Strong schools are built on strong relationships. The SASD is committed to ensuring students have access to the services they need to thrive while fostering a workplace where talented educators and staff feel supported, valued, and equipped to make a difference. Together, these investments strengthen our schools and the community we serve.

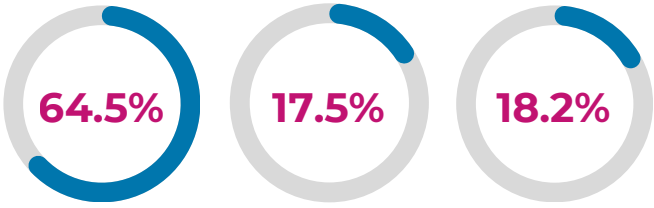
- **Special Education:** Over 300 Special Education staff, including teachers, assistants, speech therapists, occupational therapists, and physical therapists, served more than 1,700 students across 12 areas of need.
- **Multilingual Services:** 80 Multilingual teachers and assistants provided language services to over 1,790 students.
- **Mental Health Support:** The PATH program connected over 500 students with mental health support and in-school therapy sessions throughout the year.
- **Help for the Unhoused:** Through the McKinney-Vento Homeless Assistance Program, SASD supported nearly 300 homeless students and their families.
- **Before- and After-School Care:** Eight elementary schools served over 500 students and families through KidStop before- and after-school programs.
- **School Nutrition:** Over 1,440,000 meals, including breakfast, lunch, and supper, were served to students free of charge, a 9% increase over last year.
- **Summer School:** Summer school enrollment grew by 14%, with over 3,000 students strengthening core academic skills, exploring enrichment courses, or earning high school recovery credits through summer programming.

35 **Languages spoken by families in the SASD**

SASD STUDENT DEMOGRAPHICS



Source: SASD 2025-26 Third Friday Enrollment Report



Source: SASD Data Tool by the Wisconsin Policy Forum (2024-25 data)

INVESTING IN EXCELLENT EDUCATORS

Experience

- SASD teachers have an average of 14.4 years of experience, which ranks in the top half of comparable districts.

Competitive Compensation

- The average SASD teacher salary is above the state average and is in the top half of comparable districts.

Teacher Retention

- SASD has a high teacher retention rate, placing it near the top of comparable peer districts.

Source:
SASD DataTool by the Wisconsin Policy Forum

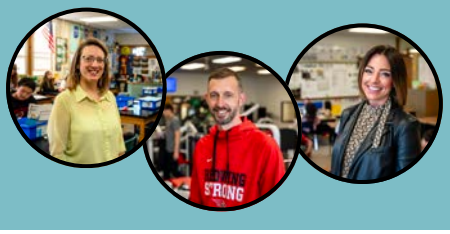
The *only* school district in Wisconsin named by

Forbes

as one of

2024
AMERICA'S
BEST EMPLOYERS BY STATE

in 2024 and 2025



SHEBOYGAN AREA SCHOOL DISTRICT

Student Attendance

Showing up is only part of the picture—how students feel once they're in the building matters just as much. The Panorama Survey helps us understand that side of belonging, asking students directly about their sense of preparedness, focus, and engagement in the classroom.

Attendance improved districtwide, with students meeting the 90% attendance threshold increasing from 68.9% to 70.9%.

- **83%** of all elementary students attend school over 90% of the time.
- **92.3%** of our middle school students attend school daily.
- **68%** of elementary students and **72%** of middle school students responded favorably on the Panorama Survey to questions about Self-Management Skills, which include being prepared, paying attention, following directions, and completing work.



READY Prepare

Preparing students and our district for the future.

Success after graduation starts long before students receive their diplomas. Through college and career pathways, real-world learning experiences, and opportunities to earn college credit, students gain the knowledge, skills, and confidence to pursue their next steps.



Graduating seniors from North and South High celebrate their future plans at the 8th Annual Signing Day.

SASD uses the research-based Redefining Ready framework to measure college and career readiness through indicators such as attendance, academic performance, dual credit enrollment, workplace learning, community service, co-curricular involvement, and ACT scores. The Career and College Readiness Report Cards provide students and schools with data to ensure graduates are prepared for success in college, career, and beyond.

- The percentage of students deemed career-ready increased to 80.5%, meaning more than 4 out of every 5 graduates met at least two career readiness indicators.
- Nearly 9 out of 10 students pursuing a two-year college pathway met career readiness benchmarks, with an increase from 81.1% to 87.2%.
- Nearly three-fourths of graduates are engaging in a dual credit course aligned to their career pathway.
- Industry Credential attainment increased from 10.5% to 11.1%, reflecting growth in students earning workforce-recognized credentials before graduation.

Advanced coursework participation among all students continues to grow.

- Success in Advanced Standing/CAPP/AP courses increased from 60.4% to 63.3%.
- Participation in dual credit college courses increased from 44.7% to 48.8%.
- 87.5% of four-year college bound students participated in Advanced Standing, CAPP, or AP coursework to earn college credit in high school.



20 seniors are on track to earn an Associate of Arts and Sciences (AAS) degree through the GEAR UP Rising Phoenix program offered by UW-Green Bay.

18,353 college credits earned through partnership with Lakeland University in the last three years.

$8.25 million in value

CLASS OF 2026 DATA POINTS:

57.9%

Participated in 2+ co-curricular activities
150+ offered

42.5%

Earned Credit for a Workplace Learning Experience

73.9%

Earned College Credit through a dual credit course aligned with their career pathway.

88.1%

The four-year graduation rate increased again this year, with a 0.8% increase.

24.5%

Community Service participation increased, with nearly 25% of seniors completing 25 hours or more.



Career readiness looks different for every student. Since 1998, SASD's House Construction program has given students at North and South High Schools hands-on experience designing, building, and selling a home from the ground up.

This year marks the 28th student-built home in the SASD. It's real-world learning with students gaining genuine experience in the trades.

Just as we support our students' growth, the Sheboygan Area School District strives to offer meaningful, impactful professional development opportunities to our staff members to help them grow in their professions and make a positive impact in our community.

Leadership Development

- The **Principal Development Institute** was launched with three staff members working through district practicum experiences and administrator licensure.
- Our in-house **Teacher Development Institute** and **School Counselor Development Institute** have been revamped to embed an educator-driven action research strand. Over 160 teachers have participated in the last 10 years.
- As a culminating activity, participants presented their research at our first-ever Community Presentation Night- an inspiring evening where over 100 guests could learn from and celebrate this dedicated group of teachers.

Professional Development

- Over 15 mental health professionals from six community organizations provided professional learning experiences for staff around mental health topics.
- **121 educators participated in the SASD Mentor Program**, including 64 new teachers who were supported throughout their first year in the SASD.



Congratulations to this year's graduating class of our Teacher Development Institute!
Nineteen teachers from across the district have completed a rigorous two-year journey, earning 18 credits toward a master's degree while completing coursework aligned with district priorities.

Thank You!

We extend our heartfelt appreciation to the Sheboygan community for your support of the $121 million November 2024 referendum to rebuild and remodel Farnsworth and Urban Middle Schools, which were built in the 1930s and required extensive repairs and upgrades. With 65% of voters in favor, this outcome reflects a strong and shared commitment to the future of public education in our community.

That commitment is now becoming a reality. The renderings on this page offer a glimpse of the modern, welcoming spaces students and staff will call home in the years ahead. Construction began at both schools in June 2026.

SCAN ME!



Groundbreaking at Farnsworth Middle School
June 2026


Groundbreaking at Urban Middle School
June 2026

Farnsworth Middle School



Rendering of new entrance on S. 10th Street


Rendering of exterior of the cafeteria on Union Ave.


Rendering of interior main entry

Urban Middle School



Rendering of new entrance on N. 13th Street, with new parking lot and parent drop-off

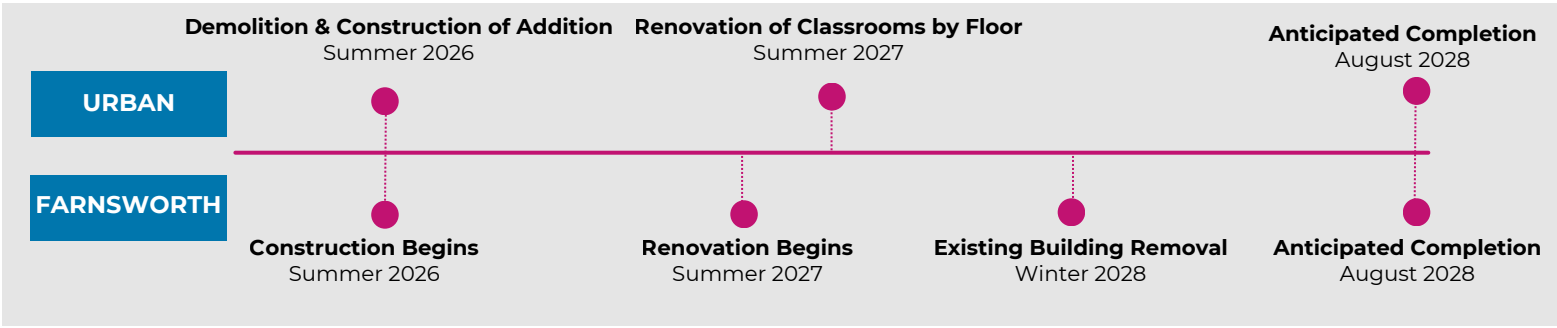

Rendering of updated courtyard entrance on North Ave., maintaining the historical facade



Rendering of main office interior

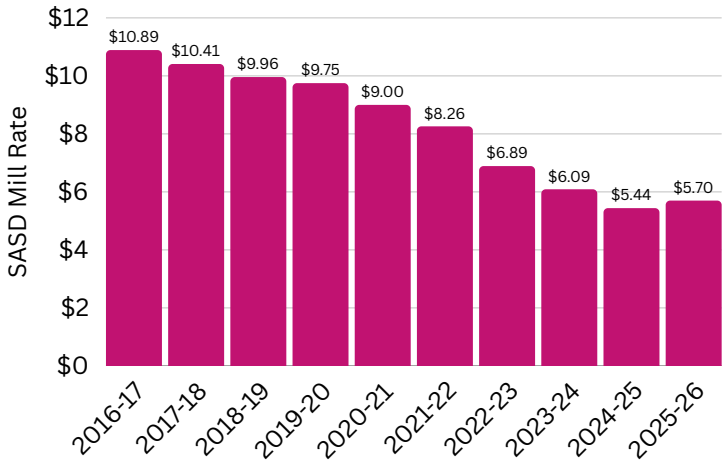


Preliminary Middle School Construction Timelines



Thoughtful financial stewardship and long-term investments ensure our schools remain strong for generations to come. The SASD maintains a strong Moody's Aa1 bond rating and remains committed to fiscal responsibility while protecting student learning. We continue to make careful budget adjustments to ensure long-term sustainability and to be responsible stewards of taxpayer dollars, even as state budget decisions create challenges for public schools and local taxpayers.

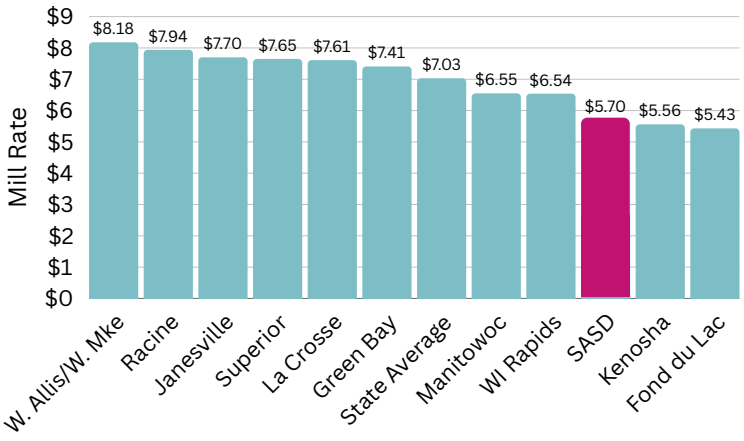
Historical View of SASD Mill Rate



The mill rate has decreased in seven of the past eight years, including 2024-25 when referendum costs were added.

The increase in 2025-26 was driven by a state budget that provided no increase in general aid, shifting more of the funding responsibility to local property taxpayers.

SASD Mill Rate Compared to Peer Districts



SASD has one of the lowest property tax mill rates compared to the state average and other comparable districts.

WI DAPES Annual Goals (2025-2026 End of Year)

Preliminary goal approval granted by school board on: _____
Mid-year goal review conducted by school board on: _____
Year-end goal review conducted by school board on: _____

Goal: Guide and support district administrative team in the implementation and achievement of the district's Strategic Long-Range Plan.

Check the standard(s) to which the goal relates:

- [x] 1. Strategic Leadership
- [ ] 2. Instructional Leadership
- [ ] 3. Human Resources Leadership
- [ ] 4. Operations and Resource Management
- [ ] 5. Communication and Community Relationships
- [ ] 6. Professionalism

Role of District Administrator in Achieving the Goal:

- ○ Direct Responsibility: District Administrator is directly responsible for the results of the goal.
- ○ Facilitator: Success of the District Administrator for this goal is measured on the basis of his/her performance in leading the process toward achievement.
- ⊗ Guide: The District Administrator is responsible for engaging and assisting others in the organization and community to fulfill this goal.

Expected term to completion: Short-term Mid-term Long-term

Indicators of Success	*Evidence to Date*
Quarterly Long-Range Plan updates meet stated measures or communication to Board on actions taken to get back on track. Specific Points of Emphasis: • Graduation rate improvement • Implementation of Act 20 reading standards	• Graduation rates now at a 5-year high and in line with historical averages. • Act 20 implemented to the standards mandated by WI DPI • College/Career Readiness scores at or above 3/5 year averages across all tracking groups.

WI DAPES Annual Goals (2025-2026 End of Year)

Preliminary goal approval granted by school board on: _____
Mid-year goal review conducted by school board on: _____
Year-end goal review conducted by school board on: _____

Goal: Ensure district has a high-functioning administrative team that is prepared to meet the current and future educational needs and challenges.

Check the standard(s) to which the goal relates:

- [x] 1. Strategic Leadership
- [ ] 2. Instructional Leadership
- [x] 3. Human Resources Leadership
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Expected term to completion: Short-term | Mid-term | Long-term

Indicators of Success	*Evidence to Date*
• Create and maintain a succession plan for all administrative positions. • Utilize grow your own programs to promote the next group of SASD leaders. • Define the "We" mentality and how we work with employees to ensure high levels of staff retention.	• Succession plan created and maintained. • Internal leadership development program finalized for administrative licensure and experience. • Continuing to expand the voices of SASD employees and the community through the formal committee process similar to that of MAC.

WI DAPES Annual Goals (2025-2026 End of Year)

Preliminary goal approval granted by school board on: _____
Mid-year goal review conducted by school board on: _____
Year-end goal review conducted by school board on: _____

Goal: Complete the planning and initial construction phase for two new middle schools.

Check the standard(s) to which the goal relates:

- [x] 1. Strategic Leadership
- [ ] 2. Instructional Leadership
- [ ] 3. Human Resources Leadership
- [x] 4. Operations and Resource Management
- [x] 5. Communication and Community Relationships
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- ◯ Guide: The District Administrator is responsible for engaging and assisting others in the organization and community to fulfill this goal.

Expected term to completion: Short-term | Mid-term | Long-term

Indicators of Success	*Evidence to Date*
• Continue to engage the SASD staff and community in the referendum planning, building, and eventual opening of two new middle schools that reflect the needs of all students in our district. • Ensure the building construction exceeds the expectations of the community while staying within the budget parameters granted through the referendum.	• Final site plans developed within the parameters of the allocated budget. • Community sessions held for input on design. • Groundbreaking ceremonies completed. • Construction timeline remains intact.

WI DAPES Annual Goals (2025-2026 End of Year)

Preliminary goal approval granted by school board on: _____
Mid-year goal review conducted by school board on: _____
Year-end goal review conducted by school board on: _____

Goal: Increase transparency and advocacy of the SASD at the local and state level.

Check the standard(s) to which the goal relates:

- [x] 1. Strategic Leadership
- [ ] 2. Instructional Leadership
- [ ] 3. Human Resources Leadership
- [x] 4. Operations and Resource Management
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Expected term to completion: Short-term | Mid-term | Long-term

Indicators of Success	*Evidence to Date*
Communicate the challenges and achievements of the district in manner that is accessible to all members of our community, and in a manner this transparent, factual, and in advocacy of the SASD. This includes: • Creating an annual district communication plan that utilizes key data points at key times in the year to celebrate and present information about the school district. • Create an annual report that can be shared in various formats across the community to highlight the achievements of the SASD. • Create a new district website and communication tools that best allow us to communicate with our families and communities.	• Website and communication tools implemented as of Fall 2026. • Annual report regularly shared with the Board in August and mailed to homes in Oct./Nov.

WI DAPES Annual Goals (2026-2027 Beginning of Year)

Preliminary goal approval granted by school board on: _____
Mid-year goal review conducted by school board on: _____
Year-end goal review conducted by school board on: _____

Goal: Guide and support district administrative team in the implementation and achievement of the district's Strategic Long-Range Plan.

Check the standard(s) to which the goal relates:

- [x] 1. Strategic Leadership
- [ ] 2. Instructional Leadership
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- ⊗ Guide: The District Administrator is responsible for engaging and assisting others in the organization and community to fulfill this goal.

Expected term to completion: Short-term Mid-term Long-term

Indicators of Success	***Evidence to Date***
Quarterly Long-Range Plan updates meet stated measures or communication to Board on actions taken to get back on track. Specific Points of Emphasis: • Review of behavior management framework • Determine any necessary changes related to school capacity/consolidation in relation to student enrollment projections	

WI DAPES Annual Goals (2026-2027 Beginning of Year)

Preliminary goal approval granted by school board on: _____
Mid-year goal review conducted by school board on: _____
Year-end goal review conducted by school board on: _____

Goal: Ensure district has a high-functioning administrative team that is prepared to meet the current and future educational needs and challenges.

Check the standard(s) to which the goal relates:

- [x] 1. Strategic Leadership
- [ ] 2. Instructional Leadership
- [x] 3. Human Resources Leadership
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Expected term to completion: Short-term | Mid-term | Long-term

Indicators of Success	*Evidence to Date*
• Create and maintain a succession plan for all administrative positions. • Proactively work at the state level to understand and advocate for policies that positively affect the current teacher group and teacher pipeline. • Ensure SASD turnover rates remain lower than our comparable average.	

WI DAPES Annual Goals (2026-2027 Beginning of Year)

Preliminary goal approval granted by school board on: _____
Mid-year goal review conducted by school board on: _____
Year-end goal review conducted by school board on: _____

Goal: Complete the planning and initial construction phase for two new middle schools.

Check the standard(s) to which the goal relates:

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- [ ] 2. Instructional Leadership
- [ ] 3. Human Resources Leadership
- [x] 4. Operations and Resource Management
- [x] 5. Communication and Community Relationships
- [ ] 6. Professionalism

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- ⊗ Facilitator: Success of the District Administrator for this goal is measured on the basis of his/her performance in leading the process toward achievement.
- ◯ Guide: The District Administrator is responsible for engaging and assisting others in the organization and community to fulfill this goal.

Expected term to completion: Short-term | Mid-term | Long-term

Indicators of Success	*Evidence to Date*
• Ensure the building construction exceeds the expectations of the community while staying within the budget parameters granted through the referendum. • Properly support staff and students during the construction phase of renovating and rebuilding the two new middle schools.	

WI DAPES Annual Goals (2026-2027 Beginning of Year)

Preliminary goal approval granted by school board on: _____
Mid-year goal review conducted by school board on: _____
Year-end goal review conducted by school board on: _____

Goal: Increase transparency and advocacy of the SASD at the local and state level.

Check the standard(s) to which the goal relates:

- [x] 1. Strategic Leadership
- [ ] 2. Instructional Leadership
- [ ] 3. Human Resources Leadership
- [x] 4. Operations and Resource Management
- [x] 5. Communication and Community Relationships
- [ ] 6. Professionalism

Role of District Administrator in Achieving the Goal:

- ⊗ Direct Responsibility: District Administrator is directly responsible for the results of the goal.
- ⊗ Facilitator: Success of the District Administrator for this goal is measured on the basis of his/her performance in leading the process toward achievement.
- ◯ Guide: The District Administrator is responsible for engaging and assisting others in the organization and community to fulfill this goal.

Expected term to completion: Short-term | Mid-term | Long-term

Indicators of Success	***Evidence to Date***
Communicate the challenges and achievements of the district in manner that is accessible to all members of our community, and in a manner this transparent, factual, and in advocacy of the SASD. This includes: • Increase visibility and understanding of the district's Community Accountability Report • Increase advocacy discussions and effectiveness with key individuals and groups throughout the state of WI.	

Sheboygan Area School District

SPECIAL UPDATE - ACT 89 - MAY 2026

po0144.5*jrm - Second Reading

BOARD MEMBER BEHAVIOR, COMMUNICATIONS, AND CODE OF CONDUCT

ADOPTED Jul 27, 2021 · REVISED Apr 28, 2026

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 ~~are~~ is prohibited.

Any authority delegated to the Board President in this ~~policy~~ bylaw 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~~ bylaw.

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. Board members are expected to review agenda materials prior to a Board meeting and to submit questions to the District Administrator in advance of the meeting, whenever practicable, to allow for efficient and respectful meetings; this expectation does not in any way intrude upon a Board member's right to ask questions or engage in discussion at a Board meeting.

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

C. Be familiar with and comply with Board bylaws/ policies, including ~~policies~~ bylaws 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, 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, or controversial matters, 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 in accordance with Policy 1100 - District Organization.

M. Communicate to other Board members, in accordance with the Open Meeting Law, and the District Administrator, expressions of public reaction to Board policies and school programs (see Board Member Communication section below, Bylaw 0143.1 - Public Expression of Board Members, and Bylaw 0167.5 - Use of Electronic Mail).

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 or 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 ~~M ember~~ 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.

Appropriate Discussion Content When Using Personal Communication Devices (PCD)

When using PCDs to communicate with student(s), Board members must use District-approved communication platforms to preserve communications to be reviewed by parents and administrators.

When Board members communicate with students using PCDs, discussions must be appropriate and related to legitimate school purposes. Whenever possible, Board members should direct students who contact them to contact an appropriate school staff member.

Appropriate content is content in a communication that fits into one of the following categories.

A. Instructional communication (assignments, coursework, academic support);

B. Scheduling or logistical information related to school programs (classes, clubs, athletics, events, field trips, rehearsals);

C. Safety or emergency communication when necessary;

D. Referring the student to the appropriate school staff member who can address the matter raised in any communication from a student;

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 ~~P~~ p olicies governing employee anti-harassment, ~~non-discrimination~~ nondiscrimination, 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 ~~member s~~ member 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~~ parent, student, staff member or District resident and ~~can~~ must be submitted to the Board President or, if the Board President is the member accused of violating this policy, to the Vice President, who under such circumstances shall perform the duties of the Board President described in this policy. All complaints shall bear the name and signature of the complainant and include a detailed description of the alleged misconduct, any evidence supporting the allegations, and the action/relief being requested.

The Board President may choose to consolidate complaints for consideration if more than one (1) individual files similar complaints, but reserves the right to refuse to consider any subsequent complaint on the same matter unless previously unknown material facts are raised.

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~~ The President may contact the School District's legal counsel for support in the investigation of the complaint and/or other matters related to the complaint. 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~~ However, 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~~ that is an 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. ~~O o ther~~ Other efforts to pursue compliance with and adherence to the policy as determined by the Board and not prohibited by law.

If a complainant or any other person contacts an individual Board member, other than the Board President, to discuss a complaint or investigation under this policy, the Board member shall inform the person that the Board member has no authority to act in an individual capacity and shall refer the person to this bylaw or the Board President for further assistance.

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

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Legal
118.07(7), Wis. Stats.
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

SPECIAL UPDATE - ACT 89 - MAY 2026

po1213*jrm - Second Reading

STUDENT SUPERVISION AND WELFARE

ADOPTED Oct 22, 2013 · REVISED Feb 28, 2023

1213 - **STUDENT SUPERVISION AND WELFARE**

Administrators are frequently confronted with situations which, if handled incorrectly, could result in liability to the District and personal liability to the administrator and/or harm to the welfare of the student(s). It is the intent of the Board to direct the preparation of guidelines that would minimize that possibility.

An administrator who is found to have had sexual contact with a student shall be referred to the proper authorities and be subject to discipline up to and including discharge.

~~This section should not be construed as affecting any obligations on the part of staff to report suspected child abuse under 48.981, Wis. Stats. and Policy 8462.~~

Required Notification

The District Administrator shall notify the parent(s) of a student when the District receives a report that gives reasonable cause to believe one of the following has occurred:

A. Sexual misconduct by a school staff member against a student;

B. A school staff member or volunteer has been convicted of a serious child sex offense and worked primarily with children in a way that would be a felony under 948.13, Wis. Stats.; and/or

C. A registered sex offender has intentionally captured an image of a minor student without the parent's written consent.

Definitions

Report means any information, whether written or verbal, indicating one (1) of the categories of conduct described in the section above (A., B., and/or C.) in this policy.

Timing and Method of Notification

Timing

A. If the report is received before the end of the regular school day, the District shall notify the parent by 5:00 p.m. that same day.

B. If the report is received after school hours or on a non-school day, the District shall provide notification by noon of the next calendar day.

Method

A. Notice must be provided in person or by phone (including voicemail) to the parent(s) of the specific student who is alleged to have been the victim, target, or recipient of the conduct.

B. The District may follow up the in-person or phone notification with written or email documentation for record - keeping purposes.

Annual Notice of Rights

The District shall provide an annual notice to all parents informing them of their rights to access records related to the discipline of a school employee under public records law.

Standard of Care of Students

Each administrator shall maintain a standard of care for supervision, control, and protection of students commensurate with their assigned duties and responsibilities which include, but are not limited to the following:

A. An administrator shall report immediately any accident or safety hazard about which they are informed or detect to their supervisor as well as to other authorities or District staff members as may be required by established policies and procedures.

B. An administrator shall report unsafe, potentially harmful, dangerous, violent, or criminal activities, or threat of these activities by students to the District Administrator and local public safety agencies and/or school officials in accordance with Policy 8420 - School Safety and Reporting of Crime Statistics.

C. An administrator should not volunteer to assume responsibility for duties that they cannot reasonably perform. Such assumption carries the same responsibilities as assigned duties.

D. An administrator shall not send students on any personal errands.

E. An administrator shall not associate with students at any time in a manner which gives the appearance of impropriety, including, but not limited to, the creation or participation in any situation or activity which could be considered abusive or sexually suggestive or involve illegal substances such as tobacco, alcohol, or drugs. Any sexual or other inappropriate conduct with a student by any administrator will subject the offender to potential criminal liability and District discipline up to and including termination of employment.

   This provision should not be construed as precluding an administrator from associating with students in private for legitimate or proper reasons or to interfere with familial relationships that may exist between staff and students.

F. An administrator shall not disclose personally identifiable information about a student to third parties unless specifically authorized by law or the student's parent(s) to do so.

G. An administrator, other than the District Administrator, shall not transport students for school-related activities in a private vehicle without the approval of their immediate supervisor and consistent with the provisions of Policy 8660 - Transportation by Private Vehicle. This does not apply to any student who is the administrator's family member.

H. ~~A student shall not be required~~ An administrator shall not require a student to perform work or services that may be detrimental to their health.

I. Administrators shall not engage students in social media and online networking media (see also Policy 7544 - Use of Social Media), except for appropriate academic, extracurricular, and/or professional uses only.

J. Administrators are expressly prohibited from posting any picture, video, meme, or other visual depiction, or comment pertaining to any student on personal or unauthorized social networking media or similar forums. This provision of the policy does not apply to pictures and/or videos taken of public events that may involve or incidentally include depictions of students participating in or observing such events where the purpose of the photo or video is to depict the event, not a particular student. This section does not apply to depictions of an administrator's own child or other relative.

Since most information concerning a child in school, other than directory information described in Policy 8330 - Student Records, is a confidential student record under Federal and State laws, any administrator who shares confidential information with another person not

authorized to receive the information may be subject to discipline and/or civil liability. This includes, but is not limited to, information concerning assessments, grades, behavior, family background, and alleged child abuse ~~(see Policy 8330)~~.

Appropriate Staff and Student Relationships

The District is committed to maintaining safe, professional, and developmentally appropriate relationships between staff and students. All employees, volunteers, and adults working with students are expected to uphold clear and appropriate boundaries and report concerns to protect student welfare.

Prohibited Conduct/Behaviors

This section applies to communications and behaviors that occur during or outside of school hours between an employee acting in the employee's official capacity, and a student enrolled or otherwise participating in any aspect of the District programming. To protect the wellbeing of students, grooming behaviors by staff are strictly prohibited. Likewise, this policy includes reference to other types of behaviors that, while not meeting the definition of grooming, constitute boundary violations that can create the appearance of grooming behavior.

A. **Grooming** - Grooming behavior is defined as a course of conduct, pattern of behavior, or series of acts with the intention to condition, seduce, solicit, lure, or entice a child for the purpose of engaging in sexual intercourse or sexual contact, or for the purpose of producing, distributing, or possessing depictions of the child engaged in sexually explicit conduct.

These prohibited grooming behaviors, as well as the behaviors included below, cover both in-person and digital communications, during non-school and school hours, and include sexualized conversations, inappropriate physical contact, and efforts to isolate a child from their family or peers. Staff must not engage in any romantic or sexual conduct with students, including dating, advances, sexual contact, or sexually suggestive communication.

When accompanied by the intent described above, grooming behaviors include the following and other similar forms of interaction between school staff or volunteers and students;

1. hugging, kissing, or other physical contact with a student;

2. telling sexual jokes to students;

3. engaging in talk containing sexual innuendo or banter with students;

4. talking about sexual topics that are not related to curriculum;

5. showing to or discussing pornography with a student;

6. any other form of interaction with a student that involves the requisite intent described above.

B. **Boundary Violations** - Staff-student relationships may become inappropriate based on the frequency, timing, location, or nature of interactions. An employee need not have any intent to engage in grooming of a student but may still violate the obligation to maintain appropriate boundaries between students and staff, and therefore be subject to disciplinary action. Consent from the student or parent does not justify boundary violations.

Maintaining professional boundaries is essential to student safety and assists staff and volunteers in avoiding circumstances that can be perceived as grooming behavior. However, the District recognizes that certain physical contact or personal involvement may be clinically or educationally necessary. This includes, but is not limited to: providing hygiene assistance to a student (e.g., following a toileting accident); physical spotting or corrective positioning in athletics (e.g., following wrestling, gymnastics, or football); and administering first aid or emergency medical care.

Any behavior that lacks clear educational or medical justification, or that serves the emotional or physical needs of the adult rather than the student, is strictly prohibited. Such behaviors may be indicators of grooming and will be subject to immediate investigation.

Inappropriate boundary violations may include, but are not limited to, the following:

1. inappropriate comments about a student's body or appearance ;

2. taking an undue interest in a student (i.e. having a special friend or a special relationship);

3. initiating or extending contact with students beyond the school day for personal purposes;

4. using e-mail, text messaging, or websites to discuss personal topics or interests with students;

5. giving students rides in the staff member's personal vehicle or taking students on personal outings without administrative approval;

6. invading a student's privacy (e.g. walking in on the student in the bathroom, locker-room, asking about bra sizes or previous sexual experiences);

7. going to a student's home for non-educational purposes;

8. inviting students to the staff member's home without proper chaperones (i.e. another staff member or parent of student);

9. giving gifts or money to a student for no legitimate educational purpose;

10. accepting gifts or money from a student for no legitimate educational purpose;

11. being overly touchy with students;

12. favoring certain students by inviting them to come to the classroom at non-class times;

13. getting a student out of class to visit with the staff member;

14. providing advice to or counseling a student regarding a personal problem (i.e. problems related to sexual behavior, substance abuse, mental or physical health, and/or family relationships, etc.), unless properly licensed and authorized to do so;

15. being alone with a student behind closed doors without a legitimate educational purpose;

16. telling a student secrets and having secrets with a student; and

17. other activities or behavior.

Inappropriate boundary violations are prohibited and must be reported promptly.

C. **Preferential Treatment or Favoritism** - Staff behaviors that demonstrate, or give the perception of, preferential treatment toward a student or group of students.

Appropriate Discussion Content When Using Personal Communication Devices (PCD)

When using PCDs to communicate with students and parents, staff members must use District-approved communication platforms.

When staff and school officials communicate with students using PCDs discussions must be appropriate and not prohibited grooming or boundary violations, professional, and related to legitimate school purposes. Communications described here should be as brief as possible and only contain what is necessary. Appropriate content includes:

A. Instructional communication (assignments, coursework, academic support);

B. School-related activities (clubs, athletics, events, field trips, rehearsals);

C. Scheduling or logistical information related to classes or school programs;

D. Pedagogical assistance related to school participation (clarifying expectations, reminders, or academic assistance); and,

E. Safety or emergency communication when necessary.

Communications must remain professional in tone, limited to educational or school-related matters, and consistent with District policies regarding staff-student boundaries. Failure to follow these policy expectations may result in discipline up to and including termination, and potential referral to law enforcement. The level of discipline will depend on the severity of the violation. This policy applies to communication that occurs during or outside of school hours.

Employees who are parents of students enrolled in the District may communicate with their own children using PCDs outside of District-approved platforms, provided such communications are personal in nature and not conducted in the employee's official capacity. This exception does not permit the employee to engage in District-related communications with other students outside of approved platforms, nor does it exempt them from applicable laws, policies, or expectations regarding professional conduct.

District-Approved PCD Communication Platforms - The District Administrator is required to designate and communicate the District-approved social media/communication platforms/sites which all Board members, staff, coaches/advisors, and approved volunteers are required to use exclusively when communicating with each other and/or students.

The approved communication platform(s) is/are:

A. District email/messages

B. District-approved social media platform(s).

The District-approved communication platform(s) shall be listed on the District's website.

Outside-District and Staff-Parent Relationships - This policy permits appropriate interactions from legitimate, pre-existing, non-District relationships (e.g., relatives, family friends). Staff who are parents of enrolled students must maintain professional conduct in accordance with this policy, in all school-related activities and communications, avoiding favoritism or conflicts of interest. Where such relationships compromise professional responsibilities, the District may intervene.

Professional Conduct During Off-Site School Activities - Staff must maintain professional boundaries as identified in this policy, during non-school hours and school hours, during all school-sponsored off-site activities such as field trips, competitions, travel, and overnight events. Increased vigilance is required in these less-supervised settings.

Reporting of Allegations of Inappropriate Staf f and Student Relationships

A. **Student Reporting Process** - Students who feel uncomfortable or witness inappropriate behavior are encouraged to report concerns to a trusted staff member or school counselor, or via the District's anonymous reporting tool. All reports will be treated confidentially to the extent legally possible.

B. **Staff Required Reporting of Misconduct** - Any concerns about inappropriate staff-student conduct must be reported immediately to a supervisor, principal, or the District's Compliance Officer(s). Anonymous reports will be investigated per District harassment procedures outlined in Policy 5517 - Student Anti-Harassment.

Mandated Reporting - Per 48.981, Wis. Stats., all staff are mandatory reporters. Suspected child abuse, including by another staff member, must be reported immediately to:

A. designated administrator/Title IX Coordinator; and

B. Child Protective Services and/or law enforcement.

Immediate action is required; do not delay. More info: https://dcf.wisconsin.gov/cps/process

Violations and Consequences - Violations of this policy may result in disciplinary action, up to and including termination, and may be reported to external agencies as required by law. The level of discipline will depend on the severity of the violation.

Policy Access - This policy will be:

A. posted on the District's website;

B. reviewed annually with staff; and

C. included in new employee onboarding.

Pursuant to the laws of the State and Board Policy 8462 - Reporting of Child Abuse and Neglect , and Sexual Misconduct, each administrative staff member shall report to the proper legal authorities immediately ~~,~~ any sign of suspected child abuse, abandonment, or neglect. In addition, if there is any cause to suspect misconduct as specified in 118.07(6), Wis Stats., as described in "Required Notification to Parents for Alleged Sexual Misconduct" in Policy 8462 - Reporting of Child Abuse and Neglect, and Sexual Misconduct, and each professional staff member shall immediately report it to the District Administrator or their supervisor or Title IX Coordinator.

Annual Training - Annual training is required for all employees. This training shall include identifying, preventing, and reporting grooming and professional boundary violations, appropriate content and methods of communication with students for both during and outside school hours, as well as the range of consequences for staff who violate this policy.

Revised 1/27/16
Revised 4/23/19
Revised 7/28/20
Revised 2/22/22

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Legal
48.981, 118.07(6), 948, 948.095, Wis. Stats.

Sheboygan Area School District

SPECIAL UPDATE - ACT 89 - MAY 2026

po3213*jrm - Second Reading

STUDENT SUPERVISION AND WELFARE

ADOPTED Oct 22, 2013 · REVISED Jul 17, 2024

3213 - **STUDENT SUPERVISION AND WELFARE**

Professional staff members are frequently confronted with situations which, if handled incorrectly, could result in liability to the District, personal liability to the professional staff member, and/or harm to the welfare of the student(s). It is the intent of the Board to direct the preparation of guidelines that would minimize that possibility.

A professional staff member, or a person who works or volunteers with children, who is found to have had sexual contact with any student, shall be referred to the proper authorities and be subject to discipline up to and including discharge.

~~This policy should not be construed as affecting any obligations on the part of staff to report suspected child abuse under 48.981 Wis. Stats. and Policy 8462 - Child Abuse and Neglect.~~

Standard of Care of Students

Each District employee shall maintain a standard of care for supervision, control, and protection of students commensurate with their assigned duties and responsibilities which include, but are not limited to the following:

A. A professional staff member shall report immediately any accident or safety hazard about which they are informed or detect to their supervisor as well as to other authorities or District staff members as may be required by established policies and procedures.

B. A professional staff member shall report unsafe, potentially harmful, dangerous, violent, or criminal activities, or threat of these activities by students to the District Administrator and local public safety agencies and/or school officials in accordance with Policy 8420 - School Safety and Reporting of Crime Statistics.

C. A professional staff member should not volunteer to assume responsibility for duties that they cannot reasonably perform. Such assumption carries the same responsibilities as assigned duties.

D. A professional staff member shall provide proper instruction in the safety matters presented in assigned course guides.

E. A professional staff member shall not send students on any personal errands .

F. A professional staff member shall not associate with students at any time in a manner which gives the appearance of impropriety, including, but not limited to, the creation or participation in any situation or activity which could be considered abusive or sexually suggestive or involve illegal substances such as tobacco, alcohol, or drugs. Any sexual or other inappropriate conduct with a student by any staff member will subject the offender to potential criminal liability and District discipline up to and including termination of employment.

   This provision should not be construed as precluding a professional staff member from associating with students in private for legitimate or proper reasons or to interfere with familial relationships that may exist between staff and students.

G. A professional staff member shall not disclose identifiable information about a student to third parties unless specifically authorized by law or the student's parent(s) to do so.

H. A professional staff member shall not transport students for school-related activities in a private vehicle without the approval of their immediate supervisor and consistent with the provisions of Policy 8660 - Transportation by Private Vehicle. This does not apply to any student who is a professional staff member's family member.

I. ~~A student shall not be required~~ A professional staff member shall not require a student to perform work or services that may be detrimental to their health.

J. Staff members shall not engage students in social media and online networking media (see also Policy 7544 - Use of Social Media), except for appropriate academics, extracurricular, and/or professional use only.

K. Staff members are expressly prohibited from posting any picture, video, meme, or other visual depiction, or comment pertaining to any student on social networking or similar forums.

Since most information concerning a child in school, other than directory information described in Policy 8330 - Student Records, is a confidential student record under Federal and State laws, any staff member who shares confidential information with another person not authorized to receive the information may be subject to discipline or civil liability. This

includes, but is not limited to, information concerning assessments, grades, behavior, family background, and alleged child abuse.

Appropriate Staff and Student Relationships

The District is committed to maintaining safe, professional, and developmentally appropriate relationships between staff and students. All employees, volunteers, and adults working with students are expected to uphold clear and appropriate boundaries and report concerns to protect student welfare.

Prohibited Conduct/Behaviors

This section applies to communications and behaviors that occur during or outside of school hours between an employee acting in the employee's official capacity and a student enrolled or otherwise participating in any aspect of the District's programming. To protect the wellbeing of students, grooming behaviors by staff are strictly prohibited. Likewise, this policy includes reference to other types of behaviors that, while not meeting the definition of grooming, constitute boundary violations that can create the appearance of grooming behavior.

A. **Grooming** - Grooming behavior is defined as a course of conduct, pattern of behavior, or series of acts with the intention to condition, seduce, solicit, lure, or entice a child for the purpose of engaging in sexual intercourse

These prohibited grooming behaviors, as well as the behaviors included below, cover both in-person and digital communications, during non-school and school hours, and include sexualized conversations, inappropriate physical contact, and efforts to isolate a child from their family or peers. Staf must not engage in any romantic or sexual conduct with students, including dating, advances, sexual contact, or sexually suggestive communication.

When accompanied by the intent described above, grooming behaviors include the following and other similar forms of interaction between school staff or volunteers and students.

1. hugging, kissing, or other physical contact with a student;
2. telling sexual jokes to students;
3. engaging in talk containing sexual innuendo or banter with students;
4. talking about sexual topics that are not related to curriculum;

5. showing to or discussing pornography with a student;

6. any other form of interaction with a student that involves the requisite intent described above.

B. **Boundary Violations** - Staff-student relationships may become inappropriate based on the frequency, timing, location, or nature of interactions. An employee need not have any intent to engage in grooming of a student but may still violate the obligation to maintain appropriate boundaries between students and staff, and therefore be subject to disciplinary action. Consent from the student or parent does not justify boundary violations.

Maintaining professional boundaries is essential to student safety and assists staff and volunteers in avoiding circumstances that can be perceived as grooming behavior. However, the District recognizes that certain physical contact or personal involvement may be clinically or educationally necessary. Behaviors that are required for a student's well-being or instructional success are permitted. This includes, but is not limited to: providing hygiene assistance to a student (e.g., following a toileting accident); physical spotting or corrective positioning in athletics (e.g., wrestling, gymnastics, or football); and administering first aid or emergency medical care.

Any behavior that lacks a clear educational or medical justification, or that serves the emotional or physical needs of the adult rather than the student, is strictly prohibitied. Such behaviors amy be indicators of grooming and will be subject to immediate investigation.

Inappropriate boundary violations may include, but are not limited to, the following:

1. inappropriate comment about a student's body or appearance;

2. taking an undue interest in a student (i.e. having a special friend or a special relationship);

3. using e-mail, text messaging, or websites to discuss personal topics or interests with students;

4. giving students rides in the staff member's personal vehicle or taking students on personal outings without administrative approval;

5. invading a student's privacy (e.g. walking in on the student in the bathroom, locker-room, asking about bra sizes or previous sexual experiences);

6. going to a student's home for non-educational purposes;

7. inviting students to the staff member's home without proper chaperones (i.e. another staff member or parent of student);

8. giving gifts or money to a student for no legitimate educational purpose;

9. accepting gifts or money from a student for no legitimate educational purpose;

10. being overly touchy with students;

11. favoring certain students by inviting them to come to the classroom at non-class times;

12. getting a student out of class to visit with the staff member;

13. providing advice to or counseling a student regarding a personal problem (i.e. problems related to sexual behavior, substance abuse, mental or physical health, and/or family relationships, etc.), unless properly licensed and authorized to do so:

14. being alone with a student behind closed doors without a legitimate educational purpose;

15. telling a student secrets and having secrets with a student; and

16. other similar activities or behavior.

C. **Preferential Treatment or Favoritism** - Staff behaviors that demonstrate, or give the perception of, preferential treatment toward a student or group of students.

Appropriate Discussion Content When Using Personal Communication Devices (PCD)

When using PCDs to communicate with students and parents, staff members must use district-approved communication platforms.

When staff and school officials communicate with students using PCDs, discussions must be appropriate and not prohibited grooming or boudary violations, professional, and related to legitimate school purposes. Communications described there should be as brief as possible and only contain what is necessary. Appropriate content includes:

A. Instructional communication (assignments, coursework, academic support);

B. School-related activities (clubs, athletics, events, field trips, rehearsals);

C. Scheduling or logistical information related to classes or school programs;

D. Pedagogical assistance related to school participation (clarifying expectations, reminders, or academic assistance); and,

E. Safety or emergency communication when necessary;

Communications must remain professional in tone, limited to educational or school-related matters, and consistent with District policies regarding staff-student boundaries. Failure to follow these policy expectations may result in discipline up to and including termination, and potential referral to law enforcement. The level of discipline will depend on the severity of the violation. This policy applies to communication that occurs during or outside of school hours.

Employees who are parents of students enrolled in the District may communicate with their own children using PDCs outside of District-approved platforms, provided such communications are personal in nature and not conducted in the employee's official capacity. This exception does not permit the employee to engage in District-related communications with other students outside of approved platforms, nor does it exempt them from applicable laws, policies, or expectations regarding professional conduct.

District-Approved PCD Communication Platforms - The District Administrator is required to designate and communicate the District-approved social media/communication platforms/sites, which all Board members, staff, coaches/advisors, and approved volunteers are required to use exclusively when communicating with each other and/or with students.

The approved communication platform(s) is/are:

A. District email/messaging;

B. District-approved social media platform(s).

The District-approved communication platform(s) shall be listed on the District's Website.

Outside-District and Staff-Parent Relationships - This policy permits appropriate interactions from legitimate, pre-existing, non-district relationships (e.g., relatives, family friends). Staff who are parents of enrolled students must maintain professional conduct in accordance with this policy, in all school-related activities and communications, avoiding favoritism or conflicts of interest. Where such relationships compromise professional responsibilities, the District may intervene.

Professional Conduct During Off-Site School Activities - Staff must maintain professional boundaries as identified in this policy, during non-school hours and school hours, during all school-sponsored off-site activities and communications, avoiding favoritism or conflicts of interest. Where such relationships compromise professional responsibilities, the District may intervene.

Reporting of Allegations of Inappropriate Staff and Student Relationships

A. **Student Reporting Process** - Students who feel uncomfortable or witness inappropriate behavior are encouraged to report concerns to a trusted staff member or school counselor, or via the District's anonymous reporting tool. All reports will be treated confidentially to the extent legally possible.

B. **Staff Required Reporting of Misconduct** - Any concerns about inappropriate staff-student conduct must be reported immediately to a supervisor, principal, or the District's Compliance Officer(s). Anonymous reports will be investigated per District harassment procedures outlined in Policy 5517 - Student Anti-Harassment.

Mandated Reporting - Per 48.981, Wis. Stats., all staff are mandatory reporters. Suspected child abuse, including by another staff member, must be reported immediately to:

A. a designated administrator/Title IX Coordinator; and

B. Child Protective Services and/or law enforcement.

Immediate action is required; do not delay. More info: https://dcf.wisconsn.gov/cps/process

Violations and Consequences - Violations of this policy may result in disciplinary action, up to and including termination, and may be reported to external agencies as required by law. the level of discipline will depend on the severity of the violation.

Policy Access - This policy will be:

A. posted on the District's website;

B. reviewed annually with staff; and

C. included in new employee onboarding.

Pursuant to the laws of the State and ~~Board~~ Policy 8462 - ~~Mandatory~~ Reporting of ~~Student~~ Child Abuse and Neglect, and Sexual Misconduct, each professional staff member shall report to the proper legal authorities immediately, any sign of suspected child abuse, abandonment, or neglect. In addition, if there is any cause to suspect misconduct as specified in 118.07(6), Wis. Stats., as described in " ~~Additional Required Reporting"~~ Required Notification to Parents for Alleged Sexual Misconduct " in Policy 8462 - ~~Mandatory~~ Reporting of ~~Student~~ Child , Abuse and Neglect, and Sexual Misconduct, each Professional staff member shall immediately report it to the District Administrator or their supervisor or a Title IX Coordinator.

Annual Training - Annual training is required for all employees. This training shall include identifying, preventing, and reporting grooming and professional boundary violations, appropriate content and methods of communication with students for both during and outside school hours, as well as the range of consequences for staff who violate this policy.

Revised 5/27/14
Revised 7/28/20
Revised 2/28/23
T.C. 7/17/24

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Legal
48.981, 118.07(6), 948, 948.095, Wis. Stats

Sheboygan Area School District

SPECIAL UPDATE - ACT 89 - MAY 2026

po4213*jrm - Second Reading

STUDENT SUPERVISION AND WELFARE

ADOPTED Oct 22, 2013 · REVISED Mar 10, 2026

4213 - **STUDENT SUPERVISION AND WELFARE**

Support staff members may be confronted with situations which, if handled incorrectly, could result in liability to the District, personal liability to the staff member, and/or harm to the welfare of the student(s). It is the intent of the Board to direct the preparation of guidelines that would minimize that possibility.

A support staff member, or a person who works or volunteers with children, who is found to have had sexual contact with any student shall be referred to the proper authorities and be subject to discipline up to and including discharge.

~~This policy should not be construed as affecting any obligation on the part of staff to report suspected child abuse under 48.981, Wis. Stats. and Policy 8462 - Child Abuse and Neglect.~~

Standard of Care of Students

Each District support staff member shall maintain a standard of care for the supervision, control, and protection of students commensurate with their assigned duties and responsibilities which include, but are not limited to the following standards:

A. A support staff member shall report immediately any accident or safety hazard about which they are informed or detect to their supervisor as well as to other authorities or District staff members as may be required by established policies and procedures.

B. A support staff member shall report unsafe, potentially harmful, dangerous, violent, or criminal activities, or threats of these activities by students to the District Administrator and local public safety agencies and/or school officials in accordance with Policy 8420 - School Safety and Reporting of Crime Statistics. Additionally, each support staff member shall also promptly report to the Principal any knowledge of threats of violence by students.

C. Support staff should not volunteer to take on responsibilities they are not reasonably qualified or able to perform. Voluntarily assuming such duties carries the same level of

accountability as formally assigned responsibilities.

D. A support staff member shall not send students on any personal errands.

E. A support staff member shall not associate with students at any time in a manner which gives the appearance of impropriety, including, but not limited to, the creation or participation in any situation or activity which could be considered abusive or sexually suggestive or involve illegal substances such as tobacco, alcohol, or drugs. Any sexual or other inappropriate conduct with a student by any staff member will subject the offender to potential criminal liability and District discipline up to and including termination of employment.

   This provision should not be construed as precluding a support staff member from associating with students in private for legitimate or proper reasons or to interfere with familial relationships that may exist between staff and students.

F. A support staff member shall not disclose personally identifiable information about a student to third parties unless specifically authorized by law or the student's parent(s) to do so.

G. A support staff member shall not transport students for school-related activities in a private vehicle without the approval of their immediate supervisor and consistent with the provisions of Policy 8660 - Transportation by Private Vehicle. This does not apply to any student who is the support staff member's family member.

H. ~~A student shall not be required~~ A support staff member shall not require a student to perform work or services that may be detrimental to their health.

I. Staff members shall not engage students in social media and online networking media (see also Policy 7544 - Use of Social Media), except for appropriate academics, extracurricular, and/or professional uses only.

J. Staff members are expressly prohibited from posting any picture, video, meme, or other visual depiction or comment pertaining to any student on personal or unauthorized social networking media or similar forums. This provision of the policy does not apply to pictures and/or videos taken of public events that may involve, or incidentally include, depictions of students participating in or observing such events where the purpose of the photo or video is to depict the event, not a particular student. This section does not apply to depictions of a support staff member's own child or other relative.

Since most information concerning a child in school, other than directory information described in Policy 8330 - Student Records, is a confidential student record under Federal and State laws, any staff member who shares confidential information with another person not authorized to receive the information may be subject to discipline or civil liability. This includes, but is not limited to, information concerning assessments, grades, behavior, family background, and alleged child abuse

Appropriate Staff and Student Relationships

The District is committed to maintaining safe, professional, and developmentally appropriate relationships between staff and students. All employees, volunteers, and adults working with students are expected to uphold clear and appropriate boundaries and report concerns to protect student welfare.

Prohibited Conduct/Behaviors

This section applies to communications and behaviors that occur during or outside of school hours between an employee acting in the employee's official capacity and a student enrolled or otherwise participating in any aspect of the District's programming. To protect the wellbeing of students, grooming behaviors by staff are strictly prohibited. Likewise, this policy includes reference to other types of behaviors that, while not meeting the definition of grooming, constitute boundary violations that can create the appearance of grooming behavior.

A. **Grooming** - Grooming behavior is defined as a course of conduct, pattern of behavior, or series of acts with the intention to condition, seduce, solicit, lure, or entice a child for the purpose of engaging i sexual intercourse or sexual contact, or for the purpose of producing, distributing, or possessing depictions of the child engaged in sexually explicit conduct.

These prohibited grooming behaviors, as well as the behaviors included below, cover both in-person and digital communications, during non-school and school hours, and include sexualized conversations, in appropriate physical contact, and efforts to isolate a child from their family or peers. Staff must not engage in any romantic or sexual conduct with students, including dating, advances, sexual contact, or sexually suggestive communication.

When accompanied by the intent described above, grooming behaviors include the following and other similar forms of interaction between school staff or volunteers and students:

1. hugging, kissing, or other physical contact with a student;

2. telling sexual jokes to students;

3. engaging in talk containing sexual innuendo or banter with students;

4. talking about sexual topics that are not related to curriculum;

5. showing to or discussing pornography with a student;

6. any other form of interaction with a student that involves the requisite intent described above.

B. **Boundary Violations** - Staff-student relationships may become inappropriate based on the frequency, timing, location, or nature of interactions. An employee need not have any intent to engage in grooming of a student but may still violate the obligation to maintain appropriate boundaries between students and staff, and therefore be subject to disciplinary action. Consent from the student or parent does not justify boundary violations.

Maintaining professional boundaries is essential to student safety and assists staff and volunteers in avoiding circumstances that can be perceived as grooming behavior. However, the District recognizes that certain physical contact or personal involvement may be clinically or educationally necessary. Behaviors that are required for a student's well-being or instructional success are permitted. This includes, but is not limited to: providing hygiene assistance to a student (e.g., following a toileting accident); physical spotting or corrective positioning in athletics (e.g., wrestling, gymnastics, or football); and administering first aid or emergency medical care.

Any behavior that lacks a clear educational or medical justification, or that serves the emotional or physical needs of the adult rather than the student, is strictly prohibited. Such behaviors may be indicators of grooming and will be subject to immediate investigation.

Inappropriate boundary violations may include, but are not limited to, the following:

1. inappropriate comments about a student's body or appearance;

2. taking an undue interest in a student (i.e. having a special friend or a special relationship);

3. initiating or extending contact with students beyond the school day for personal purposes;

4. using e-mail, text messaging, or websites to discuss personal topics or interests with students;

5. giving students rides in the staff member's personal vehicle or taking students on personal outings without administrative approval;

6. invading a student's privacy (e.g. walking in on the student in the bathroom, locker-room, asking about bra sizes or previous sexual experiences);

7. going to a student's home for non-educational purposes;

8. inviting students to the staff member's home without proper chaperones (i.e. another staff member or parent of student);

9. giving gifts or money to a student for no legitimate educational purpose;

10. accepting gifts or money from a student for no legitimate educational purpose:

11. being overly touchy with students;

12. favoring certain students by inviting them to come to the classroom at non-class times;

13. getting a student out of class to visit with the staff member;

14. providing advice to or counseling a student regarding a personal problem (i.e. problems related to sexual behavior, substance abuse, mental or physical health, and/or family relationships, etc.), unless properly licensed and authorized to do so;

15. being alone with a student behind closed doors without a legitimate educational purpose;

16. telling a student secrets and having secrets with a student; and

17. other similar activities or behavior.

Inappropriate boundary violations are prohibited and must be reported promptly.

C. **Preferential Treatment or Favoritism** - Staff behaviors that demonstrate, or give the perception of, preferential treatment toward a student or group of students.

Appropriate Discussion Content When Using Personal Communication Devices (PCD)

When using PCDs to communicate with students and parents, staff members must use district-approved communication platforms.

When staff and school officials communicate with students using PCDs, discussions must be appropriate and not prohibited grooming or boundary violations, professional, and related to legitimate school purposes. Communications described here should be as brief as possible and only contain what is necessary. Appropriate content includes:

A. Instructional communication (assignments, coursework, academic support);

B. School-related activities (clubs, athletics, events, field trips, rehearsals);

C. Scheduling or logistical information related to classes or school programs;

D. Pedagogical assistance related to school participation (clarifying expectations, reminders, or academic assistance); and,

E. Safety or emergency communication when necessary.

Communications must remain professional in tone, limited to educational or school-related matters, and consistent with District policies regarding staff-student boundaries. Failure to follow these policy expectations may result in discipline up to and i ncluding termination, and potential referral to law enforcement. The level of discipline will depend on the severity of the violation. This policy applies to communication that occurs during or outside of school hours.

Employees who are parents of students enrolled in the District may communicate with their own children using PCDs outside of District-approved platforms, provided such communications are personal in nature and not conducted in the employee's official capacity. This exception does not permit the employee to engage in District-related communications with other students outside of approved platforms, nor does it exempt them from applicable laws, policies, or expectations regarding professional conduct.

District-Approved PCD Communication Platforms - The District Administrator is required to designate and communicate the District-approved social media/communication platforms/sites, which all Board members, staff, coaches/advisors, and approved volunteers are required to use exclusively when communicating with each other and/or with students.

The approved communication platform(s) is/are:

A. District email/messaging;

B. District-approved social media platform(s).

The District-approved communication platform(s) shall be listed on the District's website.

Outside-District and Staff-Parent Relationships - This policy permits appropriate interactions from legitimate, pre-existing, non-District relationships (e.g., relatives, family friends). Staff who are parents of enrolled students must maintain professional conduct in accordance with this policy, in all school-related activities and communications, avoiding favoritism or conflicts of interest. Where such relationships compromise professional responsibilities, the District may intervene.

Professional Conduct During Off-Site School Activities - Staff must maintain professional boundaries as identified in the policy, during non-school hours and school hours, during all school-sponsored off-site activities such as field trips, competitions, travel, and overnight events. Increased vigilance is required in these less-supervised settings.

Reporting of Allegations of Inappropriate Staff and Student Relationships

A. **Student Reporting Process** - Students who feel uncomfortable or witness inappropriate behavior are encouraged to report concerns to a trusted staff member or school counselor, or via the District's anonymous reporting tool. All reports will be treated confidentially to the extent legally possible.

B. **Staff Required Reporting of Misconduct** - Any concerns about inappropriate staff-student conduct must be reported immediately to a supervisor, principal, or the District's Compliance Officer(s). Anonymous reports will be investigated per District harassment procedures outlined in Policy 5517 - Student Anti-Harassment.

Mandated Reporting - Per 48.981, Wis. Stats., all staff are mandatory reporters. Suspected child abuse, including by another staff member, must be reported immediately to:

A. a designated administrator/Title IX Coordinator; and

B. Child Protective Services and/or law enforcement.

Immediate action is required; do not delay. More info: https://dcf.wisconsin.gov/cps/process

Violations and Consequences - Violations of this policy may result in disciplinary action, up to and including termination, and may be reported to external agencies as required by law. The level of discipline will depend on the severity of the violation.

Policy Access - This policy will be:

A. posted on the District's website;

B. reviewed annually with staff; and

C. included in new employee onboarding.

Pursuant to the laws of the State and ~~Board~~ Policy 8462 - ~~Mandatory~~ Reporting of ~~Student~~ Child Abuse and Neglect, and Sexual Misconduct, each support staff member shall report to the proper legal authorities immediately any sign of suspected child abuse, abandonment, or neglect. In addition, if there is any cause to suspect misconduct as specified in 118.07(6), Wis. Stats., as described in " ~~Additional Required Reporting~~ Required Notification to Parents for Alleged Sexual Misconduct " in Policy 8462 - ~~Mandatory~~ Reporting of ~~S tudent~~ Child Abuse and Neglect, and Sexual Misconduct, each support staff member shall immediately report it to the District Administrator or their supervisor or a Title IX Coordinator.

Annual Training - Annual training is required for all employees. This training shall include identifying, preventing, and reporting grooming and professional boundary violations, appropriate content and methods of communication with students for both during and outside school hours, as well as the range of consequences for staff who violate this policy.

Revised 5/27/14
Revised 7/28/20
Revised 7/26/22
Revised 2/28/23
T.C. 7/17/24

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Legal
48.981, 118.07(6), 948, 948.095, Wis. Stats.

Sheboygan Area School District

SPECIAL UPDATE - ACT 89 - MAY 2026

po7530.02*jrm - Second Reading

STAFF AND SCHOOL OFFICIALS USE OF PERSONAL COMMUNICATION DEVICES

ADOPTED Aug 22, 2023

7530.02 - **STAFF AND SCHOOL OFFICIALS USE OF PERSONAL COMMUNICATION DEVICES**

Use of personal communication devices ("PCD") (as defined in Bylaw 0100) has become pervasive in the workplace. Whether the PCD is Board-owned and assigned to a specific employee or school official or personally-owned by the employee or school official regardless of whether the Board pays the employee or school official an allowance for his/her use of the device, the Board reimburses the employee or school official on a per-use basis for their business-related use of his/her PCD, or the employee or school official receives no remuneration for his/her use of a personally-owned PCD, the employee or school official is responsible for using the device in a safe and appropriate manner and in accordance with this policy and its accompanying guideline, as well as other pertinent Board policies and guidelines.

District-Approved PCD Platform - When communicating with students, Board members, staff, coaches/advisors, and approved volunteers are required to exclusively use the District-approved social media/communication platforms/sites. See Policy 1213/3213/4213 - Student Supervision and Welfare for specifics regarding appropriate discussion content when using PCDs as well as the approved PCD Platform.

Conducting District Business Using a PCD

Employees and school officials are permitted to use a Board-owned and/or personally-owned PCD to make/receive calls, send/receive e-mails, send/receive texts, send/receive instant messages that concern District business of any kind.

Employees and school officials are responsible for archiving such communication(s) in accordance with the District's requirements.

Safe and Appropriate Use of a PCD

Employees and school officials are responsible for operating Board-owned vehicles and potentially hazardous equipment in a safe and prudent manner, and therefore, employees are

prohibited from using a PCD while operating such vehicles or equipment. In the interest of safety for both Board employees and other drivers, employees are required to comply with all applicable laws while driving.

Employees and school officials may not use a PCD in a way that might reasonably create in the mind of another person an impression of being threatened, humiliated, harassed, embarrassed or intimidated.

Duty to Maintain Confidentiality of Student Personally Identifiable Information - Public and Student Record Requirements

Employees and school officials are subject to all applicable policies and guidelines pertaining to protection of the security, integrity, and availability of the data stored on a PCD regardless of whether they are Board-owned and assigned to a specific employee or personally-owned by the employee.

PCD communications, including calls, text messages, instant messages, and e-mails sent or received may not be secure. Therefore, employees should use discretion when using a PCD to relay confidential information, particularly as it relates to students.

Additionally, PCD communications, including text messages, instant messages, and e-mails sent and/or received by a public employee or school official using a PCD may constitute public records.

Further, PCD communications about students, including text messages, instant messages, and e-mails sent and/or received by a District employee or school official using his/her PCD may constitute education records if the content includes personally identifiable information about a student.

Communications, including text messages, instant messages, and e-mails sent and/or received by a District employee or school official using his/her PCD, that are public records or student records are subject to retention and disclosure, upon request, in accordance with Policy 8310 - Public Records. Cellular/wireless communications that are student records should be maintained pursuant to Policy 8330 - Student Records.

It is the responsibility of the District employee or school official who uses a PCD for District business-related use to archive all text messages, instant messages, and e-mails sent and/or received using his/her PCD in accordance with the District's requirements.

Cellular/wireless communications and other electronically stored information (ESI) stored on the staff member's or school official's PCD may be subject to a litigation hold pursuant to Policy 8315 - Information Management. Staff and school officials are required to comply with

District requests to produce copies of cellular/wireless communications in their possession that are either public records or education records or that constitute ESI that is subject to a litigation hold.

At the conclusion of an individual's employment (whether through resignation, nonrenewal, or termination), the employee is responsible for verifying all public records, student records, and ESI subject to a litigation hold that are maintained on the employee's PCD are transferred to the District's custody (e.g., server, alternative storage device). The District's IT department/staff is available to assist in this process. Once all public records, student records, and ESI subject to a litigation hold are transferred to the District's custody, the employee is required to delete the records/ESI from his/her PCD. The employee will be required to sign a document confirming that all such records/information has been transferred to the District's custody and deleted from his/her PCD.

Similarly, if an employee intends to dispose of, or otherwise stop using, a personally-owned PCD on which the employee ~~s/he~~ has maintained public records, student records, and/or ESI that is subject to a litigation hold, the employee must transfer the records/ESI to the District's custody before disposing of, or otherwise ceasing to use, the personally-owned PCD. The employee is responsible for securely deleting such records/ESI before disposing of, or ceasing to use, the personally-owned PCD.

Failure to comply with these requirements may result in disciplinary action.

If a PCD is lost, stolen, hacked, or otherwise subjected to unauthorized access, the employee or school official must immediately notify the District Administrator so a determination can be made as to whether any public records, students records, and/or ESI subject to a litigation hold has been compromised and/or lost. Pursuant to Policy 8305 - Information Security and its accompanying guideline, the District Administrator shall determine whether any security breach notification laws may have application to the situation. Appropriate notifications will be sent unless the records/information stored on the PCD was encrypted.

The Board prohibits employees and school officials from maintaining the following types of student, staff, or District records and/or information on their PCDs:

A. social security numbers

B. driver's license numbers

C. credit and debit card information

D. financial account numbers

E. student personally identifiable information

F. information required to be kept confidential pursuant to the Americans with Disabilities Act (ADA)

G. personal health information as defined by the Health Insurance Portability and Accountability Act (HIPAA)

It is suggested that employees and school officials lock and password-protect their PCDs when not in use.

Employees and school officials are responsible for making sure no third parties (including family members) have access to records and/or information, which is maintained on a PCD in their possession, that is confidential, privileged, or otherwise protected by State and/or Federal law.

Privacy Issues

Except in emergency situations or as otherwise authorized by the District Administrator or as necessary to fulfill their job responsibilities, employees and school officials are prohibited from using PCDs to capture, record, and/or transmit the words or sounds (i.e., audio) and/or images (i.e., pictures/video) of any student, staff member, or other person in the school or while attending a school-related activity. Using a PCD to capture, record, and/or transmit audio and/or pictures/video of an individual without proper consent is considered an invasion of privacy and is not permitted.

PCDs, including but not limited to those with cameras, may not be activated or utilized at any time in any school situation where a reasonable expectation of personal privacy exists. These locations and circumstances include, but are not limited to gymnasiums, locker rooms, shower facilities, rest/bathrooms, and any other areas where students or others may change clothes or be in any stage or degree of disrobing or changing clothes. The District Administrator and building principals are authorized to determine other specific locations and situations where use of a PCD is absolutely prohibited.

Potential Disciplinary Action

Violation of any provision of this policy may constitute just cause for disciplinary action up to and including termination.

Use of a PCD in any manner contrary to local, State, or Federal laws may also result in disciplinary action up to and including termination.

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Legal
948.072, Wis. Stats.
118.07(7), Wis. Stats.
Protecting Children in the 21st Century Act, Pub. L. No. 110-385, Title II, Stat. 4096 (2008)
Children's Internet Protection Act (CIPA), Pub. L. No. 106-554 (2001)
20 U.S.C. 1232g
34 C.F.R. Part 99

Sheboygan Area School District

SPECIAL UPDATE - ACT 89 - MAY 2026

po7540.03*jrm - Second Reading

STUDENT TECHNOLOGY ACCEPTABLE USE AND SAFETY

ADOPTED Oct 22, 2013 · REVISED Aug 26, 2025

7540.03 - **STUDENT TECHNOLOGY ACCEPTABLE USE AND SAFETY**

Technology has fundamentally altered the ways in which information is accessed, communicated, and transferred in society. As a result, educators are continually adapting their means and methods of instruction and the way they approach student learning to incorporate the vast, diverse, and unique resources available through the Internet. The Board provides technology resources (as defined in Bylaw 0100 - Definitions) to support the educational and professional needs of its students and staff. With respect to students, District Technology Resources afford them the opportunity to acquire the skills and knowledge to learn effectively and live productively in a digital world. The Board provides students with access to the Internet for limited educational purposes only and utilizes online educational services/apps to enhance the instruction delivered to its students. The District's computer network and Internet system do not serve as a public access service or a public forum, and the Board imposes reasonable restrictions on its use consistent with its limited educational purpose.

The Board regulates the use of District technology resources by principles consistent with applicable local, State, and Federal laws, the District's educational mission, and articulated expectations of student conduct as delineated in the Student Code of Conduct. This policy and its related administrative guidelines and the Student Code of Conduct govern students' use of District Technology Resources and students' personal communication devices when they are connected to the District computer network, Internet connection, and/or online educational services/apps, or when used while the student is on Board-owned property or at a Board-sponsored activity (see Policy 5136 - Personal Communication Devices).

Users are required to refrain from actions that are illegal (such as libel, slander, vandalism, harassment, theft, plagiarism, inappropriate access, and the like) or unkind (such as personal attacks, invasion of privacy, injurious comment, and the like). Because its Technology Resources are not unlimited, the Board has also instituted restrictions aimed at preserving these resources, such as placing limits on the use of bandwidth, storage space, and printers.

Users have no right or expectation of privacy when using District Technology Resources (including, but not limited to, privacy in the content of their personal files, e-mails, and records

of their online activity when using the District's computer network and/or Internet connection).

The Board may not be able to technologically limit access to services through its technology resources to only those who have been authorized for the purpose of instruction, study, and research related to the curriculum. Unlike in the past when educators and community members had the opportunity to review and screen materials to assess their appropriateness for supporting and enriching the curriculum according to adopted guidelines and reasonable selection criteria (taking into account the varied instructional needs, learning styles, abilities, and developmental levels of the students who would be exposed to them), access to the Internet, because it serves as a gateway to any publicly available file server in the world, opens classrooms and students to electronic information resources that may not have been screened by educators for use by students of various ages.

Pursuant to Federal law, the Board has implemented technology protection measures that protect against (e.g., filter or block) access to visual displays/depictions/materials that are obscene, constitute child pornography, and/or are harmful to minors, as defined by the Children's Internet Protection Act. At the discretion of the Board or the District Administrator, the technology protection measures may be configured to protect against access to other material considered inappropriate for students to access. The technology protection measures may not be disabled at any time when students may be using the District technology resources, if such disabling will cease to protect against access to materials that are prohibited under the Children's Internet Protection Act. Any student who attempts to disable the technology protection measures will be subject to discipline.

The Board utilizes software and/or hardware to monitor online activity of students and to block/filter access to child pornography and other material that is obscene, objectionable, inappropriate, and/or harmful to minors. "Harmful to minors" is a term defined by the Communications Act of 1934 (47 U.S.C. 254(h)(7)) as any picture, image, graphic image file, or other visual depiction that:

A. taken as a whole and with respect to minors, appeals to a prurient interest in nudity, sex, or excretion;

B. depicts, describes, or represents, in a patently offensive way with respect to what is suitable for minors, an actual or simulated sexual act or sexual contact, actual or simulated normal or perverted sexual acts, or a lewd exhibition of the genitals;

C. taken as a whole, lacks serious literary, artistic, political, or scientific value to minors.

At the discretion of the Board or the District Administrator, the technology protection measure may be configured to protect against access to other material considered inappropriate for students to access. The technology protection measure may not be disabled at any time that

students may be using the District technology resources, if such disabling will cease to protect against access to materials that are prohibited under the Children's Internet Protection Act. Any student who attempts to disable the technology protection measures will be subject to discipline.

The District Administrator or Instructional Technology Coordinator may temporarily or permanently unblock access to websites or online educational services/apps containing appropriate material if access to such sites has been inappropriately blocked by the technology protection measure. The determination of whether material is appropriate or inappropriate shall be based on the content of the material and the intended use of the material, not on the protection actions of the technology protection measure.

The District Administrator or Information Technology Coordinator may disable the technology protection measure to enable access for bona fide research or other lawful purposes.

Parents are advised that a determined user may be able to gain access to services and/or resources on the Internet that the Board has not authorized for educational purposes. In fact, it is impossible to guarantee students will not gain access through the Internet to information and communications that they and/or their parents may find inappropriate, offensive, objectionable, or controversial. Parents of minors are responsible for setting and conveying the standards that their children should follow when using the Internet.

Pursuant to Federal law, students shall receive education about the following:

A. safety and security while using e-mail, chat rooms, social media, and other forms of direct electronic communications;

B. the dangers inherent in the online disclosure of personally identifiable information;

C. the consequences of unauthorized access (e.g., "hacking", "harvesting", digital piracy", "data mining", etc.), cyberbullying, and other unlawful or inappropriate activities by students online;

D. unauthorized disclosure, use, and dissemination of personally identifiable information regarding minors.

Staff members shall provide instruction for their students regarding the appropriate use of technology and online safety and security as specified above. Furthermore, staff members will monitor the online activities of students while at school.

Monitoring may include, but is not necessarily limited to, visual observations of online activities during class sessions, or the use of specific monitoring tools to review browser

history and network, server, and computer logs.

Building Principals are responsible for providing training so that Internet users under their supervision are knowledgeable about this policy and its accompanying guidelines. The Board expects that staff members will provide guidance and instruction to students in the appropriate use of District technology resources. Such training shall include, but not be limited to, education concerning appropriate online behavior, including interacting with other individuals on social media, including in chat rooms, and cyberbullying awareness and response. All users of District technology resources (and their parents if they are minors) are required to confirm their agreement to abide by the terms and conditions of this policy and its accompanying guidelines by signing the District Technology Use Form during the annual student registration process.

Off-premises use of E-Rate-supported technology must be primarily for an educational purpose that is integral, immediate, and proximate to the education of students.

Students will be assigned a school email account that they are required to utilize for all school-related electronic communications, including those to staff members, peers, and individuals and/or organizations outside the District with whom they are communicating for school-related projects and assignments. Further, as directed and authorized by their teachers, they shall use their school-assigned email account when signing up/registering for access to various online educational services, including mobile applications/apps that will be utilized by the student for educational purposes.

Students are responsible for good behavior when using District technology resources - i.e., behavior comparable to that expected of students when they are in classrooms, school hallways, and other school premises and school-sponsored events. Communications on the Internet are often public in nature. The Board does not approve any use of its technology resources that is not authorized by or conducted strictly in compliance with this policy and its accompanying guidelines.

Appropriate Discussion Content When Using Personal Communication Devices (PCD)

When using PCDs to communicate with Board members, staff and/or volunteers, students must use District-approved communication platforms.

The approved communication platform(s) is/are:

A. District email/messaging;

B. District-approved social media platform(s),(see also Policy 7544 - Use of Social Media).

The District-approved communication platform(s) shall be listed on the District's website.

When students communicate with staff, volunteers, or Board members using PCDs, discussions must be appropriate, professional, and related to legitimate school purposes. These communications shall occur only when absolutely necessary. Appropriate content includes:

A. Instructional communication (assignments, coursework, academic support);

B. School-related activities (clubs, athletics, events, field trips, rehearsals);

C. Scheduling or logistical information related to classes or school programs;

D. Pedagogical assistance related to school participation (clarifying expectations, reminders, or academic assistance); and,

E. Safety or emergency communication when necessary.

Communications must remain professional in tone, limited to educational or school-related matters, and consistent with District policies regarding staff-student boundaries. Failure to follow these policy expectations may result in discipline up to and including termination, as well as referral to law enforcement if deemed appropriate. The level of discipline will depend on the severity of the violation. This policy applies to communication that occurs during or outside of school hours.

Expectations for Responsible Artificial Intelligence (AI) Use

Students are strictly prohibited from inputting Personally Identifiable Information (PII), confidential student or staff data, or any non-public school records into any AI tool or service that has not been explicitly approved and contracted with by the District.

Students are expected to adhere to principles of transparency, proper citation, and responsible use of AI in all academic and school-related activities. Students must disclose the use and extent of AI assistance on any submitted work as required by staff.

Students are prohibited from using technology and/or AI to bully, harass, threaten, impersonate, create, or distribute deceptive or harmful content, including deepfake or synthetic media that falsely depicts another person. AI may not be used for academic dishonesty, privacy violations, or any conduct that materially disrupts the educational environment violations of this policy will result in disciplinary action consistent with Policy 5500 - Student Code of Classroom Conduct and other applicable Board policies.

Academic Honesty

The unauthorized use of Artificial Intelligence tools to generate or complete academic work shall constitute a violation of the District's policy on academic honesty. (See Policy 5505 - Academic Honesty)

All student use of AI technology must comply with the requirements and standards set forth in Policy 7540.08 - Artificial Intelligence (AI).

Students may only use District technology resources to access or use social media if it is done for educational purposes in accordance with their teacher's approved plan for such use.

Users who disregard this policy and its accompanying guidelines may have their use privileges suspended or revoked, and disciplinary action taken against them. Users are personally responsible and liable, both civilly and criminally, for uses of District technology resources that are not authorized by this policy and its accompanying guidelines.

The Board designates the District Administrator and Instructional Technology Coordinator, and Information Technology Coordinator as the administrator(s) responsible for initiating, implementing, and enforcing this policy and its accompanying guidelines as they apply to students' use of District technology resources.

Revised 5/15/18
Revised 8/19/20
Revised 2/22/22

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Legal
H.R. 4577, P.L. 106-554, Children's Internet Protection Act of 2000
47 U.S.C. 254(h), (1), Communications Act of 1934, as amended
20 U.S.C. 6801 et seq., Part F, Elementary and Secondary Education Act of 1965, as amended
18 U.S.C. 2256
18 U.S.C. 1460
18 U.S.C. 2246
47 C.F.R. 54.500
47 C.F.R. 54.501
47 C.F.R. 54.502
47 C.F.R. 54.503
47 C.F.R. 54.504
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47 C.F.R. 54.523

Sheboygan Area School District

SPECIAL UPDATE - ACT 89 - MAY 2026

po7544*jrm - Second Reading

USE OF SOCIAL MEDIA

ADOPTED Sep 28, 2021 · REVISED Jun 24, 2025

7544 - **USE OF SOCIAL MEDIA**

Technology is a powerful tool to enhance education, communication, and learning.

The Board authorizes the use of social media to promote community involvement and facilitate effective communication with students, parents, staff, and the general public. Social media is defined in Bylaw 0100 - Definitions.

Employees and District-approved volunteers are prohibited from using District-approved social media platforms/sites to communicate privately (i.e., one-on-one) with individual students.

The District Administrator is charged with designating the District-approved social media platforms/sites which all Board members, staff, coaches/advisors, and approved volunteers are required to use when communicating via social media with each other and/or with students. These communication platforms shall be listed on the District's website.

~~In designating District-approved social media platforms/sites, the District Administrator shall specify which platforms/sites are appropriate for use at the District-level, the building or department level, for extra-curricular activities, and at the individual level by employees for professional purposes consistent with the Board's authorization for the official use of social media by individual buildings, departments, activities, or staff members.~~

It is critical that students be taught how to use social media platforms safely and responsibly. Social media (as defined in Bylaw 0100 - Definitions) are a powerful and pervasive technology that affords students and employees the opportunity to communicate for school and work purposes and to collaborate in the delivery of a comprehensive education. Federal law mandates that the District provide for the education of students regarding appropriate online behavior, including interacting with other individuals on social networking websites and in chat rooms, and regarding cyberbullying awareness and response. See Board Policy 7540.03 – Student Technology Acceptable Use and Safety.

The District recognizes that employees may use social media for personal as well as professional reasons. The District neither encourages nor discourages employees' use of social media for personal purposes. The District regulates employees' use of social media for purposes related to their District assignment to the same extent as it regulates any other form of employee communication in that regard.

The District uses approved social media platforms/sites as interactive forms of communication and accepts public comments. The District-approved social media platforms/sites are considered limited public forums. As such, the District will monitor posted comments to verify they are on-topic, consistent with the posted rules for use of the forum, and in compliance with the platform's/site's applicable terms of service. The Board's review of posted comments will be conducted in a viewpoint-neutral manner, and consistent with State and Federal law. Employees' personal posts on the public platforms/sites are limited/restricted to matters of general public interest that are not related to the employee's specific employment and wholly unrelated to the employee's job responsibilities (i.e., matters where it is clear the individual is posting not in an official capacity, but simply as a member of the public). Employees in administrative positions are ordinarily not permitted to post personal comments on matters of general public interest because to do so could be misconstrued as Board-sponsored speech.

Each District-approved social media account/site must contain a statement that specifies its purpose(s) and limits those who access the social media account/site to use of the account/site only for that/those purpose(s), in accordance with any specified procedures and applicable terms of service. Users are personally responsible for the content of their posts.

The District Administrator shall maintain the District's social media presence with respect to general announcements, notices, or other such communications that are disseminated to the public at large or specific audiences within the community. To the extent individual staff members wish to post information or announcements to a District social media platform, the staff member may request that the District Administrator approve and post such information. (This provision does not apply to social media communications that are related to instructional and school-sponsored activities.)

Social Media for Instructional and School-Sponsored Activities

Staff may, with prior approval/authorization from the Principal, use social media platforms/sites for communications about classroom instruction or school-sponsored activities, as well as to support classroom instruction. When a staff member uses a District-approved social media platform/site for an educational purpose, it will be considered an educational activity and will not be considered a limited public forum. Students' use of District-approved social media platforms/sites must be consistent with the Student Code of Conduct, Policy 5722/AG 5722 – School-Sponsored Student Publications and Productions, Policy 7540.03/AG 7540.03 – Student Technology Acceptable Use and Safety, the instructor's

directions/procedures, and the platform's/site's applicable terms of service. Students are prohibited from posting or releasing personally identifiable information about students, employees, and volunteers through District-approved social media without appropriate consent.

Staff members must provide parents of students involved in a school-sponsored activity the ability to opt out of having their child use social media platforms/sites for communication purposes associated with that activity, and arrange for an alternative method of communicating with the participating student concerning the school-sponsored activity.

Expected Standards of Conduct on District-Approved Social Media

Employees who access District-approved social media platforms are expected to conduct themselves in a respectful, courteous, and professional manner. Students, parents, and members of the general public who access District-approved social media platforms are similarly expected to conduct themselves in a respectful, courteous, and civil manner.

District-approved social media sites shall not contain content that is obscene; is vulgar and lewd such that it undermines the school's basic educational mission; is libelous or defamatory; constitutes hate speech; promotes illegal drug use; is aimed at inciting an individual to engage in unlawful acts or to cause a substantial disruption or material interference with District operations; or interferes with the rights of others. The District may exercise editorial control over the style and content of student speech on District-approved social media if reasonably related to legitimate pedagogical concerns. Staff or students who post prohibited content shall be subject to appropriate disciplinary action.

The District is committed to protecting the privacy rights of students, parents ~~/guardians~~, staff, volunteers, Board members, and other individuals on District-approved social media sites. District employees are prohibited from posting or releasing confidential information about students, employees, volunteers, or District operations through social media, without appropriate consent (i.e., express written consent from the parent of a student, the affected employee, or the District Administrator concerning District operations).

~~Employees are prohibited from using District-approved social media platforms/sites to communicate privately (i.e., one-on-one) with individual students.~~

Retention of Public/Student Records

District communications that occur through the use of District-approved social media platforms/sites – including staff members' use of social media with school-sponsored activities, and comments, replies, and messages received from the general public – may constitute public records or student records, and all such communications will be maintained

(i.e., electronically archived) in accordance with the Board's adopted record retention schedule and all applicable State statutes. (See AG 8310A –Public Records)

Staff members cannot rely on social networking platforms (e.g., Facebook, Twitter, etc.) to sufficiently fulfill potential records retention requirements because these platforms, in general, do not guarantee retention and are unlikely to assist in the production of third-party comments and communications that have been edited, deleted, or are otherwise no longer available. Consequently, District employees who use such social media accounts for professional communications must operate them in accordance with the general archiving practices and technology instituted by the District so records remain within the District's control and are appropriately retained.

If a staff member uses District-approved social media platforms/sites in the classroom for educational purposes (i.e., classroom instruction), the staff member must consult with the Principal concerning whether such use may result in the creation of public and/or education records that must be maintained (i.e., electronically archived) for a specific period of time.

Employees' Use of District Technology Resources to Access Social Media for Personal Use

Employees are permitted to use District technology resources (as defined in Bylaw 0100-Definitions) to access social media for personal use during breaks, mealtimes, and before and after scheduled work hours.

They are reminded that the District may monitor their use of District technology resources.

Employees' Use of Personal Communication Devices at Work to Access Social Media for Personal Use

Employees are permitted to use personal communication devices to access social media for personal use during breaks and mealtimes.

Employees are prohibited from posting or engaging in communication that violates State or Federal law, Board policies, or administrative guidelines. If an employee's/volunteer's communication interferes with their ability to effectively perform their job or violates State or Federal law, Board policies, or administrative guidelines, the District may impose disciplinary action and/or refer the matter to appropriate law enforcement authorities.

This policy and its corresponding administrative guideline will be reviewed and updated as necessary.

Revised 1/23/24
Revised 5/28/24

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Legal
Protecting Children in the 21st Century Act, Pub. L. No. 110-385, Title II, Stat. 4096 (2008)
Children s Internet Protection Act (CIPA), Pub. L. No. 106-554 (2001)

Sheboygan Area School District

SPECIAL UPDATE - ACT 89 - MAY 2026

po8120*jrm - Second Reading

VOLUNTEERS

ADOPTED Feb 23, 2016 · REVISED Mar 10, 2026

8120 - **VOLUNTEERS**

The Board recognizes that certain programs and activities can be enhanced through the use of volunteers who have particular knowledge or skills that will be helpful to members of the staff responsible for the conduct of those programs and activities.

The District Administrator shall be responsible for recruiting community volunteers, reviewing their capabilities, and making appropriate placements. The District Administrator shall not be obligated to make use of volunteers whose abilities are not in accord with District needs.

Board members and any other individuals who volunteer to work in the schools must submit to a criminal history records and background check before being allowed to participate in any activity or program.

Appropriate Discussion Content When Using Personal Communication Devices (PCD)

When using PCDs to communicate with student(s), volunteers must use District-approved communication platforms.

The approved communication platform(s) is/are:

A. District email/messaging;

B. District-approved social media platform(s) - (see Policy 7544 - Use of Social Media).

The District-approved communication platform(s) shall be listed on the District's website.

When volunteer members communicate with students using PCDs, discussions must be appropriate, professional, and related to legitimate school purposes. Appropriate content includes:

A. Instructional communication (assignments, coursework, academic support);

B. School-related activities (clubs, athletics, events, field trips, rehearsals);

C. Scheduling or logistical information related to classes or school programs;

D. Pedagogical assistance related to school participation (clarifying expectations, reminders, or academic assistance); and,

E. Safety or emergency communication when necessary.

Communications must remain professional in tone, limited to educational or school-related matters, and consistent with District policies regarding staff-student boundaries. (See Policy 3213/4213 - Student Supervision and Welfare) Failure to follow these policy expectations may result in the revocation of future volunteer opportunities, as well as referral to law enforcement if deemed appropriate. The level of discipline will depend on the severity of the violation. This policy applies to communication that occurs during or outside of school hours.

Volunteers who are parents of students enrolled in the District may communicate with their own children using PCDs outside of District-approved platforms, provided such communications are personal in nature. This exception does not permit the volunteer to engage in District-related communications with other students outside of approved platforms, nor does it exempt them from applicable laws, policies, or expectations regarding professional conduct.

A volunteer who transports students in a school vehicle must abide by the guidelines in Policy 8600 - Transportation.

A Board member may serve as a volunteer bus driver for the District if the provisions of 120.20, Wis. Stats., and the policy are satisfied. (See also Bylaw 0144.3 - Conflict of Interest).

A volunteer who transports students in a private vehicle for school-sponsored activities or trips must abide by the guidelines in Policy 8660 - Transportation by Private Vehicle for District-Sponsored Activities or Trips.

Each volunteer:

A. shall agree to abide by all Board policies and District guidelines while on duty as a volunteer;

B. will be covered under the District's liability policy, but the District cannot provide any type of health insurance to cover illness or accident incurred while serving as a volunteer, nor is the person eligible for workers' compensation;

C. will be asked to sign a form releasing the District of any obligation should the volunteer become ill or receive an injury as a result of their volunteer services;

D. in accepting the role of a volunteer, agrees to verification that a satisfactory background check may be conducted through appropriate State agencies or other applicable means.

The District Administrator shall be responsible for informing each volunteer of the District's appreciation for the volunteer's time and efforts in assisting the operation of the schools.

Policy 9800.01 - Veterans as Classroom Volunteers outlines veteran volunteers' requirements for recognition from the District and the Wisconsin Department of Veterans Affairs.

T.C. 12/21/21
Revised 2/27/24
Revised 12/9/25

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Legal
120.20, Wis. Stats.

Sheboygan Area School District

SPECIAL UPDATE - ACT 89 - MAY 2026

po8462*jrm - Second Reading

STUDENT ABUSE AND NEGLECT

ADOPTED Oct 22, 2013 · REVISED Dec 11, 2018

8462 - ~~MANDATORY~~ REPORTING OF ~~STUDENT~~ CHILD ABUSE AND NEGLECT , AND SEXUAL MISCONDUCT

The Board strictly prohibits any actual or threatened acts of physical, mental, sexual, or other form of abuse directed towards students by any person in any District-owned, operated, or leased facility, or at any school-sponsored activity. Likewise, the Board strictly prohibits any threats of violence in or targeted at any school. All incidents or suspected incidents of such conduct must be reported as described in this policy and in State law and will be investigated. All District employees, regardless of position, are required to make a report in the following instances:

A. when the staff member has reasonable cause to suspect that a child seen in the course of the staff member performance of their job duties has been abused or neglected, or has been threatened with abuse or neglect, regardless of the identity of the suspected perpetrator;

   The report shall be made to local law enforcement or social services.

B. when the staff member believes in good faith based on a threat made by any person regarding violence targeted at a school, that the health and safety of any person is in serious or imminent threat. Any such threats shall be immediately reported to law enforcement as described in policy.

Any staff member who, in good faith, believes that circumstances require reporting shall do so without conducting any further investigation concerning the subject matter of the report. When a report is made, the staff member shall immediately notify the building level administrator or District Administrator that a report has been made and provide detail concerning the basis for the report.

Training

The Board shall require every employee to receive training provided by the Department of Public Instruction (DPI) in identifying children who have been abused or neglected and in the

laws and procedures detailed herein governing the reporting of suspected or threatened child abuse and neglect. Such training shall be completed within the first six (6) months of employment in the District and thereafter at least once every five (5) years after the initial training. The District Administrator shall coordinate all training.

The required training shall also include training on the laws governing the reporting of threats of violence in or targeted at a school.

Procedures for Reporting- Child Abuse and Neglect

All District employees having reasonable cause to suspect that a child seen in the course of professional duties has been abused or neglected or who has reason to believe that a child seen by the person has been threatened with abuse or neglect shall immediately contact Sheboygan County Health and Human Services, Manitowoc County Human Services Department, or the Human Services Department in the county of which the child resides, or the law enforcement agency that has jurisdiction.

Safeguarding children from hazardous conditions brought about by child abuse and neglect can be accomplished by increasing employee awareness of the problem, and by developing a logical procedure to deal with the problem. The Board charges the administration to provide all employees with in-service training necessary to enable each employee to understand the problem of child abuse and neglect and the necessary procedures in dealing with suspected cases.

The employee shall immediately call the local office of the Child ~~Welfare Department~~ Protective Services, social services department, or local law enforcement agency and shall secure prompt medical attention if pertinent.

Employees shall also notify the appropriate administrator according to the District's Reporting Procedure for Student Abuse or Neglect and Threats of Violence.

The identity of the reporting person shall be confidential, subject only to disclosure by consent or court order or as otherwise compelled by law. A reporting employee shall not be dismissed or otherwise penalized for making a good faith report of child abuse or neglect.

The details of any reported incident, including the identities of the individuals involved or noted in the report, shall be kept confidential to the extent permitted. Any staff member who disseminates such information other than as permitted or required by policy or legal obligation may be subject to disciplinary action. Any staff member who reports suspected child abuse or neglect will not be subject to disciplinary action and is immune from civil liability to the extent provided for by law.

Each principal should be mindful of the possibility of physical or mental abuse being inflicted on a student by an employee. Any such instances, whether real or alleged, should be dealt with in accordance with the administrative guidelines established by the District Administrator.

Procedures for Reporting - Threats of Violence

An employee, regardless of position, who receives a threat or hears a threat of violence in or targeted at a school shall immediately inform law enforcement. The report shall contain detailed information concerning the nature of the threat. The staff member shall cooperate fully with law enforcement. When such a report is made, the staff member shall also inform the building administrator or District Administrator. If a threat is reported to the building administrator, s/he shall immediately notify the District Administrator and coordinate the District's coordination with law enforcement, students, and parents as the circumstances require.

All threats of violence are to be taken seriously. No staff member who reports a threat in good faith shall be subject to disciplinary action. Failure to report a threat may result in disciplinary action.

Required Notification to Parents for Alleged Sexual Misconduct

Staff members who possess information leading a reasonable person to suspect that misconduct may have occurred, as indicated below, shall report this immediately to a designated administrator or Title IX Coordinator, who shall inform the District Administrator of the report. After receiving a report that alleges any of the following, the District Administrator shall notify the parent of each student alleged to be a victim, target, or recipient of the alleged conduct if the individual who received the report determines there is reasonable cause to suspect that the alleged conduct occurred:

A. Sexual misconduct, as defined in s. 948.098 (1) (d), Wis. Stats., by a school staff member, as defined in s. 948.098 (1) (c).;

B. That an individual who has been convicted of a serious child sex offense, as defined in 948.13, Wis. Stats. , has engaged in an occupation or participated in a volunteer position that requires the individual to work or interact primarily and directly with children in a manner that would be a felony under s. 948.13.; and/or

C. That a sex offender, as defined in 948.14 (1) (d), Wis. Stats. , has intentionally captured a representation of a minor student without the written consent of the minor student's parent.

Failure on the part of the staff member to immediately report the aforementioned (A., B., and/or C, above) may result in disciplinary action, up to and including termination.

If reporting relative to items A, B, and/or C above, then the following apply:

Timing

A. If the report is received before the end of the regular school day, the District Administrator shall notify the parent by 5:00 p.m. that same day.

B. If the report is received after school hours or on a non-school day, the District Administrator shall provide notification by noon of the next calendar day.

Method

A. Notice must be provided in person or by phone (including voicemail) to the parent(s) of the specific student who is alleged to have been the victim, target, or recipient of the conduct.

B. The District may follow up the in-person or phone notification with written or email documentation for record-keeping purposes.

See also Policy 1213 - Student Supervision and Welfare and Policy 8141 - Required Reporting of Staff Conduct.

Revised 8/14/12

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Legal
48.02(1)(em), Wis. Stats
48.981, 118.07(5), 118.07(6) Wis. Stats.
175.32, Wis. Stats.

Sheboygan Area School District

VOL. 35, NO. 1 - NOVEMBER 2025

po5136 - Second Reading

Vol. 35, No. 1 - November 2025 Revised PERSONAL COMMUNICATION DEVICES

5136 - **PERSONAL COMMUNICATION DEVICES**

The Board is aware that PCDs are used by students and parents to communicate with each other. However, the use of PCDs on school grounds must be appropriately regulated to protect students, staff, and the learning environment.

"Personal communication devices" (PCDs), also referred to as "wireless communication devices", as used in this policy, mean a portable wireless device that has the capability to provide voice, messaging, or other data communication between two (2) or more parties and includes all of the following:

A. cellular/mobile telephone;

B. tablet computer;

C. laptop computer;

D. gaming device;

E. smartphone;

F. e-reader;

G. smartwatch;

H. wearable technology;

I. any other web-enabled devices of any type.

Students may use PCDs before and after school, during their lunch break, in between classes as long as they do not create a distraction, disruption or otherwise interfere with the educational environment, during after-school ~~after school~~ activities (e.g., extra-curricular

activities), or at school-related functions. Use of PCDs ~~, except those approved by a teacher or administrator,~~ at any other time is prohibited.

~~However, technology including, but not limited to, PCDs intended and actually used for instructional purposes (e.g., taking notes, recording classroom lectures, writing papers) will be permitted, as approved by the classroom teacher or the building principal.~~

Students may not use PCDs on school property or at a school-sponsored activity to access and/or view Internet websites ~~web sites~~ that are otherwise blocked to students at school.

Students may use PCDs ~~PDCs~~ while riding to and from school on a school bus or other Board-provided vehicles or on a school bus or Board-provided vehicle during school-sponsored activities, at the discretion of the bus driver, classroom teacher or sponsor/advisor/coach. Distracting behavior that creates an unsafe environment will not be tolerated.

During after-school ~~after school~~ activities, PCDs shall be powered completely off (not just placed into vibrate or silent mode) and stored out of sight when directed by the administrator or sponsor.

~~Under certain circumstances, a student may keep his/her PCD "On" with prior approval from the building principal.~~

Except as authorized by a teacher, administrator or IEP team, students are prohibited from using PCDs during the school day, including while off-campus on a field trip, to capture, record and/or transmit the words or sounds (i.e., audio) and/or images (i.e., pictures/video) of any student, staff member or other person. Using a PCD to capture, record and/or transmit audio and/or pictures/video of an individual without proper consent is considered an invasion of privacy and is not permitted. Students who violate this provision and/or use a PCD to violate the privacy rights of another person may ~~shall~~ have their PCD confiscated and held until a parent picks it up and may be directed to delete the audio and/or picture/video file while the parent is present. If the violation involves potentially illegal activity, the confiscated-PCD may be turned over to law enforcement.

PCDs, with cameras or any other recording capabilities, may not be activated or utilized at any time in any school situation where a reasonable expectation of personal privacy exists. These locations and circumstances include, but are not limited to, classrooms, gymnasiums, locker rooms, shower facilities, rest/bathrooms, and any other areas where students or others may change clothes or be in any stage or degree of disrobing or changing clothes. The District Administrator and building principals are authorized to determine other specific locations and situations where use of a PCD is absolutely prohibited.

Students shall have no expectation of confidentiality with respect to their use of PCDs on school premises/property.

Students may not use a PCD in any way that might reasonably create in the mind of another person an impression of being threatened, humiliated, harassed, embarrassed or intimidated. See Policy 5517.01 – Bullying. In particular, students are prohibited from using PCDs to: (1) transmit material that is threatening, obscene, disruptive, or sexually explicit or that can be construed as harassment or disparagement of others based upon any Protected Class consistent with Board Policy 2260 - Nondiscrimination and Access to Equal Educational Opportunity ~~heir race, color, national origin, sex (including sexual orientation/transgender identity), disability, age, religion, ancestry, immigration status, or political beliefs~~; and (2) engage in "sexting" - i.e., sending, receiving, sharing, viewing, or possessing pictures, text messages, e-mails or other materials of a sexual nature in electronic or any other form. Violation of these prohibitions shall result in disciplinary action. Furthermore, such actions will be reported to local law enforcement and child services as required by law.

Students are also prohibited from using a PCD to capture, record, and/or transmit test information or any other information in a manner constituting fraud, theft, cheating, or academic dishonesty. Likewise, students are prohibited from using PCDs to receive such information.

Possession of a PCD by a student at school during school hours and/or during extra-curricular activities is a privilege that may be forfeited by any student who fails to abide by the terms of this policy, or otherwise abuses this privilege.

Policy Violations

Violations of this policy may result in disciplinary action and/or confiscation of the PCD. The building principal will also refer the matter to law enforcement or child services if the violation involves an illegal activity (e.g., child pornography, sexting). Discipline will be imposed on an escalating scale ranging from a warning to an expulsion based on the number of previous violations and/or the nature of or circumstances surrounding a particular violation. If the PCD is confiscated, it will be released/returned to the student's parent ~~/guardian~~ after the student complies with any other disciplinary consequences that are imposed, unless the violation involves potentially illegal activity in which case the PCD may be turned over to law enforcement. A confiscated device will be marked in a removable manner with the student's name and held in a secure location in the building's central office until it is retrieved by the parent ~~/guardian~~ or turned over to law enforcement. School officials will not search or otherwise tamper with PCDs in District custody unless they reasonably suspect that the search is required to discover evidence of a violation of the law or other school rules. Any search will be conducted in accordance with Policy 5771 – Search and Seizure. If multiple offenses occur,

a student may lose the ~~his/her~~ privilege to bring a PCD to school for a designated length of time or on a permanent basis.

Student use of PCDs in the following circumstances will not be considered a violation of this policy:

A. **Emergency or Threat:** Student use of a PCD is allowed in the event of an emergency or a perceived threat to address the safety and security of students and staff.

B. **Health Care Management:** Student use is authorized as necessary to manage or support a specific student's health care needs as approved by the District Nurse as defined in the individual student health plan.

C. **Individualized Education Plans:** Student use is authorized consistent with a student's Individualized Education Program (IEP) or a plan developed under Section 504 of the federal Rehabilitation Act of 1973.

D. **Educational Purposes:** Student use is authorized by a teacher for legitimate educational purposes during instructional time as described above.

Duty to Report

A person who discovers a student using a PCD in violation of this policy is required to report the violation to the building principal.

Students Responsible for Their PCDs

Students are personally and solely responsible for the care and security of their PCDs. The Board assumes no responsibility for theft, loss, or damage to, or misuse or unauthorized use of, PCDs brought onto its property.

Parents are advised that the best way to get in touch with their child during the school day is by calling the school office.

~~Students may use school phones to contact parents/guardians during the school day.~~

Annual Notice

No later than October 1 of each year, the Department of Public Instruction (DPI) shall be notified by the District of whether any changes have been made to this policy and, if so, the updated policy shall be submitted to the DPI.

118.13, Wis. Stats.

118.258, Wis. Stats.

175.22, Wis. Stats.

120.12(29) Wis. Stats.

Revised 7/28/15
Revised 4/24/18
T.C. 12/21/21

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Hazardous Review Committee

Minutes

June 10, 2026

Members Present: Mark Boehlke, Jason Boettner, Tanner Presutti, Eric Spielman, Steve Steinhardt

Members Excused: Peter Madden, Joe Vollmer

The meeting of the Hazardous Review Committee was called to order at 9:00 a.m. on June 10, 2026, for the purpose of re-certifying currently designated hazardous areas for student transportation.

Committee members were introduced.

Mr. Steinhardt moved to approve the June 16, 2025, minutes and Mr. Boettner seconded the motion. Motion was approved.

Mr. Boehlke discussed why the district was not recommending any changes to the Jackson Elementary hazardous area at this time. Sidewalks have been installed along Weeden Creek Road, but with student drop off traffic, it is still felt that crossing Moenning Road is a concern. The district will continue to monitor.

Mr. Presutti identified a current hazardous area for Horace Mann Middle School that the district is recommending to remove. The area is along S. Taylor Drive south of Union Avenue and includes three residential houses and one apartment building. There is sidewalk along S. Taylor Drive up to the controlled intersection of Union Avenue. Bus pickup along South Taylor Drive is not ideal. Mr. Boettner moved to remove the hazardous area and Mr. Steinhardt seconded the motion. Motion was approved.

Mr. Boehlke identified a current hazardous area for Longfellow Elementary School that the district is recommending to remove. The area is north of Indiana Avenue along S. Pier Drive. Although the roundabout at Indiana Avenue and S. 8th Street is considered hazardous, there are crosswalks on Indiana Avenue that are east of the roundabout. Mr. Boettner moved to remove the hazardous area and Mr. Steinhardt seconded the motion. Motion was approved.

The changes to the hazardous areas approved by the committee for the 2026-27 school year will be taken to the full board on July 28, 2026, for possible action.

Mr. Steinhardt moved to adjourn, and Mr. Boettner seconded the motion. Motion was approved and the meeting was adjourned at 9:20 a.m.

MJB

2026-2027

Annual Hazardous Review

Hazardous Areas

1. Pigeon River School Attendance Area

2. James Madison School Attendance Area & Private School Students (Grades 4K-5)

3. Horace Mann Middle School - Town of Sheboygan

4. Private School Students - Town of Sheboygan

5. Jackson School Attendance Area

6. Cleveland School Attendance Area

7. Lincoln Erdman School Attendance Area

8. Longfellow Attendance Area

9. Private School Students (Grades 4K-5) - Indian Meadows and Cross Creek

10. Farnsworth Middle School - Sunnyside Area

11. Private School Students (Grades 4K-8) - Sunnyside Area

12. Private School Students (Grades 4K-8) - N 8th St & Pershing Ave and Eisner Ave Area

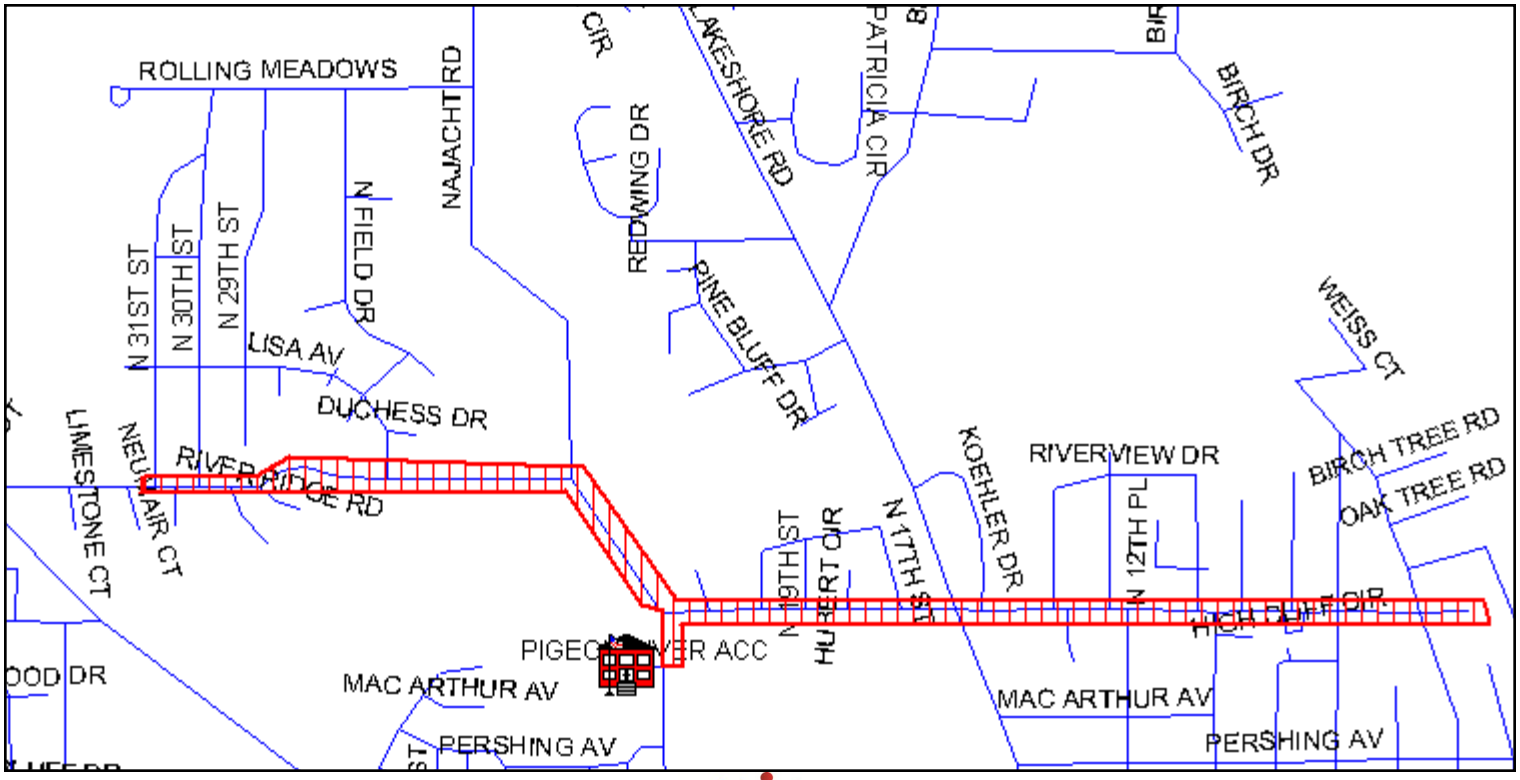
ANNUAL HAZARDOUS REVIEW FOR WALKWAYS TO THE PIGEON RIVER SCHOOL AREA

Eisner Avenue

- Speed Limit— 25 to 35 mph
- Little or no shoulder
- Heavy traffic volume

Mill Road

- Speed Limit—25 mph
- Little or no shoulder
- Moderate traffic volume



ANNUAL HAZARDOUS REVIEW FOR WALKWAYS TO THE JAMES MADISON AREA & PRIVATE SCHOOLS (GRADES 4K-5)

JAMES MADISON

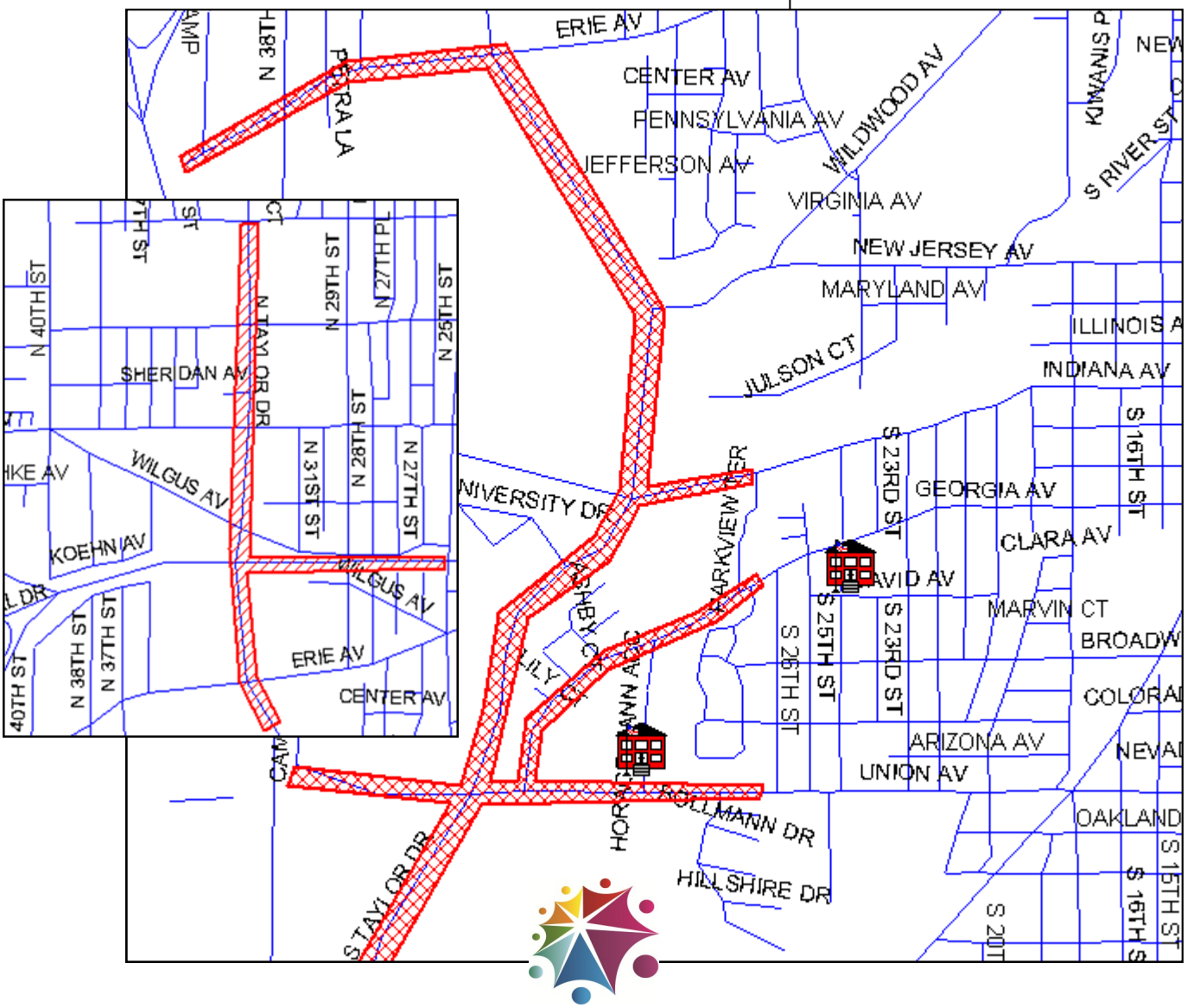
Indiana Avenue
- Speed Limit - 25 mph
- Heavy traffic volume
- Four lane road
- Little or no shoulder

Georgia Avenue
- Speed Limit - 25 mph
- Narrow roadway
- Little or no shoulder
- Sight distance problem
- Heavy traffic volume

Union Avenue
- Speed Limit - 25 to 35 mph
- Narrow roadway
- Little or no shoulder
- Heavy traffic volume

Taylor Drive
- Speed Limit - 30 to 45 mph
- Heavy traffic volume
- No walkways

Kohler Memorial Drive
- Speed limit—35 mph
- Four-lane highway
- Heavy traffic volume



ANNUAL HAZARDOUS REVIEW FOR WALKWAYS TO THE TOWN OF SHEBOYGAN AREA FOR HORACE MANN MIDDLE SCHOOL & PRIVATE SCHOOLS

Private School Students

Superior Avenue
- Speed limit - 35 mph
- Little or no shoulders
- Narrow roadway
- Heavy traffic volume

North 40 Street
- Speed limit - 35 mph
- No shoulders
- Heavy traffic volume
- Sight distance problem

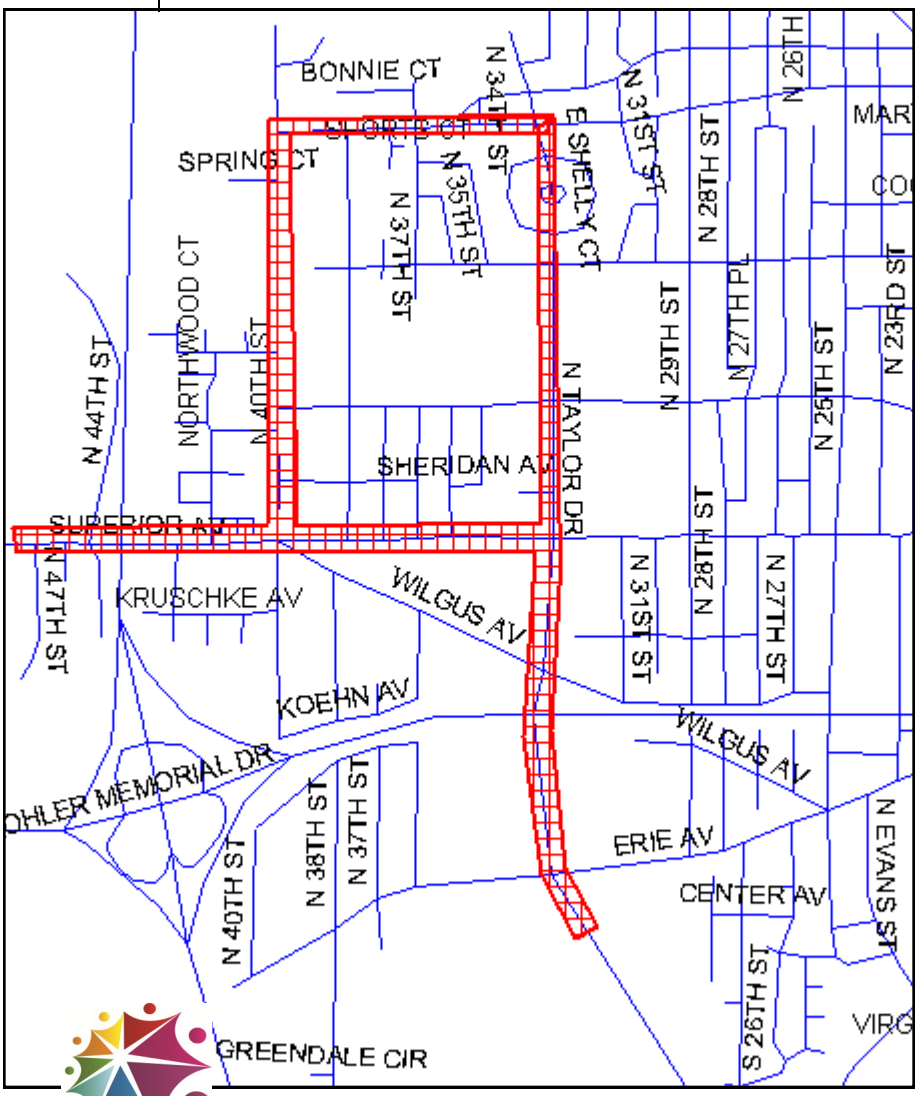
Main Avenue
- Speed limit - 25 mph
- Little or no shoulder
- Heavy traffic volume

Taylor Drive
- Speed limit - 30 to 45 mph
- Heavy traffic volume
- City truck route and throughway
- No sidewalks for most of Drive

Horace Mann Middle School
(Students living west of Taylor Dr & north of Superior Ave)

Taylor Drive
- Speed limit - 30 to 45 mph
- Heavy traffic volume
- City truck route and throughway
- No sidewalks for most of Drive

Superior Avenue
- Speed limit - 35 mph
- Narrow roadway
- Heavy traffic volume



ANNUAL HAZARDOUS REVIEW FOR WALKWAYS TO THE JACKSON SCHOOL/FOX MEADOWS AREA

JACKSON

South Business Drive
- Speed limit - 35 to 45 mph
- Little or no shoulder
- Heavy traffic volume

South 12th Street
- Speed limit - 35 to 45 mph
- Little or no shoulder
- Heavy traffic volume

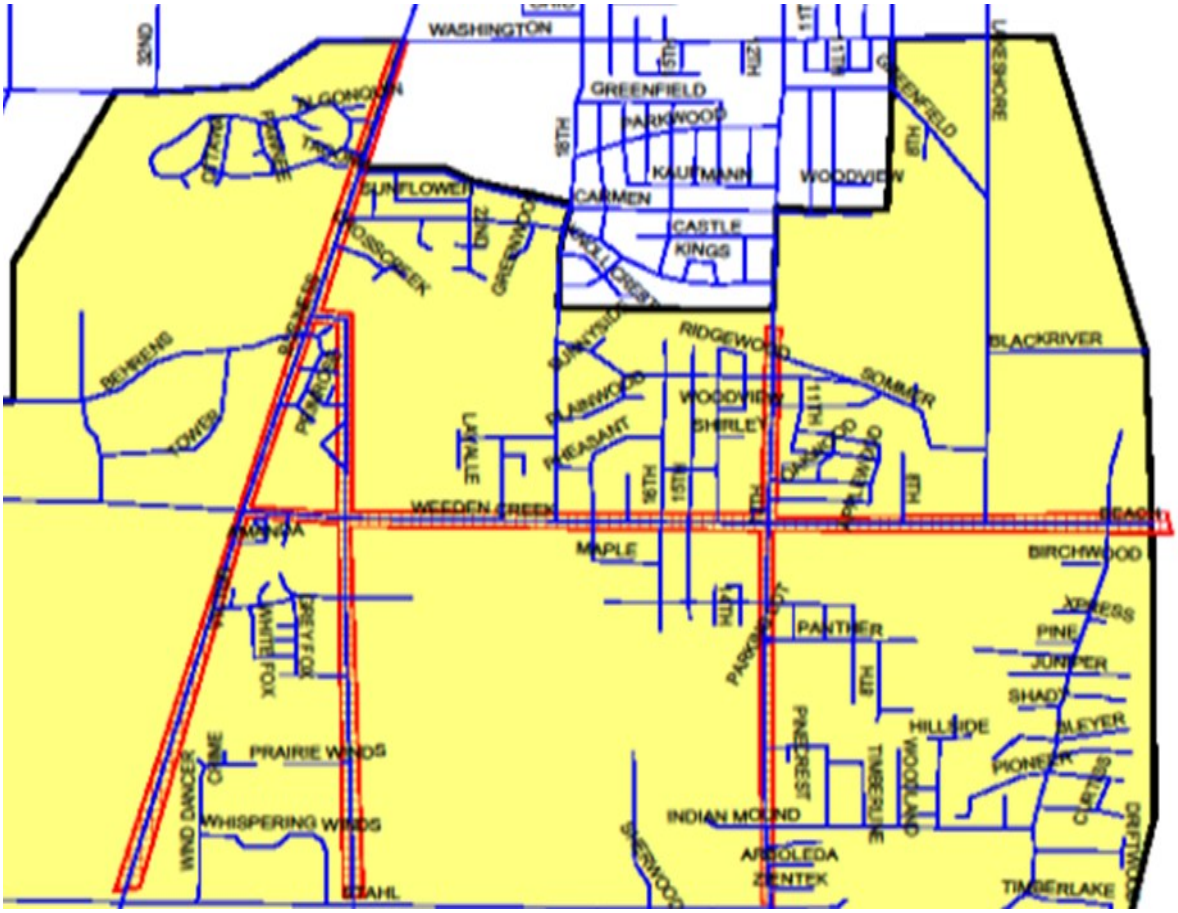
Moenning Road
- Speed Limit - 35 mph
- Narrow roadway with little shoulder

Weeden Creek Road
- Speed Limit - 35 mph
- Narrow roadway with little or no shoulder
- Heavy traffic volume

FOX MEADOWS SUBDIVSION

Moenning Road
- Speed Limit - 35 mph
- Narrow roadway with little shoulder

Weeden Creek Road
- Speed Limit - 35 mph
- Little or no shoulder
- Heavy traffic volume



ANNUAL HAZARDOUS REVIEW FOR WALKWAYS TO THE JACKSON SCHOOL/FOX MEADOWS AREA

JACKSON

South Business Drive

- sidewalk east side only from Carmen Ave south to Weeden Creek Rd is not hazardous.
- West side of South Business Drive remains in the hazardous plan.

All the students that live east of South Business Drive from Carmen Ave to Jackson School including the Country Village students are no longer in hazardous area. This created a Jackson School walk zone for this area starting the 2021-22 school year as South Business Drive has a sidewalk on the east side for students to use.

West side of South Business Drive and Weeden Creek Rd still remain hazardous and in the hazardous plan for Jackson School.



ANNUAL HAZARDOUS REVIEW FOR WALKWAYS TO THE JACKSON SCHOOL/FOX MEADOWS AREA

Area in yellow outline became the new Jackson walk zone. This area includes the east side of South Business Drive, Carmen Ave and Camelot Blvd to S 18th Street, Sunflower Ave, Country Place, Meadowbrook Ct, Creekside Ct, Brookfield Ct, Greenwood Ct, Cross Creek Drive Condos and County Village Apartment Complex.



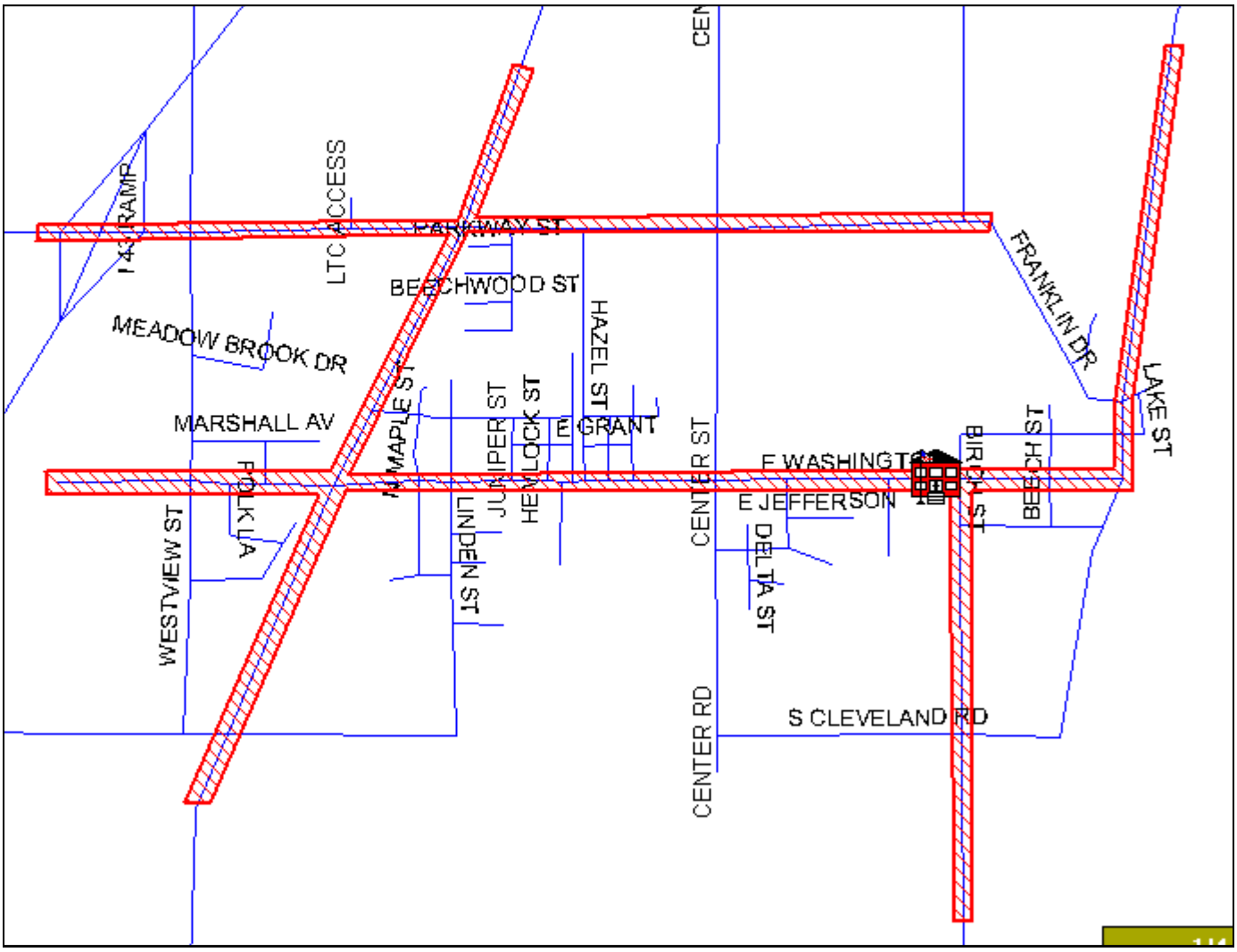
ANNUAL HAZARDOUS REVIEW FOR WALKWAYS TO THE CLEVELAND SCHOOL AREA

Dairyland Drive
- Speed Limit—40 mph
- Shoulders—3 feet
- Heavy Traffic Volume

Cty Hwy LS
- Speed Limit—25 to 35 mph
- Little or No Shoulder
- Narrow Roadway
- Heavy Traffic Volume

North Avenue
- Speed Limit—25 to 45 mph
- Wide Road—marked well
- East of Railroad Crossing
- Heavy Traffic Volume

Washington Avenue
- Speed Limit—25 mph
- Narrow Shoulder
- Heavy Traffic Volume



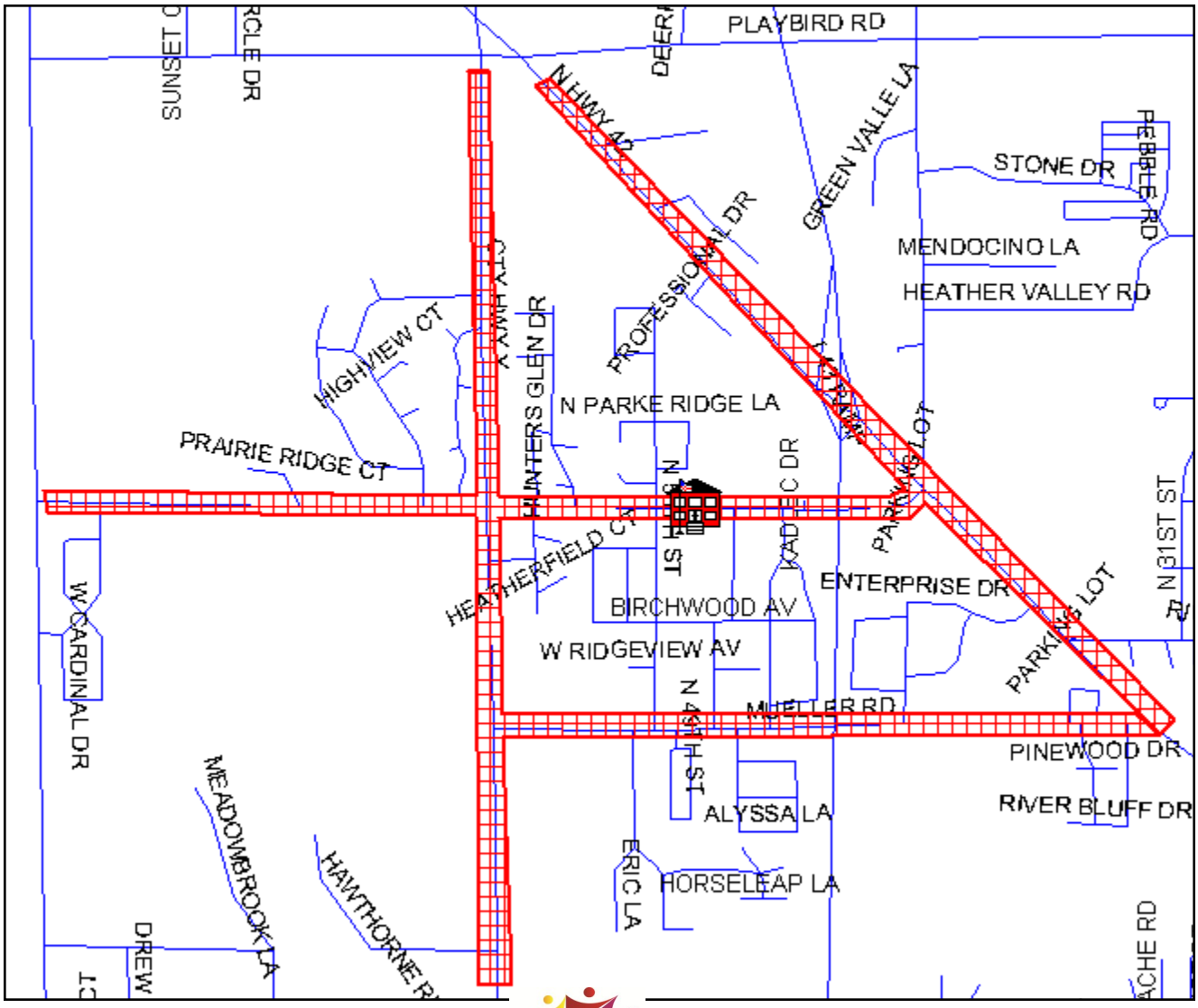
ANNUAL HAZARDOUS REVIEW FOR WALKWAYS TO THE LINCOLN-ERDMAN SCHOOL AREA

County Highway J
- Speed limit - 35 mph
- Little or no shoulder
- Heavy traffic volume

County Highway Y
- Speed Limit - 45 mph
- Little or no shoulder
- Heavy traffic at times

State Highway 42N
- Speed limit - 40 & 55 mph
- Little or no shoulder
- Heavy traffic volume
- Four lane highway

Mueller Road
- Speed Limit - 35 mph
- Little or no shoulder
- Moderate traffic



ANNUAL HAZARDOUS REVIEW FOR WALKWAY TO THE LONGFELLOW SCHOOL AREA

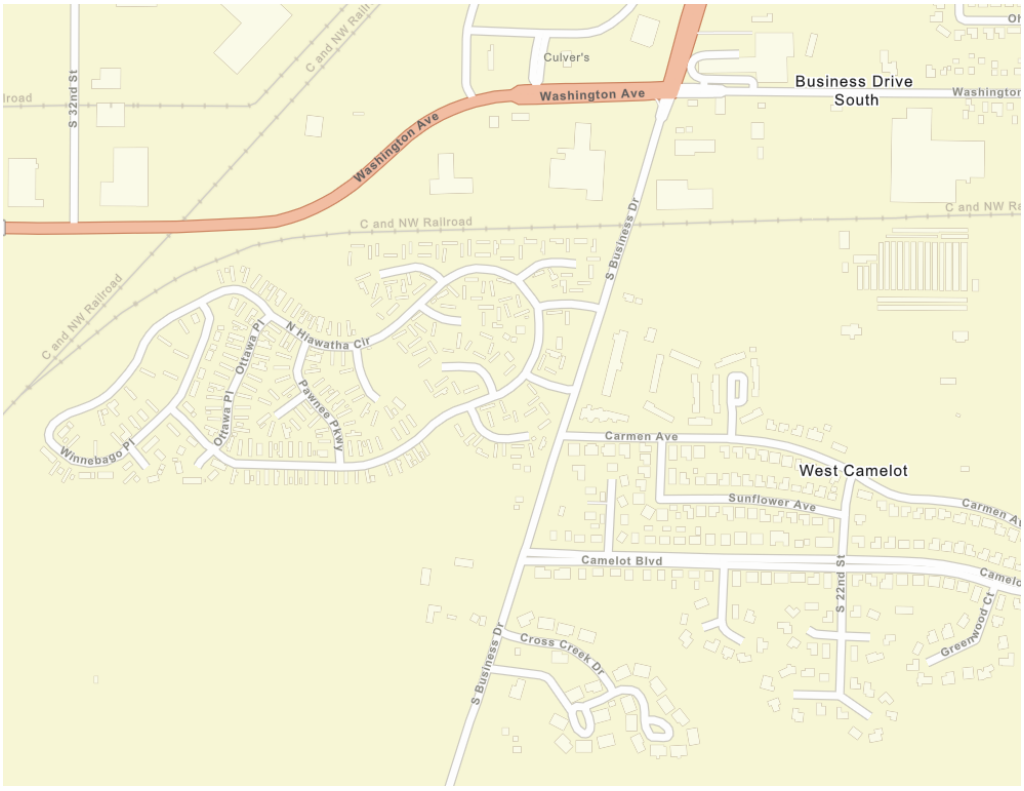
Indiana Ave between the Rotary and S 14th St has no controlled intersection and heavy traffic flow.

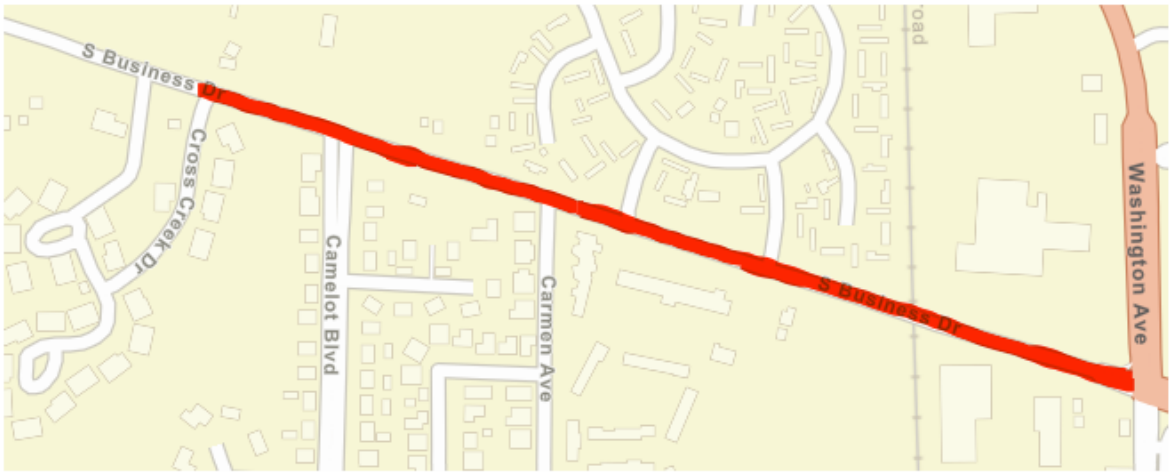


ANNUAL HAZARDOUS REVIEW FOR WALKWAYS TO PRIVATE SCHOOLS (GRADES 4K-5) (INDIAN MEADOWS & CROSSCREEK AREA)

South Business Drive

- Speed limit - 35 mph
- Heavy traffic volume

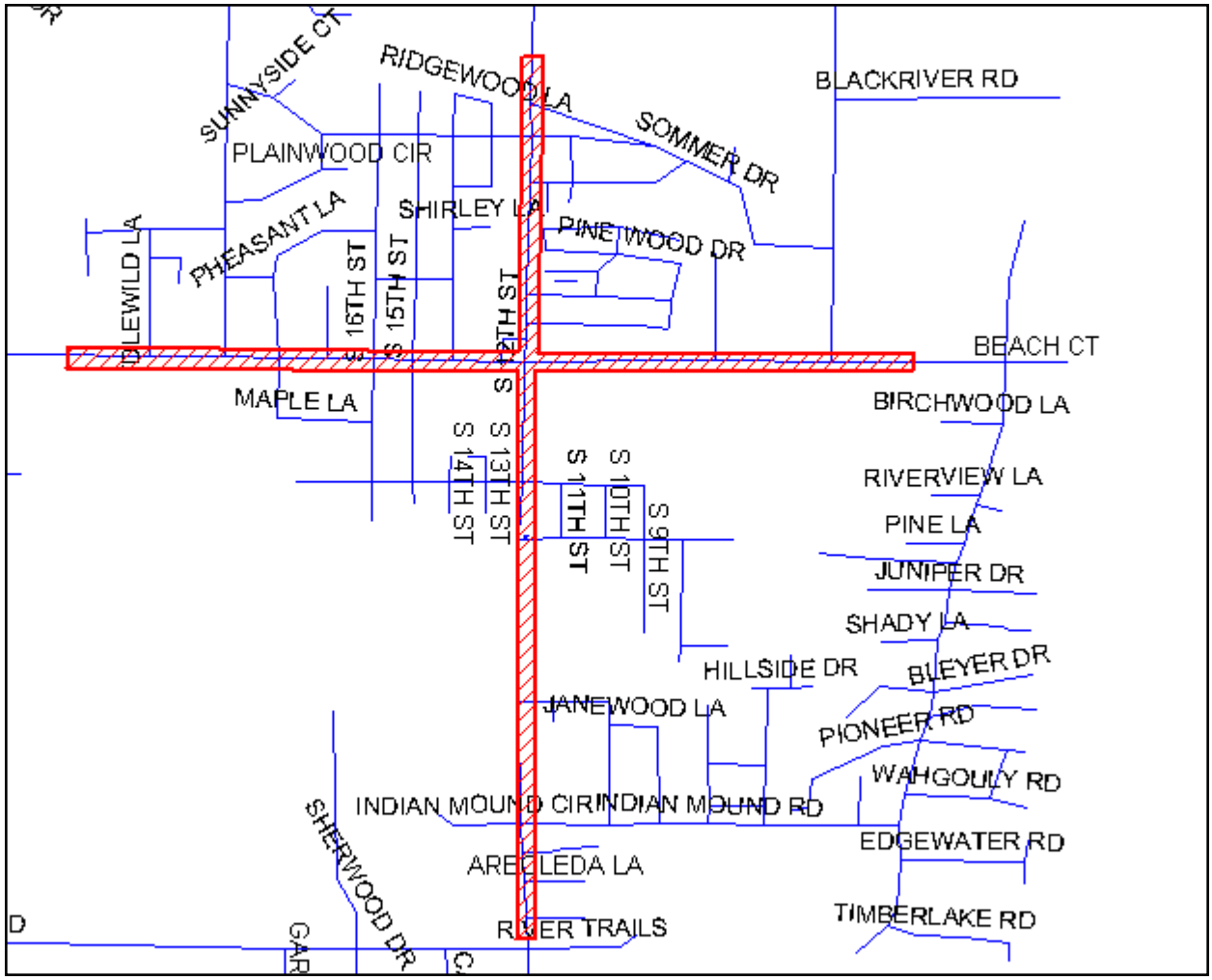




ANNUAL HAZARDOUS REVIEW FOR WALKWAYS TO THE FARNSWORTH & PRIVATE SCHOOLS (GRADES 4K-8) SUNNYSIDE AREA

Weeden Creek Road
- Speed limit - 35 mph
- Narrow road
- No shoulder
- Heavy traffic volume

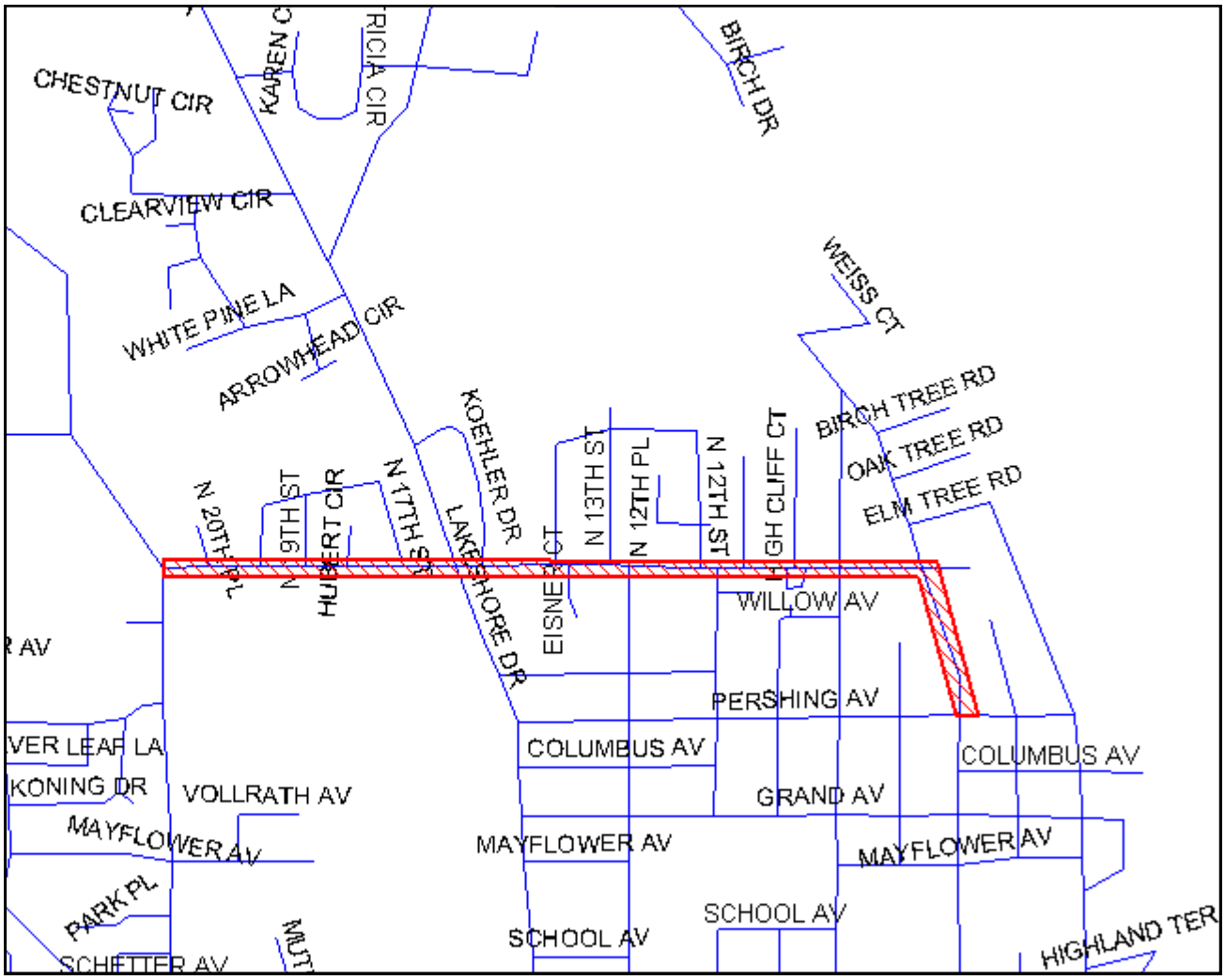
South 12th St
- Speed limit - 35 mph
- Wide road with curbs
- No sidewalk
- Heavy traffic volume



ANNUAL HAZARDOUS REVIEW FOR WALKWAYS TO PRIVATE SCHOOLS (GRADES 4K-8)

Eisner Avenue
- Speed Limit—25 mph
- Narrow Shoulders
- Heavy Traffic Volume

N 8th St & Pershing Avenue
- Speed Limit—25 mph
- Narrow Shoulder
- Heavy Traffic Volume



Sheboygan Public Education Foundation
Board of Directors - MINUTES

Meeting - August 12th, 2026
Meeting location: Civic Room, Lakeview Tower

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

Jerry called the meeting to order at 4:34 pm

Superintendent's Report - Jake was absent.
School Board Report - Denise shared that the start of the school year is right around the corner. Construction on both Urban and Farnsworth is going well, permits are in. Farnsworth is ahead of schedule. There is a Back to School Bash at the North Field House on Aug. 20th from 10am - 2pm for all new and returning SASD staff. Denise shared that Big Brothers/Big Sisters is working with Manitowoc and Sheboygan businesses to coordinate on school supplies. She shared that down the road, they are hoping to establish a space where teachers can replenish needed classroom supplies at any point throughout the school year.

President's Report- Jerry
Jerry called for the June 10th, 2026, meeting minutes to be approved. Kurt made a motion to approve, Larry seconded the motion. Passed.

Finance Committee - Anne Holzem- Anne went over the May and June Treasurer's report. She noted that we are close to $10 million. Rox noted that this amount varies, especially in the summer as scholarship money comes in and then is disbursed. Rox noted there are additional numbers available for the operations budget vs Actual report. Anne is going to add them and send a corrected copy to the board.

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

- Rayna shared that next week is the Back to School Bash - Laurie and Kris will be manning the SPEF booth. It's a great event full of community resources for teachers.
- Rayna, Rox and Laurie expressed gratitude for the board's commitment and help for various events throughout the year, including scholarship season, scholarship night and seeking donors/sponsors for our All In For Education Fundraiser. Rayna gave a special shout-out to Chris Conway and Kris Fritz for all their hard work in securing donations and sponsorships over the summer. Rox encouraged everyone to ask businesses they frequent for silent auction items and sponsorships. Rayna shared a list of current donors and sponsors for everyone to review.

- Larry asked about what to do with acquired items. All items you pick up can be brought to the SPEF office or we would be happy to pick them up. Each donor will get a letter after the event acknowledging their donation.
- All in For Education invitations will be mailed out next week. People can currently buy tickets for the event on our website or by returning the card in the invitation with a check. Our goal is 96 attendees.
- Laurie has been working on Staff Solicitation throughout the summer, which will go out to staff the first week of October.
- Rayna shared that the Weill Center has locked in the first Wednesday in May for SPEF Scholarship Night. Last year it cost $1200 to rent it. 2027, the price will go up to $1400 and then we can lock in a price of $1600 for 2028, 2029 and 2030. The Weill Center is working with us to keep costs reasonable.
- Rayna shared that she has been in communication with scholarship donors to reduce the number of required letters of recommendation for individual scholarships from 2 to 1, while also improving the SPEF character reference so it can serve as one of those letters of recommendation. This is an effort to simplify the scholarship process while also adding more substance to the scholarship forms.
- Larry asked about board members being able to sell raffle tickets at the Sept. 4th North/South Football game at South. Rayna is going to email the athletic director at South and seek permission for this to happen.
- An Ad celebrating retired SASD staff went out in the Sheboygan Beacon this week and on Aug. 25th. SPEF celebrates and acknowledges the time, effort, and years so many staff put into educating the children of Sheboygan.
- Rayna shared that there are a few new scholarships in the works, including several that were put into wills that are currently in process. It's great to have more and more people hear about the work SPEF does. Jerry shared a statistic citing there is a 17% increase in private scholarships going to institutions such as SPEF. Rox mentioned that SPEF has plans to create a handout for trust lawyers to inform about scholarship/giving opportunities people can use in their wills/trusts.

New Business

Kurt and Jerry shared that they want to form a strategic planning committee to give some shape to SPEF's future direction as we celebrate 25 years of SPEF this year.

Jerry adjourned the meeting at 5:25 pm.

Upcoming Dates

- **September 9th, 2026, at 4:30**
- **October 7th, 2026, at 4:30**
- **All in for Education Fundraising Event: Friday, October 16th at 5 pm, Pine Hills.**

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes, July 28, 2026

CURRICULUM & INSTRUCTION COMMITTEE – Ms. Kay Robbins, Chair

Ms. Allie Tasche, Vice-Chair, convened the meeting at 5:31 p.m.

Present: Ms. Leah Hibl, Ms. Allie Tasche, Mr. Peter Madden, and Mr. Santino Laster
Excused: Ms. Kay Robbins

1. **APPROVAL OF SHEBOYGAN AREA SCHOOL DISTRICT ACADEMIC STANDARDS – Ms. Rachel Ledezma** (Information/Action)

   Moved by Mr. Madden, seconded by Ms. Hibl to accept administration's recommendation to approve the 2026-2027 academic standards as required by Wisconsin Act 55. All ayes. Motion carried unanimously.

   Ms. Ledezma reported that this is a statutory requirement of Wisconsin Act 55 wherein school boards must annually adopt and notify parents of the District's academic standards for each curricular area.

Ms. Ledezma clarified that the following policies are in reference to students and staff; only policy 7530.02 is in reference to board members.

Ms. Tasche noted she would like one motion for agenda items #2 and #3 and asked if the committee had any questions on either of these policies.

Moved by Mr. Madden, seconded by Mr. Laster to approve agenda items #2 and #3. All ayes. Motion carried unanimously.

2. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 1213 – STUDENT SUPERVISION AND WELFARE – Ms. Rachel Ledezma** (Discussion/Possible Action)

3. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 3213 – STUDENT SUPERVISION AND WELFARE – Ms. Rachel Ledezma** (Discussion/Possible Action)

4. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 4213 – STUDENT SUPERVISION AND WELFARE – Ms. Rachel Ledezma** (Discussion/Possible Action)

   Moved by Ms. Hibl, seconded by Mr. Madden to approve the introduction (first reading) of revised Board of Education Policy 4213 – Support Staff; Student Supervision and Welfare. All ayes. Motion carried unanimously.

5. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 7530.02 – STAFF AND SCHOOL OFFICIALS USE OF PERSONAL COMMUNICATION DEVICES – Ms. Rachel Ledezma** (Discussion/Possible Action)

   Moved by Mr. Madden, seconded by Mr. Laster to approve the introduction (first reading) of revised Board of Education Policy 7530.02 – Property; Staff and School Officials Use of Personal Communication Devices. All ayes. Motion carried unanimously.

6. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 7540.03 – STUDENT TECHNOLOGY ACCEPTABLE USE AND SAFETY – Ms. Rachel Ledezma** (Discussion/Possible Action)

   Moved by Ms. Hibl, second by Mr. Madden to approve the introduction (first reading) of revised Board of Education Policy 7540.03 – Property; Student Technology Acceptable Use and Safety. All ayes. Motion carried unanimously.

7. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 7544 – USE OF SOCIAL MEDIA – Ms. Rachel Ledezma** (Discussion/Possible Action)

   Moved by Mr. Madden, second by Ms. Hibl to approve the introduction (first reading) of revised Board of Education Policy 7544 – Property; Use of Social Media. All ayes. Motion carried unanimously.

Ms. Tasche noted she would like one motion for agenda items #8, #9, and #10 and asked if the committee had any questions on these policies.

Moved by Mr. Laster, second by Mr. Madden to approve agenda items #8, #9, and #10. All ayes. Motion carried unanimously.

8. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 8120 – VOLUNTEERS – Ms. Rachel Ledezma** (Discussion/Possible Action)

9. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 8462 – STUDENT ABUSE AND NEGLECT – Ms. Rachel Ledezma** (Discussion/Possible Action)

10. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 5136 – PERSONAL COMMUNICATION DEVICES – Ms. Rachel Ledezma** (Discussion/Possible Action)

Meeting adjourned at 5:47 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes, July 28, 2026

HUMAN RESOURCES COMMITTEE – Ms. Leah Hibl, Chair

Ms. Leah Hibl, Chair, called the meeting to order at 5:49 p.m.

Present: Ms. Leah Hibl, Ms. Heidi Boehmer, Ms. Mary Lynne Donohue
Excused: Ms. Kay Robbins

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

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

TEACHERS

Samarah Bailey Sheboygan, WI	Cross-Categorical Farnsworth	Emporia State University	Bachelor's Degree $50,133.00

Ms. Bailey has been hired for the 2026-2027 school year. She has been serving as a Substitute Teacher with the district since October 2024. She will be certified in Cross-Categorical Special Education. She was one of two candidates interviewed.

Michelle Brantley Two Rivers, WI	Cross-Categorical Horace Mann	St. Mary's University	Master's Degree $59,633.00

Ms. Brantley has been hired for the 2026-2027 school year. She is certified in Cross Categorical Special Education and Specific Learning Disabilities. She was one of four candidates interviewed.

Rebecca Fenwick Marion, IN	Cross-Categorical Lincoln-Erdman	Indiana Wesleyan University	Bachelor's Degree $71,633.00

Ms. Fenwick has been hired for the 2026-2027 school year. She is certified in Regular Education and will be certified in Cross-Categorical Special Education. She was one of three candidates interviewed.

Rebecca Foster Port Washington, WI	English Central High	University of Minnesota	Bachelor's Degree $71,633.00

Ms. Foster has been hired for the 2026-2027 school year. She is certified in English. She was one of four candidates interviewed.

Nicole Fuselier Sheboygan Falls, WI	Business Education North	Eastern Washington University	Master's Degree $59,633.00

Ms. Fuselier has been hired for the 2026-2027 school year. She is certified in Vocational Business Education. She was one of five applicants interviewed.

Kaitlynn Johnson-Kong* Kohler, WI	English 40% Warriner High	Grand Valley State University	Bachelor's Degree $23,853.20 (prorated)

Ms. Johnson-Kong has been hired for the 2026-2027 school year. She is currently serving as an Online Advisor for Warriner High School. She is certified in English. She was the only candidate interviewed.

Kayla Konitzer Kaukauna, WI	Art Longfellow	St. Norbert College	Bachelor's Degree $50,133.00

Ms. Konitzer has been hired for the 2026-2027 school year. She will be certified in Art Education. She was one of two candidates interviewed.

Brian Londre Sheboygan, WI	Reading Interventionist 50% Urban	Marian University	Master's Degree $42,066.50 (prorated)

Mr. Londre has been hired for the 2026-2027 school year. He is certified in Regular Education, History, and as a Principal. He will be certified in Reading. He was the only candidate interviewed.

Jessalyn Ludwig Lomira, WI	Science South High	UW-Oshkosh	Bachelor's Degree $50,133.00

Ms. Ludwig has been hired for the 2026-2027 school year. She is certified in Science. She was one of five candidates interviewed.

Chloe Mishler-Trerice Sheboygan, WI	Speech & Language Pathologist Jackson	Southern Illinois University	Master's Degree $67,133.00

Ms. Mishler-Trerice has been hired for the 2026-2027 school year. She will be certified in Speech-Language Pathology. She was one of four candidates interviewed.

Amanda Nagle Sheboygan, WI	Cross-Categorical Cleveland	UW-Oshkosh	Bachelor's Degree $50,133.00

Ms. Nagle has been hired for the 2026-2027 school year. She will be certified in Cross-Categorical Special Education. She was one of two candidates interviewed.

Ashley Phillips Sheboygan, WI	Cross-Categorical Jackson	UW-Green Bay	Bachelor's Degree $50,133.00

Ms. Phillips has been hired for the 2026-2027 school year. She has been serving as an Educational Assistant since November 2025. She will be certified in Cross-Categorical Special Education. She was the only candidate interviewed.

Ashlyn Roecker Sheboygan, WI	Cross-Categorical Urban	Lakeland University	Bachelor's Degree $50,133.00

Ms. Roecker has been hired for the 2026-2027 school year. She has been serving as an Educational Assistant since September 2025 and previously as a Kidstop Childcare aide from September 2021 to August 2025. She is certified in Regular Education and Cross-Categorical Special Education. She was one of two candidates interviewed.

Trever Scheib Sheboygan, WI	Third Grade Cooper	UW-Green Bay	Bachelor's Degree $50,133.00

Mr. Scheib has been hired for the 2026-2027 school year. He will be certified in Regular Education. He was one of three candidates interviewed.

Jadyn Spackman Manitowoc, WI	Physical Education Horace Mann	UW-Madison	Bachelor's Degree $50,133.00

Ms. Spackman has been hired for the 2026-2027 school year. She will be certified in Physical Education. She was the only candidate interviewed.

Judy Summerville Sheboygan, WI	Cross-Categorical Horace Mann	Concordia University	Master's Degree $80,133.00

Ms. Summerville has been hired for the 2026-2027 school year. She is certified in Intellectual Disabilities. She was one of four candidates interviewed.

Marcy Tenpas	Multilingual Language 50%	St. Norbert College	Bachelor's Degree
Sheboygan, WI	South High		$29,066.50 (prorated)

Ms. Tenpas has been hired for the 2026-2027 school year. She is certified in Regular Education, English as a Second Language, and Spanish. She was the only candidate interviewed.

Andrew Wagner	Science	Lakeland College	Bachelor's Degree
Greer, SC	Central High		$52,133.00

Mr. Wagner has been hired for the 2026-2027 school year. He will be certified in Science. He was one of five candidates interviewed.

Lyhnsay Yang	Music	UW-Madison	Bachelor's Degree
Madison, WI	Horace Mann		$50,133.00

Ms. Yang has been hired for the 2026-2027 school year. She is certified in Music Education. She was one of two candidates interviewed.

COOK

Elizabeth Hengst	North High	August 24, 2026	$15.57 per hour

CUSTODIAN

Chase Haneman*	Recreation Department/Facilities	July 20, 2026	$22.00 per hour

EDUCATIONAL ASSISTANTS

Vanessa Clayton	Pigeon River	August 24, 2026	$17.20 per hour
William Walker	Pigeon River	August 24, 2026	$17.75 per hour

*Relative of SASD employee

2. SEPARATIONS – Ms. Jami Hintz (Information)

The following separations have been granted:

Karlin Bruggink	Educational Assistant	Urban	June 4, 2026
Jason Duff	Academic & Career Planning Coord/Principal of Warriner Schools		June 30, 2026
Michael Moeschberger	Teacher	Central High	June 5, 2026
Lindsay Prowls	School Counselor	Pigeon River	July 6, 2026
Elizabeth Schwinn	Educational Assistant	Grant	July 17, 2026
Autumn Smith	Teacher	Pigeon River	July 31, 2026
Andrea Spindler	Educational Assistant	North High	June 04, 2026
Ashley Sullivan	Educational Assistant	James Madison	June 4, 2026

3. RETIREMENTS – Ms. Jami Hintz (Action)

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

Carol Longrie	Instructional Technology EA	Longfellow	42.00 years of service

The meeting adjourned at 5:52 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes, July 28, 2026

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

Mr. Peter Madden, Chair, convened the meeting at 5:49 p.m.

Present: Mr. Peter Madden, Ms. Denise Wittstock, Ms. Allie Tasche, and Mr. Santino Laster
Excused: Ms. Sarah Ruiz-Harrison

1. **FALL COMMUNITY RECREATION DEPARTMENT MARKETING INSERT** – Mr. Jody Brooks (Information)

   Mr. Brooks presented the marketing insert from The Sheboygan Sun for the Community Recreation Department's Fall slate of programs and distributed hardcopies.

2. **COMMUNITY RECREATION DEPARTMENT PARTNERSHIP WITH OPTIMIST INTERNATIONAL CLUB OF SHEBOYGAN** – Mr. Jody Brooks (Information)

   Mr. Brooks presented an update on the Back-to-School Basics giveaway at Longfellow Elementary School on August 8, 2026. Salvation Army will be doing a "Stuff the bus" event at Walmart this coming weekend and will be donating the items to the "Back-to-School Basics" event for distribution. There are typically 800 to 1,000 students that attend.

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

   Moved by Ms. Wittstock, seconded by Mr. Laster to accept the Sheboygan Theatre Company Financial Report through May 31, 2026. All ayes. Motion carried unanimously.

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

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

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

   Administration presented the Facility Permit Report for the period of June 1-30, 2026.

Meeting adjourned at 5:54 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes, July 28, 2026

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

Ms. Denise Wittstock, Vice Chair called the meeting to order at 5:30 p.m.

Present: Ms. Denise Wittstock, Ms. Heidi Boehmer, Ms. Mary Lynne Donohue
Excused: Ms. Sarah Ruiz-Harrison

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

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

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

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

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

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

   Mr. Boehlke pointed out that on this report under "Local Sources", that includes taxes we receive along with fees throughout the district that are considered local sources, and it also includes the interest income. This year the interest income is 97.5% of the budget through May, and at this time last year, it was slightly over 100% of the budget. The difference being our interest income is well below budget. He added that when interest rates fall, even in little increments, it makes a big impact on our interest income because we carry such a large fund balance. There will be an estimated $400,000 short fall in interest income this fiscal year, and administration has "adjusted down" for next year. He noted that the expenses are consistent to last year at this time with the exception under "Support Services Capital Objects", in which last year at this time, 28.9% of the budget was expended and this year through May, 75% of the budget has been expended. Mr. Boehlke explained this is because last year it was budgeted to spend down the fund balance and this was for network equipment for the new data center, which was one of the Board goals and was designated money of $1.5 million. However, a large portion of the equipment was not received by the end of June last year, so it never was expensed from that fiscal year. This fiscal year that equipment has been received and expensed. He noted the other overage was for the property insurance that is estimated to be $130,000 over budget for this year. Insurance renewals have not gone well for the last few years. This is not a district thing, just nationwide with property values going up, causing premiums to increase, and many insurance carriers have gotten out of the practice of insuring school districts so not as much competition. Mr. Boehlke explained that we are expecting to have a deficit with the food service budget; however less than last year. He further explained that food service has been trying to spend down that fund balance as the Department of Public Instruction (DPI) has strict rules on how much fund balance you can carry for food service.

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

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

GENERAL FUND (FUND 10)	Revised Budget 4-30-26	Revised Budget 5-31-26	Budget Increase (Decrease)
REVENUES			
100 Transfers-in	**0.00**	**0.00**	0.00
Local Sources			
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	449,861.51	456,649.21	6,787.70
270 School Activity Income	197,044.27	212,301.27	15,257.00
280 Interest on Investments	2,268,155.00	2,268,155.00	0.00
290 Other Revenue, Local Sources	232,676.05	232,676.05	0.00
Subtotal Local Sources	**31,143,704.83**	**31,165,749.53**	22,044.70
Other School Districts Within Wisconsin			
340 Payments for Services	**2,495,194.00**	**2,495,194.00**	0.00
Revenue from Intermediate Sources			
510 Transit of Aids	**18,173.00**	**18,173.00**	0.00
State Sources			
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			
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			
860 Compensation, Fixed Assets	**14,007.00**	**14,007.00**	0.00
Other Revenues			
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	**139,717,210.55**	**139,739,255.25**	22,044.70
EXPENDITURES	**Revised Budget 4-30-26**	**Revised Budget 5-31-26**	**Budget Increase (Decrease)**
Instruction			
110 000 Undifferentiated Curriculum	25,383,232.24	25,386,305.24	3,073.00
120 000 Regular Curriculum	31,930,602.45	31,936,799.45	6,197.00
130 000 Vocational Curriculum	3,458,234.10	3,463,869.80	5,635.70
140 000 Physical Curriculum	3,037,024.00	3,036,824.00	(200.00)
160 000 Co-Curricular Activities	1,483,467.37	1,486,169.37	2,702.00
170 000 Other Special Needs	514,890.00	515,080.00	190.00
Subtotal Instruction	**65,807,450.16**	**65,825,047.86**	17,597.70
Support Sources			
210 000 Pupil Services	6,856,871.86	6,853,495.86	(3,376.00)
220 000 Instructional Staff Services	5,908,975.20	5,919,598.20	10,623.00
230 000 General Administration	2,025,119.35	2,025,471.89	352.54
240 000 School Building Administration	8,685,136.85	8,658,225.85	(26,911.00)
250 000 Business Administration	17,364,821.47	17,419,029.17	54,207.70
260 000 Central Services	796,368.00	795,646.46	(721.54)

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	3,007,115.26	3,019,115.26	12,000.00
Subtotal Support Sources	**46,049,968.99**	**46,096,143.69**	46,174.70
Non-Program Transactions			
410 000 Inter-fund Transfers	14,124,292.87	14,124,292.87	0.00
430 000 Instructional Service Payments	20,748,751.87	20,768,974.87	20,223.00
490 000 Other Non-Program Transactions	280,268.23	280,268.23	0.00
Subtotal Non-Program Transactions	**35,153,312.97**	**35,173,535.97**	20,223.00
TOTAL EXPENDITURES	**147,010,732.12**	**147,094,727.52**	83,995.40

SPECIAL EDUCATION (FUND 27)	**Revised Budget 4-30-26**	**Revised Budget 5-31-26**	**Change in Budget**
TOTAL REVENUES	**25,484,779.13**	**25,484,779.13**	-
100 000 Instruction	21,339,559.26	21,339,559.26	-
200 000 Support Services	4,145,219.87	4,145,219.87	-
400 000 Non-Program Transactions	0.00	0.00	-
TOTAL EXPENDITURES	**25,484,779.13**	**25,484,779.13**	-

5. CONFIRMATION OF SALE OF HOUSE CONSTRUCTION PROJECT – Mr. Mark Boehlke
(Information/Possible Action)

Moved by Ms. Donohue, seconded by Ms. Boehmer to approve administration's request to sell the residential property at 2906 Stonebrook Drive, Sheboygan, WI, which is owned by the school district and is no longer needed for school purposes. The accepted offer on the house is $420,000, and closing is scheduled on or before August 14, 2026. All ayes. Motion carried unanimously.

6. GIFTS – Mr. Mark Boehlke (Information)

Administration presented the following list of gifts to the District.

Gift	Donor	Building/Program	Amount
For Information			
Viola	Ron/Grace Rindfleisch	Horace Mann	$300
Monetary	Kathleen Beuttenmueller	Sheboygan Theatre Co.	$100
Monetary	James/Deborah Van Alstine	Sheboygan Theatre Co.	$61.30
Monetary	Andrew Scheussler	Sheboygan Theatre Co.	$33.80

The meeting adjourned at 5:42 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes, August 11, 2026

CURRICULUM & INSTRUCTION COMMITTEE – Ms. Kay Robbins, Chair

Ms. Kay Robbins, Chair, convened the meeting at 5:30 p.m.

Present: Ms. Kay Robbins, Ms. Leah Hibl, and Mr. Santino Laster
Excused: Ms. Allie Tasche and Mr. Peter Madden

1. **DIPLOMAS – Ms. Rachel Ledezma** (Information/Action)

   Moved by Mr. Laster, seconded by Ms. Hibl to accept administration's recommendation that high school diplomas be awarded to Ethan Richard Kenneth Barber, Myeisha Benirschke, Joscelin Cilia, Mikayla Edwards, Abraham A. Hernandez Leon, and Violet Vang, class of 2026. All ayes. Motion carried unanimously.

2. **STUDENT HEALTH SERVICES REPORT – Ms. Rachel Ledezma/Mr. Jason Ledermann/Ms. Lori Hamilton** (Information/Discussion)

   Administration provided the end-of-year report for the 2025-2026 Student Health Services for the Sheboygan Area School District.

   Ms. Hamilton highlighted the "Eyes on Education" program which has raised over $14,000 and they have provided glasses for 21 students so far. They anticipate that the funds will keep the program going for a few years. Fundraising was done through online campaigns and sending letters to local businesses to request donations. They partnered with Dr. Cruz on Pennsylvania Ave, that office does an eye exam and provides glasses for $150.

3. **SECLUSION & RESTRAINT REPORT – Ms. Rachel Ledezma/Mr. Jason Ledermann** (Information/Discussion)

   Administration provided the annual Seclusion & Restraint Report for the 2025-2026 school year.

   Mr. Lederman reported that under state statute, the District is required to provide a Seclusion and Restraint Report annually to the school board. He explained that staff must be trained before they can seclude/restrain a student. The training emphasizes de-escalation techniques and a refresher is required every-other-year. He noted that the line for Urban Middle School was inadvertently left blank, but all their numbers were zero.

Meeting adjourned at 5:43 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes, August 11, 2026

HUMAN RESOURCES COMMITTEE – Ms. Leah Hibl, Chair

Ms. Leah Hibl, Chair, called the meeting to order at 5:55 p.m.

Present: Ms. Leah Hibl, Ms. Heidi Boehmer, Ms. Mary Lynne Donohue, Ms. Kay Robbins

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.

TEACHERS

Erica Falcon	Program Support	UW-Oshkosh	Master's Degree
Oshkosh, WI	Pupil Services		$59,633.00

Ms. Falcon has been hired for the 2026-2027 school year. She is certified in Cross Categorical Special Education and Emotional Behavior Disabilities. She was one of three candidates interviewed.

Emma Teetzen	Second Grade	Lakeland University	Bachelor's Degree
Sheboygan Falls, WI	Pigeon River		$52,133.00

Ms. Teetzen has been hired for the 2026-2027 school year. She is certified in Regular Education. She was one of six candidates interviewed.

Andrew Wagner	Science	Lakeland College	Bachelor's Degree
Greer, SC	Central High		$52,133.00

Mr. Wagner has been hired for the 2026-2027 school year. He will be certified in Science. He was one of five candidates interviewed.

COOKS

Ashira Campbell	Central Services	August 24, 2026	$16.20 per hour
Rhonda Klein	Wilson	August 24, 2026	$16.60 per hour
Dawn Wagner	Wilson	August 24, 2026	$17.10 per hour

EDUCATIONAL ASSISTANTS

Zoe Ashworth	Jefferson	August 24, 2026	$17.50 per hour
Samantha Fernandez	Urban	August 24, 2026	$17.75 per hour
Ailen Flores	Early Learning Center	August 24, 2026	$17.80 per hour
Daphne Nelson	Leadership Academy	August 24, 2026	$17.50 per hour
Kaiya Ramaker	Wilson	August 24, 2026	$17.80 per hour
Julie St. Clair	Jefferson	August 24, 2026	$17.75 per hour
Jenny Torrison	Wilson	August 24, 2026	$18.80 per hour

*Relative of SASD employee

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

The following separations have been granted:

Arlin House	Educational Assistant	Horace Mann	July 30, 2026

The meeting adjourned at 5:57 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes, August 11, 2026

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

Ms. Denise Wittstock, Vice-Chair, convened the meeting at 5:55 p.m.

Present: Ms. Denise Wittstock, Ms. Sarah Ruiz-Harrison, and Mr. Santino Laster
Excused: Mr. Peter Madden and Ms. Allie Tasche

1. **COMMUNITY RECREATION DEPARTMENT FREE FAMILY OUTDOOR MOVIE NIGHT – Mr. Jody Brooks** (Information)

   Mr. Brooks presented on the upcoming family outdoor movie night featuring Monsters, Inc. This event will be held at Vollrath Bowl on Wednesday, August 19, 2026. From here on out for the next few years they are going to do older movies since the rights are cheaper and it's less likely that the young kids have seen it. They have a new blowup screen that they will be using.

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

   No Sheboygan Theatre Company Financial report until completion of the audit. They ended up roughly $40,000 in the black. Ms. Ruiz-Harrison asked which plays are coming up, Mr. Brooks listed Come From Away, All Is Calm, It's A Wonderful Life, Ride The Cyclone, and The Music Man.

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

   No Community Recreation Department report until completion of the audit.

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

   Administration presented the Facility Permit Report for the period of July 1-31, 2026.

Meeting adjourned at 5:57 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes, August 11, 2026

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

Ms. Sarah Ruiz-Harrison, Chair, called the meeting to order at 5:30 p.m.

Present: Ms. Sarah Ruiz-Harrison, Ms. Denise Wittstock, Ms. Heidi Boehmer, Ms. Mary Lynne Donohue

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

   No Fund 41 Capital Projects report until completion of the audit.

2. **FUND 49 REFERENDUM PROJECTS – Mr. Mark Boehlke** (Information)

   Mr. Boehlke provided an update of the Revenue and Expenditure Report through June 30, 2026, for the Fund 49 middle school referendum projects. Mr. Boehlke noted that he provides this report to the committee on a quarterly basis.

3. **STATEMENT OF CASH FLOW – Mr. Mark Boehlke** (Information)

   No statement of cash flow report until completion of the audit.

4. **REVENUES & EXPENDITURES REPORTS – Mr. Mark Boehlke** (Information)

   No revenue and expense reports until completion of the audit.

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

   Moved by Ms. Donohue, seconded by Ms. Boehmer to approve the Budget Revisions and Transfers Reports through June 30, 2026, as presented. All ayes. Motion carried unanimously.

GENERAL FUND (FUND 10)	Revised Budget 5-31-26	Revised Budget 6-30-26	Budget Increase (Decrease)
REVENUES			
100 Transfers-in	**0.00**	**0.00**	0.00
Local Sources			
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	456,649.21	457,011.04	361.83
270 School Activity Income	212,301.27	240,546.41	28,245.14
280 Interest on Investments	2,268,155.00	2,268,155.00	0.00
290 Other Revenue, Local Sources	232,676.05	235,691.45	3,015.40
Subtotal Local Sources	**31,165,749.53**	**31,197,371.90**	31,622.37
Other School Districts Within Wisconsin			
340 Payments for Services	**2,495,194.00**	**2,495,194.00**	0.00
Revenue from Intermediate Sources			
510 Transit of Aids	**18,173.00**	**18,173.00**	0.00
State Sources			
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	94,914.80	42,517.80
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**	**100,710,263.42**	42,517.80
Federal Sources			
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			
860 Compensation, Fixed Assets	**14,007.00**	**14,007.00**	0.00
Other Revenues			
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	**139,739,255.25**	**139,813,395.42**	74,140.17
EXPENDITURES	**Revised Budget 5-31-26**	**Revised Budget 6-30-26**	**Budget Increase (Decrease)**
Instruction			
110 000 Undifferentiated Curriculum	25,386,305.24	25,389,369.29	3,064.05
120 000 Regular Curriculum	31,936,799.45	31,924,470.45	(12,329.00)
130 000 Vocational Curriculum	3,463,869.80	3,502,035.43	38,165.63
140 000 Physical Curriculum	3,036,824.00	3,035,829.00	(995.00)
160 000 Co-Curricular Activities	1,486,169.37	1,513,106.37	26,937.00
170 000 Other Special Needs	515,080.00	515,080.00	0.00
Subtotal Instruction	**65,825,047.86**	**65,879,890.54**	54,842.68
Support Sources			
210 000 Pupil Services	6,853,495.86	6,851,013.23	(2,482.63)
220 000 Instructional Staff Services	5,919,598.20	5,960,105.99	40,507.79
230 000 General Administration	2,025,471.89	2,038,670.39	13,198.50
240 000 School Building Administration	8,658,225.85	8,657,015.85	(1,210.00)
250 000 Business Administration	17,419,029.17	17,485,721.33	66,692.16
260 000 Central Services	795,646.46	790,004.96	(5,641.50)
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	3,019,115.26	3,020,893.26	1,778.00
Subtotal Support Sources	**46,096,143.69**	**46,208,986.01**	112,842.32
Non-Program Transactions			
410 000 Inter-fund Transfers	14,124,292.87	14,124,292.87	0.00
430 000 Instructional Service Payments	20,768,974.87	20,783,782.01	14,807.14
490 000 Other Non-Program Transactions	280,268.23	280,268.23	0.00
Subtotal Non-Program Transactions	**35,173,535.97**	**35,188,343.11**	14,807.14
TOTAL EXPENDITURES	**147,094,727.52**	**147,277,219.66**	182,492.14

SPECIAL EDUCATION (FUND 27)	**Revised Budget 5-31-26**	**Revised Budget 6-30-26**	**Change in Budget**
TOTAL REVENUES	**25,484,779.13**	**25,484,779.13**	-
100 000 Instruction	21,339,559.26	21,338,859.26	(700.00)
200 000 Support Services	4,145,219.87	4,145,919.87	700.00
400 000 Non-Program Transactions	0.00	0.00	-
TOTAL EXPENDITURES	**25,484,779.13**	**25,484,779.13**	-

6. GIFTS – Mr. Mark Boehlke (Action)

Moved by Ms. Wittstock, seconded by Ms. Boehmer 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	Jay Johannes	Sheboygan Theatre Company	$25.00
Action			
Monetary	Sargento & Bruce Wisnefske	McKinney-Vento Program	$4,672.00
Monetary	Visit Sheboygan, Inc.	Sheboygan Theatre Company	$3,000.00

The meeting adjourned at 5:33 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes, August 11, 2026

COMMITTEE OF THE WHOLE – Ms. Heidi Boehmer, Chair

1. Vice President Boehmer called the meeting to order at 6:00 p.m.

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

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

4. Present: Ms. Leah Hibl, Ms. Kay Robbins, Mr. Santino Laster, Ms. Heidi Boehmer, Ms. Sarah Ruiz-Harrison, Ms. Mary Lynne Donohue, Ms. Denise Wittstock

   Excused: Ms. Allie Tasche, Mr. Peter Madden

5. **2027 WISCONSIN ASSOCIATION OF SCHOOL BOARDS (WASB) RESOLUTIONS – Mr. Santino Laster** (Information/Discussion)

   President Laster noted that the 2026 WASB Resolutions booklet is available on the Board of Education SharePoint site for review. He added that if a Board member would like to make/edit any resolution, the Board has until September 15, 2026, to submit the resolution, which would then get voted on at the Wisconsin State Education Convention in January.

6. Moved by Ms. Wittstock, seconded by Ms. Donohue to adjourn at 6:02 p.m. All ayes. Motion carried unanimously.