SHEBOYGAN AREA SCHOOL DISTRICT

BOARD OF EDUCATION

SHEBOYGAN AREA SCHOOL DISTRICT
Sheboygan, Wisconsin
REVISED

REGULAR MEETING AGENDA

Wednesday, September 23, 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 **Wednesday, September 23, 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 August 25, 2026 and the closed session meeting minutes of September 9, 2026.

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

The Curriculum and Instruction Committee recommends that Sebastian Hall, class of 2027, receive his high school diploma.

5:37 **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.

5:38 **VIII.** **SUPERINTENDENT'S REPORT – Dr. Jacob Konrath** (Information)

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

5:42 **IX. MISCELLANEOUS**

10 min. **A. FARNSWORTH AND URBAN MIDDLE SCHOOLS REFERENDUM UPDATE – Dr. Jacob Konrath** (Information/Discussion)

Administration will provide an update on the Farnsworth and Urban Middle School Referendum projects.

5 min. **B. SOCIAL MEDIA CLASS ACTION LAWSUIT – Dr. Jacob Konrath** (Discussion/Possible Action)

Administration will present information about a possible resolution for the Board of Education to authorize the retention of legal counsel to represent the Board in litigation against certain social media companies because of the significant harm to students' mental health caused by their products.

10 min. **C. STRATEGIC (LONG-RANGE) PLAN QUARTERLY REVIEW – Dr. Jacob Konrath/Ms. Rachel Ledezma/Mr. Mark Boehlke/Ms. Jami Hintz** (Information/Discussion)

Administration will provide an update on the quarterly review of the Strategic (Long-Range) Plan.

2 min. **D. BOARD APPOINTED COMMITTEES – Dr. Jacob Konrath** (Information/Possible Action)

Administration requests approval of the membership for all school board appointed committees.

6:09 **X. REPORT OF COMMITTEES**

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

1. Diplomas (See above)
2. North High School Band Trip (Information/Action)
3. K-5 Literacy Update (Information/Discussion)
4. SASD Crisis Manual – Ms. Rachel Ledezma (Discussion/Possible Action)
5. Introduction (First Reading) of Revised Board of Education Policy 2131.01 – Reading Instructional Goals and Kindergarten Assessment (Discussion/Possible Action)
6. Introduction (First Reading) of Revised Board of Education Policy 2261.01 – Parent and Family Engagement In Title I Programs (Discussion/Possible Action)
7. Introduction (First Reading) of Revised Board of Education Policy 2431 – Interscholastic Athletics (Discussion/Possible Action)
8. Introduction (First Reading) of Revised Board of Education Policy 5112 – Entrance Age (Discussion/Possible Action)
9. Introduction (First Reading) of New Board of Education Policy 5135 – Student Identification Numbers and Cards (Discussion/Possible Action)
10. Introduction (First Reading) of Revised Board of Education Policy 5411 – Third Grade Promotion and Retention: At-Risk Students (Discussion/Possible Action)
11. Introduction (First Reading) of Revised Board of Education Policy 5515 – Student Use and Parking of Motor Vehicles (Discussion/Possible Action)
12. Introduction (First Reading) To Delete Board of Education Policy 5895 – Student Employment (Discussion/Possible Action)
13. Introduction (First Reading) of Revised/Replacement Board of Education Policy 7540.08 – Artificial Intelligence (Discussion/Possible Action)

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

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

1. Fund 41 Capital Projects (Information)
2. Statement of Cash Flow (Information)
3. Revenues and Expenditures Reports (Information)
4. Budget Revisions and Transfers of Appropriations (Information)
5. Introduction (First Reading) of Revised Board of Education Policy 6320 - Purchasing (Discussion/ Possible Action)
6. Gifts (Information)

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. Farnsworth and Urban Middle Schools Referendum Update (Information/Discussion)
6. Sheboygan Area School District (SASD) Comparable Data (Information/Discussion)
7. Adjourn to Closed Session Per Wisconsin State Statutes Section 19.85(1)(e)
8. Adjourn (Action)

F. SPECIAL BOARD COMMITTEES/ASSIGNMENTS

1. Legislative Roundtable – Dr. Jacob Konrath (Information)
   • Information from the September 21, 2026 meeting will be shared.
2. Sheboygan Public Education Foundation – Ms. Denise Wittstock (Information)
   • Information from the September 9, 2026 meeting will be shared.

XI. COMMUNICATIONS (Information)
tmschanno@gmail.com – Opposition to Seclusion of Students with Disabilities

XII. FUTURE MEETING DATES (Information/Possible Action)
Wednesday, October 14, 2026 – Committee meetings at 5:30 p.m.
Wednesday, October 28, 2026 – Regular Board of Education meeting at 5:30 p.m. with Public Hearing on the Proposed 2026-2027 Preliminary Budget

XIII. 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, August 25, 2026

The regular meeting of the Board of Education of the Sheboygan Area School District was held on Tuesday, the 25th day of August, 2026, at 5:30 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 5:30 p.m.

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

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

Present: Ms. Leah Hibl, Mr. Santino Laster, Ms. Denise Wittstock, Mr. Peter Madden, Ms. Mary Lynne Donohue, Ms. Kay Robbins, and Ms. Sarah Ruiz-Harrison

Excused: Ms. Heidi Boehmer and Ms. Allie Tasche

APPROVAL OF MINUTES

Moved by Ms. Ruiz-Harrison seconded by Ms. Robbins to approve the Regular Board of Education meeting minutes of July 28, 2026 and the closed session meeting minutes of July 28, 2026. All ayes. Motion carried unanimously.

DIPLOMAS

Administration awarded a high school diploma to Ethan Richard Kenneth Barber, Myeisha Benirschke, Joscelin Cilia, Mikayla Edwards, Abraham A. Hernandez Leon, and Violet Vang, class of 2026.

COMMUNITY INPUT

There was no community input.

SUPERINTENDENT'S REPORT

Dr. Konrath reported that the request was made to the Common Council for information about voucher schools to be placed on the property tax bill. During the Common Council meeting on August 3, there were individuals who spoke during the community input who compared voucher schools to public schools. The rationale for adding the school voucher information to the tax is for transparency purposes – it wasn't to compare schools or to say one was better or worse. Dr. Konrath wants to set the record straight because some of the public comments made references to certain schools being better than ours based on the school report card score. A school report card is not a good way to judge a school, but when that comparison is made, then we need to respond regarding the school that was being represented. There are 17 or 18 public schools in our county that surpass that school from score standpoint, including three in the SASD. The closest comparison in our school district would likely be Lincoln-Erdman which has a free and reduced lunch percentage of 46%. The represented school has a free and reduced lunch percentage of 29% – this is likely just their voucher students, not their full school. So an apples-to-apples comparison isn't being made there. Also, special ed numbers don't come into play or compare – their special ed numbers weren't reported on their school report card. Our report card score at Lincoln-Erdman is 85.3 versus theirs at 79.8; Lincoln-Erdman's achievement score is 81.3 versus theirs at 74.9; and Lincoln-Erdman's grown score is 85 versus theirs

at 80.3. Another talking point was about transparency and someone brought up teacher pay and that our teachers are paid more than their teachers. That may be true, but we can't verify it because there's no requirement for them to publish teacher pay. They have no requirement for open records, no requirements for open meeting laws, no requirement for elected school board, and there's no curriculum review. There were people in attendance that have challenged books in this district – that's no possible in voucher schools. There's no FERPA (Family Educational Rights and Privacy Act) rights for parents to challenge educational records. It's about 22 days less than of school that they're required to be in attendance versus us. Many of those schools have started already. Our traditional public schools have to seek a waiver to start before September 1. We have no ability to decline or remove students without due process – they certainly do. They don't need to have teachers that are licensed. There are no parental notices. And that list can go on and on for pages. We're living in two different worlds and Dr. Konrath didn't appreciate those comparisons. There was some insinuation that we weren't being upfront or straightforward with our request. Our request is pretty simple – it's just the put the amount of money that going to vouchers on the tax bill. That's very simple and very accurate. A simple way to think of this is if we had 100 students in our district and they each came with $1 of funding and five of those students decided to go to a voucher school, we would get $95 and we would get a bill from the voucher schools for $5, we can either tax for that $5 or we can pay it. In which case we would have $90 to educate those 95 students. So, we tax and the Board has chosen to do so to get the full $100 so we can pass $5 onto the voucher schools. We just want to make it known that we're passing the $5 onto the voucher schools when we do that. So it's that simple. It's that straightforward. That's what the request was for. We made no comment of what appears to be an unequal playing field between the two schools. No comment how the schools are funded. Something else to keep in mind over the last five years, voucher enrollment in our area has grown by about 35 students in totality while the payments have increased by about $3 million and in the last two years. Our enrollment fell by four students, yet our payments rose by $1.1 million. On the special education side, we're reimbursed about $6 million for special ed. If we were reimbursed at the voucher rate that would be about $18 million. Not essentially looking for that debate, but Dr. Konrath felt like when that was stated in open public comment session, we needed to respond to that. So, we're going to keep having those conversations with our politicians and keep advocating for our kids. Dr. Konrath hopes the conversations stay professional and on topic. We'll see where it goes, but we do expect the tax amount for vouchers to be on the tax bill for this tax season.

On another note, the Back to School Bash and the TECHknow conference were recently held – many thanks to Mike Jaber who runs TECHknow and to Scott Mabie who puts the Bash together. There were many positive comments and it's a fun way to start the school year. A lot of teachers attended both events – the teachers that attended TECHknow gave up a day of their summer to get better at their craft, they weren't paid to be there. We really appreciate that!

Groundbreaking for the house construction project will be taking place on Tuesday, September 8 at 9:15 am. The house that was built during the past school year has already sold, so they can't build them fast enough!

Dr. Konrath thanked Rachel Ledezma for organizing the safety training at Horace Mann on August 12 with staff from the police, fire, and EMT. There were over 200 people that participated. It was an amazing event and it was a good opportunity for our staff not only to participate, but to see how first responders would respond in a crisis to make sure we're on our game.

Our district welcomed 50 new teachers last week, thanks to Jami Hintz and her team. We're excited about the group that we have coming in and we know that they have great mentors and colleagues to learn from. We are blessed as a district to have such great staff. We're also extremely grateful to the parents that will be sending their kids back to school – it's a big deal when a parent entrusts you with their kids' education. Teaching isn't easy and this work isn't easy, but it's so rewarding and amazing. We're excited to welcome them back and we're looking forward to a great school year.

MISCELLANEOUS

A. SASD Community Report 2026

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

B. Formative Performance Report and Annual Goals

Moved by Ms. Hibl seconded by Ms. Donohue to approve Dr. Konrath's annual Goals 1-4 for the 2026-2027 school year. All ayes. Motion carried unanimously.

President Laster reviewed the Superintendent's Formative Performance Report and Annual Goals. Dr. Konrath reported on his 2026-2027 end of year goals which include:

- Guide and support district administrative team in the implementation and achievement of the district's Strategic Long-Range Plan.
- Ensure district has a high-functioning administrative team that is prepared to meet the current and future educational needs and challenges.
- Complete the planning and initial construction phase for two new middle schools.
- Increase transparency and advocacy of the SASD at the local and state level.

Mr. Laster noted he would like one motion for agenda items C. through L. and asked if the Board had any questions on any of the policies.

Moved by Ms. Donohue seconded by Ms. Wittstock to approve agenda items C., D., E., F., G., H., I., J., K., and L. All ayes. Motion carried unanimously.

C. Adoption (Second Reading) of Revised Board of Education Policy 0144.5 – Bylaws; Board Member Behavior, Communications, and Code of Conduct
D. Adoption (Second Reading) of Revised Board of Education Policy 1213 – Administration; Student Supervision and Welfare
E. Adoption (Second Reading) of Revised Board of Education Policy 3213 – Professional Staff; Student Supervision and Welfare
F. Adoption (Second Reading) of Revised Board of Education Policy 4213 – Support Staff; Student Supervision and Welfare
G. Adoption (Second Reading) of Revised Board of Education Policy 7530.02 – Property; Staff and School Officials Use of Personal Communication Devices
H. Adoption (Second Reading) of Revised Board of Education Policy 7540.03 – Property; Student Technology Acceptable Use and Safety
I. Adoption (Second Reading) of Revised Board of Education Policy 7544 – Property; Use of Social Media
J. Adoption (Second Reading) of Revised Board of Education Policy 8210 – Operations; Volunteers
K. Adoption (Second Reading) of Revised Board of Education Policy 8462 – Operations; Student Abuse and Neglect
L. Adoption (Second Reading) of Revised Board of Education Policy 5136 – Students; Personal Communication Devices

REPORT OF COMMITTEES

A. CURRICULUM & INSTRUCTION COMMITTEE

1. Diplomas

   From the committee meeting:
   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

   From the committee meeting:
   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

   From the committee meeting:
   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.

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. 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

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

Arlin House	Educational Assistant	Horace Mann	July 30, 2026

C. FACILITIES/RECREATION/THEATRE COMMITTEE

1. Community Recreation Department Free Family Outdoor Movie Night

From the committee meeting:
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

From the committee meeting:
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

From the committee meeting:
No Community Recreation Department report until completion of the audit.

4. Facility Permit Report

From the committee meeting:
Administration presented the Facility Permit Report for the period of July 1-31, 2026.

D. FINANCE AND BUDGET COMMITTEE

1. Fund 41 Capital Projects

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

2. Fund 49 Referendum Projects

From the committee meeting:
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

From the committee meeting:
No statement of cash flow report until completion of the audit.

4. Revenues & Expenditures Reports

From the committee meeting:
No statement of cash flow report until completion of the audit.

5. Budget Revisions & Transfers of Appropriations

Moved by Ms. Ruiz-Harrison seconded by Mr. Madden to accept the Finance and Budget Committee recommendation to approve the Budget Revisions and Transfers Reports through June 30, 2026. All ayes. Motion carried unanimously.

From the committee meeting:
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

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

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

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

E. COMMITTEE OF THE WHOLE

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.

F. SPECIAL BOARD COMMITTEES/ASSIGNMENTS

1. Hazardous Review Committee – Mr. Peter Madden shared information from the June 10, 2026 meeting including the annual hazardous areas were reviewed.

Moved by Mr. Madden seconded by Ms. Robbins to accept the Hazardous Review Committee recommendation to accept the updates to the plan. All ayes. Motion carried unanimously.

2. Sheboygan Public Education Foundation – Ms. Wittstock shared information from the August 12, 2026 meeting.

FUTURE MEETING DATES

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.

ADJOURN

Moved by Ms. Ruiz-Harrison seconded by Ms. Hibl to adjourn at 6:12 pm. All ayes. Motion carried unanimously.

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

SHEBOYGAN AREA
SCHOOL DISTRICT



Construction Update

Sheboygan Area School District

Urban Middle School

BRAYARCHITECTS









Construction
March '26 → July '28

The renderings depicted are conceptual and subject to change

REFERENDUM	DESIGN & ENGINEERING	BIDDING	CONSTRUCTION	PROJECT COMPLETE
NOVEMBER '24		FEB '26	MARCH '26	JULY '28

Urban Middle School *temporary classroom spaces*



Students enjoying art class in the former fitness center space.



Students and teachers make the best of temporary spaces, like this classroom in part of the old gym.



Urban students are working in a temporary classroom that used to be part of the old gym.

Urban Middle School *temporary classroom spaces*



Special education classroom space in the renovated locker room area.

Urban Middle School construction progress



View from North Ave on the first day of school.

Outdoor demolition on the north and west sides of the building is slated for completion in September.

Urban Middle School construction progress

Work begins on the three-story new addition to the north side of the building. This addition will contain core classrooms for each grade level. This is a high priority to complete because the goal is to move students into this space next school year. You can see the staircase enclosure in the video below.

Work happening in October 2026:

- Footings and foundation poured for three story addition
- Steel framing of the structure erected for three story addition



NOVEMBER 2024 REFERENDUM

SHEBOYGAN AREA SCHOOL DISTRICT

Sheboygan Area School District

Farnsworth Middle School

BRAYARCHITECTS









Construction
March '26 ⟶ March '28

The renderings depicted are conceptual and subject to change.

REFERENDUM	DESIGN & ENGINEERING	BIDDING	CONSTRUCTION	PROJECT COMPLETE
NOVEMBER '24	FEB '26	MARCH '26		MARCH '28

Farnsworth Middle School construction progress



View from S. 11th Street, looking at the new tall, single-story classrooms for band, choir, and orchestra.



View from Ashland Ave of the new band, orchestra, and choir rooms.



View from S. 10th street, this masonry structure will be part of the new school entryway.

Farnsworth Middle School construction progress



View from S. 11th Street, looking at the new tall, single-story classrooms for band, choir, and orchestra.





This masonry structure is one of three, three-story staircases for the building.

Farnsworth Middle School construction progress

View from S. 10th Street on the east side of campus, showing the current Farnsworth Middle School and into the new build that is starting to take shape. Over the next few weeks, the steel beams will be erected for the three-story academic areas. The team is currently building the three-story staircase enclosure.

Work happening in October 2026:

- Steel framing of the structure erected for three story addition



Farnsworth Middle School construction progress

View of south side of Farnsworth campus where the new addition will be added (September 11, 2026)

The elevator shaft is shown in the foreground of the video and the tall, single story music area is shown in the background of the video.

Work happening in October 2026:

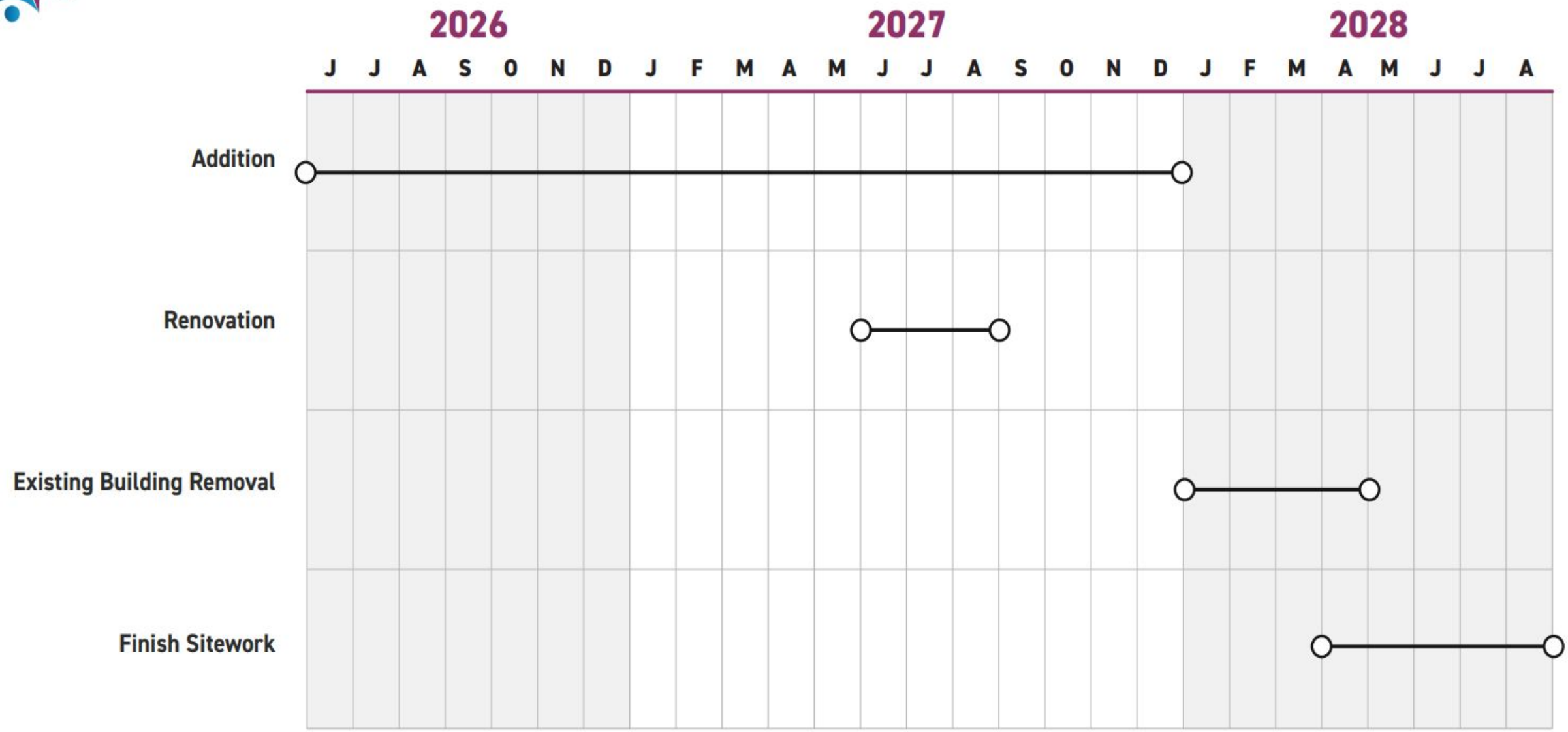
- Steel framing of the structure erected for three story addition



SHEBOYGAN AREA
SCHOOL DISTRICT

Sheboygan Area School District

Farnsworth Middle School Preliminary Timeline



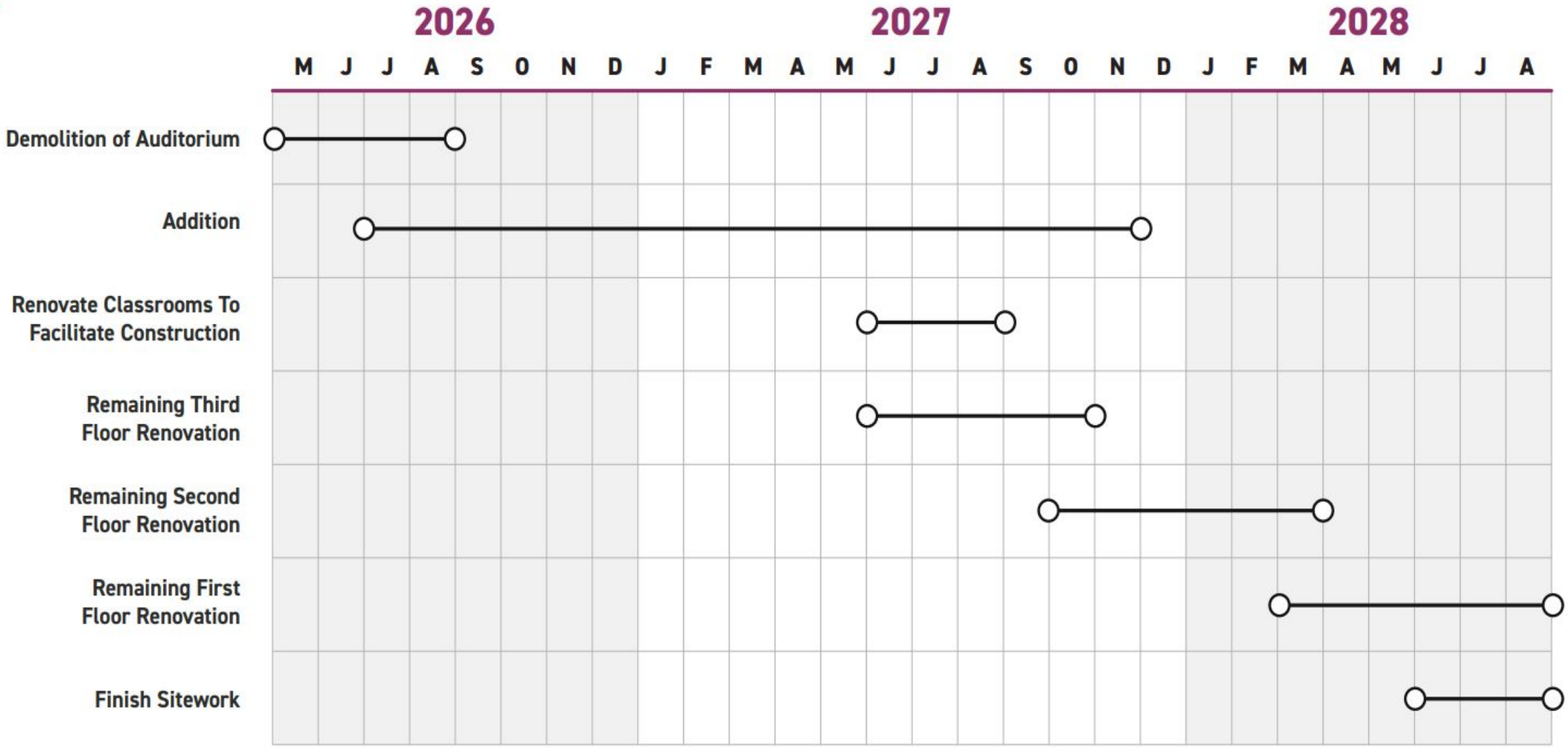
April 9, 2026 | The schedule above is preliminary and is subject to change.

BRAYARCHITECTS

SHEBOYGAN AREA
SCHOOL DISTRICT

Sheboygan Area School District

Urban Middle School Preliminary Timeline



A RESOLUTION OF THE SHEBOYGAN AREA SCHOOL DISTRICT BOARD OF EDUCATION ("SCHOOL BOARD") AUTHORIZING THE RETENTION OF LEGAL COUNSEL TO REPRESENT THE BOARD IN LITIGATION AGAINST CERTAIN SOCIAL MEDIA COMPANIES BECAUSE OF THE SIGNIFICANT HARM TO STUDENTS' MENTAL HEALTH CAUSED BY THEIR PRODUCTS

WHEREAS, social media companies have developed products designed to promote compulsive and excessive use by school-aged children; and

WHEREAS, the U.S. Surgeon General issued an Advisory in 2023 which reported that up to 95% of youth ages 13-17 report using a social media platform, with more than a third saying they use social media "almost constantly" and nearly 40% of children ages 8-12 use social media even though the commonly required minimum age on most platforms is age 13; and

WHEREAS, peer reviewed scientific literature confirms that the compulsive and excessive use of social media platforms have significantly contributed to a crisis in the mental and physical health of America's school-aged youth as evidenced by increased anxiety, depression, suicidal ideation, eating disorders, harm caused by online bullying, impairment of self-control and regulation, and sleep deprivation; and

WHEREAS, the demonstrated adverse impacts on the mental and physical health and well-being of school-aged children caused by the compulsive and excessive use of social media platforms are manifested in the school environment every day; and

WHEREAS, the harm caused by these products leads to behavioral problems and disruptions in the school environment, impairs and interferes with instruction and student learning, and diverts staff and school resources to respond to and intervene to manage and respond to the significant impact of social media platforms on the mental and physical health of students; and

WHEREAS, over 1,300 school divisions nationwide have to date initiated litigation against social media companies Meta (owner of Facebook and Instagram), ByteDance (owner of TikTok), Snap (owner of Snapchat), and Google (owner of YouTube) and many more school divisions are expected to join the litigation; and

WHEREAS, the School Board supports the effort to hold these social media companies accountable for the harm and disruption caused by the companies' design and engineering of their products intended to promote the compulsive and excessive use by school-aged children; and

NOW THEREFORE BE IT RESOLVED by the Sheboygan Area School District Board of Education this 23rd day of September, 2026:

1. Authorizes the initiation of litigation against the following social media companies: Meta Platforms, Inc.; Facebook Payments, Inc.; Siculus, Inc.; Facebook Operations, LLC; Instagram, LLC; Snap Inc.; Tiktok Inc.; Tiktok, Ltd.; Tiktok, LLC; Bytedance Ltd.; Bytedance Inc.; Google LLC; and Youtube, LLC (collectively referred to as the "Social Media Defendants").

2. Authorizes the execution of a retainer agreement with the law firms of Lieff Cabraser Heimann & Bernstein; Brockstedt Mandalas Federico; Renning Lewis & Lacy, S.C.; Spotlight Justice PLLC; and Medina Morgan LLC (collectively referred to as "Counsel") to represent the School Board on a contingency fee basis, meaning the School Board will only be responsible for the payment of attorneys' fees and costs if it recovers damages in the litigation.

3. Authorizes Counsel to file suit on behalf of the School Board against the Social Media Defendants.

4. Authorizes the Superintendent to execute all necessary documents to effectuate this Resolution and to facilitate litigation activities as directed by Counsel, who shall keep the School Board advised of material and significant developments in the litigation.

ADOPTED AND APPROVED by action of the Sheboygan Area School District School Board this 23rd day of September, 2026.

Attest:

_____ _____

Sarah Ruiz-Harrison, School Board Clerk Date

CONTINGENT FEE RETAINER AGREEMENT

SHEBOYGAN AREA SCHOOL DISTRICT BOARD OF EDUCATION

This Contingent Fee Retainer Agreement ("Agreement"), is made this 23rd day of September, 2026, by and between the SHEBOYGAN AREA SCHOOL DISTRICT BOARD OF EDUCATION ("School Board") and BROCKSTEDT MANDALAS FEDERICO LLC, RENNING LEWIS & LACY, MEDINA MORGAN, SPOTLIGHT JUSTICE PLLC and LIEFF CABRASER HEIMANN & BERNSTEIN, LLP, ("Applicant Team").

WHEREAS, the Applicant Team proposes to represent the School Board in connection with claims against Meta, ByteDance, Snap, Google, and other defendants ("Social Media Companies") for damages arising out of the Social Media Companies' products and conduct associated with the youth mental health crisis ("Claims"); and

WHEREAS, the School Board received the guidance and recommendation of the Chief Executive Officer concerning the ongoing national multi-district litigation (MDL) against the Social Media Companies; the potential for the School Board to recover compensation for harm caused by the Social Media Companies' products and conduct, funds to pay for intervention and mental health programs, and pursue other remedies as warranted by the Claims; the advisability of pursuing such claims in the MDL with legal representation by the Applicant Team and School Board and its counsel; and the reasonableness of proceeding with the Applicant Team on a contingency fee basis, without the School Board advancing any expenses; and

WHEREAS, based on this advice and its assessment of the proposed fee arrangement, the School Board has approved retaining the Applicant Team in accordance with the terms of this Agreement.

NOW, THEREFORE, this Agreement provides as follows:

1. The Recitals set forth above are hereby incorporated into this Agreement by reference as though fully set forth herein in their entirety.

2. The School Board hereby retains the Applicant Team to represent the School Board in connection with the Claims.

3. The Applicant Team will provide such legal services as may be required in order to bring about a resolution of the Claims. Such services may include *inter alia:* investigating the merits of the Claims; drafting and filing a Complaint; handling all pre-trial, discovery, and motion proceedings; retaining expert witnesses; monitoring and participating in the Federal Court MDL process as necessary; trying the case; and briefing and arguing any appeal.

4. The Applicant Team will advance the full cost of any expenses necessary or required to be incurred in connection with this matter, without contribution from the School Board except as set forth herein. Costs include, but are not limited to: 1) filing and service fees, expert witness fees, deposition and transcript costs, costs of obtaining records, mediation fees, costs of trial exhibits and consultants, travel costs, and administrative costs such as phone calls, copying, and printing; 2) cost assessments under applicable Common Benefit court orders in multi-district litigation; and 3) the School Board's pro rata share of any of the above costs or fees that are for the benefit of multiple clients represented by the Applicant Team in the same matter. Such costs may also include the costs and fees associated with the retention of medical, technical, social media, insurance, or bankruptcy experts and/or counsel if such expertise is needed to prosecute or resolve the School Board's Claims.

5. Payment of a contingent legal fee and reimbursement of any expenses incurred directly on behalf of the School Board and paid by the Applicant Team, as further described in paragraphs 6 and 7, shall be the School Board's sole obligation to compensate the Applicant Team in this matter.

6. If a monetary recovery is obtained for the School Board, a contingent fee shall be payable by the School Board to the Applicant Team shall be 25% of the gross amount recovered ("Contingent Fee"). The payment of fees as outlined above is entirely contingent upon the

Applicant Team recovering money for the School Board, whether in a settlement, in a court outcome, through alternative dispute resolution or in any other manner. If the School Board does not receive a monetary recovery, then the School Board will not be responsible for paying any fee to the Applicant Team.

7. In addition to the Contingent Fee payable pursuant to this Agreement, the School Board shall reimburse the Applicant Team out of the gross amount recovered the full amount of any expenses incurred directly on behalf of this School Board and paid by the Applicant Team in connection with this matter. The School Board is not responsible for advancing any costs for this litigation. To the fullest extent permissible by law, if the School Board does not receive a monetary recovery, the School Board will not be responsible for reimbursing the Applicant Team for any costs or expenses incurred by the Applicant Team in prosecuting the Claims.

8. In the event the School Board and the Applicant Team disagree with respect to litigation tactics or disagree over advice given to the School Board with respect to settlement of the School Board's Claims, the Applicant Team shall have the right to withdraw as counsel with respect to the School Board. The School Board has the right to substitute attorneys at any time and the Applicant Team reserves the right to withdraw or apply to the court for permission to withdraw at any time after giving reasonable notice, in which case the Applicant Team shall be entitled to, and the School Board agrees to pay, reasonable attorneys' fees and costs for legal services rendered since inception of the representation of the School Board upon settlement or issuance of a judgment.

9. All of the Contingent Fee paid to the Applicant Team in connection with the representation of the School Board shall be allocated and disbursed such that all Shared Costs are first reimbursed to the Firm or Firms that advanced them, with the remaining fees payable as follows:

Brockstedt Mandalas Federico LLC 40%

Lieff Cabraser Heimann & Bernstein, LLP	25%
Spotlight Justice PLLC	15%
Medina Morgan	10%
Renning Lewis & Lacy, S.C.	10%

10. This Agreement shall be governed by and construed in accordance with the law of Wisconsin.

11. It is expressly agreed that this Agreement represents the entire agreement between the School Board and the Applicant Team, that all provisions and understandings between the parties are merged in this Agreement, and that no modification of this Agreement shall be valid except by a writing signed by all parties.

12. In the event that the court or arbitrator requires another party to the MDL (or its counsel) to pay attorneys' fees and/or costs to the School Board and/or the Applicant Team, such award will not affect the amount the School Board is obligated to pay the Applicant Team under this Agreement. If such award is less than the amount that the School Board is obligated to pay the Applicant Team under this Agreement, then such award will be credited toward the total amount owed under this Agreement, and the School Board will be responsible for paying the balance to the Applicant Team out of the gross amount recovered. If such award is greater than the amount the School Board is obligated to pay the Applicant Team under this agreement, then the Applicant Team will be entitled to the amount awarded by the court or arbitrator, and the School Board will not owe the Applicant Team any fee, provided that this payment shall not reduce the amount the School Board is due from the gross amount recovered.

13. The Applicant Team's compensation shall not exceed any limits on compensation imposed by law. The contingent percentage of recovery set forth in this agreement is not set by law but is negotiable between the Applicant Team and the School Board prior to signing this

agreement. The Applicant Team maintains professional liability insurance coverage applicable to services contracted to be provided under this Agreement.

14. The School Board understands that the Applicant Team does not provide tax advice regarding any recovery relating to the School Board's Claims.

15. The School Board understands that the School Board may be among multiple plaintiffs being represented by the Applicant Team. The School Board consents to such representation and waives any potential conflict that might arise from such representation. The School Board recognizes and agrees that the parties may reach an aggregate settlement of multiple cases against the Social Media Companies at one time, if the Applicant Team believe the aggregate settlement to be fair and adequate for the group as a whole. In such a situation the School Board's individual recovery will be subject to the School Board's agreement. The School Board will have the final decision as to whether to accept any proposed settlement of the School Board's individual claims.

16. The School Board agrees to be truthful with the Applicant Team, to cooperate and keep the Applicant Team informed of developments, and to appear in necessary depositions and court appearances.

IN WITNESS WHEREOF, the hands and seals of the parties hereto as of the day and year first above written.

SCHOOL DISTRICT

BY: _____

Name

_____

Title

BROCKSTEDT MANDALAS FEDERICO LLC

BY: _____

Name

_____
Title

MEDINA MORGAN

BY: _____
Name

_____
Title

RENING LEWIS & LACY

BY: _____
Name

_____
Title

SPOTLIGHT JUSTICE PLLC

BY: _____
Name

_____
Title

LIEFF CABRASER HEIMANN & BERNSTEIN, LLP

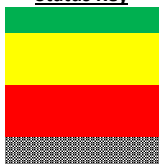
BY: _____
Name

_____
Title

Report to Board of Education on District Goals

Date: September 23, 2026
Pillar 1: Student Success – Upon graduation, all students will be prepared to successfully take the next step in their self-defined career pathway as defined by our College and Career Readiness Accountability Report Card
Goal 1: Every learner demonstrates continuous growth towards the academic standards

Status Key



On Target	We are on track to deliver project
Watch	We are not on track to deliver project, but we have a plan to get back on track
Deadline	We are not on track and have no plan to get plan back to green
Finished	Project is complete!

2026-2027

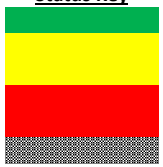
Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Each school will engage in school improvement efforts focused on monitoring Key Performance Indicators (KPIs) related to: reading achievement, math achievement, social emotional well-being/attendance, college and career readiness, and Multi-Level Systems of Support (MLSS)	• Each school will utilize our 4-step continuous improvement process (data reflection, goal setting, progress monitoring, and plan implementation) • Each school will hold a data retreat with their school leadership team to analyze academic screener data, standardized assessment results, attendance data, behavioral data, and school climate survey information before the start of the upcoming school year • Each school will utilize their data analysis from the data retreat to develop school improvement goals/Student Learning Objectives (SLO) for the upcoming school year that are aligned to the District's Long-Range Plan and the Educator Effectiveness process – a math, reading, and climate behavior related goal should be included in the school's Student Learning Objectives (SLO) • Each school will progress monitor their school improvement goal/SLO at the mid-year and end-of-year mark • Schools will use longitudinal data from the College and Career Readiness Accountability Report Card to measure growth	**September 2026** • Each school has completed the initial steps of the continuous improvement process by holding a data retreat with their school leadership teams and setting annual goals/ Key Performance Indicators (KPIs) • Each school will share a school improvement goal/Key Performance Indicators (KPIs) progress update by February 2027 for the mid-year update and by May 2027 for the end-of-year update • Continuous improvement results from individual schools will be reviewed regularly at principal meetings throughout the school year • South High School and North High School will provide a College & Career Readiness (CCR) report at October Board meetings	June 2027	

2	Organize a representative team to engage in a review process for our universal screener tools (academic and social emotional well-being)	● Establish a representative Universal Screening Team that includes DAT, Pupil Services, teacher, and administrator representation ● Evaluate current academic and social-emotional universal screening tools using agreed-upon criteria, including instructional usefulness, technical quality, efficiency, integration, cost, and stakeholder needs ● Complete a structured review of potential universal screening tools and develop a recommendation for future implementation	**October 2026** ● The universal screener review process will begin in October 2026; a representative team will be established to review current academic and social-emotional screening practices, gather stakeholder feedback, and evaluate potential universal screening tools	June 2027	

Report to Board of Education on District Goals

Date: September 23, 2026
Pillar 1: Student Success – Upon graduation, all students will be prepared to successfully take the next step in their self-defined career pathway as defined by our College and Career Readiness Accountability Report Card
Goal 2: Every learner demonstrates continuous growth towards the social-emotional competencies

Status Key



On Target	We are on track to deliver project
Watch	We are not on track to deliver project, but we have a plan to get back on track
Deadline	We are not on track and have no plan to get plan back to green
Finished	Project is complete!

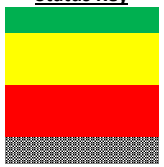
2026-2027

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Leverage a district leadership team to assess an action plan for our overall positive behavior framework districtwide	• Establish and engage a representative District Behavior Systems Team • Complete a districtwide fidelity assessment of behavioral systems using the DSFI • Develop a districtwide behavioral MLSS action plan based on fidelity and student outcome data	**September 2026** • The District Behavior Systems Team is continuing work to strengthen a coherent districtwide behavioral MLSS framework • The team will assess the fidelity of current behavioral systems using the PBIS District Systems Fidelity Inventory (DSFI), review existing practices and data across the continuum of supports • The team will use the findings to develop a prioritized action plan for strengthening behavioral systems districtwide	June 2027	

Report to Board of Education on District Goals

Date: September 23, 2026
Pillar 1: Student Success – Upon graduation, all students will be prepared to successfully take the next step in their self-defined career pathway as defined by our College and Career Readiness Accountability Report Card
Goal 3: Each school maintains a Multi-Level System of Supports (MLSS) and data-driven Professional Learning Communities (PLCs)

Status Key



On Target	We are on track to deliver project
Watch	We are not on track to deliver project, but we have a plan to get back on track
Deadline	We are not on track and have no plan to get plan back to green
Finished	Project is complete!

2026-2027

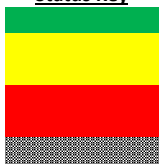
Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Continue to support school level Guiding Coalitions as they oversee Professional Learning Communities (PLCs) focused on data-driven decision making and instruction	• Establish and support Guiding Coalitions at each secondary school • Strengthen Guiding Coalition capacity to lead and support effective PLC practices • Utilize cycles of inquiry to identify and address areas for continued PLC development	**September 2026** • Guiding Coalitions were launched for the 2026-2027 school year with a common framework defining their purpose and role in supporting PLCs • Teams identified building-level leverage points for strengthening collaborative practices • Guiding Coalitions began developing plans for their work using the four critical PLC questions and cycles of inquiry	June 2027	
2	Utilize a walkthrough tool to systematically observe, assess, and provide feedback related to instructional practices across all K-12 schools	• Implement an instructional walkthrough process to systematically observe instructional practices • Use walkthrough data to identify instructional strengths, trends, and opportunities for continued support • Use findings to inform professional learning, coaching, and continuous improvement efforts	**September 2026** • Learning walks and instructional rounding continue to be utilized by instructional leaders to monitor implementation and identify areas for celebration and support • K–5 literacy learning walks are continuing in Year 2 of Benchmark Advance and Adelante implementation, with an increased focus on vertical alignment, structured literacy practices, and effective use of curriculum resources	June 2027	
3	Student and Instructional Services will support the implementation of the NextPath data visualization platform to support Data Analysis Teams (DAT)	• Increase consistent use of NextPath by Data Analysis Teams (DATs) to support MLSS and data-driven decision-making • Implement common districtwide processes across six priority areas: Student Interventions, Check-In Check-Out (CICO),	**September 2026** • A districtwide NextPath implementation plan has been developed, including professional learning, quarterly DAT support, building-specific assistance, office hours, principal meeting support, and ongoing communication	June 2027	

		Attendance, GRIP Dashboard, KPI Dashboard, and Glimpse ● Increase staff capacity to use NextPath for data analysis, intervention documentation, progress monitoring, and continuous improvement	● Initial implementation has focused on establishing a common understanding of NextPath and transitioning schools toward consistent use of the platform for student supports and data analysis ● Six major implementation priorities have been established for 2026-2027: Student Interventions, CICO, Attendance, GRIP Dashboard, KPI Dashboard, and Glimpse, with implementation occurring throughout the school year		

Report to Board of Education on District Goals

Date: September 23, 2026
Pillar 2: Exceptional Staff – Build a strong, connected workforce to positively impact student learning and support the broader needs of our school community
Goal 1: Build a professional culture where employees feel valued, understand expectations, and are supported to succeed

Status Key



On Target	We are on track to deliver project
Watch	We are not on track to deliver project, but we have a plan to get back on track
Deadline	We are not on track and have no plan to get plan back to green
Finished	Project is complete!

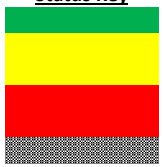
2026-2027

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Strengthen organizational identity and connection through the We Are SASD initiative, highlighting employee impact, contributions, and shared commitment to students and community	• Employees recognize and celebrate the contributions of colleagues and the collective impact of SASD staff on students, schools, and the community	• Continued development and expansion of the We Are SASD initiative in partnership with Communications & Marketing	June 2027	
2	Promote clear, consistent communication that reinforces district priorities, expectations, and shared understanding of organizational goals and initiatives	• District priorities, expectations, and organizational values are consistently reinforced, contributing to a positive and professional SASD culture		June 2027	
3	Ensure compensation, benefits, and employee supports remain competitive, sustainable, and responsive to workforce needs	• Staff feel fairly compensated; HR confirms alignment with similar districts	• Implemented 2026-2027 compensation adjustments and continued evaluation of employee compensation	June 2027	
4	Promote workforce reliability and employee accountability through consistent expectations, support, and attendance practices	• Employee attendance, performance, and accountability expectations are consistently communicated, supported, and addressed	• Continued to reinforce consistent expectations, documentation, and follow-through related to employee performance and attendance	June 2027	

Report to Board of Education on District Goals

Date: September 23, 2026
Pillar 2: Exceptional Staff – Build a strong, connected workforce to positively impact student learning and support the broader needs of our school community
Goal 2: Develop courageous and effective people leaders who foster positive workplace cultures, support employee success, and uphold expectations

Status Key



On Target	We are on track to deliver project
Watch	We are not on track to deliver project, but we have a plan to get back on track
Deadline	We are not on track and have no plan to get plan back to green
Finished	Project is complete!

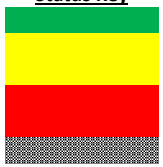
2026-2027

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Provide principals and supervisors with leadership development opportunities, coaching, and practical resources that strengthen communication, accountability, employee recognition, and workplace culture	• Principals and supervisors demonstrate increased confidence and consistency in communication, recognition, accountability, and employee relations practices		June 2027	
2	Promote consistent leadership practices that balance support, recognition, and accountability while reinforcing a culture of professionalism, belonging, and shared responsibility	• Employee performance and workplace concerns are addressed proactively and consistently, with appropriate support and follow-through	• Reinforced a shared leadership message emphasizing support, removing barriers, professionalism, and shared responsibility through beginning-of-the-school-year communication to principals and supervisors	June 2027	

Report to Board of Education on District Goals

Date: September 23, 2026
Pillar 2: Exceptional Staff – Build a strong, connected workforce to positively impact student learning and support the broader needs of our school community
Goal 3: Attract, develop, and retain a high-quality workforce that reflects the needs of our students and community

Status Key



On Target	We are on track to deliver project
Watch	We are not on track to deliver project, but we have a plan to get back on track
Deadline	We are not on track and have no plan to get plan back to green
Finished	Project is complete!

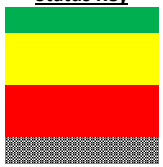
2026-2027

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Promote SASD as an employer of choice through strategic recruitment and marketing	• Increased awareness of SASD as a place to work, supported by a consistent and compelling recruitment message	• Continued development of the We Are SASD initiative to highlight employee stories, contributions, and the SASD employee experience • Expanded focus on using authentic employee stories to support both employee connection and recruitment	June 2027	
2	Implement recruitment and retention strategies that support staffing needs in hard-to-fill and critical positions	• Critical and hard-to-fill positions are supported through targeted recruitment, alternative licensure, and talent development strategies • Recruitment and development strategies expand the pipeline of candidates available to meet ongoing staffing needs	• Six employees entering the CESA 7 Special Education TDC program through SASD's alternative licensure pathway • Held two summer Open Hire Events that supported the recruitment and hiring of support staff	June 2027	

Report to Board of Education on District Goals

Date: September 23, 2026
Pillar 3: Families and Community – Foster family and community relationships in order to collaboratively work together to provide support and resources to meet identified needs
Goal 1: Provide clear communication between parents and schools regarding educational progress

Status Key



On Target	We are on track to deliver project
Watch	We are not on track to deliver project, but we have a plan to get back on track
Deadline	We are not on track and have no plan to get plan back to green
Finished	Project is complete!

2026-2027

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Implement the SASD app and 2-way messaging option	• Implement a 2-way communication app to support teacher-to-family communication	• 2-way messaging app available to all staff and parents. • Communication team working to resolve minor issues related to Skyward data errors.	June 2027	
2	Implement policy and best practices pertaining to Wisconsin Act 89	• Ensure all district protocols are compliant with Act 89.	• NEOLA policies passed. • Approved communication methods posted. • Staff trained per state statute.	June 2027	

Report to Board of Education on District Goals

Date: September 23, 2026
Pillar 3: Families and Community – Foster family and community relationships in order to collaboratively work together to provide support and resources to meet identified needs
Goal 2: Enhance communication efforts between the school district and community members regarding the District's educational opportunities, outcome measures, personnel data, and financial information

Status Key

On Target	We are on track to deliver project
Watch	We are not on track to deliver project, but we have a plan to get back on track
Deadline	We are not on track and have no plan to get plan back to green
Finished	Project is complete!

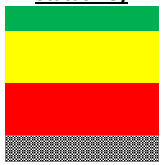
2026-2027

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Effectively communicate across the community on important topics related to academic outcome measures, school finance, and referendum progress	• Ensure the SASD community better understands the academic outcomes, financial standing, and referendum process of the SASD.	• SASD accountability and points of pride document created and shared with BoE.	June 2027	
2	Ensure online presence is in compliance with all ADA standards	• SASD online presence is ADA compliant.	• Initial work through the development of the new website has the majority of the website compliant.	June 2027	

Report to Board of Education on District Goals

Date: September 23, 2026
Pillar 4: Finance and Resource Systems – District finance and resources systems are aligned to maximize student learning and staff productivity
Goal 1: Identify and prioritize capital needs of the District

Status Key



On Target	We are on track to deliver project
Watch	We are not on track to deliver project, but we have a plan to get back on track
Deadline	We are not on track and have no plan to get plan back to green
Finished	Project is complete!

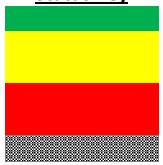
2026-2027

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Implement action plan for the design and rebuild of Farnsworth and Urban Middle Schools	• Referendum Borrowing • Construction Progress	• Start of construction at both sites 6-2026 • Start of foundations and vertical masonry at both sites 7-2026 • Borrowing timeline plan in place 8-2026 • Work on the Preliminary Official Statement for the 2026 $9.5m borrow began 8-26-2026 • Major Urban demo work completed 9-2026	August 2028	
2	Identify and implement energy savings opportunities throughout the District	• Electric usage monitoring and analysis • Energy sustainability education and awareness • Solar installation for Middle School Projects	• July 2026 electric usage reports reviewed 8-14-2026	August 2028	

Report to Board of Education on District Goals

Date: September 23, 2026
Pillar 4: Finance and Resource Systems – District finance and resources systems are aligned to maximize student learning and staff productivity
Goal 2: Increase public education and awareness around public school finance

Status Key



On Target	We are on track to deliver project
Watch	We are not on track to deliver project, but we have a plan to get back on track
Deadline	We are not on track and have no plan to get plan back to green
Finished	Project is complete!

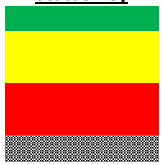
2026-2027

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Establish and engage in public awareness events	• Develop informational in-person presentations regarding school funding and finance • Schedule and present throughout the community	•	June 2027	
2	Communicate key financial information and education to all stakeholders	• Develop information regarding school funding and finance that can be shared on SASD social media sites and the SASD website • Develop school funding and finance presentations that can be shared at SASD board meetings	•	June 2027	

Report to Board of Education on District Goals

Date: September 23, 2026
Pillar 4: Finance and Resource Systems – District finance and resources systems are aligned to maximize student learning and staff productivity
Goal 3: Build supports for schools, students, and parents around transportation challenges

Status Key



On Target	We are on track to deliver project
Watch	We are not on track to deliver project, but we have a plan to get back on track
Deadline	We are not on track and have no plan to get plan back to green
Finished	Project is complete!

2026-2027

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Support schools in minimizing the impact of transportation disruptions	• Assist in Prigge driver recruitment • Implement Wayfinder student bus attendance tracker • Install replacement bus cameras	• Bus camera replacement completed 8-2026 • New computer tablets with data plans that will enhance the Wayfinder student bus attendance tracker were ordered and received 8-2026	June 2027	
2	Update policies and procedure guidelines for employees transporting students with district owned vehicles	• Update board policies to align with state statutes and best practices • Update administrative guidelines to align with state statutes and best practices	•	June 2027	

Report to Board of Education on District Goals

Date: September 23, 2026
Pillar 4: Finance and Resource Systems – District finance and resources systems are aligned to maximize student learning and staff productivity
Goal 4: School capacity/consolidation analysis

Status Key

	On Target	We are on track to deliver project
	Watch	We are not on track to deliver project, but we have a plan to get back on track
	Deadline	We are not on track and have no plan to get plan back to green
	Finished	Project is complete!

2026-2027

Objective #	Objective	Outcome Measures	Evidence	End Date	Status
1	Review student enrollment data and future enrollment projections in relation to school capacity/consolidation	• Create a full understanding of enrollment numbers and building capacity	• Third Friday report will be presented in October	June 2027	
2	Determine if consolidation efforts are prudent in the immediate future 1-3 years	• Utilize enrollment numbers and capacity data to understand possible consolidation efforts	• Cost savings related to consolidation being studied	June 2027	

SHEBOYGAN AREA
SCHOOL DISTRICT

2026-2027 SCHOOL BOARD APPOINTED COMMITTEES

Human Growth and Development Citizens' Advisory Committee

Voting Members
Tracy Allee – SASD Parent (2028)
Jeff Leismer – SASD Parent (2027)
Dawn Jastrow – SASD Parent (2029)
Allison Oliphant – SASD Parent (2028)
Jen Cruz – SASD Parent (2027)
Lauren Wingender – Health Care (2028)
Eric Boehmer – Health Care (2027)
Rev. Julie A. Mavity Maddalena – Clergy (2029)
Rev. Jeremy Hylen – Clergy (2028)
Christina Singh – Community Member (2027)
Deann Harper – Community Member (2029)
Vacant – HS Student (2029)
Vacant – HS Student (2027)

Ex-Officio Members
Vacant – Middle School Teacher
Amy Teunissen – High School Teacher
Allie Tasche – SASD Board Member
Eric Spielman – SASD Coordinator

Office of the Superintendent
3330 Stahl Road • Sheboygan, WI 53081 • **PHONE:** 920-459-3514 • **FAX:** 920-459-6487
www.sheboygan.k12.wi.us

SHEBOYGAN AREA
SCHOOL DISTRICT

Sheboygan Theatre Company Advisory Council

Candice Boldt
Roberto D. Bobonis
Brittany Schneider
Louisa Johns
Jessica Freeman
Tracie Wessles
Jesse Ramos
Sheila Ryan
Rebecca Charbonneau

Consultants/Ex-Officio Members
Jody Brooks – Director of Community Recreation
Scott Mabie – Sheboygan Theatre Company Executive Director
Abigail Charbonneau – Sheboygan Theatre Company, Executive Assistant

Hazardous Review Committee

Mark Boehlke – Asst. Supt. Business & Operational Services
Tanner Presutti – Supervisor, Student Transportation
Joe Vollmer – Coordinator of Facilities Services
Jason Boettner – Prigge's School Bus Service
Steve Steinhardt – Sheboygan County Director of Emergency Management

Ex-Officio Member
Peter Madden – School Board Member

SHEBOYGAN AREA
SCHOOL DISTRICT

Community Recreation Department Advisory Committee

Ryan Kautzer – Chair
Ted DiStefano – Jefferson/Cleveland Elementary School Principal
Darren Opel
John Knowles
Kevin Formolo – South High School Principal
Amy Buffington – Sheridan Elementary School Principal
Laura Donnelly – Jackson Elementary School Secretary
Bob Konrad
Emily Rendall-Araujo
Tracie Wessels

Ex-Officio Members
Curtis Hall
Jody Brooks – Community Recreation Director
Stacy Hayon – Community Recreation Supervisor
Austin Coss – Community Recreation Supervisor
Ryan Pawlisch – Community Recreation Supervisor
Hannah Smies – Child Care Coordinator
Scott Mabie – Sheboygan Theatre Company Executive Director

Heritage School Council

Holly Hansen-Grotbeck, Coordinator – SASD Grant Elementary School Teacher
Pat Dinolfo
JoAnn Gadicke
Brenda Gephart – Lincoln-Erdman Elementary School Teacher
Karen Grace
Patti Holmes
Sue Mrdjenovich
Jim Renzelmann – Coordinator of Student & Instructional Services
Karen Rowan-Lieser
Sue Zylman

Advisory Group
Joe Vollmer – Coordinator of Facilities Services
Eric Spielman – Financial Services Coordinator
Robert Burns – Attorney
Brett Lobello – Sheboygan County Historical Museum
Jacob Konrath – Superintendent

Sheboygan Public Education Foundation
Board of Directors - MINUTES

Meeting - September 9th, 2026
Meeting location: Civic Room, Lakeview Tower

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

Kurt called the meeting to order at 4:34 pm

Superintendent's Report - Jake shared the district's annual report and highlighted various components, including the high level of involvement of students in school-related activities. He mentioned school attendance, especially at the elementary school level, continues to be a concern. He mentioned that while ACT scores tend to be a measuring tool of the state, SASD focuses on it for those students going on to college but doesn't place a large emphasis on it for students who are entering the trades or the workforce. Both new middle school construction projects are ahead of schedule and under budget, although there have been unexpected increased costs for steel due to area data center projects.
Kurt asked a question about why there will not be a new auditorium at Urban Middle School. Jake answered that it was due to cost. In the future, monies will be used to maintain the auditoriums at North, South, and Horace Mann.

School Board Report - Denise reported that the district is off to a great start of the school year. Parents she talked to have been happy. Great Start conferences helped to connect students to their teachers in a calm, small group setting. Denise shared that she has a new appreciation for how the district balances budgets, community partners, and parents.

President's Report- Kurt
Kurt shared that Marlin Tanck passed away this August. In addition to hosting an education-focused scholarship, Marlin and his wife Mary have been pillars of the community and long-standing advocates for Education. Marlin will be missed.

Kurt called for the June 10th, 2026, meeting minutes to be approved. Bill made a motion to approve; Larry seconded the motion. Passed.

Finance Committee - Anne Holzem
Anne shared the July Treasurer's report, which is the start of the SPEF fiscal year. She went over the Operation budget and budget variance for July as well. There was one correction to the reserve fund where the unrealized gains from the treasurer's report needed to be added to the reserve fund. Kurt called for the treasurer's report to be approved. Larry made a motion to approve; Bill seconded the motion. Passed.

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

- The Back to School Bash for SASD teachers went well. Laurie Van Veghel and Kris Fritz represented SPEF and the event. Kris F shared that many teachers had a positive association with SPEF, there were two new teachers who shared they had received SPEF scholarships when they were students. 10 - $100 Grants were awarded through a drawing from attendees that filled out an entry from at the SPEF table.
- The office received school supply donations from Wis. Plastics (2nd year) and a church group who had found out about us through the website. Kurt asked if individual students can pick up supplies 2nd semester. SPEF works with teachers and schools to fulfill classrooms requests and deliver supplies to schools for 2nd semester
- A list of sponsors/donors who donated last year for our All In for Education Fundraiser but not yet heard from for this year's event was passed around. Asked that anyone would be willing to follow up with a personal contact to possibly secure a donation. A sign up for ALL In Event was passed around to fill volunteer slots before and during the All In Event. All help is appreciated for our big fundraiser.
- Rayna shared the backstory about the new Stirdivant Scholarship for First Responders and noted we are working on transferring a Rotary Scholarship to SPEF.
- It was discussed the need to change the bylaws so that scholarship checks over $5000 require two signatures, one from the managing director and one from another SPEF employee. Currently, Rox and a board officer need to both sign the checks, and it slows down the process when a lot of scholarship checks come in at the same time. Bill made a motion to adopt the new bylaw language: "Any scholarship check over $5,000.00 will require 2 signatures: One from the Managing Director, another from a SPEF office staff member." Kris approved the motion. Larry seconded it. A required second vote will be taken next month to amend the Bylaw stated above.
- The scholarship site goes live on the SPEF website on September 15th. Guidance counselors will be contacted to set up meetings with HS seniors to relay relevant scholarship details. Rox extended an invitation to any board members who would like to attend the scholarship meetings and familiarize themselves with the scholarship process. This may enable more members to be part of the school outreach.

New Business

- Kurt shared the need to begin a strategic planning process as SPEF enters its 25th year. He shared an overview of the process and asked for board members to join the committee including himself and one person from the office. Kurt suggested Rox since she knows the history. Chris Conway and Kris Fritz volunteered. Rayna said she was interested as well as Laurie as they bring more history with them. Work will begin on this after the fundraising event on October 16, 2026.
- Kurt adjourned the board meeting and went to closed session to discuss staff compensation. SPEF staff members left the meeting.

Upcoming Dates

- **Wednesday, October 7th, 2026, at 4:30 pm**
- **Friday, October 16th, 2026- All-in for Education Fundraising Event, 5 pm**
- **Wednesday, November 11th, 2026, at 4:30 pm**

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes, September 9, 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, Ms. Allie Tasche, and Mr. Peter Madden

1. **DIPLOMAS – Ms. Rachel Ledezma** (Information/Action)

   Moved by Mr. Madden, seconded by Ms. Hibl to accept administration's recommendation that Sebastian Hall, class of 2027, receive their high school diploma. He met all the requirements to receive a diploma. All ayes. Motion carried unanimously.

2. **NORTH HIGH SCHOOL BAND TRIP – Ms. Rachel Ledezma** (Information/Action)

   Moved by Ms. Hibl, seconded by Ms. Tasche to accept administration's recommendation to approve North High School band students to travel to Orlando, Florida, March 17-23, 2027, to perform and attend workshops. All ayes. Motion carried unanimously.

3. **K-5 LITERACY UPDATE – Ms. Rachel Ledezma/Mr. Jim Renzelmann** (Information/Discussion)

   Mr. Renzelmann thanked the school staff members for their hard work on the literacy curriculum updates for kindergarten through 5th grade. He provided an overview of the information in the presentation and discussed how the implementation of the curriculum has gone for the first year. They are now beginning the second year of the program and working on continuous improvement and will also continue their learning walks and rounding. He also provided an update on Act 20 regulations that cover early literacy benchmarking for students in 4K through third grade. Act 20 also included mandatory training and professional development for school staff.

4. **SASD Crisis Manual – Ms. Rachel Ledezma** (Discussion/Possible Action)

   Ms. Ledezma provided an overview of the information in the memo and the "Crisis Management and Communication Manual." Dr. Konrath underscored the importance of the partnership that the SASD has with our School Resource Officers (SROs). Ms. Tasche noted that there might be an opportunity to update the language/terminology on pages 18 and 21 because it hasn't been updated since 2021. Dr. Konrath will reach out to the attorney to discuss these updates. No action was taken.

Ms. Robbins noted she would like one motion for agenda items #5, #6, #7, #8, #9, #10, and #11, and asked if the committee had questions on any of the policies and there were none.

Moved by Ms. Tasche, seconded by Mr. Madden to approve agenda items #5 through #11. All ayes. Motion carried unanimously.

5. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 2131.01 – READING INSTRUCTIONAL GOALS AND KINDERGARTEN ASSESSMENT – Ms. Rachel Ledezma** (Discussion/Possible Action)
6. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 2261.01 – PARENT AND FAMILY ENGAGEMENT IN TITLE I PROGRAMS – Ms. Rachel Ledezma** (Discussion/Possible Action)
7. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 2431 – INTERSCHOLASTIC ATHLETICS – Ms. Rachel Ledezma** (Discussion/Possible Action)
8. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 5112 – ENTRANCE AGE – Ms. Rachel Ledezma** (Discussion/Possible Action)

9. **INTRODUCTION (FIRST READING) OF NEW BOARD OF EDUCATION POLICY 5135 – STUDENT IDENTIFICATION NUMBERS AND CARDS – Ms. Rachel Ledezma** (Discussion/Possible Action)
10. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 5411 – THIRD GRADE PROMOTION AND RETENTION: AT-RISK STUDENTS – Ms. Rachel Ledezma** (Discussion/Possible Action)
11. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 5515 – STUDENT USE AND PARKING OF MOTOR VEHICLES – Ms. Rachel Ledezma** (Discussion/Possible Action)
12. **INTRODUCTION (FIRST READING) TO DELETE BOARD OF EDUCATION POLICY 5895 – STUDENT EMPLOYMENT– Ms. Rachel Ledezma** (Discussion/Possible Action)

    Moved by Mr. Madden, seconded by Ms. Tasche to approve the introduction (first reading) to delete Board of Education Policy 5895 – Students; Student Employment.

13. **INTRODUCTION (FIRST READING) OF REVISED/REPLACEMENT BOARD OF EDUCATION POLICY 7540.08 – ARTIFICIAL INTELLIGENCE – Ms. Rachel Ledezma** (Discussion/Possible Action)

    Moved by Ms. Hibl, seconded by Mr. Madden to approve the introduction (first reading) of the Board of Education Policy 7540.08 – Property; Artificial Intelligence.

Meeting adjourned at 6:09 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes September 9, 2026

HUMAN RESOURCES COMMITTEE – Ms. Leah Hibl, Chair

Ms. Leah Hibl, Chair, called the meeting to order at 6:11 p.m.
Present: Ms. Leah Hibl, Ms. Heidi Boehmer, Ms. Kay Robbins
Excused: Ms. Mary Lynne Donohue

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

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

TEACHERS

Sarah Annelin Sheboygan, WI	Mathematics 50% Central High	National Louis University	Master's Degree $36,561.00 (prorated)

Ms. Annelin has been hired for the 2026-2027 school year. She retired from the District in June 2026 and previously served in the same position since August 2016. She is certified in Alternative Education, Regular Education, and Science. She was one of five candidates interviewed.

Jenna Berth Cascade, WI	School Counselor Early Learning Center	Lakeland University	Master's Degree $58,608.00

Ms. Berth has been hired for the 2026-2027 school year. She is certified as a School Counselor. She was the only candidate interviewed.

Sara Ertel Eden Prairie, MN	Cross-Categorical Longfellow	Ripon College	Bachelor's Degree $58,608.00

Ms. Ertel 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 seven candidates interviewed.

Ryan Halverson Kohler, WI	Cross-Categorical South High	UW-Oshkosh	Bachelor's Degree $56,608.00

Mr. Halverson has been hired for the 2026-2027 school year. He is certified in Regular Education and will be certified in Cross-Categorical Special Education. He was one of two candidates interviewed.

Scott Pelot Manitowoc, WI	Social Studies Horace Mann	Silver Lake College	Bachelor's Degree $56,608.00

Mr. Pelot has been hired for the 2026-2027 school year. He is certified in Alternative Education, Broad Field Social Studies, History, Psychology, and Sociology. He was one of four candidates interviewed.

Amy Raml Sheboygan, WI	Alternative Education Central High	Aurora University	Master's Degree $78,108.00

Ms. Raml has been hired for the 2026-2027 school year. She is certified in French and will be certified in Alternative Education. She was one of two candidates interviewed.

Sara Strenger	School Counselor	UW-Whitewater	Master's Degree
Bristol, WI	CHANGE Academy/Cleveland		$83,108.00

Ms. Strenger has been hired for the 2026-2027 school year. She is certified as a School Counselor as well as in Regular Education and Social Studies. She was one of two candidates interviewed.

EDUCATIONAL ASSISTANTS

Katie Abrams	North High	August 24, 2026	$25.75 per hour
Alyzeanna Agrinsoni	Jackson	August 24, 2026	$17.60 per hour
Mercedas Anaya	Jackson	August 26, 2026	$17.75 per hour
Karlin Bruggink	Farnsworth	September 08, 2026	$17.75 per hour
Julie Bulkow	Lincoln-Erdman	September 01, 2026	$17.40 per hour
Ann Burke	Jefferson	September 01, 2026	$17.85 per hour
Dalila Contreras	Urban	September 01, 2026	$18.60 per hour
Kristi Ehler	North High	August 24, 2026	$17.55 per hour
Karen Fry	Jefferson	August 24, 2026	$17.75 per hour
Veronica Grunert	Jackson	August 24, 2026	$17.75 per hour
Jennifer Hardenburg	Farnsworth	September 01, 2026	$17.60 per hour
Maria Jackson	Longfellow	August 24, 2026	$17.60 per hour
Savannah Janssen	Jackson	August 24, 2026	$18.00 per hour
Beth Lockwood	Early Learning Center	September 01, 2026	$17.75 per hour
Kela Neils	Grant	August 24, 2026	$19.76 per hour
Kurt Portmann	North High	August 24, 2026	$18.00 per hour
Abigail Prueser	Farnsworth	September 01, 2026	$18.00 per hour

INTERPRETERS

Houa Yang	Student & Instructional Services	September 01, 2026	$27.85 per hour

SECRETARIES

Kimberli Koeppen	Horace Mann	August 10, 2026	$21.00 per hour
Suzanne Vetting	Horace Mann	August 03, 2026	$18.02 per hour
Pav Xia Vue	Longfellow	August 26, 2026	$17.64 per hour

SECURITY OFFICERS

Shannon McKay	North High	August 24, 2026	$20.00 per hour

*Relative of SASD employee

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

The following separations have been granted:

Katherine Brooks	Teacher	Sheridan	August 4, 2026
Michelle Edler	Educational Assistant	Longfellow	August 26, 2026
Emilia Garduno	Educational Assistant	South High	June 4, 2026
Allison Kerr	Educational Assistant	Early Learning Center	August 26, 2026
Priscilla Medina	Educational Assistant	Sheridan	June 4, 2026
Cassandra Mondesir	Educational Assistant	Horace Mann	August 20, 2026
Sucharitha Nagula	Educational Assistant	Wilson	July 30, 2026
Luke Schwab	Custodian	South High	August 31, 2026

The meeting adjourned at 6:13 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes, September 9, 2026

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

Mr. Peter Madden, Chair, convened the meeting at 6:09 p.m.

Present: Ms. Denise Wittstock, Ms. Sarah Ruiz-Harrison, Mr. Peter Madden, and Ms. Allie Tasche

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

   No Sheboygan Theatre Company Financial report until completion of the audit. Mr. Brooks stated that the ticket sales are picking up for the "Come From Away" play which starts in two weeks.

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

   No Community Recreation Department report until completion of the audit.

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

   Administration presented the Facility Permit Report for the period of August 1-31, 2026.

Meeting adjourned at 6:11 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes of September 9, 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
Excused: 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. **STATEMENT OF CASH FLOW – Mr. Mark Boehlke** (Information)

   No statement of cash flow report until completion of the audit.

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

   No revenue and expense reports until completion of the audit.

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

   No budget revisions and transfers of appropriations until approval of the original budget.

5. **INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 6320 - PURCHASING – Mr. Mark Boehlke** (Discussion/Possible Action)

   Moved by Ms. Boehmer, seconded by Ms. Wittstock to approve the introduction (first reading) of revised Policy 6320 – Finances; Purchasing. All ayes. Motion carried unanimously.

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

   Administration presented the following list of gifts to the District.

Gift *For Information*	Donor	Building/Program	Amount
Monetary	Richco Structures	North (Red Raider Robotics)	500.00
Monetary	Sheb. Cty. Tennis Association	South	100.00
Monetary	Candance McEvilla	Sheboygan Theatre Company	20.00
Monetary	Tracy Taylor	Sheboygan Theatre Company	25.00
Monetary	Travis/Kris Gross	Sheboygan Theatre Company	101.00
Monetary	Brian/Jess Childs	Sheboygan Theatre Company	100.00
Monetary	Mary Lesicko	Sheboygan Theatre Company	700.00
Monetary	Jennifer Moehring	Sheboygan Theatre Company	475.20
Monetary	Laurie Mitchell	Sheboygan Theatre Company	50.00

The meeting adjourned at 5:36 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes, September 9, 2026

COMMITTEE OF THE WHOLE – Ms. Heidi Boehmer, Chair

1. Vice President Boehmer called the meeting to order at 6:21 p.m.

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

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

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

   Excused: Ms. Mary Lynne Donohue, Mr. Santino Laster

5. **FARNSWORTH AND URBAN MIDDLE SCHOOLS REFERENDUM UPDATE – Dr. Jacob Konrath**
   (Information/Discussion)

   Dr. Konrath provided an update on the Farnsworth and Urban Middle School Referendum projects. He noted that he spent much time in the first week of school at both Farnsworth and Urban Middle Schools, especially during the morning and after school to make sure things were going smoothly and things were going far better than he expected. Specifically, to see how the safety aspects were with relation to the construction projects and student safety. He highlighted that at the beginning of each day; Quasius Construction and C.D. Smith staff meet and speak about safety protocols. He further highlighted that, if at any time, they would see a student in the construction area, they would blow horns and the construction halts immediately until there is an all clear. Everything is gated; however, the safety protocols are taken very seriously. He explained that Urban got off to a slow start due to a permit issue, which has been resolved. This did push demolition back a bit. No demolition is taking place during the school day but is being done right after the school day and on the weekends. Dr. Konrath expressed how phenomenal staff have been in both buildings. He is happy with how the projects are going and very impressed with the people working on the projects, their level of professionalism, dedication and ownership of their work.

6. **SHEBOYGAN AREA SCHOOL DISTRICT (SASD) COMPARABLE DATA – Dr. Jacob Konrath**
   (Information/Discussion)

   Dr. Konrath reviewed and discussed comparable school data for the district and all individual schools. This information was taken from the Department of Public instruction (DPI) website along with the assistance of artificial intelligence (AI). Dr. Konrath explained that once a year DPI places the report card data for every single school and assessment data in one huge file. Administration took four or five years of data and put it into AI and then asked AI to find comparable schools to each one of our schools with the following criteria: (1) free and reduced lunch; (2) special education; and (3) multilingual-learner. He reviewed the closest comparable schools to our schools and the scores. Dr. Konrath highlighted, from a district standpoint, that this is very interesting data to have. Our reading and math scores are very high compared to most of the comparable schools and administration is happy with where scores are from an achievement standpoint. He noted that he wanted to share this information with the Board as it is good high-level data reference for the Board to have to see how our schools are doing compared to other comparable schools.

7. **ADJOURN TO CLOSED SESSION PER WISCONSIN STATE STATUTES SECTION 19.85(1)(e)** *(Action with roll call vote)* – (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.

   Moved by Ms. Hibl, seconded by Ms. Wittstock to adjourn to Closed Session at 6:41 p.m. A roll call vote was taken and the motion carried unanimously. (Tasche, Hibl, Madden, Robbins, Boehmer, Ruiz-Harrison, Wittstock)

8. Moved by Ms. Hibl, seconded by Ms. Tasche to reconvene to Open Session at 7:02 p.m. All ayes. Motion carried unanimously.

9. Moved by Ms. Boehmer, seconded by Ms. Tasche to adjourn at 7:03 p.m. All ayes. Motion carried unanimously.