SHEBOYGAN AREA SCHOOL DISTRICT

BOARD OF EDUCATION
SHEBOYGAN AREA SCHOOL DISTRICT
Sheboygan, Wisconsin

REGULAR MEETING AGENDA
Wednesday, October 28, 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, October 28, 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 September 23, 2026.

5:35 **VI.** **STUDENT REPRESENTATIVES** (Information)

Reports will be provided by:
North High School: Colton Jahnke **South High School:** Jennifer Gallego de Jesus

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**

15 min. **A. NORTH HIGH SCHOOL CONTINUOUS IMPROVEMENT UPDATE – Ms. Rachel Ledezma/Mr. Nicholas Collins/Ms. Alexandra Nugent Timofeeva/Ms. Jenna Worth** (Information/Discussion)

Administration will present North High School College and Career Readiness data and goals.

1 min. **B. RESOLUTION AWARDING THE SALE OF $9,500,000 GENERAL OBLIGATION PROMISSORY NOTES; AND RESCINDING THE RESOLUTION ESTABLISHING PARAMETERS FOR THE SALE OF NOT TO EXCEED $9,500,000 GENERAL OBLIGATION PROMISSORY NOTES (2026) ADOPTED ON NOVEMBER 11, 2025 – Mr. Mark Boehlke** (Discussion/Possible Action)

Administration recommends approval of the resolution establishing parameters for the sale of not to exceed $9,500,000 general obligation promissory notes.

1 min. **C. RESOLUTION ESTABLISHING PARAMETERS FOR THE SALE OF NOT TO EXCEED $9,000,000 GENERAL OBLIGATION PROMISSORY NOTES (2027) – Mr. Mark Boehlke** (Discussion/Possible Action)

Administration recommends approval of the resolution establishing parameters for the sale of not to exceed $9,000,000 general obligation promissory notes.

1 min. **D. INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 0100 – DEFINITIONS – Dr. Jacob Konrath** (Discussion/Possible Action)

Administration recommends the introduction (first reading) of the following revised policy:
• Policy 0100 – Bylaws; Definitions

1 min. **E. INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 0142.7 – ORIENTATION – Dr. Jacob Konrath** (Discussion/Possible Action)

Administration recommends the introduction (first reading) of the following revised policy:
• Policy 0142.7 – Bylaws; Orientation

1 min. **F. INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 1210 – BOARD - DISTRICT ADMINISTRATOR RELATIONSHIP – Dr. Jacob Konrath** (Discussion/Possible Action)

Administration recommends the introduction (first reading) of the following revised policy:
• Policy 1210 – Administration; Board - District Administrator Relationship

1 min. **G. INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 1230.01 – DEVELOPMENT OF ADMINISTRATIVE GUIDELINES – Dr. Jacob Konrath** (Discussion/Possible Action)

Administration recommends the introduction (first reading) of the following revised policy:
• Policy 1230.01 – Administration; Development of Administrative Guidelines

1 min. **H. INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 1240 – EVALUATION OF THE DISTRICT ADMINISTRATOR – Dr. Jacob Konrath** (Discussion/Possible Action)

Administration recommends the introduction (first reading) of the following revised policy:
• Policy 1240 – Administration; Evaluation of the District Administrator

1 min. **I. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 2131.01 – READING INSTRUCTIONAL GOALS AND KINDERGARTEN ASSESSMENT – Ms. Rachel Ledezma** (Discussion/Possible Action)

Administration recommends the adoption (second reading) of the following revised policy:
• Policy 2131.01 – Program; Reading Instructional Goals and Kindergarten Assessment

1 min. **J. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 2261.01 – PARENT AND FAMILY ENGAGEMENT IN TITLE I PROGRAMS – Ms. Rachel Ledezma** (Discussion/Possible Action)

Administration recommends the adoption (second reading) of the following revised policy:
• Policy 2261.01 – Program; Parent and Family Engagement in Title I Programs

1 min. **K. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 2431 – INTERSCHOLASTIC ATHLETICS – Ms. Rachel Ledezma** (Discussion/Possible Action)

Administration recommends the adoption (second reading) of the following revised policy:
• Policy 2431 – Program; Interscholastic Athletics

1 min. **L. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 5112 – ENTRANCE AGE – Ms. Rachel Ledezma** (Discussion/Possible Action)

Administration recommends the adoption (second reading) of the following revised policy:
• Policy 5112 – Students; Entrance Age

1 min. **M. ADOPTION (SECOND READING) OF NEW BOARD OF EDUCATION POLICY 5135 – STUDENT IDENTIFICATION NUMBERS AND CARDS – Ms. Rachel Ledezma** (Discussion/Possible Action)

Administration recommends the adoption (second reading) of the following new policy:
• Policy 5135 – Students; Student Identification Numbers and Cards

1 min. **N. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 5411 – THIRD GRADE PROMOTION AND RETENTION: AT-RISK STUDENTS – Ms. Rachel Ledezma** (Discussion/Possible Action)

Administration recommends the adoption (second reading) of the following revised policy:
• Policy 5411 – Students; Third Grade Promotion and Retention: At-Risk Students

1 min. **O. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 5515 – STUDENT USE AND PARKING OF MOTOR VEHICLES – Ms. Rachel Ledezma** (Discussion/Possible Action)

Administration recommends the adoption (second reading) of the following revised policy:
• Policy 5515 – Students; Student Use and Parking of Motor Vehicles

1 min. **P. ADOPTION (SECOND READING) TO DELETE BOARD OF EDUCATION POLICY 5895 – STUDENT EMPLOYMENT– Ms. Rachel Ledezma** (Discussion/Possible Action)

Administration recommends the adoption (second reading) to delete the following policy:
• Policy 5895 – Students; Student Employment

1 min. **Q. ADOPTION (SECOND READING) OF REVISED BOARD OF EDUCATION POLICY 6320 - PURCHASING – Mr. Mark Boehlke** (Discussion/Possible Action)

Administration recommends the adoption (second reading) of the following revised policy:
• Policy 6320 – Finances; Purchasing

1 min. **R. ADOPTION (SECOND READING) OF REVISED/REPLACEMENT BOARD OF EDUCATION POLICY 7540.08 – ARTIFICIAL INTELLIGENCE – Ms. Rachel Ledezma** (Discussion/Possible Action)

Administration recommends the adoption (second reading) of the following revised/replacement policy:
• Policy 7540.08 – Property; Artificial Intelligence

6:00 p.m.

S. PUBLIC HEARING ON THE PROPOSED 2026-2027 BUDGET – Mr. Mark Boehlke (Information)
1. Presentation of the proposed budget for 2026-2027 will be given.
2. Public hearing and input for the 2026-2027 budget.

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5 min. **T. ADOPTION OF THE 2026-2027 ORIGINAL BUDGET AND CERTIFICATION OF TAX LEVY – Mr. Mark Boehlke** (Discussion/Action)

Administration recommends adoption of the 2026-2027 original budget in the amount of $268,829,411.48 and certification of the property tax levy in the amount of $43,182,678.00.

X. REPORT OF COMMITTEES

A. CURRICULUM AND INSTRUCTION COMMITTEE – Ms. Kay Robbins, Chair
1. Diploma (Information/Action)
2. Summer School Report (Information/Discussion)
3. SASD Safety Plan (Discussion/Possible Action)

B. HUMAN RESOURCES COMMITTEE – Ms. Leah Hibl, Chair
1. Appointments (Confirming Action)
2. Separations (Information)
3. Retirements (Action)
4. Introduction (First Reading) of Revised Board of Education Policy 4140 – Termination and Resignation (Discussion/Possible Action)

C. FACILITIES/RECREATION/THEATRE COMMITTEE – Mr. Peter Madden, Chair
1. Early Learning Center KidStop & 4K Turtle Tot Wraparound Program Update (Information)
2. Sheboygan Theatre Company Financial Report (Information)
3. Community Recreation Department Financial Report (Information)
4. Facility Permit Report (Information)

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

E. SPECIAL BOARD COMMITTEES/ASSIGNMENTS
1. Legislative Roundtable – Dr. Konrath (Information)
   • Information from the October 19, 2026 meeting will be shared.
2. Sheboygan Public Education Foundation – Ms. Denise Wittstock (Information)
   • Information from the October 7, 2026 meeting will be shared.
3. Human Growth and Development Citizens' Advisory Committee – Ms. Allie Tasche (Information)
   • Information from the September 14, 2026 meeting will be shared.

XI. FUTURE MEETING DATES (Information/Possible Action)
Wednesday, November 11, 2026 – Committee meetings at 5:30 p.m.
Wednesday, November 25, 2026 – Regular Board of Education meeting at 5:30 p.m.

XII. ADJOURN (Action)



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

JK/sas

Please note that the special needs of individuals with disabilities, who wish to attend the meeting will be accommodated through appropriate aids and services. For additional information, or to request assistance, please contact Assistant Superintendent Mark Boehlke, at the Department of Business and Operational Services, 3330 Stahl Road, Sheboygan, WI 53081, phone: 920-459-3955.

Community Input Guidelines
At
Board of Education Meetings

Welcome to this meeting of the Sheboygan Area School District Board of Education. We are pleased that you are interested in educational issues. We are interested in your comments and concerns about the school district. There will be a part of this meeting for community input (please refer to the agenda). Individuals who live or work within the Sheboygan Area School District may address the Board. Others may address the Board at the discretion of the Board president.

In order for the meeting to flow smoothly, we would appreciate that the following guidelines be followed by anyone wishing to address the Board of Education this evening.

1. Please limit comments or suggestions to three minutes or less because we do have a full agenda to follow.

2. Comments and suggestions on the school district are welcome. Personal criticism of members of the Board of Education or employees of the school district is out of order.

3. If you are a resident within the Sheboygan Area School District or work within the Sheboygan community and would like to be recognized, **please raise your hand**. After being recognized, **please stand, and clearly state and spell your name and address for the record. Also, for the record, please sign your name and address on the clipboard after you have spoken.**

The Board normally receives citizen input and does not respond or debate. If there is a need for an answer or a response to a concern or issue, the Superintendent or one of the administrative staff members will get back to you within the next week.

Thank you for your assistance.

DRAFT

BOARD OF EDUCATION
SHEBOYGAN AREA SCHOOL DISTRICT
Sheboygan, Wisconsin
REGULAR MEETING MINUTES
Wednesday, September 23, 2026

The regular meeting of the Board of Education of the Sheboygan Area School District was held on Wednesday, the 23rd day of September, 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 Mr. Madden seconded by Ms. Tasche 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, Ms. Sarah Ruiz-Harrison, Ms. Heidi Boehmer, and Ms. Allie Tasche.

APPROVAL OF MINUTES

Moved by Mr. Madden seconded by Ms. Wittstock to approve the Regular Board of Education meeting minutes of August 25, 2026 and the closed session meeting minutes of September 9, 2026. All ayes. Motion carried unanimously.

DIPLOMAS

Administration awarded a high school diploma to Sebastian Hall, class of 2027.

COMMUNITY INPUT

There was no community input.

SUPERINTENDENT'S REPORT

Dr. Konrath reported that WASB fall regional meeting and workshop is scheduled for Tuesday, October 20 at the Altona Supperclub. The house construction groundbreaking took place on September 8 – he thanked Ted Schermetzler for all his work on this for the past 11 years. Congratulations to Mackenzie Villarreal for being the first student accepted into the University of Wisconsin – Green Bay's Bachelor of Science in nursing program while still a high school student.

MISCELLANEOUS

A. Farnsworth and Urban Middle Schools Referendum Update

Administration shared an overview of the information in the presentation.

B. Social Media Class Action Lawsuit

Administration shared an overview of the information in the documents provided. Moved by Ms. Wittstock seconded by Ms. Hibl to approve the administration to move forward with a 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. All ayes. Motion carried unanimously.

C. Strategic (Long-Range) Plan Quarterly Review

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

D. Board Appointed Committees

Moved by Ms. Robbins seconded by Ms. Boehmer to approve the membership for all school board appointed committees for the 2026-2027 school year. All ayes. Motion carried unanimously.

REPORT OF COMMITTEES

A. CURRICULUM & INSTRUCTION COMMITTEE

1. Diplomas

   From the committee meeting:
   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

   Moved by Ms. Boehmer seconded by Ms. Donohue to accept the Curriculum and Instruction Committee 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.

   From the committee meeting:
   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

   From the committee meeting:
   Administration provided an overview of the information in the presentation.

4. SASD Crisis Manual – Ms. Rachel Ledezma

   Ms. Ledezma gave an update that this was tabled at the September 9 committee meeting and work is being done to revise it so it can come back to the October committee meeting.

   From the committee meeting:
   No action was taken.

Ms. Robbins noted she would like one motion for agenda items #5, #6, #7, #8, #9, #10, #11, #12, and #13 and asked if the committee had questions on any of the policies and there were none.

Moved by Ms. Robbins seconded by Ms. Donohue to accept the Curriculum and Instruction Committee recommendation to approve agenda items #5 through #13. All ayes. Motion carried unanimously.

5. Introduction (First Reading) of Revised Board of Education Policy 2131.01 – Reading Instructional Goals and Kindergarten Assessment
6. Introduction (First Reading) of Revised Board of Education Policy 2261.01 – Parent and Family Engagement In Title I Programs
7. Introduction (First Reading) of Revised Board of Education Policy 2431 – Interscholastic Athletics
8. Introduction (First Reading) of Revised Board of Education Policy 5112 – Entrance Age
9. Introduction (First Reading) of New Board of Education Policy 5135 – Student Identification Numbers and Cards

10. Introduction (First Reading) of Revised Board of Education Policy 5411 – Third Grade Promotion and Retention: At-Risk Students
11. Introduction (First Reading) of Revised Board of Education Policy 5515 – Student Use and Parking of Motor Vehicles
12. Introduction (First Reading) To Delete Board of Education Policy 5895 – Student Employment

    From the committee meeting:
    Moved by Mr. Madden, seconded by Ms. Tasche to approve the introduction (first reading) to delete Board of Education Policy 5895 – Students; Student Employment. All ayes. Motion carried unanimously.

13. Introduction (First Reading) of Revised/Replacement Board of Education Policy 7540.08 – Artificial Intelligence

    From the committee meeting:
    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. All ayes. Motion carried unanimously.

B. HUMAN RESOURCES COMMITTEE

1. Appointments

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

From the committee meeting:
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

From the committee meeting:
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

C. FACILITIES/RECREATION/THEATRE COMMITTEE

1. 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.

2. Community Recreation Department Financial Report

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

3. 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. Statement of Cash Flow

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

3. Revenues & Expenditures Reports

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

4. Budget Revisions & Transfers of Appropriations

From the committee meeting:
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

Moved by Ms. Ruiz-Harrison seconded by Ms. Tasche to accept the Finance and Budget Committee recommendation to approve the introduction (first reading) of revised Policy 6320 – Finances; Purchasing. All ayes. Motion carried unanimously.

From the committee meeting:
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

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

Gift	Donor	Building/Program	Amount
For Information			
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

E. COMMITTEE OF THE WHOLE

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.

F. SPECIAL BOARD COMMITTEES/ASSIGNMENTS

1. Legislative Roundtable – Dr. Konrath shared information from the September 21, 2026 meeting.
2. Sheboygan Public Education Foundation – Ms. Wittstock shard information from the September 9, 2026 meeting.

COMMUNICATIONS

Communications were received.

FUTURE MEETING DATES

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

ADJOURN

Moved by Ms. Donohue seconded by Ms. Tasche to adjourn at 6:35 pm. All ayes. Motion carried unanimously.

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

Sheboygan North High School

SHEBOYGAN AREA
SCHOOL DISTRICT

Annual Goal Planning

Board of Education Presentation - Wednesday, October 28, 2026

Utilizing Continuous Improvement to Measure Success

Strategic Priorities

Defines success over time (long term)

SASD Ownership & Alignment System

Annual & aligned to strategic plan
(contains goals, annual measures, leading measures and strategies)

Accountability

Annual & aligned to SASD College and Career Readiness (CCR) Report Card
(contains goals, measures and strategies)

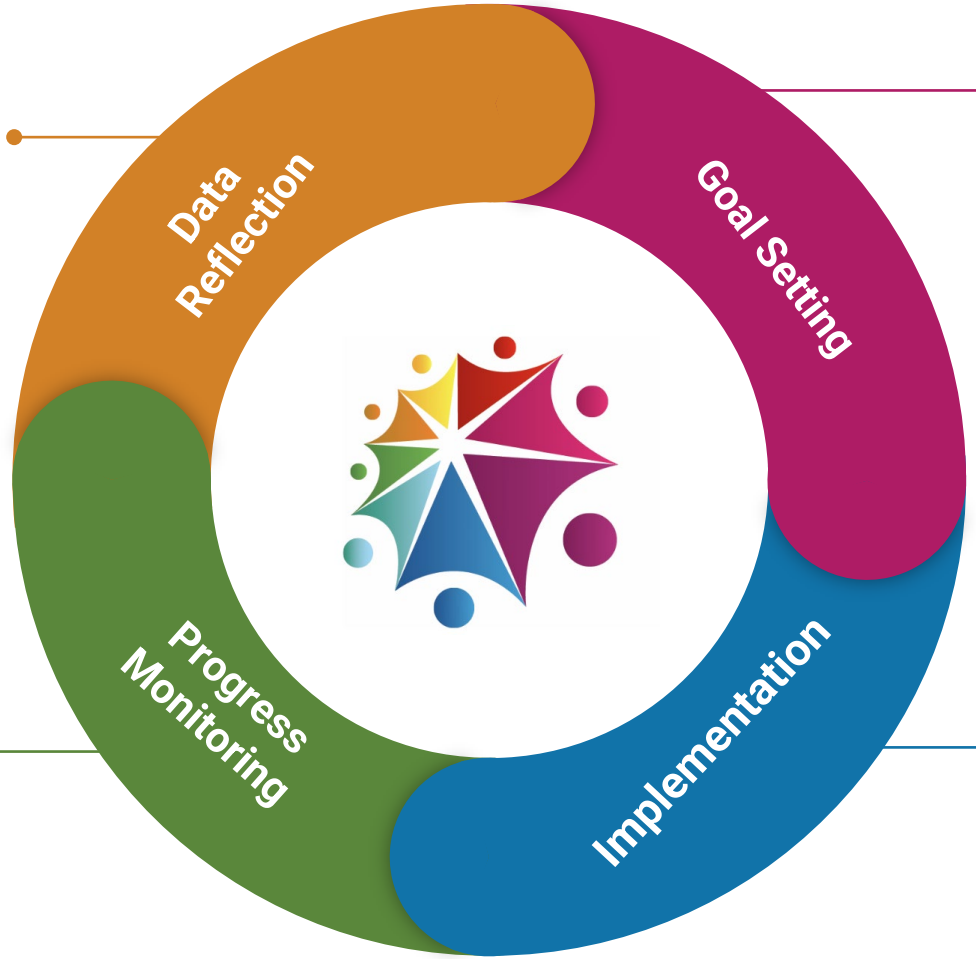
Continuous Improvement Cycle

Data Reflection

- Review of district and school data

Goal Setting

- Long range plan and building goals



Progress Monitoring

- Monthly/Quarterly updates and continuous review of data

Implementation

- Communication of objectives and strategies to stakeholders

Data Qualifiers

Data Pull Timeline:

- **All data will be pulled annually from Skyward, the district Student Information System, on the last day of the school year**
- **Grade level cohorts will be static based upon graduation and enrollment status on the last day of the school year**

Reporting Timeline:

- **Annual presentations to the Board of Education will take place in Fall unless otherwise approved by the Board**

Subsets of Data:

- **Data will be pulled for all students and for three subsets of student cohorts:**
  - **Work/Military (job training program, employment, military, no response, other, seek employment, undecided)**
  - **2-Year College (vocational, technical college)**
  - **4-Year College (four-year college, university)**

Measurement Tool:

- **The College and Career Readiness report card is adapted from the National College and Career Readiness Indicators**

National College and Career Readiness Indicators (CCR)

Students are Career Ready if they have identified a career interest and meet two of the behavioral and experiential benchmarks listed below. In addition, students entering the military upon graduation must meet the passing scores on the Armed Services Vocational Aptitude Battery (ASVAB) for each branch of the military:

Career Ready Indicators-

- **90% Attendance**
- **25 Hours of Community Service**
- **Workplace Learning Experience**
- **Industry Credential**
- **Dual Credit Career Pathway Course**
- **Two or More Organized Co-Curricular Activities**

National College and Career Readiness Indicators (CCR)

Students are College Ready if they meet either the academic indicators AND/OR standardized testing benchmarks listed below:

College Ready Indicators-

- **GPA 2.8 out of 4.0 and one or more of the following academic indicators:**
  - **Advanced Standing or CAPP Course (A, B, or C)**
  - **Dual Credit College Course**
  - **Advanced Algebra 2 (A, B, or C)**

and/or:

- **4-Year College ACT Benchmarks - English (18), Reading (22), Science (23), Math (22)**
- **2-Year College ACT Benchmarks - English (18), Reading (18), Science (18), Math (18)**

WI DPI School Report Card

What are the School and District Report Cards?

As part of the state accountability system, the Department of Public Instruction (DPI) produces report cards for every publicly funded school and district in Wisconsin. These report cards include data on multiple indicators for multiple years across four Priority Areas (Achievement, Growth, Target Group Outcomes, and On-track to Graduation). In addition, the report cards provide course and program participation information for grades 9-12 for public schools and districts. A school or district's overall accountability score places the school/district into one of five overall accountability ratings:

Accountability Rating Category	*Accountability Score Range*	
	Minimum	*Maximum*
Significantly Exceeds Expectations – ★★★★★	83	100
Exceeds Expectations – ★★★★☆	70	82.9
Meets Expectations – ★★★☆☆	58	69.9
Meets Few Expectations – ★★☆☆☆	48	57.9
Fails to Meet Expectations – ★☆☆☆☆	0	47.9

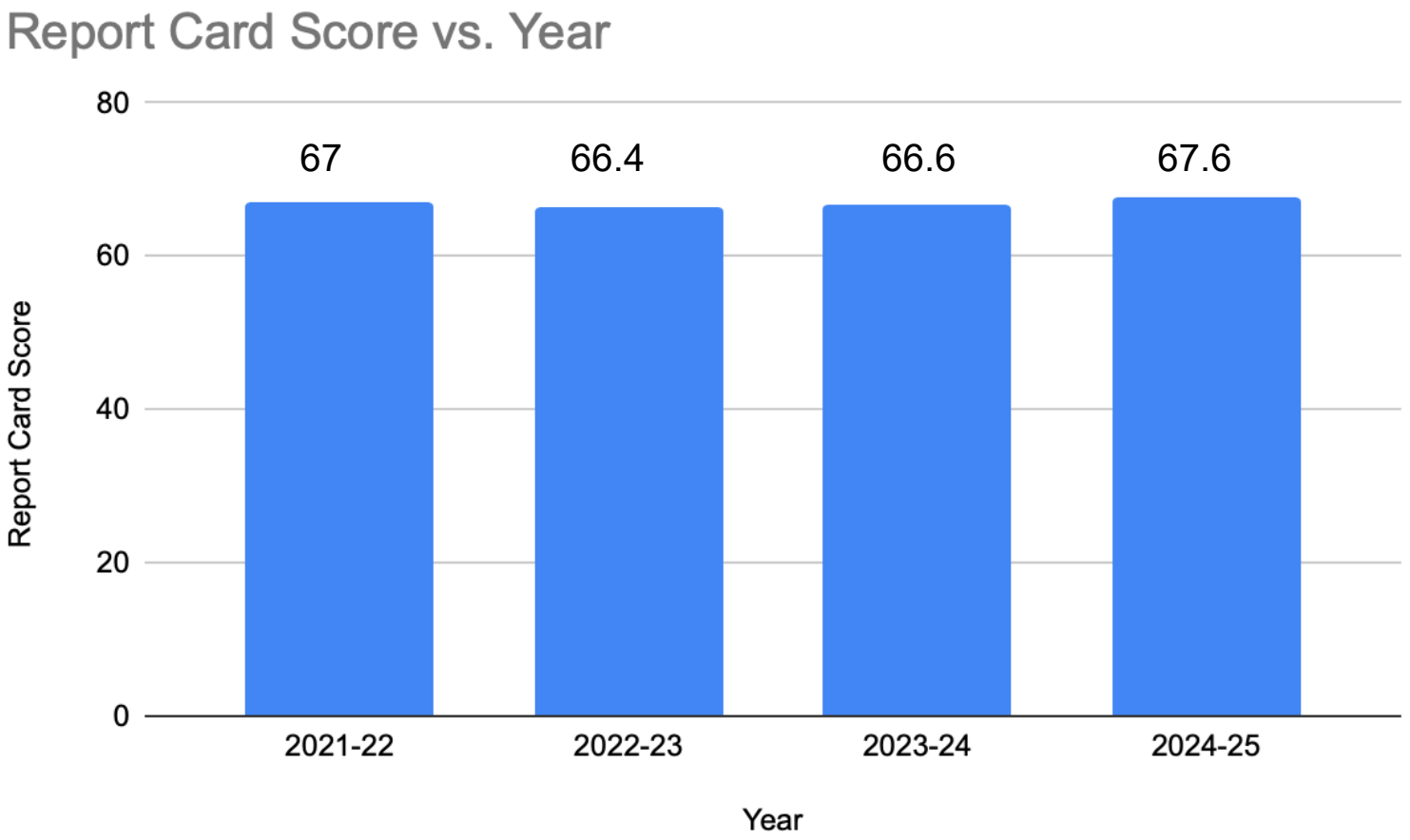
Latest WI DPI School Report Card
(based on 2024-25 data)

Overall Score:

67.6 (⬆ 1.2)

Scoring Areas:

- **Achievement**
  51.0 (⬆ 1.1)
- **Growth**
  69.8 (⬇ 0.9)
- **Target Group Outcomes**
  55.5 (⬆ 5.2)
- **On-Track to Graduation**
  84.6 (⬆ 0.8)



Points of Pride

Click Here for Sheboygan North 25-26 School Profile

CCR Data - All Students

College and Career Readiness Accountability Measures	% of Students Achieving				
School Year	2023	2024	2025	3 Yr Avg	2026
Career Ready (2 Indicators)	**75.1%**	**81.8%**	**86.5%**	**81.1%**	**82.5%**
90% Attendance	75.7%	78.0%	82.9%	78.9%	78.3%
25 Hours of Community Service	11.1%	16.4%	22.6%	16.7%	18.8%
Workplace Learning Experience	29.0%	40.5%	35.8%	35.1%	37.5%
Industry Credential	9.9%	11.8%	10.4%	10.7%	10.0%
Dual Credit Career Pathway Course	73.4%	75.1%	81.8%	76.8%	76.5%
Two or More Organized Co-Curricular Activities	49.7%	58.2%	64.2%	57.4%	62.8%
College Ready (GPA 2.8+ and 1 additional indicator)	**48.8%**	**56.3%**	**61.0%**	**55.4%**	**53.8%**
GPA 2.8+	58.1%	61.7%	65.7%	61.8%	60.3%
Advanced Standing, CAPP, AP Course (Grade "C" or better)	66.2%	66.5%	68.6%	67.1%	67.5%
Dual Credit College Course	28.1%	39.4%	54.8%	40.8%	57.0%
Advanced Algebra	32.9%	42.1%	39.5%	38.2%	37.5%
4-Year ACT Benchmarks (English 18; Reading 22; Science 23; Math 22)	14.1%	17.4%	17.1%	16.2%	14.0%
2-Year ACT Benchmarks (English 18; Reading 18; Science 18; Math 18)	6.9%	6.2%	7.5%	6.9%	4.8%
Total Students	334	373	385		400

Data pulled on the last day of the school year of corresponding year

CCR Data - Workforce/Military

College and Career Readiness Accountability Measures	% of Students Achieving				
School Year	2023	2024	2025	3 Yr Avg	2026
Career Ready (2 Indicators)	**58.2%**	**57.4%**	**68.8%**	**61.5%**	**65.0%**
90% Attendance	66.5%	59.6%	72.3%	66.1%	66.9%
25 Hours of Community Service	2.4%	2.1%	2.8%	2.4%	2.5%
Workplace Learning Experience	30.6%	41.1%	39.7%	37.1%	43.3%
Industry Credential	4.7%	6.4%	3.5%	4.9%	3.2%
Dual Credit Career Pathway Course	55.3%	44.0%	58.2%	52.5%	56.1%
Two or More Organized Co-Curricular Activities	30.6%	23.4%	36.9%	30.3%	35.0%
College Ready (GPA 2.8+ and 1 additional indicator)	**27.1%**	**19.1%**	**30.5%**	**25.6%**	**21.7%**
GPA 2.8+	43.5%	34.0%	46.1%	41.2%	36.9%
Advanced Standing, CAPP, AP Course (Grade "C" or better)	46.5%	29.8%	38.3%	38.2%	44.6%
Dual Credit College Course	21.2%	22.7%	37.6%	27.2%	33.1%
Advanced Algebra	14.1%	9.9%	12.1%	12.0%	8.3%
2-Year ACT Benchmarks (English 18; Reading 18; Science 18; Math 18)	11.2%	9.9%	12.8%	11.3%	7.0%
Total Students	99	141	141		157

Data pulled on the last day of the school year of corresponding year.

CCR Data - Declare 2-Year College

College and Career Readiness Accountability Measures	% of Students Achieving				
School Year	2023	2024	2025	3 Yr Avg	2026
Career Ready (2 Indicators)	**91.7%**	**97.8%**	**90.40%**	**93.3%**	**89.8%**
90% Attendance	83.3%	80.0%	86.5%	83.3%	79.6%
25 Hours of Community Service	4.2%	2.2%	15.4%	7.3%	16.3%
Workplace Learning Experience	50.0%	57.8%	42.3%	50.0%	34.7%
Industry Credential	8.3%	11.1%	21.2%	13.5%	14.3%
Dual Credit Career Pathway Course	83.3%	88.9%	86.5%	86.2%	85.7%
Two or More Organized Co-Curricular Activities	33.3%	62.2%	44.2%	46.6%	53.1%
College Ready (GPA 2.8+ and 1 additional indicator)	**50.0%**	**66.7%**	**53.8%**	**56.8%**	**55.1%**
GPA 2.8+	41.7%	64.4%	48.1%	51.4%	55.1%
Advanced Standing, CAPP, AP Course (Grade "C" or better)	75.0%	75.6%	63.5%	71.4%	61.2%
Dual Credit College Course	37.5%	46.5%	65.4%	49.8%	69.4%
Advanced Algebra	16.7%	28.9%	21.2%	22.3%	20.4%
2-Year ACT Benchmarks (English 18; Reading 18; Science 18; Math 18)	16.7%	20.0%	21.2%	19.3%	16.3%
Total Students	24	45	52		49

Data pulled on the last day of the school year of corresponding year.

CCR Data - Declare 4-Year College

College and Career Readiness Accountability Measures	% of Students Achieving				
School Year	2023	2024	2025	3 Yr Avg	2026
Career Ready (2 Indicators)	**92.8%**	**96.3%**	**98.4%**	**95.8%**	**94.8%**
90% Attendance	85.6%	91.4%	89.6%	88.9%	87.1%
25 Hours of Community Service	23.0%	30.5%	39.1%	30.9%	32.5%
Workplace Learning Experience	23.7%	35.8%	31.3%	30.3%	33.5%
Industry Credential	7.9%	16.0%	12.5%	12.1%	14.4%
Dual Credit Career Pathway Course	93.5%	95.2%	97.9%	95.5%	90.7%
Two or More Organized Co-Curricular Activities	76.3%	83.4%	89.6%	83.1%	87.6%
College Ready (GPA 2.8+ and 1 additional indicator)	**75.5%**	**81.8%**	**85.4%**	**80.9%**	**79.4%**
GPA 2.8+	79.1%	81.8%	84.9%	81.9%	80.4%
Advanced Standing, CAPP, AP Course (Grade "C" or better)	88.5%	92.0%	92.2%	90.9%	87.6%
Dual Credit College Course	35.3%	50.3%	64.6%	50.1%	73.2%
Advanced Algebra	59.0%	69.5%	64.6%	64.4%	65.5%
4-Year ACT Benchmarks (English 18; Reading 22; Science 23; Math 22)	33.8%	34.8%	34.4%	34.3%	28.9%
Total Students	139	187	192		194

Data pulled on the last day of the school year of corresponding year.

Reflection - Goal 1: Career Ready

Goal #	Goal	Outcome Measures	Evidence	Status
1	**By June, the Class of 2026, will show 2.0% growth in overall career readiness compared to the Class of 2025, as measured by having attained at least two career ready indicators.** Three year average: 81.13% to 83.13%	• TWO of the following: ○ 90% Attendance ○ Workplace Learning Experience ○ Industry Credentials ○ Dual credit Career Pathway Course ○ Two or more organized co-curricular activities	• Skyward Custom Report • 82.5%, we are 0.5 percentage points below our goal Three year average: met goal	

Goal Reflection and Rationale:

- No matter what students plan for themselves after high school, at some point, all students must be at minimum, workforce ready, to support themselves and their community
- Students in class of 2025 met the goal and exceeded expectations

New Goal 1: Career Ready

Goal #	Goal	Outcome Measures	Evidence	Status
1	**By June, the Class of 2027, will meet or exceed the 3 year average Career Readiness percentage of 83.6%, as measured by having attained at least two career ready indicators.**	• TWO of the following: ○ 90% Attendance ○ Workplace Learning Experience ○ Industry Credentials ○ Dual credit Career Pathway Course ○ Two or more organized co-curricular activities	• Skyward Custom Report	

Action Plan:

- Implementing additional volunteer opportunities during the school day. Volunteer Fair, two school volunteer days (Fall and Spring) and a service club developed for opportunities throughout year.
- Provide recognition at graduation to Seniors for meeting Career Readiness Benchmarks
- Expand Work Internship opportunities by strengthening community connections with employers

Reflection - Goal 2: College Ready

Goal #	Goal	Outcome Measures	Evidence	Status
2	**By June, the Class of 2026, will show 2.0% growth in overall college readiness (minimum 2 year), compared to the Class of 2025 as measured by having attained a 2.8 GPA and at least one other college readiness indicator.** Three year average:55.4% to 57.4%	● GPA 2.8+ and one additional ○ Advanced standing, CAPP, AP grade C or better ○ Dual credit college course ○ Advanced Algebra ○ 4 year ACT bench (English 18, Reading 22, Science 23, Math 22) ○ 2 year ACT Bench (English 18, Reading 18, Science 18, Math 18)	● Custom Skyward Report ● 53.8% Three year average: slightly lower	

Goal Reflection:

- Being at least 2 year college ready allows students to have more open doors than closed doors after receiving a North diploma

New Goal 2: College Ready

Goal #	Goal	Outcome Measures	Evidence	Status
2	**By June, the Class of 2027, will meet or exceed overall college readiness of (minimum 2 year), 57.0% as measured by having attained a 2.8 GPA and at least one other college readiness indicator.**	● GPA 2.8+ and one additional ○ Advanced standing, CAPP, AP grade C or better ○ Dual credit college course ○ Advanced Algebra ○ 4 year ACT bench (English 18, Reading 22, Science 23, Math 22) ○ 2 year ACT Bench (English 18, Reading 18, Science 18, Math 18)	● Skyward custom report	

Action Plan:

- Dedicate Homeroom time for ACT prep
- Track trends and skills rather than isolated questions (ACT)
- Intentional and prescriptive Interventions (Raider Time): assign students based on data
- Provide graduation recognition to Seniors for meeting College Readiness Benchmarks

Reflection - Goal 3: Attendance

Goal #	Goal	Outcome Measures	Evidence	Status
3	**By June, 2026, North High School will show 2% growth in overall students that attend 90% of school days or better, compared to the 2024-25 school year.** Three-year average 78.0% to 80.0%	• 90.0% attendance	• Attendance Rate - **78.0%** Three-year average: met goal	

Goal Reflection:

- Students did not meet one year goal but met three year average goal
- School engagement and academic success is directly correlated to consistent attendance.
- Fostering an environment where all students feel supported will continue to contribute to this attendance outcome

New Goal 3: Attendance

Goal #	Goal	Outcome Measures	Evidence	Status
3	**By June, 2027, North High School will show meet or exceed the three-year average (79.7%) overall rate of students that attend 90% of school days or better.**	• 90% attendance	• Skyward report	

Action Plan:

- Weekly attendance meetings with student service team to review at risk population who are not attending school 90% of the time and identify action plan
- Update: New system, iTeam involvement, tardy system (earlier intervention)
- Updated attendance letters sent home at 3, 5, and 10 days of unexcused absences with interventions from teachers and counselors. Attendance meetings held with grade level administrator and parent at 10 days of unexcused absences.
- Student Voice- student council leadership reps (new this year!)

Points of Strength for Class of 2026

- **Workplace learning experiences for students increased by 2.0-4.0% across student groups**
- **Completion of Dual Credit career pathway courses for all students increased by 2.0-8.0% across student groups**
- **Participation in 2 or more activities increased by 1.0-9.0% across student groups**
- **Students College Ready increased by 1.3% across student groups**
- **Students earning 2.8 GPA or higher in 2yr College group increased by 7.0%**
- **Community Service hours for 2yr College group increased by 1.0%**


NORTH
Thank you.
Questions ?
SHEBOYGAN
NORTH
Tom Desotell
COURT



SHEBOYGAN NORTH HIGH SCHOOL

2025-2026 SCHOOL PROFILE



PRINCIPAL'S MESSAGE

We are proud of our strong community partnerships. Our mayor and local government seek input from our students to help build a better community. Community members use our building for cultural events, youth programs, recreation, and adult learning. Last year, $1 million plus in scholarships was given to our seniors, much of it generated locally. Local manufacturers, businesses, and corporations donate products and equipment for courses, lend expertise, and sponsor many clubs such as Red Raider Robotics, Science Olympiad, sailing, bowling, and more. Similarly, our local higher education institutions provide our students with college experiences while in high school. Providing college courses at a fraction of the cost and investing in professional development for staff are some things to name a few.

SCHOOL CULTURE & CLIMATE

At North High School, students, parents, staff, and community members work together to provide equal opportunities for learners to attain their highest level of academic achievement, personal growth, and intellectual development in a safe and caring environment. A variety of technology is available and utilized to engage, enhance, and promote student learning. Chromebooks are issued to each student. North remains committed to providing a myriad of rigorous learning opportunities through a variety of modes including independent study, project based learning, field experiences, and community service learning. North has a wonderfully dynamic, energetic, and diverse student body while the staff is involved and committed to student growth and achievement.

INSTRUCTIONAL SETTING

- 1,482 students, grades 9-12
- 1:1 Chromebooks for all students
- 27,050 print resources & thousands of electronic resources in LMC
- 75 Honors & CAPP courses offered
- 30 minutes per week SEL & ACP check-ups during Homeroom
- 90 minutes per week intensive academic support during Raider Time



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SHEBOYGAN NORTH HIGH SCHOOL
2025-2026 SCHOOL PROFILE



2025-2026 SCHOOL PROFILE

The 2025-26 school year brought many opportunities for North High School students. Large group activities consisted of all-school pep rallies, class meetings, and enrichment assemblies. Students take part in a biannual Career Expo, which showcases 50+ local employers. This compliments our increase in overall scores for students being college and career ready. We also collaborate with service organizations to provide two different volunteer day opportunities. Students and staff wrapped up the school year with the Raider Nation Family Vacation. This day celebrates positive behavior, strong attendance, and academic success. After a morning of classes, the event provided food, games, activities, and give-aways of items donated by the community or school organizations.

FAMILY CONNECTIONS

- 8th Grade Open House
- Freshmen & New Student
- Family Informational Evening
- Raider Parent Association & Booster Clubs
- Skylert Messaging & New Website options
- Student Services Monthly Newsletter
- Google Classroom & NHS Facebook updates
- Family Academic Career Planning Meetings
- Senior Post Graduation Conferences



CO-CURRICULARS

- **700**+ participates in **25** sports
- **1,400**+ participates in **45** clubs and activities
- **4,000**+ documented community service hours by students
- Host All District strings festival and events each year

ACCOMPLISHMENTS

- **$430,000** sale of house constructed by 15+ NHS students
- **8** Students completed the multi-linguistic program
- **4** Innovator Fellows who developed community projects
- **135** AP exams with **81%** earning a 3 or higher
- Lakeland Math Meet 1st Place & Top Score



CLASS OF 2026 CAREER READY



CLASS OF 2026 COLLEGE READY

TEACHER SPOTLIGHT

- **2** Doctor
- **8** Kohl Educational Foundation Fellows
- **1** State Teacher of the Year

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RESOLUTION NO. _____

RESOLUTION AWARDING THE SALE OF $9,500,000 GENERAL OBLIGATION PROMISSORY NOTES; AND RESCINDING THE RESOLUTION ESTABLISHING PARAMETERS FOR THE SALE OF NOT TO EXCEED $9,500,000 GENERAL OBLIGATION PROMISSORY NOTES (2026) ADOPTED ON NOVEMBER 11, 2025

WHEREAS, on July 23, 2024, the School Board of the Sheboygan Area School District, Sheboygan and Manitowoc Counties, Wisconsin (the "District") adopted an initial resolution (the "Initial Resolution") authorizing the issuance of general obligation bonds in an amount not to exceed $121,000,000 for the public purpose of paying the cost of a school building and facility improvement project consisting of: construction of additions and renovations for new Farnsworth Middle School and Urban Middle School buildings at the current sites, and demolition of portions of the existing buildings; site, outdoor recreation space and traffic flow improvements; and acquisition of furnishings, fixtures and equipment (the "Project");

WHEREAS, on July 23, 2024, the School Board also adopted a resolution providing for a referendum election (the "Referendum") on the proposition of whether the Initial Resolution should be approved;

WHEREAS, the Referendum was held on November 5, 2024 in the District in which 19,812 votes were cast "YES" for approval and 10,493 votes were cast "NO" for rejection of the Initial Resolution;

WHEREAS, the Board of Canvassers duly reported the aforesaid results to the District Clerk who has made said results public;

WHEREAS, the School Board hereby finds and determines that the Project is within the District's power to undertake and therefore serves a "public purpose" as that term is defined in Section 67.04(1)(b), Wisconsin Statutes;

WHEREAS, school districts are authorized by the provisions of Section 67.12(12), Wisconsin Statutes, to borrow money and issue general obligation promissory notes for such public purposes;

WHEREAS, the provisions of Section 67.12(12)(e)2, Wisconsin Statutes, provide that if the purpose and amount of a borrowing have been approved by the electors, general obligation promissory notes may be issued without any additional approval by the electors;

WHEREAS, the District has issued $93,000,000 General Obligation Promissory Notes, dated December 30, 2024 to pay a portion of the cost of the Project authorized by the Initial Resolution and the Referendum;

DRAFT

WHEREAS, the District has issued $9,500,000 General Obligation Promissory Notes, dated December 15, 2025 to pay an additional portion of the cost of the Project authorized by the Initial Resolution and the Referendum;

WHEREAS, on November 11, 2025, the School Board of the District adopted a resolution entitled: "Resolution Establishing Parameters for the Sale of Not to Exceed $9,500,000 General Obligation Promissory Notes (2026)" (the "Parameters Resolution") which set forth parameters to issue the general obligation promissory notes to finance an additional portion of the cost of the Project;

WHEREAS, the School Board of the District hereby finds and determines that it is necessary, desirable and in the best interest of the District to rescind the Parameters Resolution and to instead award the sale of the general obligation promissory notes via a negotiated sale pursuant to this Resolution for the public purpose of paying the cost of an additional portion of the Project;

WHEREAS, the District also expects to establish parameters for the sale of not to exceed $9,000,000 General Obligation Promissory Notes, expected to be issued in 2027 to pay the remaining portion of the cost of the Project authorized by the Initial Resolution and the Referendum;

WHEREAS, the School Board now deems it necessary, desirable and in the best interest of the District to issue general obligation promissory notes (the "Notes") in the aggregate principal amount of not to exceed $9,500,000 to pay an additional portion of the cost of the Project authorized by the Initial Resolution and the Referendum;

WHEREAS, it is the finding of the School Board that it is necessary, desirable and in the best interest of the District to sell the Notes to Robert W. Baird & Co. Incorporated (the "Purchaser"), pursuant to the terms and conditions of its note purchase proposal attached hereto as Exhibit A and incorporated herein by this reference (the "Proposal").

NOW, THEREFORE, BE IT RESOLVED by the School Board of the District that:

Section 1. Award the Sale of the Notes. For the purpose of paying a portion of the cost of the Project, there shall be borrowed pursuant to Section 67.12(12), Wisconsin Statutes, the principal sum of NINE MILLION FIVE HUNDRED THOUSAND DOLLARS ($9,500,000) from the Purchaser in accordance with the terms and conditions of the Proposal. The Proposal is hereby accepted and the District President and District Clerk or other appropriate officers of the District are authorized and directed to execute an acceptance of the Proposal on behalf of the District. To evidence the obligation of the District, the District President and District Clerk are hereby authorized, empowered and directed to make, execute, issue and sell to the Purchaser for, on behalf of and in the name of the District, the general obligation promissory notes aggregating the principal amount of NINE MILLION FIVE HUNDRED THOUSAND DOLLARS ($9,500,000) for the sum set forth on the Proposal, plus accrued interest to the date of delivery.

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Section 2. Terms of the Notes. The Notes shall be designated "General Obligation Promissory Notes"; shall be issued in the aggregate principal amount of $9,500,000; shall be dated November 18, 2026; shall be in the denomination of $5,000 or any integral multiple thereof; shall be numbered R-1 and upward; and shall bear interest at the rates per annum and mature on March 1 of each year, in the years and principal amounts as set forth on the Pricing Summary attached hereto as Exhibit B-1 and incorporated herein by this reference. Interest shall be payable semi-annually on March 1 and September 1 of each year commencing on March 1, 2027. Interest shall be computed upon the basis of a 360-day year of twelve 30-day months and will be rounded pursuant to the rules of the Municipal Securities Rulemaking Board. The schedule of principal and interest payments due on the Notes is set forth on the Debt Service Schedule attached hereto as Exhibit B-2 and incorporated herein by this reference (the "Schedule").

Section 3. Redemption Provisions. The Notes maturing on March 1, 2031 shall be subject to redemption prior to maturity, at the option of the District, on March 1, 2030 or on any date thereafter. Said Notes shall be redeemable as a whole or in part, and if in part, by lot, at the principal amount thereof, plus accrued interest to the date of redemption.

[The Proposal specifies that [some of] the Notes shall be subject to mandatory redemption. The terms of such mandatory redemption are set forth on an attachment hereto as Exhibit MRP and incorporated herein by this reference. Upon the optional redemption of any of the Notes subject to mandatory redemption, the principal amount of such Notes so redeemed shall be credited against the mandatory redemption payments established in Exhibit MRP for such Notes in such manner as the District shall direct.]

Section 4. Form of the Notes. The Notes shall be issued in registered form and shall be executed and delivered in substantially the form attached hereto as Exhibit C and incorporated herein by this reference.

Section 5. Tax Provisions.

(A) Direct Annual Irrepealable Tax Levy. For the purpose of paying the principal of and interest on the Notes as the same becomes due, the full faith, credit and resources of the District are hereby irrevocably pledged, and there is hereby levied upon all of the taxable property of the District a direct annual irrepealable tax in the years 2026 through 2030 for the payments due in the years 2027 through 2031 in the amounts set forth on the Schedule.

(B) Tax Collection. So long as any part of the principal of or interest on the Notes remains unpaid, the District shall be and continue without power to repeal such levy or obstruct the collection of said tax until all such payments have been made or provided for. After the issuance of the Notes, said tax shall be, from year to year, carried onto the tax roll of the District and collected in addition to all other taxes and in the same manner and at the same time as other taxes of the District for said years are collected, except that the amount of tax carried onto the tax roll may be reduced in any year by the amount of any surplus money in the Debt Service Fund Account created below.

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(C) Additional Funds. If at any time there shall be on hand insufficient funds from the aforesaid tax levy to meet principal and/or interest payments on said Notes when due, the requisite amounts shall be paid from other funds of the District then available, which sums shall be replaced upon the collection of the taxes herein levied.

Section 6. Segregated Debt Service Fund Account.

(A) Creation and Deposits. There shall be and there hereby is established in the treasury of the District, if one has not already been created, a debt service fund, separate and distinct from every other fund, which shall be maintained in accordance with generally accepted accounting principles. Debt service or sinking funds established for obligations previously issued by the District may be considered as separate and distinct accounts within the debt service fund.

Within the debt service fund, there hereby is established a separate and distinct account designated as the "Debt Service Fund Account for General Obligation Promissory Notes, dated November 18, 2026" (the "Debt Service Fund Account") and such account shall be maintained until the indebtedness evidenced by the Notes is fully paid or otherwise extinguished. There shall be deposited into the Debt Service Fund Account (i) all accrued interest received by the District at the time of delivery of and payment for the Notes; (ii) any premium which may be received by the District above the par value of the Notes and accrued interest thereon; (iii) all money raised by the taxes herein levied and any amounts appropriated for the specific purpose of meeting principal of and interest on the Notes when due; (iv) such other sums as may be necessary at any time to pay principal of and interest on the Notes when due; (v) surplus monies in the Borrowed Money Fund as specified below; and (vi) such further deposits as may be required by Section 67.11, Wisconsin Statutes.

(B) Use and Investment. No money shall be withdrawn from the Debt Service Fund Account and appropriated for any purpose other than the payment of principal of and interest on the Notes until all such principal and interest has been paid in full and the Notes canceled; provided (i) the funds to provide for each payment of principal of and interest on the Notes prior to the scheduled receipt of taxes from the next succeeding tax collection may be invested in direct obligations of the United States of America maturing in time to make such payments when they are due or in other investments permitted by law; and (ii) any funds over and above the amount of such principal and interest payments on the Notes may be used to reduce the next succeeding tax levy, or may, at the option of the District, be invested by purchasing the Notes as permitted by and subject to Section 67.11(2)(a), Wisconsin Statutes, or in permitted municipal investments under the pertinent provisions of the Wisconsin Statutes ("Permitted Investments"), which investments shall continue to be a part of the Debt Service Fund Account. Any investment of the Debt Service Fund Account shall at all times conform with the provisions of the Internal Revenue Code of 1986, as amended (the "Code") and any applicable Treasury Regulations (the "Regulations").

(C) Remaining Monies. When all of the Notes have been paid in full and canceled, and all Permitted Investments disposed of, any money remaining in the Debt Service

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Fund Account shall be transferred and deposited in the general fund of the District, unless the School Board directs otherwise.

Section 7. Proceeds of the Notes; Segregated Borrowed Money Fund. The proceeds of the Notes (the "Note Proceeds") (other than any premium and accrued interest which must be paid at the time of the delivery of the Notes into the Debt Service Fund Account created above) shall be deposited into a special fund (the "Borrowed Money Fund") separate and distinct from all other funds of the District and disbursed solely for the purpose or purposes for which borrowed. Monies in the Borrowed Money Fund may be temporarily invested in Permitted Investments. Any monies, including any income from Permitted Investments, remaining in the Borrowed Money Fund after the purpose or purposes for which the Notes have been issued have been accomplished, and, at any time, any monies as are not needed and which obviously thereafter cannot be needed for such purpose(s) shall be deposited in the Debt Service Fund Account.

Section 8. No Arbitrage. All investments made pursuant to this Resolution shall be Permitted Investments, but no such investment shall be made in such a manner as would cause the Notes to be "arbitrage bonds" within the meaning of Section 148 of the Code or the Regulations and an officer of the District, charged with the responsibility for issuing the Notes, shall certify as to facts, estimates, circumstances and reasonable expectations in existence on the date of delivery of the Notes to the Purchaser which will permit the conclusion that the Notes are not "arbitrage bonds," within the meaning of the Code or Regulations.

Section 9. Compliance with Federal Tax Laws. (a) The District represents and covenants that the projects financed by the Notes and the ownership, management and use of the projects will not cause the Notes to be "private activity bonds" within the meaning of Section 141 of the Code. The District further covenants that it shall comply with the provisions of the Code to the extent necessary to maintain the tax-exempt status of the interest on the Notes including, if applicable, the rebate requirements of Section 148(f) of the Code. The District further covenants that it will not take any action, omit to take any action or permit the taking or omission of any action within its control (including, without limitation, making or permitting any use of the proceeds of the Notes) if taking, permitting or omitting to take such action would cause any of the Notes to be an arbitrage bond or a private activity bond within the meaning of the Code or would otherwise cause interest on the Notes to be included in the gross income of the recipients thereof for federal income tax purposes. The District Clerk or other officer of the District charged with the responsibility of issuing the Notes shall provide an appropriate certificate of the District certifying that the District can and covenanting that it will comply with the provisions of the Code and Regulations.

(b) The District also covenants to use its best efforts to meet the requirements and restrictions of any different or additional federal legislation which may be made applicable to the Notes provided that in meeting such requirements the District will do so only to the extent consistent with the proceedings authorizing the Notes and the laws of the State of Wisconsin and to the extent that there is a reasonable period of time in which to comply.

Section 10. Designation as Qualified Tax-Exempt Obligations. The Notes are hereby designated as "qualified tax-exempt obligations" for purposes of Section 265 of the Code,

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relating to the ability of financial institutions to deduct from income for federal income tax purposes, interest expense that is allocable to carrying and acquiring tax-exempt obligations.

Section 11. Execution of the Notes; Closing; Professional Services. The Notes shall be issued in printed form, executed on behalf of the District by the manual or facsimile signatures of the District President and District Clerk, authenticated, if required, by the Fiscal Agent (defined below), sealed with its official or corporate seal, if any, or a facsimile thereof, and delivered to the Purchaser upon payment to the District of the purchase price thereof, plus accrued interest to the date of delivery (the "Closing"). The facsimile signature of either of the officers executing the Notes may be imprinted on the Notes in lieu of the manual signature of the officer but, unless the District has contracted with a fiscal agent to authenticate the Notes, at least one of the signatures appearing on each Note shall be a manual signature. In the event that either of the officers whose signatures appear on the Notes shall cease to be such officers before the Closing, such signatures shall, nevertheless, be valid and sufficient for all purposes to the same extent as if they had remained in office until the Closing. The aforesaid officers are hereby authorized and directed to do all acts and execute and deliver the Notes and all such documents, certificates and acknowledgements as may be necessary and convenient to effectuate the Closing. The District hereby authorizes the officers and agents of the District to enter into, on its behalf, agreements and contracts in conjunction with the Notes, including but not limited to agreements and contracts for legal, trust, fiscal agency, disclosure and continuing disclosure, and rebate calculation services. Any such contract heretofore entered into in conjunction with the issuance of the Notes is hereby ratified and approved in all respects.

Section 12. Payment of the Notes; Fiscal Agent. The principal of and interest on the Notes shall be paid by Associated Trust Company, National Association, which is hereby appointed as the District's registrar and fiscal agent pursuant to the provisions of Section 67.10(2), Wisconsin Statutes (the "Fiscal Agent"). The District hereby authorizes the District President and District Clerk or other appropriate officers of the District to enter into a Fiscal Agency Agreement between the District and the Fiscal Agent. Such contract may provide, among other things, for the performance by the Fiscal Agent of the functions listed in Wis. Stats. Sec. 67.10(2)(a) to (j), where applicable, with respect to the Notes.

Section 13. Persons Treated as Owners; Transfer of Notes. The District shall cause books for the registration and for the transfer of the Notes to be kept by the Fiscal Agent. The person in whose name any Note shall be registered shall be deemed and regarded as the absolute owner thereof for all purposes and payment of either principal or interest on any Note shall be made only to the registered owner thereof. All such payments shall be valid and effectual to satisfy and discharge the liability upon such Note to the extent of the sum or sums so paid.

Any Note may be transferred by the registered owner thereof by surrender of the Note at the office of the Fiscal Agent, duly endorsed for the transfer or accompanied by an assignment duly executed by the registered owner or his attorney duly authorized in writing. Upon such transfer, the District President and District Clerk shall execute and deliver in the name of the transferee or transferees a new Note or Notes of a like aggregate principal amount, series and maturity and the Fiscal Agent shall record the name of each transferee in the registration book. No registration shall be made to bearer. The Fiscal Agent shall cancel any Note surrendered for transfer.

The District shall cooperate in any such transfer, and the District President and District Clerk are authorized to execute any new Note or Notes necessary to effect any such transfer.

Section 14. Record Date. The 15th day of the calendar month next preceding each interest payment date shall be the record date for the Notes (the "Record Date"). Payment of interest on the Notes on any interest payment date shall be made to the registered owners of the Notes as they appear on the registration book of the District at the close of business on the Record Date.

Section 15. Utilization of The Depository Trust Company Book-Entry-Only System. In order to make the Notes eligible for the services provided by The Depository Trust Company, New York, New York ("DTC"), the District agrees to the applicable provisions set forth in the Blanket Issuer Letter of Representations, which the District Clerk or other authorized representative of the District is authorized and directed to execute and deliver to DTC on behalf of the District to the extent an effective Blanket Issuer Letter of Representations is not presently on file in the District Clerk's office.

Section 16. Official Statement. The School Board hereby approves the Preliminary Official Statement with respect to the Notes and deems the Preliminary Official Statement as "final" as of its date for purposes of SEC Rule 15c2-12 promulgated by the Securities and Exchange Commission pursuant to the Securities and Exchange Act of 1934 (the "Rule"). All actions taken by officers of the District in connection with the preparation of such Preliminary Official Statement and any addenda to it or final Official Statement are hereby ratified and approved. In connection with the Closing, the appropriate District official shall certify the Preliminary Official Statement and any addenda or final Official Statement. The District Clerk shall cause copies of the Preliminary Official Statement and any addenda or final Official Statement to be distributed to the Purchaser.

Section 17. Undertaking to Provide Continuing Disclosure. The District hereby covenants and agrees, for the benefit of the owners of the Notes, to enter into a written undertaking (the "Undertaking") if required by the Rule to provide continuing disclosure of certain financial information and operating data and timely notices of the occurrence of certain events in accordance with the Rule. The Undertaking shall be enforceable by the owners of the Notes or by the Purchaser on behalf of such owners (provided that the rights of the owners and the Purchaser to enforce the Undertaking shall be limited to a right to obtain specific performance of the obligations thereunder and any failure by the District to comply with the provisions of the Undertaking shall not be an event of default with respect to the Notes).

To the extent required under the Rule, the District President and District Clerk, or other officer of the District charged with the responsibility for issuing the Notes, shall provide a Continuing Disclosure Certificate for inclusion in the transcript of proceedings, setting forth the details and terms of the District's Undertaking.

Section 18. Record Book. The District Clerk shall provide and keep the transcript of proceedings as a separate record book (the "Record Book") and shall record a full and correct statement of every step or proceeding had or taken in the course of authorizing and issuing the Notes in the Record Book.

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Section 19. Bond Insurance. If the Purchaser determines to obtain municipal bond insurance with respect to the Notes, the officers of the District are authorized to take all actions necessary to obtain such municipal bond insurance. The District President and District Clerk are authorized to agree to such additional provisions as the bond insurer may reasonably request and which are acceptable to the District President and District Clerk including provisions regarding restrictions on investment of Note proceeds, the payment procedure under the municipal bond insurance policy, the rights of the bond insurer in the event of default and payment of the Notes by the bond insurer and notices to be given to the bond insurer. In addition, any reference required by the bond insurer to the municipal bond insurance policy shall be made in the form of Note provided herein.

Section 20. Conflicting Resolutions; Severability; Effective Date. All prior resolutions, rules or other actions of the School Board or any parts thereof in conflict with the provisions hereof shall be, and the same are, hereby rescinded insofar as the same may so conflict. In the event that any one or more provisions hereof shall for any reason be held to be illegal or invalid, such illegality or invalidity shall not affect any other provisions hereof. The foregoing shall take effect immediately upon adoption and approval in the manner provided by law.

Adopted, approved and recorded October 28, 2026.

_____
Santino Laster
District President

ATTEST:

_____
Sarah Ruiz-Harrison
District Clerk

(SEAL)

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EXHIBIT A

Note Purchase Proposal

To be provided by the Purchaser and incorporated into the Resolution.

(See Attached)

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EXHIBIT B-1

Pricing Summary

To be provided by the Purchaser and incorporated into the Resolution.

(See Attached)

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EXHIBIT B-2

Debt Service Schedule and Irrepealable Tax Levies

To be provided by the Purchaser and incorporated into the Resolution.

(See Attached)

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[EXHIBIT MRP

Mandatory Redemption Provision

The Notes due on March 1, ____, ____ and ____ (the "Term Bonds") are subject to mandatory redemption prior to maturity by lot (as selected by the Depository) at a redemption price equal to One Hundred Percent (100%) of the principal amount to be redeemed plus accrued interest to the date of redemption, from debt service fund deposits which are required to be made in amounts sufficient to redeem on March 1 of each year the respective amount of Term Bonds specified below:

For the Term Bonds Maturing on March 1, ____

Redemption Date	Amount
____	$_____
____	_____
____	_____ (maturity)

For the Term Bonds Maturing on March 1, ____

Redemption Date	Amount
____	$_____
____	_____
____	_____ (maturity)

For the Term Bonds Maturing on March 1, ____

Redemption Date	Amount
____	$_____
____	_____
____	_____ (maturity)

For the Term Bonds Maturing on March 1, ____

Redemption Date	Amount
____	$_____
____	_____
____	_____ (maturity)]

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EXHIBIT C

(Form of Note)

	UNITED STATES OF AMERICA	
REGISTERED	STATE OF WISCONSIN	DOLLARS
	SHEBOYGAN AND MANITOWOC COUNTIES	
NO. R-___	SHEBOYGAN AREA SCHOOL DISTRICT	$_____
	GENERAL OBLIGATION PROMISSORY NOTE	

MATURITY DATE:	ORIGINAL DATE OF ISSUE:	INTEREST RATE:	CUSIP:
March 1, _____	November 18, 2026	____%	_____

DEPOSITORY OR ITS NOMINEE NAME: CEDE & CO.

PRINCIPAL AMOUNT: _____ THOUSAND DOLLARS
($_____)

FOR VALUE RECEIVED, the Sheboygan Area School District, Sheboygan and Manitowoc Counties, Wisconsin (the "District"), hereby acknowledges itself to owe and promises to pay to the Depository or its Nominee Name (the "Depository") identified above (or to registered assigns), on the maturity date identified above, the principal amount identified above, and to pay interest thereon at the rate of interest per annum identified above, all subject to the provisions set forth herein regarding redemption prior to maturity. Interest shall be payable semi-annually on March 1 and September 1 of each year commencing on March 1, 2027 until the aforesaid principal amount is paid in full. Both the principal of and interest on this Note are payable to the registered owner in lawful money of the United States. Interest payable on any interest payment date shall be paid by wire transfer to the Depository in whose name this Note is registered on the Bond Register maintained by Associated Trust Company, National Association (the "Fiscal Agent") or any successor thereto at the close of business on the 15th day of the calendar month next preceding each interest payment date (the "Record Date"). This Note is payable as to principal upon presentation and surrender hereof at the office of the Fiscal Agent.

For the prompt payment of this Note together with interest hereon as aforesaid and for the levy of taxes sufficient for that purpose, the full faith, credit and resources of the District are hereby irrevocably pledged.

This Note is one of an issue of Notes aggregating the principal amount of $9,500,000, all of which are of like tenor, except as to denomination, interest rate, maturity date and redemption provision, issued by the District pursuant to the provisions of Section 67.12(12), Wisconsin Statutes, for the public purpose of paying a portion of the cost of a school building and facility improvement project consisting of: construction of additions and renovations for new Farnsworth Middle School and Urban Middle School buildings at the current sites, and demolition of portions of the existing buildings; site, outdoor recreation space and traffic flow

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improvements; and acquisition of furnishings, fixtures and equipment, as authorized by resolutions adopted on July 23, 2024 and October 28, 2026 (collectively, the "Resolution"). The electors of the District approved the amount and purpose of the borrowing at a referendum election held on November 5, 2024. Said resolutions are recorded in the official minutes of the School Board for said dates.

The Notes maturing on March 1, 2031 are subject to redemption prior to maturity, at the option of the District, on March 1, 2030 or on any date thereafter. Said Notes are redeemable as a whole or in part, and if in part, by lot (as selected by the Depository), at the principal amount thereof, plus accrued interest to the date of redemption.

[The Notes maturing in the years _____ are subject to mandatory redemption by lot as provided in the resolution[s] referred to above, at the redemption price of par plus accrued interest to the date of redemption and without premium.]

In the event the Notes are redeemed prior to maturity, as long as the Notes are in book-entry-only form, official notice of the redemption will be given by mailing a notice by registered or certified mail, overnight express delivery, facsimile transmission, electronic transmission or in any other manner required by the Depository, to the Depository not less than thirty (30) days nor more than sixty (60) days prior to the redemption date. If less than all of the Notes of a maturity are to be called for redemption, the Notes of such maturity to be redeemed will be selected by lot. Such notice will include but not be limited to the following: the designation, date and maturities of the Notes called for redemption, CUSIP numbers, and the date of redemption. Any notice provided as described herein shall be conclusively presumed to have been duly given, whether or not the registered owner receives the notice. The Notes shall cease to bear interest on the specified redemption date provided that federal or other immediately available funds sufficient for such redemption are on deposit at the office of the Depository at that time. Upon such deposit of funds for redemption the Notes shall no longer be deemed to be outstanding.

It is hereby certified and recited that all conditions, things and acts required by law to exist or to be done prior to and in connection with the issuance of this Note have been done, have existed and have been performed in due form and time; that the aggregate indebtedness of the District, including this Note and others issued simultaneously herewith, does not exceed any limitation imposed by law or the Constitution of the State of Wisconsin; and that a direct annual irrepealable tax has been levied sufficient to pay this Note, together with the interest thereon, when and as payable.

This Note has been designated by the School Board as a "qualified tax-exempt obligation" pursuant to the provisions of Section 265(b)(3) of the Internal Revenue Code of 1986, as amended.

This Note is transferable only upon the books of the District kept for that purpose at the office of the Fiscal Agent, only in the event that the Depository does not continue to act as depository for the Notes, and the District appoints another depository, upon surrender of the Note to the Fiscal Agent, by the registered owner in person or his duly authorized attorney, together

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with a written instrument of transfer (which may be endorsed hereon) satisfactory to the Fiscal Agent duly executed by the registered owner or his duly authorized attorney. Thereupon a new fully registered Note in the same aggregate principal amount shall be issued to the new depository in exchange therefor and upon the payment of a charge sufficient to reimburse the District for any tax, fee or other governmental charge required to be paid with respect to such registration. The Fiscal Agent shall not be obliged to make any transfer of the Notes (i) after the Record Date, (ii) during the fifteen (15) calendar days preceding the date of any publication of notice of any proposed redemption of the Notes, or (iii) with respect to any particular Note, after such Note has been called for redemption. The Fiscal Agent and District may treat and consider the Depository in whose name this Note is registered as the absolute owner hereof for the purpose of receiving payment of, or on account of, the principal or redemption price hereof and interest due hereon and for all other purposes whatsoever. The Notes are issuable solely as negotiable, fully-registered Notes without coupons in the denomination of $5,000 or any integral multiple thereof.

This Note shall not be valid or obligatory for any purpose until the Certificate of Authentication hereon shall have been signed by the Fiscal Agent.

No delay or omission on the part of the owner hereof to exercise any right hereunder shall impair such right or be considered as a waiver thereof or as a waiver of or acquiescence in any default hereunder.

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IN WITNESS WHEREOF, the Sheboygan Area School District, Sheboygan and Manitowoc Counties, Wisconsin, by its governing body, has caused this Note to be executed for it and in its name by the manual or facsimile signatures of its duly qualified District President and District Clerk; and to be sealed with its official or corporate seal, if any, all as of the original date of issue specified above.

SHEBOYGAN AREA SCHOOL DISTRICT
SHEBOYGAN AND MANITOWOC COUNTIES, WISCONSIN

By: _____
Santino Laster
District President

(SEAL)

By: _____
Sarah Ruiz-Harrison
District Clerk

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Date of Authentication: _____, _____

CERTIFICATE OF AUTHENTICATION

This Note is one of the Notes of the issue authorized by the within-mentioned resolutions of the Sheboygan Area School District, Sheboygan and Manitowoc Counties, Wisconsin.

ASSOCIATED TRUST COMPANY,
NATIONAL ASSOCIATION

By_____
Authorized Signatory

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ASSIGNMENT

FOR VALUE RECEIVED, the undersigned sells, assigns and transfers unto

_____

(Name and Address of Assignee)

_____

(Social Security or other Identifying Number of Assignee)

the within Note and all rights thereunder and hereby irrevocably constitutes and appoints _____, Legal Representative, to transfer said Note on the books kept for registration thereof, with full power of substitution in the premises.

Dated: _____

Signature Guaranteed:

_____ _____

(e.g. Bank, Trust Company or Securities Firm)

(Depository or Nominee Name)

NOTICE: This signature must correspond with the name of the Depository or Nominee Name as it appears upon the face of the within Note in every particular, without alteration or enlargement or any change whatever.

_____

(Authorized Officer)

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RESOLUTION NO. _____

RESOLUTION ESTABLISHING PARAMETERS FOR THE SALE OF NOT TO EXCEED $9,000,000 GENERAL OBLIGATION PROMISSORY NOTES (2027)

WHEREAS, on July 23, 2024, the School Board of the Sheboygan Area School District, Sheboygan and Manitowoc Counties, Wisconsin (the "District") adopted an initial resolution (the "Initial Resolution") authorizing the issuance of general obligation bonds in an amount not to exceed $121,000,000 for the public purpose of paying the cost of a school building and facility improvement project consisting of: construction of additions and renovations for new Farnsworth Middle School and Urban Middle School buildings at the current sites, and demolition of portions of the existing buildings; site, outdoor recreation space and traffic flow improvements; and acquisition of furnishings, fixtures and equipment (the "Project");

WHEREAS, on July 23, 2024, the School Board also adopted a resolution providing for a referendum election (the "Referendum") on the proposition of whether the Initial Resolution should be approved;

WHEREAS, the Referendum was held on November 5, 2024 in the District in which 19,812 votes were cast "YES" for approval and 10,493 votes were cast "NO" for rejection of the Initial Resolution;

WHEREAS, the Board of Canvassers duly reported the aforesaid results to the District Clerk who has made said results public;

WHEREAS, the School Board hereby finds and determines that the Project is within the District's power to undertake and therefore serves a "public purpose" as that term is defined in Section 67.04(1)(b), Wisconsin Statutes;

WHEREAS, school districts are authorized by the provisions of Section 67.12(12), Wisconsin Statutes, to borrow money and issue general obligation promissory notes for such public purposes;

WHEREAS, the provisions of Section 67.12(12)(e)2, Wisconsin Statutes, provide that if the purpose and amount of a borrowing have been approved by the electors, general obligation promissory notes may be issued without any additional approval by the electors;

WHEREAS, the District has issued $93,000,000 General Obligation Promissory Notes, dated December 30, 2024 to pay a portion of the cost of the Project authorized by the Initial Resolution and the Referendum;

WHEREAS, the District has issued $9,500,000 General Obligation Promissory Notes, dated December 15, 2025 to pay an additional portion of the cost of the Project authorized by the Initial Resolution and the Referendum;

WHEREAS, the District also intends to issue $9,500,000 General Obligation Promissory Notes, expected to be issued in 2026 to pay an additional portion of the cost of the Project authorized by the Initial Resolution and the Referendum;

WHEREAS, the School Board now deems it necessary, desirable and in the best interest of the District to issue general obligation promissory notes (the "Notes") in the aggregate principal amount of not to exceed $9,000,000 to pay the remaining portion of the cost of the Project authorized by the Initial Resolution and the Referendum;

WHEREAS, it is the finding of the School Board that it is necessary, desirable and in the best interest of the District to sell the Notes to Robert W. Baird & Co. Incorporated (the "Purchaser");

WHEREAS, the Purchaser intends to submit a note purchase proposal to the District (the "Proposal") offering to purchase the Notes in accordance with the terms and conditions to be set forth in the Proposal; and

WHEREAS, in order to facilitate the sale of the Notes to the Purchaser in a timely manner, the School Board hereby finds and determines that it is necessary, desirable and in the best interest of the District to delegate to the District President and the District Clerk (the "Authorized Officers") of the District the authority to accept the Proposal on behalf of the District so long as the Proposal meets the terms and conditions set forth in this Resolution by executing a certificate in substantially the form attached hereto as Exhibit A and incorporated herein by this reference (the "Approving Certificate").

NOW, THEREFORE, BE IT RESOLVED by the School Board of the District that:

Section 1. Sale of the Notes; Parameters. For the purpose of paying the remaining portion of the cost of the Project, there shall be borrowed pursuant to Section 67.12(12), Wisconsin Statutes, the principal sum of not to exceed NINE MILLION DOLLARS ($9,000,000) from the Purchaser upon the terms and subject to the conditions set forth in this Resolution. Subject to satisfaction of the condition set forth in Section 16 of this Resolution, the District President and District Clerk are hereby authorized, empowered and directed to make, execute, issue and sell to the Purchaser for, on behalf of and in the name of the District, the Notes aggregating the principal amount of not to exceed NINE MILLION DOLLARS ($9,000,000). The purchase price to be paid to the District for the Notes shall not be less than 97.50% of the principal amount of the Notes and the difference between the initial public offering price of the Notes provided by the Purchaser and the purchase price to be paid to the District by the Purchaser shall not exceed 2.50% of the principal amount of the Notes, with an amount not to exceed 1.25% of the principal amount of the Notes representing the Purchaser's compensation and an amount not to exceed 1.25% of the principal amount of the Notes representing costs of issuance, including bond insurance premium (if any), payable by the Purchaser or the District.

Section 2. Terms of the Notes. The Notes shall be designated "General Obligation Promissory Notes"; shall be issued in the aggregate principal amount of up to $9,000,000; shall be dated as of their date of issuance; shall be in the denomination of $5,000 or any integral multiple thereof; shall be numbered R-1 and upward; and shall mature on the date and in the principal amount set forth below; and that the aggregate principal amount of the Notes shall not exceed $9,000,000. The schedule below assumes the Notes are issued in the aggregate principal amount of $9,000,000.

Date	Principal Amount
March 1, 2031	$9,000,000

Interest shall be payable semi-annually on March 1 and September 1 of each year commencing on March 1, 2028, or on such other date approved by the Authorized Officers in the Approving Certificate. The true interest cost on the Notes (computed taking only the Purchaser's compensation into account) shall not exceed 5.50%. Interest shall be computed upon the basis of a 360-day year of twelve 30-day months and will be rounded pursuant to the rules of the Municipal Securities Rulemaking Board.

Section 3. Redemption Provisions. The Notes shall not be subject to optional redemption or shall be callable as set forth in the Approving Certificate.

Section 4. Form of the Notes. The Notes shall be issued in registered form and shall be executed and delivered in substantially the form attached hereto as Exhibit B and incorporated herein by this reference.

Section 5. Tax Provisions.

(A) Direct Annual Irrepealable Tax Levy. For the purpose of paying the principal of and interest on the Notes as the same becomes due, the full faith, credit and resources of the District are hereby irrevocably pledged, and there is hereby levied upon all of the taxable property of the District a direct annual irrepealable tax in the years 2027 through 2030 for the payments due in the years 2028 through 2031 in the amounts as are sufficient to meet the principal and interest payments when due.

(B) Tax Collection. So long as any part of the principal of or interest on the Notes remains unpaid, the District shall be and continue without power to repeal such levy or obstruct the collection of said tax until all such payments have been made or provided for. After the issuance of the Notes, said tax shall be, from year to year, carried onto the tax roll of the District and collected in addition to all other taxes and in the same manner and at the same time as other taxes of the District for said years are collected, except that the amount of tax carried onto the tax roll may be reduced in any year by the amount of any surplus money in the Debt Service Fund Account created below.

(C) Additional Funds. If at any time there shall be on hand insufficient funds from the aforesaid tax levy to meet principal and/or interest payments on said Notes when due, the requisite amounts shall be paid from other funds of the District then available, which sums shall be replaced upon the collection of the taxes herein levied.

Section 6. Segregated Debt Service Fund Account.

(A) Creation and Deposits. There shall be and there hereby is established in the treasury of the District, if one has not already been created, a debt service fund, separate and distinct from every other fund, which shall be maintained in accordance with generally accepted accounting principles. Debt service or sinking funds established for obligations previously issued by the District may be considered as separate and distinct accounts within the debt service fund.

Within the debt service fund, there hereby is established a separate and distinct account designated as the "Debt Service Fund Account for General Obligation Promissory Notes - 2027" (the "Debt Service Fund Account") and such account shall be maintained until the indebtedness evidenced by the Notes is fully paid or otherwise extinguished. There shall be deposited into the Debt Service Fund Account (i) all accrued interest received by the District at the time of delivery of and payment for the Notes; (ii) any premium which may be received by the District above the par value of the Notes and accrued interest thereon; (iii) all money raised by the taxes herein levied and any amounts appropriated for the specific purpose of meeting principal of and interest on the Notes when due; (iv) such other sums as may be necessary at any time to pay principal of and interest on the Notes when due; (v) surplus monies in the Borrowed Money Fund as specified below; and (vi) such further deposits as may be required by Section 67.11, Wisconsin Statutes.

(B) Use and Investment. No money shall be withdrawn from the Debt Service Fund Account and appropriated for any purpose other than the payment of principal of and interest on the Notes until all such principal and interest has been paid in full and the Notes canceled; provided (i) the funds to provide for each payment of principal of and interest on the Notes prior to the scheduled receipt of taxes from the next succeeding tax collection may be invested in direct obligations of the United States of America maturing in time to make such payments when they are due or in other investments permitted by law; and (ii) any funds over and above the amount of such principal and interest payments on the Notes may be used to reduce the next succeeding tax levy, or may, at the option of the District, be invested by purchasing the Notes as permitted by and subject to Section 67.11(2)(a), Wisconsin Statutes, or in permitted municipal investments under the pertinent provisions of the Wisconsin Statutes ("Permitted Investments"), which investments shall continue to be a part of the Debt Service Fund Account. Any investment of the Debt Service Fund Account shall at all times conform with the provisions of the Internal Revenue Code of 1986, as amended (the "Code") and any applicable Treasury Regulations (the "Regulations").

(C) Remaining Monies. When all of the Notes have been paid in full and canceled, and all Permitted Investments disposed of, any money remaining in the Debt Service Fund Account shall be transferred and deposited in the general fund of the District, unless the School Board directs otherwise.

Section 7. Proceeds of the Notes; Segregated Borrowed Money Fund. The proceeds of the Notes (the "Note Proceeds") (other than any premium and accrued interest which must be

paid at the time of the delivery of the Notes into the Debt Service Fund Account created above) shall be deposited into a special fund (the "Borrowed Money Fund") separate and distinct from all other funds of the District and disbursed solely for the purpose or purposes for which borrowed. Monies in the Borrowed Money Fund may be temporarily invested in Permitted Investments. Any monies, including any income from Permitted Investments, remaining in the Borrowed Money Fund after the purpose or purposes for which the Notes have been issued have been accomplished, and, at any time, any monies as are not needed and which obviously thereafter cannot be needed for such purpose(s) shall be deposited in the Debt Service Fund Account.

Section 8. No Arbitrage. All investments made pursuant to this Resolution shall be Permitted Investments, but no such investment shall be made in such a manner as would cause the Notes to be "arbitrage bonds" within the meaning of Section 148 of the Code or the Regulations and an officer of the District, charged with the responsibility for issuing the Notes, shall certify as to facts, estimates, circumstances and reasonable expectations in existence on the date of delivery of the Notes to the Purchaser which will permit the conclusion that the Notes are not "arbitrage bonds," within the meaning of the Code or Regulations.

Section 9. Compliance with Federal Tax Laws. (a) The District represents and covenants that the projects financed by the Notes and the ownership, management and use of the projects will not cause the Notes to be "private activity bonds" within the meaning of Section 141 of the Code. The District further covenants that it shall comply with the provisions of the Code to the extent necessary to maintain the tax-exempt status of the interest on the Notes including, if applicable, the rebate requirements of Section 148(f) of the Code. The District further covenants that it will not take any action, omit to take any action or permit the taking or omission of any action within its control (including, without limitation, making or permitting any use of the proceeds of the Notes) if taking, permitting or omitting to take such action would cause any of the Notes to be an arbitrage bond or a private activity bond within the meaning of the Code or would otherwise cause interest on the Notes to be included in the gross income of the recipients thereof for federal income tax purposes. The District Clerk or other officer of the District charged with the responsibility of issuing the Notes shall provide an appropriate certificate of the District certifying that the District can and covenanting that it will comply with the provisions of the Code and Regulations.

(b) The District also covenants to use its best efforts to meet the requirements and restrictions of any different or additional federal legislation which may be made applicable to the Notes provided that in meeting such requirements the District will do so only to the extent consistent with the proceedings authorizing the Notes and the laws of the State of Wisconsin and to the extent that there is a reasonable period of time in which to comply.

Section 10. Designation as Qualified Tax-Exempt Obligations. The Notes are hereby designated as "qualified tax-exempt obligations" for purposes of Section 265 of the Code, relating to the ability of financial institutions to deduct from income for federal income tax purposes, interest expense that is allocable to carrying and acquiring tax-exempt obligations.

Section 11. Execution of the Notes; Closing; Professional Services. The Notes shall be issued in printed form, executed on behalf of the District by the manual or facsimile signatures of

the District President and District Clerk, authenticated, if required, by the Fiscal Agent (defined below), sealed with its official or corporate seal, if any, or a facsimile thereof, and delivered to the Purchaser upon payment to the District of the purchase price thereof, plus accrued interest to the date of delivery (the "Closing"). The facsimile signature of either of the officers executing the Notes may be imprinted on the Notes in lieu of the manual signature of the officer but, unless the District has contracted with a fiscal agent to authenticate the Notes, at least one of the signatures appearing on each Note shall be a manual signature. In the event that either of the officers whose signatures appear on the Notes shall cease to be such officers before the Closing, such signatures shall, nevertheless, be valid and sufficient for all purposes to the same extent as if they had remained in office until the Closing. The aforesaid officers are hereby authorized and directed to do all acts and execute and deliver the Notes and all such documents, certificates and acknowledgements as may be necessary and convenient to effectuate the Closing. The District hereby authorizes the officers and agents of the District to enter into, on its behalf, agreements and contracts in conjunction with the Notes, including but not limited to agreements and contracts for legal, trust, fiscal agency, disclosure and continuing disclosure, and rebate calculation services. Any such contract heretofore entered into in conjunction with the issuance of the Notes is hereby ratified and approved in all respects.

Section 12. Payment of the Notes; Fiscal Agent. The principal of and interest on the Notes shall be paid by Associated Trust Company, National Association, which is hereby appointed as the District's registrar and fiscal agent pursuant to the provisions of Section 67.10(2), Wisconsin Statutes (the "Fiscal Agent"). The District hereby authorizes the District President and District Clerk or other appropriate officers of the District to enter into a Fiscal Agency Agreement between the District and the Fiscal Agent. Such contract may provide, among other things, for the performance by the Fiscal Agent of the functions listed in Wis. Stats. Sec. 67.10(2)(a) to (j), where applicable, with respect to the Notes.

Section 13. Persons Treated as Owners; Transfer of Notes. The District shall cause books for the registration and for the transfer of the Notes to be kept by the Fiscal Agent. The person in whose name any Note shall be registered shall be deemed and regarded as the absolute owner thereof for all purposes and payment of either principal or interest on any Note shall be made only to the registered owner thereof. All such payments shall be valid and effectual to satisfy and discharge the liability upon such Note to the extent of the sum or sums so paid.

Any Note may be transferred by the registered owner thereof by surrender of the Note at the office of the Fiscal Agent, duly endorsed for the transfer or accompanied by an assignment duly executed by the registered owner or his attorney duly authorized in writing. Upon such transfer, the District President and District Clerk shall execute and deliver in the name of the transferee or transferees a new Note or Notes of a like aggregate principal amount, series and maturity and the Fiscal Agent shall record the name of each transferee in the registration book. No registration shall be made to bearer. The Fiscal Agent shall cancel any Note surrendered for transfer.

The District shall cooperate in any such transfer, and the District President and District Clerk are authorized to execute any new Note or Notes necessary to effect any such transfer.

Section 14. Record Date. The 15th day of the calendar month next preceding each interest payment date shall be the record date for the Notes (the "Record Date"). Payment of interest on the Notes on any interest payment date shall be made to the registered owners of the Notes as they appear on the registration book of the District at the close of business on the Record Date.

Section 15. Utilization of The Depository Trust Company Book-Entry-Only System. In order to make the Notes eligible for the services provided by The Depository Trust Company, New York, New York ("DTC"), the District agrees to the applicable provisions set forth in the Blanket Issuer Letter of Representations, which the District Clerk or other authorized representative of the District is authorized and directed to execute and deliver to DTC on behalf of the District to the extent an effective Blanket Issuer Letter of Representations is not presently on file in the District Clerk's office.

Section 16. Condition on Issuance and Sale of the Notes. The issuance of the Notes and the sale of the Notes to the Purchaser are subject to approval by the Authorized Officers of the principal amount, definitive maturities, redemption provisions, interest rates and purchase price for the Notes, which approval shall be evidenced by execution by the Authorized Officers of the Approving Certificate.

The Notes shall not be issued, sold or delivered until this condition is satisfied. Upon satisfaction of this condition, the Authorized Officers are authorized to execute a Proposal with the Purchaser providing for the sale of the Notes to the Purchaser.

Section 17. Official Statement. The School Board hereby directs the Authorized Officers to approve the Preliminary Official Statement with respect to the Notes and deem the Preliminary Official Statement as "final" as of its date for purposes of SEC Rule 15c2-12 promulgated by the Securities and Exchange Commission pursuant to the Securities and Exchange Act of 1934 (the "Rule"). All actions taken by the Authorized Officers or other officers of the District in connection with the preparation of such Preliminary Official Statement and any addenda to it or final Official Statement are hereby ratified and approved. In connection with the Closing, the appropriate District official shall certify the Preliminary Official Statement and any addenda or final Official Statement. The District Clerk shall cause copies of the Preliminary Official Statement and any addenda or final Official Statement to be distributed to the Purchaser.

Section 18. Undertaking to Provide Continuing Disclosure. The District hereby covenants and agrees, for the benefit of the owners of the Notes, to enter into a written undertaking (the "Undertaking") if required by the Rule to provide continuing disclosure of certain financial information and operating data and timely notices of the occurrence of certain events in accordance with the Rule. The Undertaking shall be enforceable by the owners of the Notes or by the Purchaser on behalf of such owners (provided that the rights of the owners and the Purchaser to enforce the Undertaking shall be limited to a right to obtain specific performance of the obligations thereunder and any failure by the District to comply with the provisions of the Undertaking shall not be an event of default with respect to the Notes).

To the extent required under the Rule, the District President and District Clerk, or other officer of the District charged with the responsibility for issuing the Notes, shall provide a Continuing Disclosure Certificate for inclusion in the transcript of proceedings, setting forth the details and terms of the District's Undertaking.

Section 19. Record Book. The District Clerk shall provide and keep the transcript of proceedings as a separate record book (the "Record Book") and shall record a full and correct statement of every step or proceeding had or taken in the course of authorizing and issuing the Notes in the Record Book.

Section 20. Bond Insurance. If the Purchaser determines to obtain municipal bond insurance with respect to the Notes, the officers of the District are authorized to take all actions necessary to obtain such municipal bond insurance. The District President and District Clerk are authorized to agree to such additional provisions as the bond insurer may reasonably request and which are acceptable to the District President and District Clerk including provisions regarding restrictions on investment of Note proceeds, the payment procedure under the municipal bond insurance policy, the rights of the bond insurer in the event of default and payment of the Notes by the bond insurer and notices to be given to the bond insurer. In addition, any reference required by the bond insurer to the municipal bond insurance policy shall be made in the form of Note provided herein.

Section 21. Conflicting Resolutions; Severability; Effective Date. All prior resolutions, rules or other actions of the School Board or any parts thereof in conflict with the provisions hereof shall be, and the same are, hereby rescinded insofar as the same may so conflict. In the event that any one or more provisions hereof shall for any reason be held to be illegal or invalid, such illegality or invalidity shall not affect any other provisions hereof. The foregoing shall take effect immediately upon adoption and approval in the manner provided by law.

Adopted, approved and recorded October 28, 2026.

_____
Santino Laster
District President

ATTEST:

_____
Sarah Ruiz-Harrison
District Clerk

(SEAL)

EXHIBIT A

APPROVING CERTIFICATE

The undersigned District President and District Clerk of the Sheboygan Area School District, Sheboygan and Manitowoc Counties, Wisconsin (the "District"), hereby certify that:

1. Resolution. On October 28, 2026, the School Board of the District adopted a resolution (the "Resolution") establishing parameters for the sale of not to exceed $9,000,000 General Obligation Promissory Notes of the District (the "Notes") to Robert W. Baird & Co. Incorporated (the "Purchaser") and delegating to us the authority to approve the Preliminary Official Statement, to approve the purchase proposal for the Notes, and to determine the details for the Notes within the parameters established by the Resolution.

2. Preliminary Official Statement. The Preliminary Official Statement with respect to the Notes is hereby approved and deemed "final" as of its date for purposes of SEC Rule 15c2-12 promulgated by the Securities and Exchange Commission pursuant to the Securities and Exchange Act of 1934.

3. Proposal; Terms of the Notes. On the date hereof, the Purchaser offered to purchase the Notes in accordance with the terms set forth in the Note Purchase Agreement between the District and the Purchaser attached hereto as Schedule I (the "Proposal"). The Proposal meets the parameters established by the Resolution and is hereby approved and accepted.

The Notes shall be issued in the aggregate principal amount of $_____, which is not more than the $9,000,000 approved by the Resolution, and shall mature on March 1 in the year and in the amount and shall bear interest at the rate per annum as set forth in the Pricing Summary attached hereto as Schedule II and incorporated herein by this reference. The amount of the principal payment due on the Notes is not more than as set forth below:

Date	Resolution Schedule	Actual Amount
March 1, 2031	$9,000,000	_____

The true interest cost on the Notes (computed taking only the Purchaser's compensation into account) is _____%, which is not in excess of 5.50%, as required by the Resolution.

4. Purchase Price of the Notes. The Notes shall be sold to the Purchaser in accordance with the terms of the Proposal at a price of $_____, plus accrued interest, if any, to the date of delivery of the Notes, which is not less than 97.50% of the principal amount of the Notes, as required by the Resolution.

The difference between the initial public offering price of the Notes provided by the Purchaser ($_____) and the purchase price to be paid to the District by the Purchaser ($_____) is $_____, or _____% of the principal amount of the Notes, which does not exceed 2.50% of the principal amount of the Notes. The portion of such amount representing Purchaser's compensation is $_____, or not more than 1.25% of the principal amount of the Notes. The amount representing costs of issuance [to be paid by the District] is $_____, which does not exceed 1.25% of the principal amount of the Notes.

COPY

5. Redemption Provisions of the Notes. [The Notes are not subject to optional redemption.][The Notes maturing on March 1, _____ and thereafter are subject to redemption prior to maturity, at the option of the District, on March 1, _____ or on any date thereafter. Said Notes are redeemable as a whole or in part, and if in part, from maturities selected by the District, and within each maturity, by lot (as selected by the Depository), at the principal amount thereof, plus accrued interest to the date of redemption.]

6. Direct Annual Irrepealable Tax Levy. For the purpose of paying the principal of and interest on the Notes as the same respectively falls due, the full faith, credit and taxing powers of the District have been irrevocably pledged and there has been levied on all of the taxable property in the District, pursuant to the Resolution, a direct, annual irrepealable tax in an amount and at the times sufficient for said purpose. Such tax shall be for the years and in the amounts set forth on the debt service schedule attached hereto as Schedule III.

7. Approval. This Certificate constitutes our approval of the Proposal, and the principal amount, definitive maturities, interest rates, purchase price and redemption provisions for the Notes and the direct annual irrepealable tax levy to repay the Notes, in satisfaction of the parameters set forth in the Resolution.

IN WITNESS WHEREOF, we have executed this Certificate on _____, 20__ pursuant to the authority delegated to us in the Resolution.

_____
Santino Laster
District President

_____
Sarah Ruiz-Harrison
District Clerk

COPY

SCHEDULE I TO APPROVING CERTIFICATE

Proposal

To be provided by the Purchaser and incorporated into the Certificate.

(See Attached)

COPY

SCHEDULE II TO APPROVING CERTIFICATE

Pricing Summary

To be provided by the Purchaser and incorporated into the Certificate.

(See Attached)

COPY

SCHEDULE III TO APPROVING CERTIFICATE

Debt Service Schedule and Irrepealable Tax Levies

To be provided by the Purchaser and incorporated into the Certificate.

(See Attached)

COPY

EXHIBIT B

(Form of Note)

UNITED STATES OF AMERICA

REGISTERED STATE OF WISCONSIN DOLLARS

SHEBOYGAN AND MANITOWOC COUNTIES

NO. R-___ SHEBOYGAN AREA SCHOOL DISTRICT $_____

GENERAL OBLIGATION PROMISSORY NOTE

MATURITY DATE:	ORIGINAL DATE OF ISSUE:	INTEREST RATE:	CUSIP:
March 1, _____	_____, 2027	____%	_____

DEPOSITORY OR ITS NOMINEE NAME: CEDE & CO.

PRINCIPAL AMOUNT: _____ THOUSAND DOLLARS
($_____)

FOR VALUE RECEIVED, the Sheboygan Area School District, Sheboygan and Manitowoc Counties, Wisconsin (the "District"), hereby acknowledges itself to owe and promises to pay to the Depository or its Nominee Name (the "Depository") identified above (or to registered assigns), on the maturity date identified above, the principal amount identified above, and to pay interest thereon at the rate of interest per annum identified above, all subject to the provisions set forth herein regarding redemption prior to maturity. Interest shall be payable semi-annually on March 1 and September 1 of each year commencing on [March 1, 2028] until the aforesaid principal amount is paid in full. Both the principal of and interest on this Note are payable to the registered owner in lawful money of the United States. Interest payable on any interest payment date shall be paid by wire transfer to the Depository in whose name this Note is registered on the Bond Register maintained by Associated Trust Company, National Association (the "Fiscal Agent") or any successor thereto at the close of business on the 15th day of the calendar month next preceding each interest payment date (the "Record Date"). This Note is payable as to principal upon presentation and surrender hereof at the office of the Fiscal Agent.

For the prompt payment of this Note together with interest hereon as aforesaid and for the levy of taxes sufficient for that purpose, the full faith, credit and resources of the District are hereby irrevocably pledged.

This Note is one of an issue of Notes aggregating the principal amount of $_____, all of which are of like tenor, except as to denomination, interest rate[, redemption provision] and maturity date, issued by the District pursuant to the provisions of Section 67.12(12), Wisconsin Statutes, for the public purpose of paying the remaining portion of the cost of a school building and facility improvement project consisting of: construction of additions and

COPY

renovations for new Farnsworth Middle School and Urban Middle School buildings at the current sites, and demolition of portions of the existing buildings; site, outdoor recreation space and traffic flow improvements; and acquisition of furnishings, fixtures and equipment, as authorized by resolutions adopted on July 23, 2024 and October 28, 2026, as supplemented by an Approving Certificate, dated _____, 20___ [(the "Approving Certificate")] (collectively, the "Resolutions"). The electors of the District approved the amount and purpose of the borrowing at a referendum election held on November 5, 2024. Said Resolutions are recorded in the official minutes of the School Board for said dates.

[This Note is not subject to optional redemption.]

[The Notes maturing on March 1, _____ are subject to redemption prior to maturity, at the option of the District, on March 1, _____ or on any date thereafter. Said Notes are redeemable as a whole or in part, and if in part, by lot (as selected by the Depository), at the principal amount thereof, plus accrued interest to the date of redemption.]

[In the event the Notes are redeemed prior to maturity, as long as the Notes are in book-entry-only form, official notice of the redemption will be given by mailing a notice by registered or certified mail, overnight express delivery, facsimile transmission, electronic transmission or in any other manner required by the Depository, to the Depository not less than thirty (30) days nor more than sixty (60) days prior to the redemption date. If less than all of the Notes of a maturity are to be called for redemption, the Notes of such maturity to be redeemed will be selected by lot. Such notice will include but not be limited to the following: the designation, date and maturities of the Notes called for redemption, CUSIP numbers, and the date of redemption. Any notice provided as described herein shall be conclusively presumed to have been duly given, whether or not the registered owner receives the notice. The Notes shall cease to bear interest on the specified redemption date provided that federal or other immediately available funds sufficient for such redemption are on deposit at the office of the Depository at that time. Upon such deposit of funds for redemption the Notes shall no longer be deemed to be outstanding.]

It is hereby certified and recited that all conditions, things and acts required by law to exist or to be done prior to and in connection with the issuance of this Note have been done, have existed and have been performed in due form and time; that the aggregate indebtedness of the District, including this Note and others issued simultaneously herewith, does not exceed any limitation imposed by law or the Constitution of the State of Wisconsin; and that a direct annual irrepealable tax has been levied sufficient to pay this Note, together with the interest thereon, when and as payable.

This Note has been designated by the School Board as a "qualified tax-exempt obligation" pursuant to the provisions of Section 265(b)(3) of the Internal Revenue Code of 1986, as amended.

COPY

This Note is transferable only upon the books of the District kept for that purpose at the office of the Fiscal Agent, only in the event that the Depository does not continue to act as depository for the Notes, and the District appoints another depository, upon surrender of the Note to the Fiscal Agent, by the registered owner in person or his duly authorized attorney, together with a written instrument of transfer (which may be endorsed hereon) satisfactory to the Fiscal Agent duly executed by the registered owner or his duly authorized attorney. Thereupon a new fully registered Note in the same aggregate principal amount shall be issued to the new depository in exchange therefor and upon the payment of a charge sufficient to reimburse the District for any tax, fee or other governmental charge required to be paid with respect to such registration. The Fiscal Agent shall not be obliged to make any transfer of the Notes [(i)] after the Record Date[, (ii) during the fifteen (15) calendar days preceding the date of any publication of notice of any proposed redemption of the Notes, or (iii) with respect to any particular Note, after such Note has been called for redemption]. The Fiscal Agent and District may treat and consider the Depository in whose name this Note is registered as the absolute owner hereof for the purpose of receiving payment of, or on account of, the principal or redemption price hereof and interest due hereon and for all other purposes whatsoever. The Notes are issuable solely as negotiable, fully-registered Notes without coupons in the denomination of $5,000 or any integral multiple thereof.

This Note shall not be valid or obligatory for any purpose until the Certificate of Authentication hereon shall have been signed by the Fiscal Agent.

No delay or omission on the part of the owner hereof to exercise any right hereunder shall impair such right or be considered as a waiver thereof or as a waiver of or acquiescence in any default hereunder.

COPY

IN WITNESS WHEREOF, the Sheboygan Area School District, Sheboygan and Manitowoc Counties, Wisconsin, by its governing body, has caused this Note to be executed for it and in its name by the manual or facsimile signatures of its duly qualified District President and District Clerk; and to be sealed with its official or corporate seal, if any, all as of the original date of issue specified above.

SHEBOYGAN AREA SCHOOL DISTRICT
SHEBOYGAN AND MANITOWOC COUNTIES,
WISCONSIN

By: _____
Santino Laster
District President

(SEAL)

By: _____
Sarah Ruiz-Harrison
District Clerk

COPY

Date of Authentication: _____, _____.

CERTIFICATE OF AUTHENTICATION

This Note is one of the Notes of the issue authorized by the within-mentioned Resolutions of the Sheboygan Area School District, Sheboygan and Manitowoc Counties, Wisconsin.

ASSOCIATED TRUST COMPANY,
NATIONAL ASSOCIATION

By_____
Authorized Signatory

COPY

ASSIGNMENT

FOR VALUE RECEIVED, the undersigned sells, assigns and transfers unto

_____

(Name and Address of Assignee)

_____

(Social Security or other Identifying Number of Assignee)

the within Note and all rights thereunder and hereby irrevocably constitutes and appoints _____, Legal Representative, to transfer said Note on the books kept for registration thereof, with full power of substitution in the premises.

Dated: _____

Signature Guaranteed:

_____ _____

(e.g. Bank, Trust Company or Securities Firm)

(Depository or Nominee Name)

NOTICE: This signature must correspond with the name of the Depository or Nominee Name as it appears upon the face of the within Note in every particular, without alteration or enlargement or any change whatever.

_____

(Authorized Officer)

COPY

VOL. 35, NO. 1 - NOVEMBER 2025

po0100 - First Reading

Vol. 35, No. 1 - November 2025 Revised DEFINITIONS

0100 - **DEFINITIONS**

The bylaws of the Board of this District incorporate quotations from the laws and administrative code of the State of Wisconsin. Such quotations may be substantively altered only by appropriate legislative, judicial, or administrative action.

Whenever the following items are used in these bylaws, policies, and administrative guidelines they shall have the meaning set forth below:

Administrative Guideline

A statement, based on policy, usually written, which outlines and/or describes the means by which a policy should be implemented and which provides for the management cycle of planning, action, and assessment or evaluation.

Administrator

An employee who holds a position of leadership over a defined function or department of the District, is employed with an administrative contract, and/or who reports directly to the Superintendent.

In policy and administrative guidelines, capitalization of the term Administrator may imply delegation of responsibilities, as appropriate, to staff members.

Apps and Services

Apps and services are software (i.e., computer programs) that support the interaction of personal communication devices (as defined by Bylaw 0100, above) over a network or client-server applications in which the user interface runs in a web browser. Apps and services are used to communicate/transfer information/data that allow students to perform actions/tasks that assist them in attaining educational achievement goals/objectives, enable staff to monitor and assess their students' progress, and allow staff to perform other tasks related to their employment. Apps and services also are used to facilitate communication to, from and among and between, staff, students, parents, Board members, and/or other stakeholders and members of the community.

Board

The School Board, also commonly referred to as the Board of Education. Within these bylaws and policies, the terms Board and District may be used interchangeably, depending on the context of the policy.

Bylaw

Rule of the Board for its own governance.

Classified

An employee who provides support to the District's program and whose position does not require a professional certificate. This category includes special education paraprofessionals.

Clerk

The chief clerk of the Board of Education. (See Bylaw 0171.3 - Clerk)

District

The School District. Within these bylaws and policies, the terms Board and District may be used interchangeably, depending on the context of the policy.

District Administrator

The Administrative head of the School District sometimes locally referred to as Superintendent. In policy, capitalization of the term District Administrator implies delegation of responsibilities to appropriate staff members.

District Records Custodian

The School District will designate one (1) District Records Custodian (DRC) to be the legal custodian of records for the District. The DRC shall keep and preserve the public records of the District and is granted authority to render a decision and carry out duties related to those public records. The DRC is designated in Policy 8310 - Public Records.

Due Process

Procedural due process requires prior knowledge (a posted discipline code), notice of offense (accusation), and the opportunity to respond. Specific due process requirements are dependent upon the circumstances and may vary depending on such circumstances.

Full Board

Authorized number of voting members entitled by law to govern the District. The full Board is the total number of Board members authorized by law regardless of the number of current sitting members.

Information Resources

The Board defines information resources to include any data/information in electronic, audio-visual or physical form, or any hardware or software that makes possible the storage and use of data/information. This definition includes but is not limited to electronic mail, voice mail, social media, text messages, databases, CD-ROMs/DVDs, websites, motion picture film, recorded magnetic media, photographs, digitized information, or microfilm. This also includes any equipment, computer facilities, or online services used in accessing, storing, transmitting or retrieving electronic communications.

Law Enforcement Officer(s) or Agency(ies)

These terms include any local, State, or Federal law enforcement agency of competent jurisdiction and its officers acting within their legal authority.

Legal Custodian of Records

See "District Records Custodian".

Legal Notice

Legal notice means every notice required by law to be published in a newspaper or other publication. There are three (3) classes of notices: class 1 (requiring one (1) insertion); class 2 (requiring two (2) insertions); and class 3 (requiring three (3) insertions). When more than one (1) insertion is required, the notice must be published once each week for consecutive weeks, with the last notice published at least one (1) week before the act or event, unless otherwise specified by law. Sunday publication is permitted.

Local Public Office Holder or Official

Individuals holding those positions designated by the Board as local public offices in compliance with 19.32 (1 dm), 19.42 (7w) (f) and (g), Wis. Stats.

May

This word is used when an action by the Board or its designee is permitted but not required.

Medical Advisor

The School District is required to appoint a medical advisor. The medical advisor shall be a licensed physician and will participate in the annual review of the District emergency nursing services plan. The School District may also have the medical advisor fulfill other roles. (PI 8.01(2, g)3

Meeting

Any gathering which is attended by or open to all of the members of the Board, held with the intent on the part of the members of the body present to discuss or act as a unit upon the specific public business of that body. 19.82(2), Wis. Stats.

Official Newspaper

A newspaper may be designated by the Board under 985.05, Wis. Stats. Other publication options are available to the Board pursuant to 120.11(4), Wis. Stats.

Parent

The natural, adoptive, or surrogate parents or the party designated by the courts as the legal guardian or custodian of a student including a foreign exchange student. Both parents will be considered to have equal rights unless a court of law decrees otherwise.

Personal Communication Devices

Personal communication devices ("PCDs") , also referred to as "wireless communication devices," means a portable wireless device that has the capability to provide voice, messaging, or other data communication between two (2) or more parties and includes all of the following ~~include~~ computers, laptops, tablets, e-readers, cellular/mobile phones, smartphones, smartwatches, wearable technology, gaming devices, and/or other web-enabled devices of any type.

Policy

A general, written statement by the governing Board which defines its expectations or position on a particular matter and authorizes appropriate action that must or may be taken to establish and/or maintain those expectations.

President

The chief executive officer of the Board. (See Bylaw 0171.1 - President)

Principal

The educational leader and head administrator of one (1) or more District schools. In policy and administrative guidelines, implies authority to delegate responsibilities to appropriate members of his/her staff.

Professional Staff Member

District employees who are either certified teachers employed in a position for which certification is a requirement of employment or administrative employees who are responsible for oversight or supervision of a component or components of the District's operation, or serve as assistants to such persons,

regardless of whether they hold an administrative contract or are required to have administrator certification, but excluding the District Administrator/Superintendent.

Relative

The mother, father, sister, brother, spouse, domestic partner, parent of spouse/domestic partner, child, step-child, grandparents, grandchild, dependent, or member of the immediate household.

School/District Classification

Per 115.01, Wis. Stats., Wisconsin school districts are classified as follows:

Common School Districts:

These districts are responsible for K-12 education, and are the most common type of district in Wisconsin, and operate pursuant to Subchapter I of Chapter 120, Wis. Stats.

Unified School Districts:

These districts serve all grade levels, from kindergarten through high School, and operate pursuant to Subchapter II of Chapter 120, Wis. Stats.

Union High Schools:

These districts focus on high school education and are often formed by a group of smaller common school districts. They operate pursuant to Subchapter I of Chapter 120, Wis. Stats.

School Nurse

A school nurse is a registered nurse who meets the requirements of 115.001(11), Wis. Stats. A school nurse has the authority to exclude students for signs of illness.

School Official

Except if otherwise defined in policy, a school official is a person employed by the Board as an administrator, supervisor, teacher/instructor (including substitutes), or support staff member (including health or medical staff and law enforcement unit personnel), or a person serving on the Board.

The term school official is inclusive of other parties, such as attorney, contractor, consultant, volunteer, or other party to whom the Board has outsourced a service otherwise performed by Board employees (e.g., a therapist); or a parent or student serving on an official committee, such as a disciplinary or grievance committee, or assisting another school official in performing their tasks (including volunteers) pursuant to the Family Educational Rights and Privacy (FERPA) definition - See Policy 8330 - Students Records.

School Support Organizations (SSO)

Any other nongovernmental organization or group of persons whose primary purpose is to support a District, school, school club, or academic, arts, athletic, or social activities related to a school, that collects or receives money, materials, property, or securities from students, parents, or members of the general public. (Examples: Booster Club, Foundation, Parent-Teacher Association (PTA), Parent-Teacher Organization (PTO), Parent-Teacher Support Association)

Shall

This word is used when an action by the Board or its designee is required. (The word "will" or "must" signifies a required action.)

Social Media

Social media are online platforms where users engage with another and/or share information and ideas through text, video, or pictures. Social media consists of any form of online publication or presence that allows interactive communication, including, but not limited to, text messaging, instant messaging, websites, web logs ("blogs"), wikis, online forums (e.g., chat rooms), virtual worlds, and social networks. Examples of social media include, but are not limited to, Facebook, Facebook Messenger, Google Hangouts, Twitter, LinkedIn, YouTube, Flickr, Instagram, Pinterest, Skype, and Facetime. Social media does not include sending or receiving e-mail through the use of District-issued e-mail accounts. Apps and web services shall not be considered social media unless they are listed on the District's website as District-approved social media platforms/sites.

Student

A person who is officially enrolled in a school or program of the District.

Support Staff

Any employee who provides support to the District's program and whose position does not require a professional certificate. This category includes special education paraprofessionals, even though it is a requirement to hold a special education program aide license issued by the Wisconsin Department of Public Instruction (DPI) or another valid and current DPI license or permit.

Treasurer

The chief financial officer of the Board. (See Bylaw 0171.4 - Treasurer)

Vice-President

The Vice-President of the Board. (See Bylaw 0171.2 - Vice President)

Voting

A vote at a meeting of the Board. The law requires that Board members must be present in order to have their vote officially recorded in the Board minutes, and to be available for a roll call vote. A Board member's presence at a meeting includes their presence if attending by telephone or other manner of remote access, so long as such remote access is compliant with State law. No voting by Proxy may be recorded or counted in an official vote of the Board. Remote access during quasi-judicial functions (e.g. termination hearings, expulsions) may be permitted after consultation with legal counsel.

Citations to Wisconsin statutes are shown by the Section Number (e.g., 120.11, Wis. Stats.). Citations to the Wisconsin Administrative Code are prefaced P.I. (e.g., P.I. 11). Citations to the United States Code are noted as U.S.C., Federal Register are noted as F.R., and the Code of Federal Regulations as C.F.R.

Revised 10/27/15
Revised 8/22/17
Revised 1/23/18
Revised 3/24/20
Revised 7/27/21
Revised 3/22/22
Revised 9/27/22
Revised 8/22/23
Revised 2/27/24

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VOL. 35, NO. 1 - NOVEMBER 2025

po0142.7 - First Reading

Vol. 35, No. 1 - November 2025 Revised ORIENTATION

0142.7 - **ORIENTATION**

The Board believes that the preparation of each Board member for the performance of Board duties is essential to the effective functioning of the Board. The Board shall encourage each new Board member to understand the functions of the Board, acquire knowledge of matters related to the operation of the District, and learn Board procedures. Accordingly, the Board shall give to each new Board member , no later than the new member's ~~his/her~~ first regular meeting as a Board member , for ~~his/her~~ use and possession during their ~~the~~ term on the Board , the following items

A. access to the Board policy manual;
B. copies of employee handbooks
C. the current budget statement and related fiscal materials.
D. review of student achievement data and trends
E. review of Board responsibilities and committees

The Board will provide and maintain a library of publications and reference materials for the use of Board members

Each new Board member shall be invited to meet with the Board President, the District Administrator, and the Executive Management Team to discuss Board functions, policies, and procedures.

The Board shall encourage the attendance of each new Board member at orientation and training meetings.

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Sheboygan Area School District

VOL. 35, NO. 1 - NOVEMBER 2025

po1210 - First Reading

Vol. 35, No. 1 - November 2025 Revised BOARD - DISTRICT ADMINISTRATOR RELATIONSHIP

1210 - **BOARD** - **DISTRICT ADMINISTRATOR RELATIONSHIP**

The Board believes that, in general, it is the primary duty of the Board to establish policies and that of the District Administrator to administer such policies. Policy should not be originated or changed without the recommendation of the District Administrator. The District Administrator should be given the latitude to determine the best method of implementing the policies of the Board.

The District Administrator, as the administrative head ~~chief administrative officer~~ of the District, is the primary professional advisor to the Board. As such, the District Administrator ~~S/He~~ is responsible for the development, supervision, and operation of the school program and facilities. His/Her methods should be made known to the staff through the administrative guidelines of the District. The Board shall retain oversight supervision of such administrative guidelines.

The District Administrator and those administrators directed by the District Administrator shall attend all meetings, when feasible. Administrative participation shall be by professional counsel, guidance, and recommendation - as distinct from deliberation, debate, and voting of Board members.

In the interests of promoting and maintaining a healthy and productive work environment, the District Administrator shall report to the Board President any information regarding Board member conduct in violation of Policy 3362.01 /Policy 4362.01 - Threatening Behavior Toward Staff Members ~~, Policy 4362.01 - Threatening Behavior Toward Staff Members,~~ or Bylaw 0144.5 - Board Member Behavior , Communications, and Code of Conduct. If such a report involves the Board President, the Board Vice-President shall be notified.

The Board is responsible for determining the success of the District Administrator in meeting the goals established by the Board through annual evaluations of the District Administrator's performance. As the administrative head of the District, the District Administrator may delegate duties and responsibilities, including those contained in Board policy, to appropriate members of the staff. Those staff performing such duties and responsibilities shall be held accountable by the District Administrator for their performance as employees of the District. **[ ]** The Board shall hold the District Administrator accountable for the administration of the District, actions taken by the District Administrator, and the District Administrator's personal behavior. (See Policy 1240 - Evaluation of the District Administrator) The Board, in formulating its position with regard to the performance of the District Administrator, shall rely, whenever possible, on the objective outcomes of its evaluations rather than on subjective opinions.

[ ] Individual Board members who receive communications regarding matters within the purview of the administration including, but not limited to, personnel concerns or student/parent concerns, shall immediately refer concerns to the District Administrator, or if the concern relates to the District Administrator, to the Board President.

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Sheboygan Area School District

VOL. 35, NO. 1 - NOVEMBER 2025

po1230.01 - First Reading

Vol. 35, No. 1 - November 2025 Revised DEVELOPMENT OF ADMINISTRATIVE GUIDELINES

1230.01 - **DEVELOPMENT OF ADMINISTRATIVE GUIDELINES**

The Board ~~of Education~~ delegates to the District Administrator the function of designing and implementing the guidelines, required actions, and detailed arrangements under which the District will operate. These administrative guidelines shall not be inconsistent with the policies adopted by the Board.

The Board itself will formulate and adopt administrative guidelines and rules only when required by law, and when the District Administrator recommends Board adoption.

The District Administrator may also issue such administrative and student handbooks as the District Administrator ~~s/he~~ may consider necessary for the effective administration of the schools and distribute them to employees and students and/or their parents.

The District Administrator may consult with appropriate District leadership and stakeholders, when appropriate, during the development of administrative guidelines.

As long as the provisions of these administrative guidelines and handbooks are not inconsistent with Board policies, or with Federal/State law, they will be considered to be an extension of the policy manual and binding upon all employees and students.

All current administrative guidelines shall be published on the District website and be readily accessible to staff, students, parents, and community members to ensure transparency and ease of access. ~~**( ) A copy of the District's administrative guidelines manual and a copy of each handbook shall be made a part of the Board's reference materials maintained in the District office.**~~

The District Administrator shall maintain a current organizational chart to which immediate reference can be made by the Board or any employee of the Board.

Legal
118.24, Wis. Stats.

Sheboygan Area School District

VOL. 35, NO. 1 - NOVEMBER 2025

po1240 - First Reading

Vol. 35, No. 1 - November 2025 Revised EVALUATION OF THE DISTRICT ADMINISTRATOR

1240 - **EVALUATION OF THE DISTRICT ADMINISTRATOR**

The Board ~~of Education~~ shall be responsible for annually evaluating the job performance of the District Administrator.

The District Administrator shall be evaluated on the basis of the responsibilities outlined in the District Administrator's job description as approved by the Board and the management goals and objectives established by the Board and the District Administrator. These goals will be established in July and reviewed in January.

The following process and timetable will be used by the Board in evaluating the District Administrator:

END OF YEAR REVIEW

A. December

Blank District Administrator evaluation forms shall be distributed to the Board members. The District Administrator will coordinate printing and distribution of the forms no later than December 1.

B. January

1. On or before January 1, Board members will return the completed evaluation instruments to the Board's Clerk. The Clerk will prepare a compilation of the evaluations and may obtain the assistance of the Executive Assistant to the District Administrator in this regard.

2. During or before the second meeting of the Board in January, the Board will present an evaluation form compilation to the District Administrator. On or prior to this date, the District Administrator will present the Board with a report in the nature of a self-evaluation, describing the manner in which the annual performance goals and objectives of the District Administrator have been met or not met.

3. At a special meeting, or as part of the agenda of a scheduled meeting in January, the Board will review the evaluation compilation report of the District Administrator and any other evaluation instruments which may be prescribed by the annual performance goals and objectives of the District Administrator. On the basis of this information, the Board will develop the annual performance evaluation document to be presented to the District Administrator. The special meeting, or portion of the regular meeting called for these purposes, will be closed.

4. A copy of the written performance evaluation of the District Administrator will be placed in the permanent personnel file of the District Administrator and one copy will be given to the District Administrator.

The timetable prescribed within this policy may be modified for a specific evaluation year upon a majority vote of the Board, without compliance with Board rules governing amendment of Board policies.

CONTRACT ISSUES

A. January

After the evaluation process described in the End of Year Review, Section B.2., the Board will announce its decision regarding extension and/or renewal of the District Administrators' employment contract. The Board will notify the District Administrator in writing of renewal or nonrenewal of the contract in accordance with ss118.24, Stats.

B. June

At a special meeting, or as part of the agenda of a scheduled meeting in June, the Board will:

1. Set the salary level for the District Administrator for the next school year, if not previously established.

2. In consultation with the District Administrator, identify terms within the employment contract of the District Administrator which will be added, deleted or amended effective upon extension or renewal of the contract.

3. Review established performance goals and objectives, as well as the District Administrators' progress since the last evaluation, and identify changes in the performance goals and objectives as appropriate, in consultation with the District Administrator.

Legal
118.24,121.02(1)(q) Wis. Stats.
PI 8.01(2)(q)

Sheboygan Area School District

VOL. 35, NO. 1 - NOVEMBER 2025

po2131.01 - Second Reading

Vol. 35, No. 1 - November 2025 Revised READING INSTRUCTIONAL GOALS AND KINDERGARTEN ASSESSMENT

2131.01 - **READING INSTRUCTIONAL GOALS AND KINDERGARTEN ASSESSMENT**

The Board of Education shall approve a program of reading goals for students for grades four (4) year-old kindergarten and five (5) year-old kindergarten to twelve (12).

To promote students' ~~student's~~ reading skills, the Board requires the District Administrator to employ a certified reading specialist who will be responsible to develop and coordinate a comprehensive reading curriculum for students in grades four (4) year-old kindergarten and five (5) year-old kindergarten to twelve (12).

The goals shall be based on an assessment of the existing reading needs of students. Subsequently, the students shall be assessed based on the reading goals.

Assessments of Reading Readiness

An appropriate, valid, and reliable assessment of literacy fundamentals selected by the Department of Public Instruction (DPI) ~~Board~~ shall be administered annually to each student enrolled in four (4) year-old kindergarten through third ~~second~~ grade. ~~The Board shall require that the assessment selected evaluates whether a student possesses phonemic awareness and letter-sound knowledge.~~

The results of a student's assessment shall be reported to the student's parent or guardian.

A student whose assessment indicates that the student ~~s/he~~ is at risk of reading difficulty shall be provided with interventions or remedial reading services.

Interventions or remedial reading services shall be provided for a student in ~~four (4) year-old kindergarten and~~ five (5) year-old kindergarten to grade three (3) ~~four (4)~~ if the student is identified as at-risk based on the assessment tool. ~~- any of the following occurs :~~

Interventions

Within the period of time specified by law, the District Administrator shall, for each student identified as at-risk, do the following:

1. Create a personal reading plan for the student that includes at least all of the following:
    1. The student's specific early literacy skill deficiencies, as identified by the applicable assessment.
    2. Goals and benchmarks for the student's progress toward grade-level literacy skills.
    3. How the student's progress will be monitored.
    4. A description of the interventions and any additional instructional services that will be provided to the student to address the student's early literacy skill deficiencies.

5. The programming using science-based early reading instruction, as defined in s. 118.015 (1c) (b), that the student's teacher will use to provide reading instruction to the student, addressing the areas of phonemic awareness, phonics, fluency, vocabulary, and comprehension.

6. Strategies the student's parent is encouraged to use to help the student achieve grade-level literacy skills.

7. Any additional services available and appropriate to accelerate the student's early literacy skill development.

2. Provide the interventions described in the student's personal reading plan to the student, as soon as practicable.

3. Monitor the student's progress at least weekly using the method described in the student's personal reading plan to determine whether the student demonstrates an inadequate rate of progress.

4. Provide a copy of the student's personal reading plan to the student's parent and obtain a copy of the student's personal reading plan signed by the student's parent.

5. After providing the interventions described in the student's personal reading plan to the student within ten (10) weeks, notify the student's parent of the student's progress, as determined under the student's personal reading plan.

A. ~~The student fails to meet the reading objectives specified in the reading curriculum plan maintained by the School Board.~~

B. ~~The student fails to score above the state minimum performance standard on the reading test and:~~

1. ~~a teacher in the School District and the student's parent agree the student's test performance accurately reflects the student's ability; or~~

2. ~~a teacher in the School District determines, based on other objective evidence of the student's test performance, that it accurately reflects the student's reading ability; and/or~~

3. ~~the student's reading assessment under 118.016, Wis. Stats. indicates that the student is at risk of reading difficulty. If this subdivision applies, the interventions or services provided to the student shall be scientifically based and shall address all areas in which the student is deficient in a manner consistent with the State standards in reading and language arts.~~

Revised 11/26/13
Revised 3/24/15

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Legal
Wis. Stats. 115.77, 118.015, 118.016, 121.02 (1) (c), 121.02 (1) (d)

Sheboygan Area School District

VOL. 35, NO. 1 - NOVEMBER 2025

po2261.01- Second Reading

Vol. 35, No. 1 - November 2025 Revised PARENT AND FAMILY ENGAGEMENT IN TITLE I PROGRAMS

2261.01 **- PARENT AND FAMILY ENGAGEMENT IN TITLE I PROGRAMS**

In accordance with the requirements of Federal law, programs supported by Title I funds must be planned and implemented in meaningful consultation with parents and family members of the students being served.

Each year , the District Administrator shall work with parents and family members of children served in Title I Programs in order to jointly develop and agree upon a proposed written parent and family engagement plan (referred to as " policy " in Federal law) to establish expectations for the involvement of such parents and family members in the education of their children. The content and effectiveness of the ~~proposed~~ plan (policy) shall be reviewed ~~and approved~~ annually by the District ~~Board~~ and distributed to parents and family members of children receiving Title I services. In accordance with Federal law, the ~~T he~~ proposed plan (policy) must establish the District's expectations and objectives for meaningful parent and family involvement, and describe how the School District will:

A. involve parents and family members in the development of the School District's Title I plans and any State-mandated comprehensive support and improvement plans;
B. provide coordination, technical assistance, and other support necessary to assist and build the capacity of all participating schools in planning and implementing effective parent and family member involvement activities to improve student achievement and school performance, which may include meaningful consultation with employers, business leaders, and philanthropic organizations, or individuals with expertise in effectively engaging parents and family members in education;
C. coordinate and integrate parent and family member engagement strategies, to the extent feasible and appropriate, with other Federal, State, and local laws and programs;
D. with meaningful involvement of parents and family members, annually evaluate the content and effectiveness of the parent and family member engagement policy in improving the academic quality of schools, including:

    1. identifying barriers to greater parent participation (with particular attention to parents who are economically disadvantaged, are disabled, have limited English proficiency, have limited literacy, or are of any racial or ethnic minority background);
    2. the needs of parents and family members to assist with the learning of their children, including engaging with school personnel and teachers; and
    3. strategies to support successful school and family interactions;

E. use the findings of the above-referenced evaluation to:

    1. design evidence-based strategies for more effective parental involvement; and,
    2. revise the parent and family member engagement policy, if necessary;

F. involve parents in the activities of the District's Title I schools, which may include establishing a parent advisory board that may be charged with developing, revising and reviewing the parent and family member engagement policy;
G. provide opportunities for the informed participation of parents and family members (including parents and family members who have limited English proficiency and/or disabilities, and parents and family members of migratory children) , including providing information and school reports in a format, and to the extent practicable , in a language ~~language,~~ such parents can understand;

H. conduct meetings with parents including provisions for flexible scheduling and assistance to parents to better assure their attendance at meetings;
I. develop agendas for parent meetings to include review and explanation of the curriculum, means of assessments, and the proficiency levels students are expected to achieve and maintain;
J. provide opportunities for parents to formulate suggestions, interact and share experiences with other parents, and participate appropriately in the decision-making about the program and revisions in the plan;
K. involve parents in the planning, review, and improvement of the Title I program;
L. communicate information concerning school performance profiles and their child's individual performance to parents;
M. assist parents in helping their children in achieving the objectives of the program by such means as ensuring regular attendance, monitoring television-watching, providing adequate time and the proper environment for homework, guiding nutritional and health practices, and the like;
N. provide timely responses to parental questions, concerns, and recommendations;
O. coordinate and provide technical assistance and other support necessary to assist Title I schools to develop effective parent participation activities to improve academic achievement;
P. conduct other activities as appropriate to the Title I plan and State and Federal requirements.

The Board will reserve the requisite percent of its allocation of Federal Title I funds to carry out the above-described activities. Parents and family members of children receiving Title I services shall be involved in the decisions regarding how the reserved funds are allotted for parent and family member involvement activities. Reserved funds shall be used to carry out activities and strategies consistent with the Board's parent and family member engagement policy (Policy 2261.01), including at least one (1) of the following:

A. Supporting schools and nonprofit organizations in providing professional development for the District and school personnel regarding parent and family member engagement strategies, which may be provided jointly to teachers, principals, other school leaders, specialized instructional support personnel, paraprofessionals, early childhood educators, and parents and family members.
B. Supporting programs that reach parents and family members at home, in the community, and at school.
C. Disseminating information on best practices focused on parent and family member engagement, especially best practices for increasing the engagement of economically disadvantaged parents and family members.
D. Collaborating, or providing subgrants to schools to enable such schools to collaborate, with community-based or other organizations or employers with a record of success in improving and increasing parent and family member engagement.
E. Engaging in any other activities and strategies that the Board determines are appropriate and consistent with its parent and family member engagement policy.

The District Administrator must also assure that each Title I participating school develops a specific written plan, with parental involvement and agreement, which includes provisions regarding the following:

A. Each principal must convene an annual meeting at a convenient time to which all parents of participating children are invited and encouraged to attend to explain the parents' rights to be involved and the school's obligations to develop a parent and family member engagement policy.
B. Meetings with parents of children receiving Title I services must be scheduled at flexible times with assistance such as child care, transportation, home visits, or similar aid offered to parents to encourage their involvement.
C. Parents must be involved in an organized, ongoing and timely way in the development, review, and improvement of parent involvement activities, including the planning, review, and improvement of the school parent and family member engagement policy, and the joint development of the schoolwide program plan, if appropriate.
D. Parents of participating students must be provided with:

1. timely information about the Title I program and the school's parent and family member engagement policy;
2. description and explanation of the curriculum in use at the school, the forms of academic assessment used to measure student progress, and the achievement levels expected;
3. regular meetings, upon request, for parents to make suggestions, and to participate as appropriate, in decisions relating to the education of their children, and receive responses

regarding the parents' suggestions about their student's education as soon as practicably possible.

E. If the written plan is not satisfactory to the parents of participating children, the school must submit any parents' comments when it presents the plan to the District Administrator.
F. As a component of the school-level parent and family member engagement policy, the principal for each school shall coordinate the development of a school-parent compact jointly with parents of children served under Title I which outlines how the school staff, the parents, and the student will share responsibility for improved student academic achievement and the means by which the school and parents will build and develop a partnership to help students achieve the State's high standards. The compact must:

    1. describe the school's responsibility to provide a high-quality curriculum and instruction in a supportive, effective learning environment;
    2. describe the ways in which each parent is responsible for supporting their child's learning environment such as monitoring attendance, homework, extra-curricular activities, and excessive television watching; volunteering in the classroom; and participating, as appropriate, in decisions relating to the education of their children and their positive use of extra-curricular time;
    3. address the importance of parent/teacher communication on an ongoing basis through at least annual parent-teacher conferences to discuss the child's achievement and the compact; frequent progress reports to the parents on their child's progress; reasonable access to the staff and to observe and participate in classroom activities and regular two-way, meaningful communication between family members and school staff, and, to the extent practicable, in a language that family members can understand.

G. Parents of children receiving Title I services must be notified about their school's parent and family member engagement policy in an understandable and uniform format, and to the extent practicable, in a language the parents can understand. These policies must also be made available to the community.
H. School-level parent and family member engagement policies must be updated periodically to meet the changing needs of parents and the schools.

In order to involve parents in the education of their children and to support a partnership among the school, parents and the community for improving student academic achievement, the District Administrator and building principals must include provisions in the School District and school-level parent and family member engagement policies regarding:

A. assisting parents of children served under Title I in understanding such topics as the State's academic standards, State and local academic assessments Title I, and how to monitor their child's progress and how to work with educators to improve their child's achievement;
B. providing materials and training to help parents work with their children to improve achievement, such as literacy training and using technology (including education about the harms of copyright privacy);
C. educating teachers, specialized instructional support personnel, school leaders (including principals), and other staff, with the assistance of parents, about the value and utility of contributions of parents, how to reach out to, communicate with, and work with parents as equal partners, how to implement and coordinate parent programs, and how to build ties between parents and the school;
D. to the extent feasible and appropriate, coordination and integration of parent involvement programs and activities with other Federal, State and local programs (including public preschool programs), and conducting other activities that encourage and support parents more fully participating in the education of their children (e.g., parent resource centers);
E. providing information related to school and parent programs, meetings, and other activities to parents of participating children in a format, and, to the extent practicable, in a language the parents can understand;
F. providing such reasonable support for parent involvement activities as parents may request.

In order to build the School District's capacity for parent involvement, the District Administrator and building principals may also:

A. involve parents in the development of training for teachers and administrators and other educators to improve the effectiveness of such training;

B. provide necessary literacy training from Title I funds if the District has exhausted all other reasonably available sources of funding for such training;
C. pay reasonable and necessary expenses associated with parental involvement activities to enable parents to participate in school-related meetings and training sessions, including transportation and child care costs;
D. train parents to enhance the involvement of other parents;
E. arrange school meetings at a variety of times, or conduct in-house conferences between teachers or other educators who work directly with participating children, with parents who are unable to attend such conferences at school, in order to maximize parental involvement and participation;
F. adopt and implement model approaches to improving parental involvement in Title I programs;
G. establish a District-wide parent advisory council to provide advice on all matters related to parental involvement programs;
H. develop appropriate roles for community-based organizations and businesses in parental involvement activities.

Revised 12/12/17
Revised 8/24/21

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Legal
20 U.S.C. 6318
34 C.F.R. Part 200 et seq.

SHEBOYGAN AREA SCHOOL DISTRICT Sheboygan Area School District

VOL. 35, NO. 1 - NOVEMBER 2025

po2431- Second Reading

Vol. 35, No. 1 - November 2025 Revised INTERSCHOLASTIC ATHLETICS

2431 - **INTERSCHOLASTIC ATHLETICS**

The Board recognizes the value to the District and to the community of a program of interscholastic athletics for as many students as feasible and in accordance with Policy 2260 - Nondiscrimination and Access to Equal Educational Opportunity. The Board believes that it is the purpose of an interscholastic program to provide the benefits of an athletic experience to as large a number of students as feasible within the District.

The program of interscholastic athletics should provide students the opportunity to exercise and test their athletic abilities in a context greater and more varied than that which can be offered by a school or the School District alone.

Game activities and practice sessions should provide many opportunities to teach the values of competition and good sportsmanship.

Since the primary purpose of the athletic program is to enhance the education of participating students as indicated in this policy, the Board places top priority on maximum student participation and the values of good sportsmanship, team play, and fair competition, rather than on winning, particularly at sub-varsity levels. The District Administrator is to develop guidelines for coaches to follow which will ensure that as many students as possible have the opportunity to play so they have the opportunity to benefit from the learning experience.

The Board ~~further~~ adopts ~~those~~ eligibility standards criteria that meet or exceed the Wisconsin Interscholastic Athletic Association (WIAA) standards . The Board further adopts the Name, Image, Likeness (NIL) compensation standards set by the ~~Constitution of the~~ ~~Wisconsin Interscholastic Athletic Association (~~ WIAA ~~)~~ , and directs the District Administrator to provide interscholastic athletics for students in accordance with the WIAA Constitution, Bylaws, and Rules of Eligibility . ~~and shall review such standards annually to ascertain that they continue to be in conformity with the objectives of this Board~~ :

The District Administrator is authorized to establish a set of behavior expectations, an athletic code, an activities code for participants as well as the implementation of appropriate disciplinary procedures against those who violate these expectations. The District provides the following safeguards:

A. Prior to enrolling in the sport, each participant shall submit to a thorough physical examination by a physician and parents shall report any past or current health problems along with a physician's statement that any such problems have or are being treated and pose no threat to the student's participation.

B. Any student who incurs an injury requiring a physician's care is to have written approval by a physician prior to the student's return to participation.

C. Any student suspected of having a head injury or concussion shall be provided with safety protocols specified in Policy 5340 - Student Accidents/Illness/Concussion.

In order to minimize health and safety risks to student-athletes and maintain ethical standards, school personnel, coaches, athletic trainers, and lay coaches should never dispense, supply, recommend, or permit the use of any drug, medication, or food supplement solely for performance-enhancing purposes.

Revised 12/12/17
Revised 2/22/22

T.C. 9/22/25

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Legal
120.12(23), Wis. Stats.
P.I. 9.03(1)(h), Wis. Adm. Code

SHEBOYGAN AREA SCHOOL DISTRICT Sheboygan Area School District

VOL. 35, NO. 1 - NOVEMBER 2025

po5112 - Second Reading

Vol. 35, No. 1 - November 2025 Revised ENTRANCE AGE

5112 - **ENTRANCE AGE**

Research in the area of child growth and development has indicated that intellectual measures alone are insufficient evidence of a child's readiness for school. Other important factors need to be considered which include a child's chronological age; physical, behavioral, social and emotional maturity; environment; and individual personality.

A. **Three (3) Year Old Child Needing Special Education Services**

Upon parental request, any child who has attained the age of three (3) and who is suspected of being handicapped, shall be referred to an I.E.P. Team, and after the parent has submitted consent in writing, shall place a child who has been recommended for placement in an appropriate special education program.

B. **Four (4) Year Old Kindergarten**
No child may be admitted to four (4) year old kindergarten in the District unless the child is four (4) years old on or before September 1st in the year the child proposes to enter school. There shall be no early admission to four (4) year old kindergarten in the District.

C. **Kindergarten**
To enter kindergarten a child must be five (5) years old on or before September 1st in the year the child proposes to enter school or be currently enrolled in a five (5) year old kindergarten program in another district. The parents/guardians of any child who will not be five (5) years old on or before September 1st in the year the child proposes to enter kindergarten may apply to have their child admitted to kindergarten at the opening of school for that year. The following procedures shall be followed:

1. Parents/guardians must request, in writing, that their child is considered for early entrance to kindergarten. This letter is to be sent to the Principal of the school in which they are seeking early admittance at least ninety (90) days before the start of the school year and shall include a statement of the reason(s) the application is being made. The ninety (90) day requirement may be waived for persons new to the District; however, no early admissions shall be made after the third (3rd) Friday of September.

2. The child will be required to participate in an Early Entrance Screening.

    a. The screening will consider the emotional, social, physical, cognitive and readiness skills. A licensed school psychologist will conduct the individual screening. Other school professionals will be consulted when appropriate. This evaluation will be at no cost to the parents/guardians.

    b. After the screening has been completed, a meeting will be held with the parents/guardians to consider the appropriateness of early entrance into kindergarten. The criteria used by the District in making the decision will be whether or not the child is in the superior range in the areas of social, emotional, physical, and cognitive readiness.

3. Parents/guardians have the right to appeal the early entrance decision to the Assistant Superintendent of Student and Instructional Services.
4. If a student is approved for early entrance into kindergarten, school personnel and parents/guardians will monitor and review placement after six (6) weeks to ensure the student is

appropriately placed.

D. **First Grade**

A child must be six (6) years of age on or before September 1st in the year in which the student enrolls. The student must also have completed a kindergarten program or received a waiver of this requirement.

Any student who has not completed a five (5) year old kindergarten program, but seeks to enroll into first grade must receive a waiver of the requirement. The following students are eligible to receive a waiver:

1. Any student who has moved to the District from another state or country where completion of a five (5) year old kindergarten program is a prerequisite to enrollment in first grade and that student has received a waiver of the requirement in the prior state or country.
2. Any student who has moved to the District from another state or country that does not require the completion of five (5) year old kindergarten prior to enrollment in first grade.
3. Any student who, at the discretion of the Principal, in consultation with the first-grade teacher(s) of the District, determines that, notwithstanding that the student has not completed a five (5) year old kindergarten program, the student has demonstrated sufficient aptitude in all core competencies normally required of kindergarten students in the District upon completion of the kindergarten program.
4. The Principal shall perform any required testing to establish the student's academic capabilities and shall prepare a written evaluation that either grants or denies the waiver and provides an explanation as to the decision.

E. **Appeal of Denial of Waiver**

The parents of any student denied a waiver under this section by the Principal may appeal that decision to the District Administrator by submitting a written request to the District Administrator within ten (10) calendar days of the decision of the Principal. The decision of the District Administrator is final.

F. **Initial Entry**

Children entering the District for the first time must comply with state law. Students must have an immunization record or a properly submitted waiver on file at the school. Any student who does not have the proper immunization records or appropriate waiver within thirty (30) school days of enrollment may be excluded or permitted to remain in school pursuant to Policy 5320 - Immunization.

Any student, and/or the student's parent(s), who enters the District for the first time must disclose prior or pending school expulsions at the time of enrollment.

G. **Verification of Residence**

Verification of a parent's residence shall be required at the time the child registers in a District school. Verification of residence may also be required at any other time at the discretion of the District Administrator.

H. **Verification of Age**

Verification of a child's age shall be required at the time the child enrolls ( )See Administrative Guideline 5112A - Admission to Kindergarten.

I. **Early Admission**

The District shall prescribe procedures, conditions, and standards for early admission to five (5) year old kindergarten, and first grade.

The District does not allow early entrance to four (4) year old kindergarten.

Revised 2/26/19
Revised 10/25/19

Revised 12/10/19
Revised 2/22/22

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Legal
Wis. Stats 118.14, 118.15, 120.12(25)

Sheboygan Area School District

VOL. 35, NO. 1 - NOVEMBER 2025

po5135 - Second Reading

Vol. 35, No. 1 - November 2025 New STUDENT IDENTIFICATION NUMBERS AND CARDS

New Policy - Vol. 35, No. 1

5135 - **STUDENT IDENTIFICATION NUMBERS AND CARDS**

Each student enrolled in the District shall be provided a unique identification number. The identification number shall not be identical to or incorporate the student's Social Security number.

The Board authorizes the District Administrator to issue identification cards to students.

If identification cards are issued, each identification card shall include the telephone number for the National Suicide Prevention Lifeline or one of its affiliate crisis centers or, if the National Suicide Prevention Lifeline ceases operations, another national network of local crisis centers that provides free and confidential emotional support to individuals in suicidal crisis or emotional distress twenty-four (24) hours a day and seven (7) days a week.

Identification cards may also include the following information, if available:

A. a statement that the text-based emotional support service of the Crisis Text Line may be accessed by texting HOPELINE to 741741 or, if applicable, by specifying any successor method;

B. instructions for contacting a text-based state or national organization, other than the National Suicide Prevention Lifeline or a successor organization, that provides free support to individuals in crisis twenty-four (24) hours a day and seven (7) days a week;

C. the telephone number for a local suicide prevention hotline.

The District Administrator shall take appropriate steps to comply with this statutory requirement whenever student identification cards are issued by the District.

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118.169, Wis. Stats.

Sheboygan Area School District

VOL. 35, NO. 1 - NOVEMBER 2025

po5411 - Second Reading

Vol. 35, No. 1 - November 2025 Revised THIRD GRADE PROMOTION AND RETENTION: AT-RISK STUDENTS

5411 - **THIRD GRADE PROMOTION AND RETENTION: AT-RISK STUDENTS**

Introduction

This policy governs the promotion of students from 3rd grade to 4th grade in accordance with 118.33, Wis. Stats. The policy applies to all students being considered for promotion from 3rd to 4th grade, effective on September 1, 2027.

The District intends to make promotion decisions based on a thorough and equitable process that considers individual student needs in reading. For any student who has not completed their personal reading plan by the end of 3rd grade, a team will determine whether retention or promotion to 4th grade, with intensive instructional support, progress monitoring, and supports to remediate the identified areas of deficiency, is in the student's best interest. The determination process will consider relevant factors such as reading proficiency, social and emotional development, and available supports.

Definitions

"Personal Reading Plan" means a reading plan provided for five (5) year-old-kindergarten to third grade students that are identified as at risk based on a universal screening assessment or diagnostic assessment, in accordance with 118.016(5), Wis. Stats.

"Limited English-Proficient Student" means a student whose ability to use the English language is limited because of the use of a non-English language in the student's family or the student's daily, non-school surroundings, and who has difficulty in performing ordinary classwork in English as a result of such limited English proficiency.

"Completed" - means a 3rd grade student who has a personal reading plan is considered to have completed the personal reading plan if the student's parent and the student's school agree that the student has met the goals outlined in the personal reading plan and the student scores at grade-level in reading on a summative assessment, as defined by the Department of Education (DPI).

Promotion of Third Grade Students with Personal Reading Plans

For any student who has not completed their personal reading plan by the end of the student's third grade year, the District will engage in a process to determine whether to promote that student to the fourth grade. The District will not promote a student from third grade to fourth grade who has not completed their personal reading plan by the end of third grade unless the District, in consultation with the student's parent(s), believes retention is not in the best interest of the student.

In reaching the decision to promote or retain the student, the District will carefully consider all relevant factors, including but not limited to:

A. Whether a team of interested individuals, including the parent(s) of the student and school representatives who have knowledge of the reading instruction, supports, and interventions provided to the student, believe promotion is in the best interest of the student;
B. All relevant and available data demonstrating the student's response or progress to reading instruction and intervention, and data demonstrating the student's progress towards meeting personal reading plan

goals;
C. Whether or which alternatives to retention can help support the student to achieve reading proficiency;
D. Any other factor(s) relevant in deciding whether to retain or promote a student;
E. Those factor(s) or conditions considered elsewhere in District policy or administrative guidelines pertaining to student promotion and retention;

G. Whether the student is eligible for an exception contained under this policy;
H. The potential long-term adverse risks and/or benefits of retention.

Based on the comprehensive evaluation of factors above, the District will make one of the following determinations:

A. Promotion: Promotion to fourth grade with applicable supports and services is more appropriate than retention in ~~to~~ third grade.
B. Promotion: The student's non-completion of their personal reading plan was not primarily due to the student's lack of reading proficiency.
C. Promotion: The District recommends retention with applicable supports and services, but the student's parent(s) do not agree with the District's recommendation.
D. Retention: The District determined that, in consultation with the student's parent(s), retention with applicable supports and services is more appropriate than promotion to fourth grade.

Promoting Students with Incomplete Personal Reading Plans

If the District promotes a third-grade student who has not completed their personal reading plan by the end of third grade, the District shall conduct all of the following post-promotion requirements:

A. In the following and subsequent school year(s), provide intensive instructional services, progress monitoring, and supports to remediate the identified areas of deficiency until the student scores at grade level in reading on a summative assessment;
B. Notify the student's parent(s), in writing, that the student did not complete their personal reading plan, including a description of the instructional services and supports that will be provided to the student to remediate the identified areas of deficiency; and
C. Provide the student with an intensive summer reading program each summer until the student scores at grade-level in reading on a summative assessment.

Exceptions to Post-Promotion Requirements

The following are good cause exceptions. Any student who meets one (1) or more of the following good cause exceptions may be exempt from the promotion policy, the intensive summer reading program, and/or the intensive reading intervention requirements:

A. The student is identified as a Limited-English Proficient student as per the definition included in this policy;
B. The student has an individualized education plan (IEP) that indicates that neither taking the universal reading screener nor the State summative assessment in reading is appropriate for the student;
C. The student scores as proficient in reading on the alternative Statewide standardized summative assessment;
D. The student has an IEP or Section 504 plan under the Rehabilitation Act of 1973 that indicates that the student has received intensive intervention in reading for more than two (2) years if the student continues to demonstrate a deficiency in reading and was previously retained in 5K, grades one (1), two (2), or three (3);
E. The student has received intensive reading interventions for two (2) or more school years, continues to demonstrate a deficiency in reading, and was previously retained in 5K, grades one (1), two (2), or three (3) for a total of two (2) years.

Mid-Year Enrollment/Transfers

Any student who enrolls as a third-grade student late in the school term without any accompanying record of a personal reading plan shall be promoted to fourth grade under the criteria that the student did not have a

personal reading plan in effect at the end of third grade.

If a student transfers into a school enrolled as a fourth-grade student and the provided records indicate the student may have met requirements to be retained in third grade (e.g., incomplete personal reading plan), the District shall provide all supports and services that the student would have otherwise received as a post-promotion requirement including intensive instructional services, progress monitoring and supports to remediate the identified areas of deficiency, parent notification, and an intensive summer reading program each summer until the student scores at grade-level in reading on a summative assessment.

Parental Notification

No later than fifteen (15) days after the reading readiness assessment is scored, the Board shall provide the results of the reading readiness assessment, in writing containing at least all of the following information to the student's parent in the parent's native language:

A. the student's score on the reading readiness assessment;

B. the student's score in each early literacy skill category assessment by the assessment;

C. the student's percentile rank score on the reading readiness assessment, if available;

D. the definition of "at-risk" and the score on the reading readiness assessment that would indicate the student is at-risk;

E. a plain language description of the literacy skills the reading readiness assessment is designed to measure.

If the diagnostic assessment indicates that a student is at-risk, the Board ~~board~~ shall include information about how to make a special education referral under 115.777, Wis. Stats., with the diagnostic assessment results provided.

If the Board is required to assess a student's early literacy skills using a diagnostic assessment, the Board shall provide all of the following, in writing, to the student's parent:

A. a description of the common indicators and characteristics of dyslexia;

B. information about appropriate interventions and accommodations for students with characteristics of dyslexia.

The Board shall post its early literacy remediation plan (including the parent notification policy) on the School District website.

If a student is identified as at risk based on a universal or diagnostic assessment, the Board shall:

A. provide a copy of the student's personal reading plan to the student's parent and obtain a copy of the personal reading plan signed by the student's parent (acknowledgement rather than consent);
B. after ten (1) weeks of providing the student with the interventions in the student's personal reading plan, notify the student's parent of the student's progress, as determined under the student's personal reading plan.

Appeal Process

Any person appealing a decision regarding promotion to grade four (4) under this policy shall submit a written appeal to the Assistant Superintendent of Student and Instructional Services within five (5) business days of notification. The person must state, in writing, the portion of this policy they believe was administered in error, including the reasons supporting that belief and the proposed remedy for the alleged error.

The Assistant Superintendent of Student and Instructional Services will meet with the parties involved and will issue a written decision within ten (10) business days. The decision of the Assistant Superintendent of Student and Instructional Services is final.

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118.33(5m)(a), Wis. Stats.
118.016(4)(5), Wis. Stats.

VOL. 35, NO. 1 - NOVEMBER 2025

po5515 - Second Reading

Vol. 35, No. 1 - November 2025 Revised STUDENT USE AND PARKING OF MOTOR VEHICLES

5515 - **STUDENT USE AND PARKING OF MOTOR VEHICLES**

~~The Board regards the use of motor vehicles for travel to and from school by students as an assumption of responsibility on the part of those students -- a responsibility in the care of property, in the observation of safety rules, and in the display of courtesy and consideration toward others.~~

The Board will permit the operation and parking ~~use~~ of motor vehicles on District property by students, in accordance with the rules of this District, provided that such students are licensed drivers.

Students may only bring onto District property vehicles that are owned by the student or vehicles for which the student has express permission to operate. Bringing other vehicles onto District property shall be considered a violation of school rules and this policy; school officials may contact law enforcement, as appropriate, when vehicles are brought onto District property without legal authorization.

At no time may a student enter a vehicle without the owner's consent, or the driver's consent if the owner has granted the driver express permission to operate the vehicle. School officials may contact law enforcement for unauthorized entry of a vehicle.

School officials may search a vehicle located on District property in accordance with Board Policy 5771 - Search and Seizure and Administrative Guideline 5771 - Search and Seizure.

The Board will not be responsible for motor vehicles that ~~which~~ are ~~lost,~~ stolen ~~,~~ or damaged on District property.

The District Administrator shall establish standards for the granting of parking permits which shall contain the warning that infraction of the rules may result in the revocation of the permit.

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Sheboygan Area School District

VOL. 35, NO. 1 - NOVEMBER 2025

po5895 - Second Reading

Vol. 35, No. 1 - November 2025 Rescind STUDENT EMPLOYMENT

~~5895 - **STUDENT EMPLOYMENT**~~

~~The Board believes that attendance at school, full effort in completing school assignments, and participation in school-related activities should be a student's primary focus. The Board also recognizes the value and in some instances the necessity of students' pursuit of employment opportunities. The Board supports these students efforts provided that they do not interfere with or adversely impact a students' ability to fully participate in the educational programming offered to the student.~~

~~Unless exempted by law or by temporary order due to emergency circumstances, no student under the age of sixteen (16) may be employed without a permit issued by the State and may not work in excess of prescribed hours per day or week, or later than a particular time.~~

~~If a student works while attending school, s/he should receive counseling and assistance in seeking appropriate job opportunities and in correlating work schedules with school studies and activities, particularly where such work requires dismissal from school during instructional time periods. Any school staff who becomes aware of a student working in excess of permitted hours or later than permitted times, shall notify the building administration who shall contact the student's parents.~~

~~Consistent with the authority provided to the Board by the State of Wisconsin Department of Workforce Development, the District will serve as a permit officer for the purpose of issuing permits for the employment of minors.~~

~~The Permit Officer(s) shall manage the issuance of student work permits consistent with the requirements of state law, specifically, to issue work permits to minors who provide appropriate supporting documentation establishing the requirements for the issuance of a permit. The Permit Officer(s) shall maintain all records associated with the permit issuance process.~~

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103.70 et seq., Wis. Stats.
Wis. Admin. Code DWD 270

SHEBOYGAN AREA SCHOOL DISTRICT Sheboygan Area School District

VOL. 35, NO. 1 - NOVEMBER 2025

po6320 - Second Reading

Vol. 35, No. 1 - November 2025 Revised PURCHASING

6320 **- PURCHASING**

It is the policy of the Board of Education that the Assistant Superintendent of Business and Operational Services seek at least three (3) written price quotations on purchases of $10,000 or more, except in cases of a single vendor, emergency , or when materials purchased are of such nature that price negotiations would not result in savings to the District.

When it is not possible to obtain three (3) written quotations, approval of the Assistant Superintendent of Business and Operational Services is required. Documentation must be maintained.

When the purchase of, and contract for, single items of supplies, materials or equipment is reasonably anticipated to reach the amount of $75,000 or more, the Assistant Superintendent of Business and Operational Services shall obtain competitive bids.

All Bids over $75,000 shall be brought through the respective Board committee and be awarded by the full Board.

When competitive bids have been received for items that have been specified and approved as part of the annual budget process (i.e. capital improvements budget) and the time required to seek approval from the Board may result in the loss of a competitive price, the Assistant Superintendent of Business and Operational Services may approve purchases up to $100,000. The information shall be brought to the Board for confirming action with substantiation that the order for these items needed to be placed before the Board would have approved the purchase in the regular routine.

Any District Administrator is authorized to purchase all items within budget allocations.

The Board should be advised, for prior approval, of all purchases of equipment, materials, and services when the purchase exceeds the line item by the $10,000.

In order to promote efficiency and economy in the operation of the District, the Board requires that the Assistant Superintendent of Business and Operational Services periodically estimate requirements for standard items or classes of items and make quantity purchases on a quotation basis to procure the lowest cost consistent with good quality.

Whenever storage facilities or other conditions make it impractical to receive total delivery at any one time, the total quantity to be shipped shall be made a part of the quotation specifications.

Before an administrator places a purchase requisition, the administrator ~~s/he~~ shall check whether: (a) the proposed purchase is subject to written quotation, (b) whether sufficient funds exist in the budget, and (c) whether the goods or services might be available elsewhere in the District. All purchase orders shall be numbered consecutively.

In the interests of economy, fairness, and efficiency in its business dealings, the Board requires that:

A. items commonly used in the various schools, or units thereof, be standardized whenever consistency with educational goals can be maintained;
B. opportunity be provided to as many responsible suppliers as possible to do business with the School District;
C. where the requisitioner has recommended a supplier, the Assistant Superintendent of Business and Operational Services may make suggestion alternatives to the requisitioner if, in the Assistant

Superintendent of Business and Operational Services ~~his/her~~ judgment, better service, delivery, economy, or utility can be achieved by using a different supplier;

D. upon the placement of a purchase requisition, the Assistant Superintendent of Business and Operational Services shall commit the expenditure against a specific line item to guard against the creation of liabilities in excess of appropriations.

Confirmation requisitions/orders require advanced approval of the Assistant Superintendent of Business and Operational Services before committing the District to a purchase of supplies, equipment or services. Failure to follow proper procedures may result in disciplinary action, personal liability or return of the goods.

The Assistant Superintendent of Business and Operational Services shall furnish a current requisitioning and purchasing procedures guideline to all administrators.

The Board may acquire office equipment as defined in law by lease, installment payments, lease-purchase agreements, or lease with the option to purchase, provided the contract sets forth the terms of such a purchase. All lease/purchase agreements for items of equipment which exceed four (4) years in duration must have Board approval.

Debarred Contractors Excluded

The District shall not award any contract, agreement or subcontract for goods or services to any party that has been suspended or debarred from receiving contracts or subcontracts by the Federal Acquisition Regulations (FAR).

For any contract or sub contract with a value in excess of $25,000, the District shall verify that the contractor or subcontractor and any principle is not listed on the General Services Administration's list of debarred or suspended contractors in the Excluded Parties Listing System (EPLS).

Revised 10/27/15

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Legal
66.0901, Wis. Stats.
48 C.F.R. § 9.4

VOL. 35, NO. 1 - NOVEMBER 2025

po7540.08 - Second Reading

Vol. 35, No. 1 - November 2025 Replacement ARTIFICIAL INTELLIGENCE (AI)

Replacement Policy - Vol. 35, No. 1

7540.08 - **ARTIFICIAL INTELLIGENCE (AI)**

The Board acknowledges the positive impact and transformative potential of Artificial Intelligence (AI) in education and operations, emphasizing a balanced, people-centered approach. It supports the responsible and innovative use of AI in classrooms and professional settings, with the understanding that AI should enhance human interaction and instruction, not replace it, and all AI-driven decisions require human review. The District Administrator is authorized to support the use of artificial intelligence technology when its use is consistent with the District's mission, goals, and operational integrity. The District Administrator is responsible for overseeing and ensuring compliance of this policy.

Definitions

For purposes of this policy, the following definitions apply:

Artificial Intelligence (AI)

AI refers to systems or tools capable of performing tasks that typically require human intelligence including, but not limited to, decision-making, problem-solving, and language understanding. AI is computer code that can resemble human intelligence to complete a given task (e.g., problem-solving, planning, etc.). It involves developing algorithms and systems that can perceive, reason, learn, and make decisions based on data made available to the AI tool.

Generative AI

A subset of AI that uses large language models (LLMs) and other advanced algorithms to create content, such as text, images, audio, or video, in response to user input.

Generative AI works by analyzing large datasets to learn patterns and features, which it then uses to generate new, original content. It uses complex algorithms, often based on neural networks, to make predictions based on the input data it has processed; thereby enabling it to create a wide range of outputs, from text and images to music and code, that mimic the style or characteristics of the data on which it was trained.

At its core, generative AI predicts the flows of language. Trained on massive amounts of text taken from publicly available internet sources to recognize the relationships that most commonly exist between individual units of meaning (including full or partial words, phrases, and sentences), LLMs can, with great frequency, generate replies to users' prompts that are contextually appropriate, linguistically facile, and factually correct.

Natural Language Processing (NLP)

A field of artificial intelligence that focuses on enabling computers to understand, interpret, and respond to human language in a meaningful way. Examples of NLP include, but are not limited to, Grammarly, GPT-Based APIs, Google Cloud Natural Language AI, Microsoft Azure Text Analytics, IBM Watson NLP, Amazon Comprehend, etc.

Large Language Model (LLM)

A sophisticated AI system trained on extensive text data to process and produce language; recognize patterns, grammar, and nuances. It can perform tasks like text generation, question answering, and language translation.

Algorithm

A set of rules or instructions guiding AI operations and decision-making.

Personally Identifiable Data/Personal Data

Refers to any information that can directly or indirectly identify an individual including, but not limited to, names, addresses, student records, and health information.

Proprietary Information/Data

Refers to a broad category of non-public, sensitive, or confidential data belonging to the District, its staff, or its operations. This information is considered the District's. This information is generally protected from unauthorized disclosure or use.

Open AI ("Open-Source AI")

Definition: AI models where the developers openly share the model's architecture, underlying code, and often the "weights" (the learned parameters of the model), and sometimes the training data. Open AI models accessed publicly present a high risk of data release, as data input is often used for AI tool training and can be publicly available. Open AI models may require the District to implement and manage its own wrapper or filtering layer. As a result, it is not recommended that Open AI tools/applications are used in districts due to the high potential of violating Federal and State laws. Open-Source AI also produces less reliable content, because it is accessing a pool of data that is not universally verified as accurate.

Closed AI ("Closed-Source/Proprietary AI")

Definition: AI models where the developers obscure or protect the model's architecture, underlying code, training data, and weights. Users interact with the model via a restricted service. Closed AI may offer better, contractually-guaranteed data security (e.g., "enterprise" versions), but its "black box" nature still requires a formal audit and contract. Closed AI developers typically manage these filters internally. Closed-Source or Proprietary AI produces more reliable results because it is accessing data sources that are controlled and can be verified as accurate.

Any use of artificial intelligence technology in the District's educational program or operations must be in accordance with State and Federal law as well as Board policies including, but not limited to, the following: Policy 5505 – Academic Honesty; Policy 5500 – Student Code of Classroom Conduct; Policy 5500.01 – Conduct in Virtual Classroom; Policy 5517 – Student Anti-Harassment; Policy 5517.01 – Bullying; Policy 2266 – Nondiscrimination on the Basis of Sex in Education Programs and Activities; Policy 8330 – Student Records; Policy 2240 – Controversial Issues in the Classroom; Policy 7540.03 – Student Technology Acceptable Use and Safety; and Policy 7540.04 – Staff Technology Acceptable Use and Safety.

General Principles

A. **Transparency**

Users of AI tools must disclose when and how these tools have been employed in the creation of academic or professional work.

B. **Ethical Use**

District employees who use AI technologies must do so in ways consistent with institutional values, privacy standards, Family Educational Rights and Privacy Act (FERPA), Individual with Disabilities Education Act (IDEA), copyright laws, and ethical principles, honesty, trustworthiness, and personal dignity of both employees and students.

C. **Content Responsibility**

District employees who use AI technologies are responsible for the content created by that AI tool.

Evaluation and Approval

Before adopting any AI tool or system, the District will conduct a comprehensive risk assessment — evaluating data sources (including use of student Personally Identifiable Information), decision-making impacts on students, potential bias or disparate impact, and vendor compliance with privacy, security, and data retention laws — and ensure all contracts include clear legal, ethical, and technical safeguards aligned with FERPA, IDEA, COPPA, PPRA, Wisconsin statutes, and District policies. AI systems must be reviewed to ensure they are nondiscriminatory, fully accessible, and do not compromise the rights or individualized support of students, particularly those protected under federal and state civil rights laws.

AI Tool Selection

The District approves the use of Closed AI tools only, that have been carefully reviewed, evaluated and approved by the Instructional Technology Coordinator for students and staff use.

Transparency

The District is committed to transparency and accountability in AI use by informing teachers, students, and parents when AI influences decisions, clearly explaining how it works and what data it uses, assigning oversight to the Instructional Technology Coordinator, and conducting regular audits to evaluate accuracy, fairness, and impact on equity and student rights. The District will maintain a public AI Tool Inventory that lists every approved AI tool and includes a summary of its data-handling and privacy features.

Vendor Vetting & Contracts

All AI tools used by the district must undergo a formal risk assessment by the IT/Legal department to review their Terms of Service and data handling practices to ensure compliance with all Federal and State privacy laws. The District prohibits the input by any user of any student information, staff information, or confidential district data into any AI tool that does not have a formal, vetted contract guaranteeing data privacy and non-use for training.

Employee Use of AI

Employees may integrate AI tools into their instruction at their discretion and should clearly define the parameters for AI usage in the classroom by students using District-approved AI applications/tools.

When using AI to create instructional materials, assessments, or feedback, employees shall maintain transparency by disclosing the role of AI in these processes. Employees must review and verify the accuracy and appropriateness of any AI-generated content.

Employees shall not input sensitive, confidential, personally identifiable, or proprietary information about students, colleagues, or institutional operations into AI systems that lack safeguards and policies to protect such data from being used in their training models, and if such information will be entered into an AI system, employees shall seek the approval of their supervisor or Principal before doing so.

Using AI detection software to enforce academic integrity should be done in accordance with the knowledge that this software is not foolproof and that the disruptive nature of AI technologies in education can lead to considerable confusion regarding expectations for AI use. Employees should use AI-detection ethically and as the starting point of an inquiry into a possible violation of academic integrity rather than as a definitive indication of student dishonesty. Employees must also disclose the use of AI software in course curricula.

Employees may use AI tools to enhance workflows, such as drafting communications, analyzing data, or developing reports, provided the outputs are verified for accuracy and compliance with State and Board policies. The use of AI tools for such purposes should be disclosed when disseminating AI output.

Student Use of AI

Students shall receive age appropriate instruction about responsible AI use, digital citizenship, privacy, and the risks/limitations of AI prior to using AI.

Students are expected to develop their own knowledge, skills, and understanding of course material rather than relying solely on AI tools and they should ask their teacher(s) when they have questions and/or need assistance.

Students may use AI tools for academic purposes when specifically and clearly permitted by their teacher(s). The use of AI must be properly disclosed and cited in accordance with the established guidelines and not be employed to undermine authentic learning or learning objectives for the course or assignment.

If a student has any questions about whether they are permitted to use AI tools for a specific class assignment, they should ask their teacher(s).

Unauthorized use of AI tools will be considered a form of plagiarism, unauthorized collaboration, or misrepresentation of AI-generated content as original work and any student found using these tools without permission or in a prohibited manner will be disciplined in accordance with the Student Handbook or Policy 5500 – Student Code of Classroom Conduct and Policy 5505 – Academic Honesty.

Academic Accessibility

AI tools can be utilized to assist students with disabilities in accessing and understanding written materials. For example, text-to-speech software can help students with specific learning disabilities, visual impairments, or other disabilities in reading texts, and AI-powered translation tools can help students with hearing impairments understand spoken language (e.g., create transcripts or provide closed-captioning for spoken material). Specific use of AI technologies beyond universal application for students with disabilities is best addressed in each student's Individual Education Plan (IEP).

Employee Training

Employees will receive training periodically to ensure adherence to this and other related policies, data privacy, student records, and allowable/approved AI tools in the District.

Non-Academic Use of AI

Students and staff are prohibited in the use of AI from generating false or knowingly misleading representations of other students, staff, volunteers, or Board members that are reasonably interpreted as derogatory, threatening, or otherwise objectionable to a reasonable person, including by way of AI generated or manipulated visual or verbal depictions of any such individual, or the distribution of such depictions through any means, for example via social media, regardless of whether the distributor created the depictions themselves.

Enforcement

Violation of this policy may result in disciplinary consequences. Students may be disciplined for violations, up to and including suspension or expulsion. Staff may be disciplined for violations, up to and including suspension or termination of employment. The District Administrator will refer any illegal acts to law enforcement.

Questions or Concerns

Staff, parents, or members of the public who have questions or concerns regarding this policy or the use of AI in the District should contact the Assistant Superintendent of Student and Instructional Services.

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SHEBOYGAN AREA
SCHOOL DISTRICT

2026-27 Budget Report

Sheboygan Area School District

Revenue Cap Limits

- State imposed revenue caps limit the revenue a school district can generate between general state aid and local tax levies.
- District has never gone out to referendum to exceed revenue cap.
- Revenue caps are calculated by multiplying a district's 3-year resident enrollment average by the per-pupil revenue amount.
- Sheboygan Area School District enrollment average = 9,296
- Per-pupil revenue amount = $12,091 ($325 Increase for 2026-27)
- State allows for a declining enrollment exemption if the 3-year enrollment average is less than the previous year.

Resident Enrollment and Per-Pupil Revenue

		2026-27	+/-	% +/-
3rd Friday Sept. Student FTE	9,251	8,973	-278	-3.0%
Summer School Student FTE	62	74	+12	+19.4%
Total FTE	9,313	9,047	-266	-2.9%
3-Year Membership Average	9,469	9,296	-173	-1.8%
Revenue Per Member	$11,766	$12,091	+$325	+2.8%
Categorical Aid (outside revenue cap)	$742	$742	$0	0%
Total Increase:			+$325	+2.6%

Consumer Price Index Increase: +2.63%

3-Year Resident Membership Average Used for the Revenue Cap Calculation

	2024-25	2025-26	2026-27
2022	9,647		
2023	9,567	9,567	
2024	9,527	9,527	9,527
2026		9,313	9,313
2026			9,047
3-Year Average	9,580	9,469	9,296

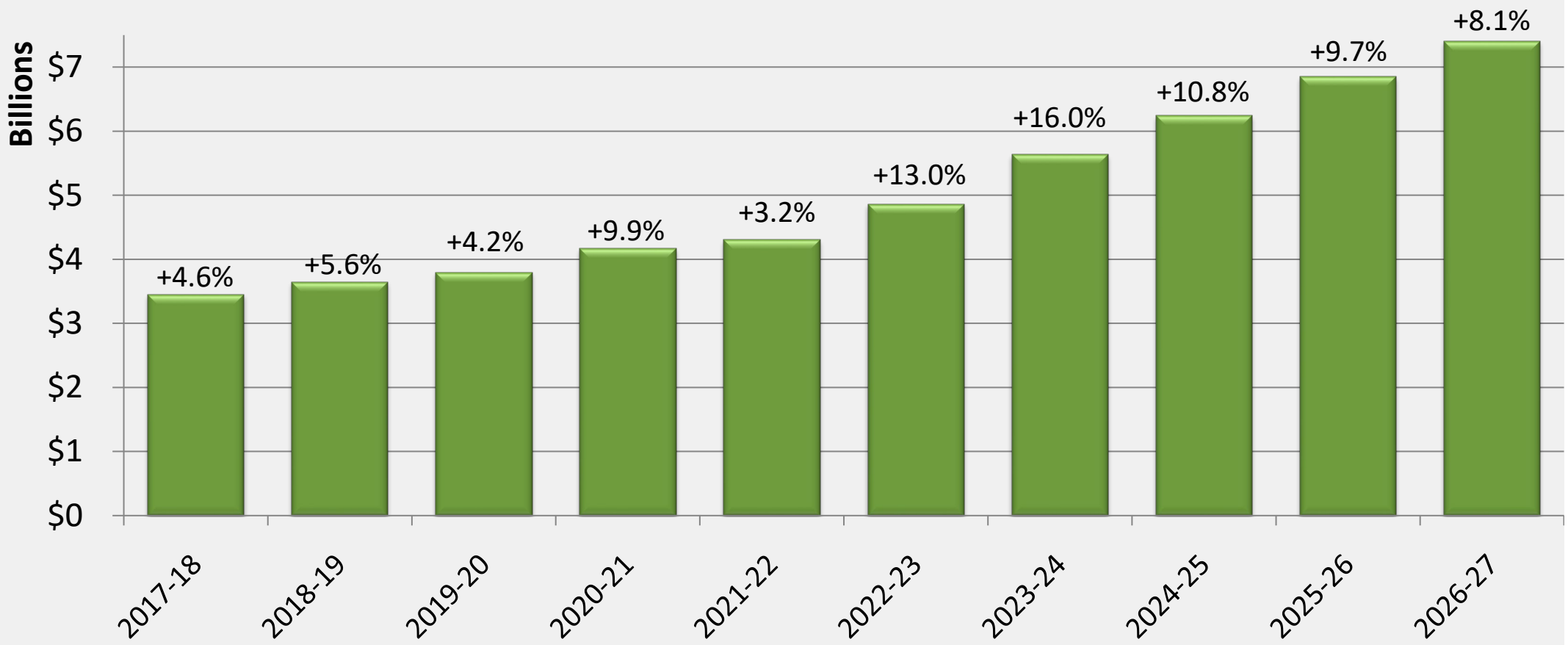
Property Values and General State Aid

Property value per-student is a key factor in determining the amount of general state aid.

	2025-26	2026-27	% Change
Equalized Property Value	$6,850,906,486	$7,407,138,393	+8.1%
		State-wide Average:	+8.0%
General State Aid	$89,579,870	$88,880,798	-0.8%

- There was no increase to the 2025-2027 biennial state budget for general state aid
- This shifted the tax burden to local property owners

Equalized Property Valuation Trend



General State Aid Trend



State Aid and Tax Levy

Because the Sheboygan Area School District's property value per-student is below the State average, the District is more heavily funded through State aid than from local property tax levy.

74% of the funding under the revenue cap is from State aid

(Compared to 75% for 2025-26)

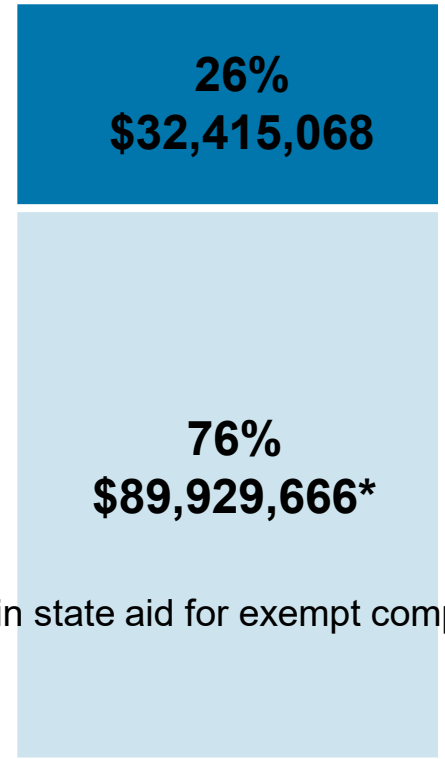
26% of the funding under the revenue cap is from local tax levy

(Compared to 25% for 2025-26)

State Aid Offsets Tax Levy

Decreases or increases in State Aid do not change the revenue for the district.

2025-26 Total Revenue Cap **$122,344,734**



*Includes $1,048,868 in state aid for exempt computer and personal property.

Tax Levy and Mill Rate

	2025-26	2026-27	$ Change
Tax Levy for SASD Budget	$31,779,775	$35,410,181	$3,630,406 Increase
Tax Levy for Private School Voucher Program	$7,285,925	$7,772,497	$486,572 Increase
Total Tax Levy	$39,065,700	$43,182,678	$4,116,978 Increase
Equalized Mill Rate – Per $1,000	$5.70	$5.83	$0.13 Increase

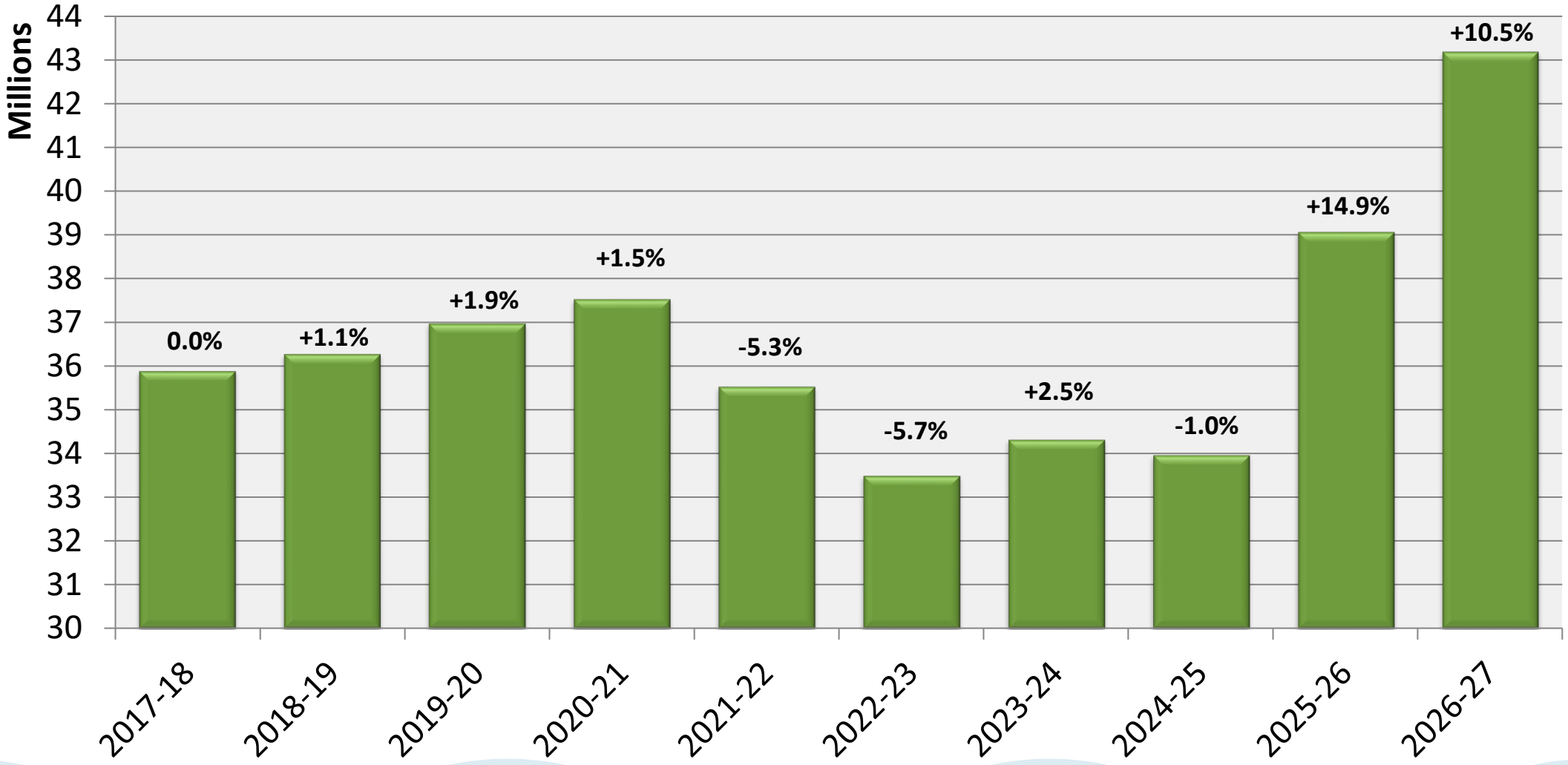
Tax Levy History

	General Fund	Private School Vouchers	Debt Service	Capital Expansion	Community Service	Total Tax Levy	Percent Change
2026-27	$23,142,257	$7,772,497	$9,007,402	$1,500,000	$1,760,208	$43,182,678	+10.54%
2025-26	20,672,823	7,285,925	8,250,424	1,500,000	1,356,528	39,065,700	+14.98%
2024-25	16,343,133	6,573,317	8,328,881	1,375,000	1,356,528	33,976,859	-1.02%
2023-24	18,289,452	6,226,286	7,079,821	1,375,000	1,356,528	34,327,087	+2.45%
2022-23	16,076,440	4,620,626	10,151,561	1,300,000	1,356,528	33,505,155	-5.73%
2021-22	22,313,380	4,302,937	6,270,777	1,300,000	1,356,528	35,543,622	-5.30%
2020-21	26,881,320	3,354,207	4,642,377	1,300,000	1,356,528	37,534,432	+1.50%
2019-20	26,973,163	2,555,244	4,843,981	1,250,000	1,356,528	36,978,916	+1.91%
2018-19	27,287,100	1,701,012	4,825,784	1,200,000	1,272,528	36,286,424	+1.09%
2017-18	27,102,300	797,218	5,524,145	1,200,000	1,272,528	35,896,191	-0.01%

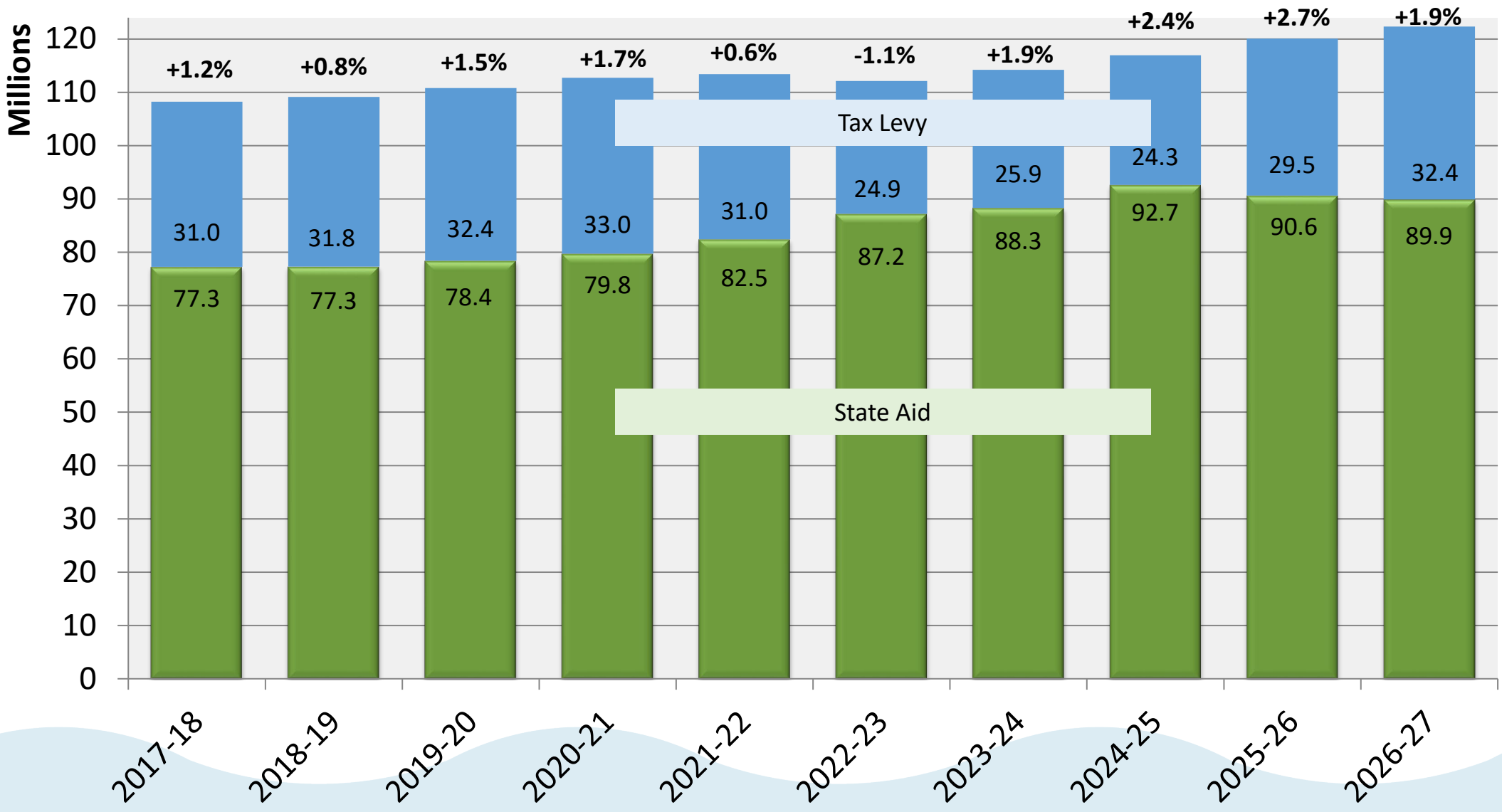
Tax Levy History for SASD and Private School Vouchers

	SASD Levy	SASD Levy Percentage Change	Private School Voucher Levy	Private School Voucher Levy Percentage Increase
2026-27	$35,410,181	+11.4%	$7,772,497	+6.9%
2025-26	31,779,775	+15.9%	7,285,925	+10.8%
2024-25	27,403,542	-2.5%	6,573,317	+5.6%
2023-24	28,100,801	-2.7%	6,226,286	+34.8%
2022-23	28,884,529	-7.5%	4,620,626	+7.4%
2021-22	31,240,685	-8.6%	4,302,937	+28.3%
2020-21	34,180,225	-0.7%	3,354,207	+31.3%
2019-20	34,423,672	-0.5%	2,555,244	+50.2%
2018-19	34,585,412	-1.5%	1,701,012	+113.4%
2017-18	35,098,973	-1.0%	797,201	+79.0%

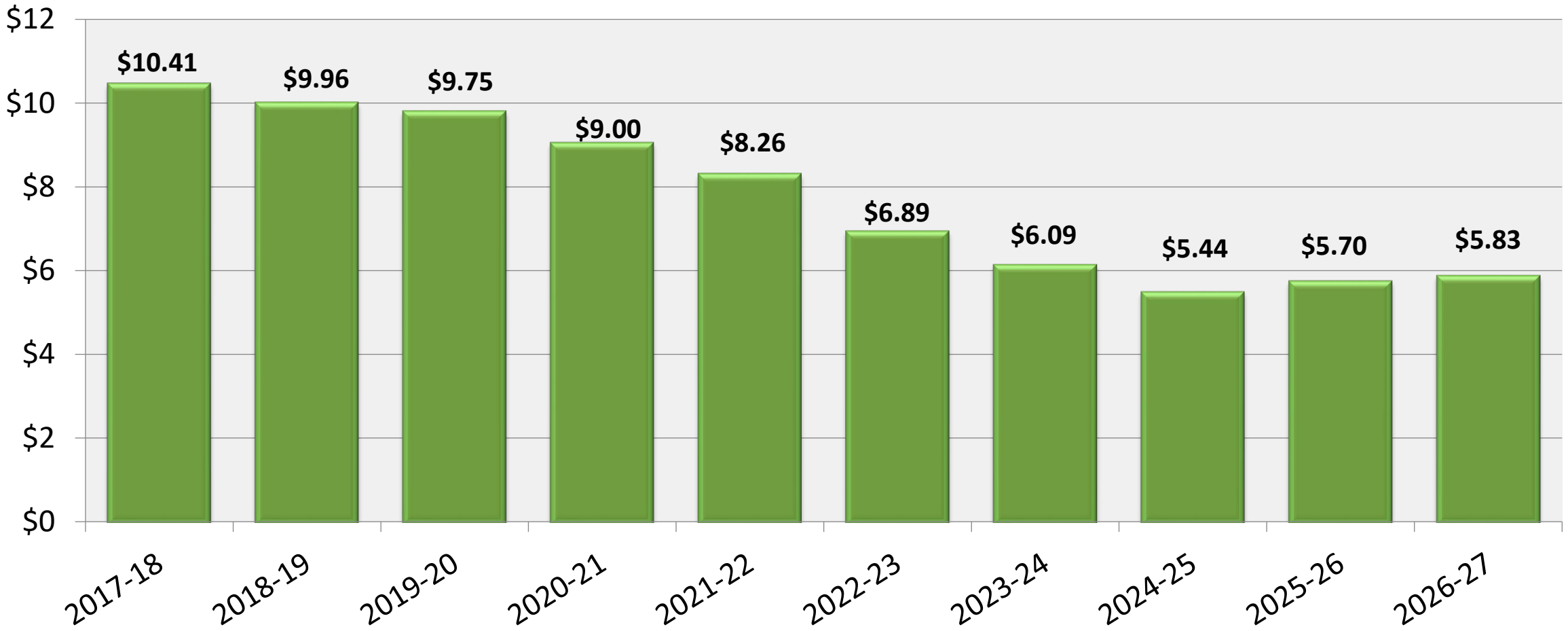
Tax Levy Trend



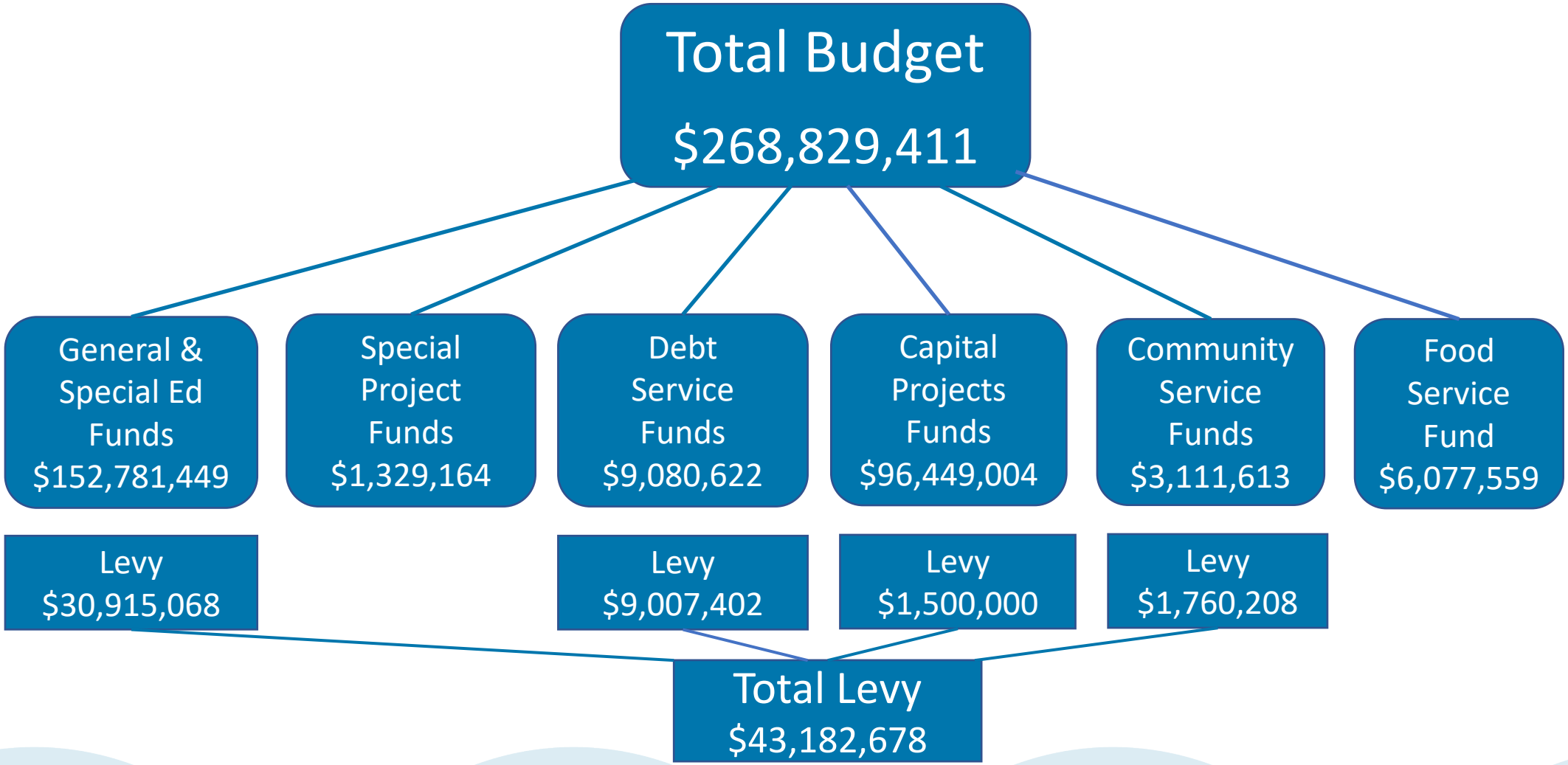
Revenue Limit Trend



Equalized Mill Rate Trend

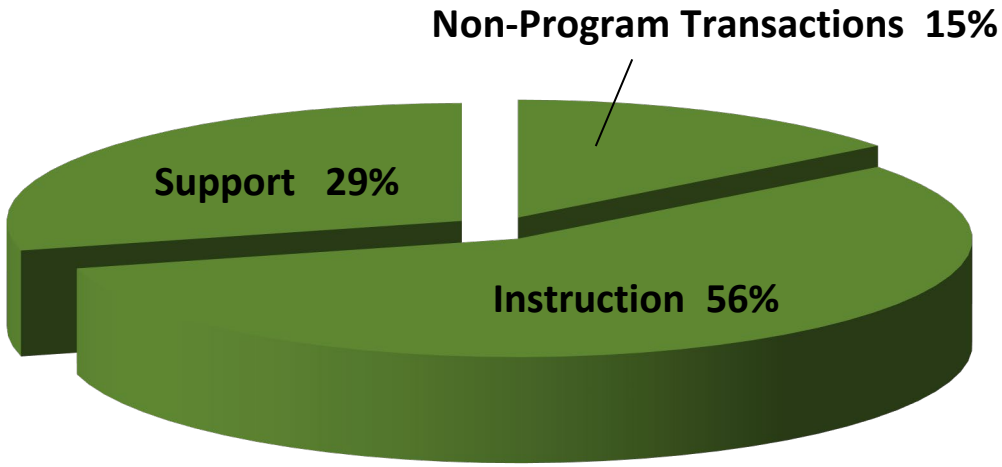


Summary of All Budgets – 2026-27

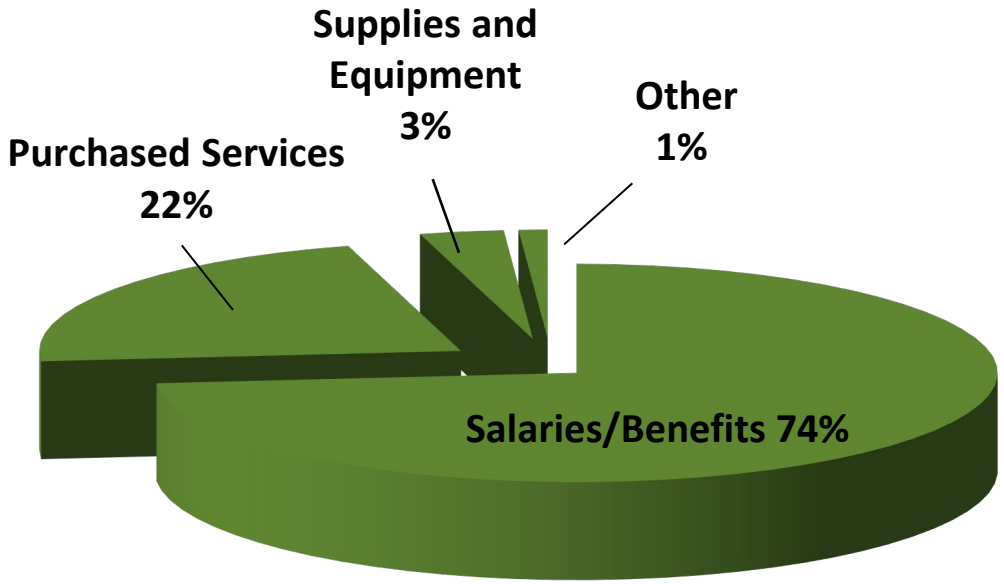


2026-27 General and Special Education

Expense Budget by Function



Expense Budget by Object



2026-27 Budget Highlights

- Enrollment based reduction of 6.0 FTE teacher positions
- Enrollment based reduction of 1.0 FTE principal position
- 1.25 FTE support staff reduction in the HR department
- 0.75 FTE support staff reduction in the finance department
- 1.00 FTE support staff reduction in the S&I department

- $170,872 reduction to student one-to-one device budget

2026-27 Budget Highlights

- Total teacher group salary increase of 3%
- 3% salary increase for administrators and support staff
- Medical health insurance premium increase of 7.5% for calendar year 2027. Lower than the medical and pharmacy combined inflationary trend of 9%
- Total education fund (10&27) budget increase of 1.2%

2026-27 Budget Highlights

- State reimbursement for special education expenses estimated to be at 40% rather the projected 45% that was in the state budget. This results in $1.1m less special education revenue for the district
- Voucher schools receive at least 90% special education reimbursement
- State budget included no increase to general state aid, shifting the tax burden to local property owners
- The state's projected budget surplus is currently over $3 billion

Fiscal Responsibility Through Controlling Benefit Costs

- Employee Wellness Program recognized as a model program around the state.
- Over the last 10 years SASD health insurance premium increases have been 4% lower than annual medical inflation.
- By changing from a defined retiree health care benefit to a defined retiree health care contribution, a 2019 Wisconsin Taxpayer publication noted that among the states 15 largest school districts, only the SASD had fully funded it’s retiree health care benefit.

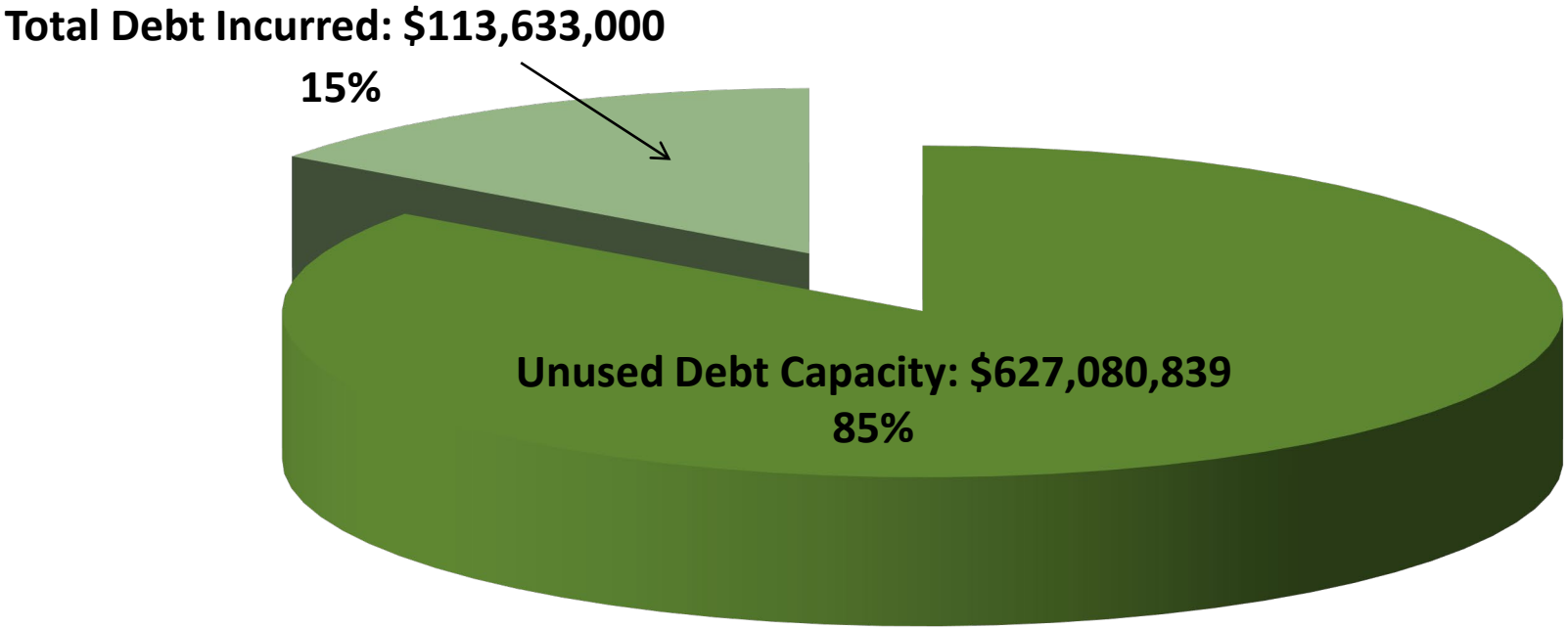
District Debt Service

- As of 6-30-26 the District has five bonds with maturity schedules from 2026-2045
- As of 6-30-26 the District has $113,633,000 in remaining long-term bonded debt
- A $9.5m referendum approved debt borrow will take place before the end of 2026
- Statute allows for debt up to 10% of the $7,407,138,393 equalized value of the District

District's Legal Debt Capacity

$740,713,839

(10% of $7.41 Billion Equalized Property Valuation)



District's Moody's Rating: Aa1

Fiscal Responsibility and Debt Management

- Last year Moody's Bond Rating was upgraded from Aa2 to Aa1
- The Aa1 rating was maintained this year
- The upgrade was attributed to the districts strong financial position and budgeting practices
- Only 12 other districts in the state are rated Aa1 or better
- The upgrade resulted in a better-than-expected interest rate on the referendum borrow; reducing the taxpayer cost of the borrow by $16m over the life of the loan

State Private School Voucher Program

- $7,772,497 of the tax levy is used to fund the State private school voucher program. This is a $486,572 (6.7%) increase from the previous year.
- The $7,772,497 tax levy for the State private school voucher program makes up 18% of the district's total levy.
- In 2025-26, local private schools that participate in the voucher program had a total enrollment of 1,391 students, with 757 students (54%) receiving vouchers.
- In 2026-27, total enrollment for those private schools is 1,368 (-23), with 767 (+10) students receiving vouchers (56%).

Thank you!

The District is committed to being fiscally responsive to local taxpayers while maintaining quality educational programs for students.

Thank you for your time and interest in the District's budget and finances.

PROPOSED 2026-2027 BUDGET ADOPTION PRESENTED AT THE OCTOBER 28, 2026 BUDGET HEARING				
GENERAL FUND (FUND 10)	**Audited 2024-2025**	**Unaudited 2025-2026**	**Budget 2026-2027**	**Change From Prev. Year Actual**
Beginning Fund Balance	54,948,647.00	**52,646,705.10**	**52,164,341.15**	-0.9%
ENDING FUND BALANCE	**52,646,705.10**	**52,164,341.15**	**52,164,341.15**	**0.0%**
REVENUES				
Local Sources				
210 Taxes	23,089,953.56	28,026,472.13	30,940,068.00	10.4%
240 Payments for Services	0.00	12,220.00	0.00	-100.0%
260 Non-Capital Sales	462,822.13	456,540.64	427,838.94	-6.3%
270 School Activity Income	266,065.97	261,611.89	357,103.71	36.5%
280 Earnings on Investments	2,392,002.03	1,871,332.88	2,000,728.00	6.9%
290 Other Revenue From Local Sources	373,876.90	369,307.35	123,675.00	-66.5%
Subtotal Local Sources	**26,584,720.59**	**30,997,484.89**	**33,849,413.65**	**9.2%**
Interdistrict Payments Within Wisconsin				
340 Payments for Services	**1,881,615.00**	**2,420,924.00**	**2,757,500.00**	**13.9%**
Intermediate Scources				
510 Transit of Aids	**5,353.64**	**0.00**	**18,173.00**	**-**
State Sources				
610 State Aid -- Categorical	1,377,743.18	1,310,218.26	1,170,869.00	-10.6%
620 State Aid -- General	92,186,717.00	89,579,870.00	88,880,798.00	-0.8%
630 State Special Project Grants	467,259.31	611,339.48	183,190.00	-70.0%
640 State Tuition Payments	123,321.00	109,707.00	143,000.00	30.3%
650 State SAGE Aid	1,556,371.72	1,656,748.83	1,619,800.00	-2.2%
660 Other State Revenue Through Local Governments	10,310.70	0.00	15,000.00	-
690 Other State Revenue	8,158,712.56	8,074,866.56	7,946,500.00	-1.6%
Subtotal State Sources	**103,880,435.47**	**101,342,750.13**	**99,959,157.00**	**-1.4%**
Federal Sources				
710 Federal Categorical Aid	96,636.66	115,615.55	107,521.00	-7.0%
730 Aid Transited Through DPI	2,183,972.91	1,753,461.01	1,652,812.00	-5.7%
750 ESEA Grants	2,227,226.36	2,173,408.54	2,409,625.00	10.9%
780 Other Federal Revenue Through State Agencies	734,837.65	571,101.61	300,000.00	-47.5%
Subtotal Federal Sources	**5,242,673.58**	**4,613,586.71**	**4,469,958.00**	**-3.1%**
Other Financing Sources				
860 Compensation, Fixed Assets	90,738.00	97,874.00	0.00	-100.0%
870 Long-Term Debt Proceeds	96,702.27	33,855.25	0.00	-100.0%
Subtotal Other Financing Sources	**187,440.27**	**131,729.25**	**0.00**	**-100.0%**
Other Revenues				
960 Adjustments	6,993.45	128.79	0.00	-100.0%
970 Refund of Disbursement	134,682.16	14,699.93	100,000.00	580.3%
990 Miscellaneous	327,578.07	327,835.44	322,000.00	-1.8%
Subtotal Other Revenues	**469,253.68**	**342,664.16**	**422,000.00**	**23.2%**
TOTAL REVENUES	**138,251,492.23**	**139,849,139.14**	**141,476,201.65**	**1.2%**

EXPENDITURES	Audited 2024-2025	Unaudited 2025-2026	Budget 2026-2027	Change From Prev. Year Actual
Instruction				
110 000 Undifferentiated Curriculum	26,282,140.05	24,706,794.64	23,963,116.00	-3.0%
120 000 Regular Curriculum	29,795,924.19	29,937,933.68	31,972,190.78	6.8%
130 000 Vocational Curriculum	2,884,621.30	2,977,708.62	3,056,818.78	2.7%
140 000 Physical Curriculum	3,052,179.37	3,000,119.95	3,114,999.00	3.8%
160 000 Co-Curricular Activities	1,464,673.20	1,342,342.63	1,414,416.99	5.4%
170 000 Other Special Needs	475,801.08	458,188.44	516,704.00	12.8%
Subtotal Instruction	**63,955,339.19**	**62,423,087.96**	**64,038,245.55**	**2.6%**
Support Sources				
210 000 Pupil Services	5,943,311.43	6,394,407.89	6,385,771.00	-0.1%
220 000 Instructional Staff Services	4,488,071.51	4,574,017.51	4,143,987.20	-9.4%
230 000 General Administration	1,934,677.72	1,823,856.54	1,681,221.00	-7.8%
240 000 School Building Administration	7,863,509.77	7,820,121.55	7,747,776.33	-0.9%
250 000 Business Administration	17,080,582.34	16,444,887.07	15,903,367.00	-3.3%
260 000 Central Services	516,721.55	570,723.98	571,996.00	0.2%
270 000 Insurance & Judgments	1,177,884.68	1,507,839.75	1,324,343.00	-12.2%
280 000 Debt Services	287,277.15	255,703.55	1,700.00	-99.3%
290 000 Other Support Services	2,573,217.12	3,180,387.36	2,570,489.00	-19.2%
Subtotal Support Sources	**41,865,253.27**	**42,571,945.20**	**40,330,650.53**	**-5.3%**
Non-Program Transactions				
410 000 Transfers to Other Funds	15,226,744.97	13,639,361.33	14,853,824.00	8.9%
430 000 Purchased Instructional Services	19,442,655.75	21,233,614.07	22,253,481.57	4.8%
490 000 Other Non-Program Transactions	63,440.95	463,494.53	0.00	-100.0%
Subtotal Non-Program Transactions	**34,732,841.67**	**35,336,469.93**	**37,107,305.57**	**5.0%**
TOTAL EXPENDITURES	**140,553,434.13**	**140,331,503.09**	**141,476,201.65**	**0.8%**

SPECIAL EDUCATION (FUND 27)	Audited 2024-2025	Unaudited 2025-2026	Budget 2026-2027	Change From Prev. Year Actual
900 000 Beginning Fund Balance	0.00	0.00	0.00	
900 000 Ending Fund Balance	**0.00**	**0.00**	**0.00**	
TOTAL REVENUES	**24,502,913.40**	**24,955,827.51**	**26,159,071.72**	**4.8%**
100 000 Instruction	20,508,006.16	20,943,712.21	22,133,849.72	5.7%
200 000 Support Services	3,867,924.54	3,984,131.46	4,025,222.00	1.0%
400 000 Non-Program Transactions	126,982.70	27,983.84	0.00	-100.0%
TOTAL EXPENDITURES	**24,502,913.40**	**24,955,827.51**	**26,159,071.72**	**4.8%**

SPECIAL PROJECT FUND (FUND 21)	Audited 2024-2025	Unaudited 2025-2026	Budget 2026-2027	Change From Prev. Year Actual
900 000 Beginning Fund Balance	1,458,964.97	1,832,983.70	1,866,218.27	1.8%
900 000 Ending Fund Balance	**1,832,983.70**	**1,866,218.27**	**537,054.16**	**-71.2%**
TOTAL REVENUES	**1,739,955.33**	**1,342,100.41**	**0.00**	**-100.0%**
100 000 Instruction	1,051,795.24	986,710.76	1,058,184.93	7.2%
200 000 Support Services	314,141.36	320,651.92	270,979.18	-15.5%
400 000 Non-Program Transactions	0.00	1,503.16	0.00	-100.0%
TOTAL EXPENDITURES	**1,365,936.60**	**1,308,865.84**	**1,329,164.11**	**1.6%**

DEBT SERVICE FUND (FUND 39)	Audited 2024-2025	Unaudited 2025-2026	Budget 2026-2027	Change From Prev. Year Actual
900 000 Beginning Fund Balance	563,375.30	2,314,194.45	2,208,251.08	-4.6%
900 000 ENDING FUND BALANCES	**2,314,194.45**	**2,208,251.08**	**2,143,031.08**	**-3.0%**
TOTAL REVENUES	**10,016,933.12**	**8,367,855.62**	**9,015,402.00**	**7.7%**
281 000 Long-Term Capital Debt	8,266,113.97	8,473,798.99	9,080,622.00	7.2%
TOTAL EXPENDITURES	**8,266,113.97**	**8,473,798.99**	**9,080,622.00**	**7.2%**

CAPITAL PROJECTS FUND (FUNDS 41, 46, 49)	Audited 2024-2025	Unaudited 2025-2026	Budget 2026-2027	Change From Prev. Year Actual
900 000 Beginning Fund Balance	14,745,891.84	106,346,323.57	116,652,517.33	9.7%
900 000 Ending Fund Balance	**106,346,323.57**	**116,652,517.33**	**33,128,001.33**	**-71.6%**
TOTAL REVENUES	**96,399,248.76**	**15,470,164.19**	**12,924,488.00**	**-16.5%**
200 000 Support Services	4,798,817.03	5,163,970.43	96,449,004.00	1767.7%
TOTAL EXPENDITURES	**4,798,817.03**	**5,163,970.43**	**96,449,004.00**	**1767.7%**

FOOD SERVICE FUND (FUND 50)	Audited 2024-2025	Unaudited 2025-2026	Budget 2026-2027	Change From Prev. Year Actual
900 000 Beginning Fund Balance	2,364,929.46	1,610,769.72	1,313,427.37	-18.5%
900 000 ENDING FUND BALANCE	**1,610,769.72**	**1,313,427.37**	**1,313,427.37**	**0.0%**
TOTAL REVENUES	**5,668,197.19**	**5,552,664.16**	**6,077,559.00**	**9.5%**
200 000 Support Services	6,422,356.93	5,850,006.51	6,077,559.00	3.9%
TOTAL EXPENDITURES	**6,422,356.93**	**5,850,006.51**	**6,077,559.00**	**3.9%**

COMMUNITY SERVICE FUND (FUNDS 85, 87)	Audited 2024-2025	Unaudited 2025-2026	Budget 2026-2027	Change From Prev. Year Actual
900 000 Beginning Fund Balance	1,051,393.47	928,959.38	876,462.84	-5.7%
900 000 ENDING FUND BALANCE	**928,959.38**	**876,462.84**	**876,462.84**	**0.0%**
TOTAL REVENUES	**2,437,540.67**	**2,501,731.53**	**3,111,613.00**	**24.4%**
200 000 Support Services	411,844.55	372,647.95	451,992.00	21.3%
300 000 Community Services	2,148,130.21	2,181,580.12	2,657,121.00	21.8%
400 000 Non-Program Transactions	0.00	0.00	2,500.00	-
TOTAL EXPENDITURES	**2,559,974.76**	**2,554,228.07**	**3,111,613.00**	**21.8%**

TOTAL EXPENDITURES - ALL FUNDS	**173,242,801.85**	**174,998,839.11**	**268,829,411.48**	**53.6%**

PROPOSED PROPERTY TAX LEVY WITH NEW REFERENDUM DEBT

	2024-2025	2025-2026	Proposed 2026-2027	Change From Prev. Year
General Fund	22,916,450.00	27,958,748.00	30,915,068.00	10.57%
Referendum Debt Service Fund	8,328,881.00	8,250,424.00	9,007,402.00	9.18%
Capital Projects Fund	1,375,000.00	1,500,000.00	1,500,000.00	0.00%
Community Service Fund	1,356,528.00	1,356,528.00	1,760,208.00	29.76%
TOTAL LEVY ALL FUNDS	**33,976,859.00**	**39,065,700.00**	**43,182,678.00**	**10.54%**

Human Growth & Development Citizens' Advisory Committee
Sheboygan Area School District
Monday, September 14, 2026; 4:00pm

The meeting of the Human Growth and Development Citizens' Advisory Committee of the Sheboygan Area School District will be held on Monday, September 14, at 4:00pm. The items below will be presented for consideration at that time. This meeting will be held in room 224 at Sheboygan North High School, 2926 N. 10th St. For those who are unfamiliar with North's layout, please plan to meet in the Main Office at 4:00 to be escorted to room 224. The office is located through door 2, off the large parking lot on N 10th St. In addition, the committee is offering video access to the meeting via the following:

Meeting ID
meet.google.com/rpa-vxcy-euf

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)
Vacant - HS Student (2029)
Vacant - HS Student (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)

Ex-Officio Members
MS Teacher -
Amy Teunissen - HS Teacher
Allie Tasche - SASD Board Member
Eric Spielman - SASD Coordinator

I. Call to Order - Jeff
- 4:05pm

II. Approval of the Agenda (Action) - Jeff
- Motion (Jeremy) / Second (Lauren); 10 (Yes); 0 (No)

III. Roll Call (Informal) - Eric
- Present (Tracy, Jeff, Dawn, Allison, Jen, Lauren, Eric B, Jeremy, Deann, Allie, Amy, Eric S)
- Not Present (Christina)

IV. Approval of Minutes (Discussion / Action) - Jeff

- HG&D Meeting Notes 5/28/26
- Motion (Tracy) / Second (Lauren); 10 (Yes); 0 (No)

V. Welcome and Introductions (Discussion) - Jeff

VI. Review of Committee Operating Procedures (Information) - Eric

- Link to Committee Procedural Rules
- Eric S shared the committee operating procedures with the committee and highlighted specific sections.
    - The committee's role is to advise the school board on the design and implementation of the human growth and development curriculum.
    - Eric noted the composition of the committee (Article V, A) and the residence, service, and relation policy (Article V, C), and the terms of office (Article V, H).
    - Eric reminded the committee that it is important to communicate absences to ensure a quorum (Article VI, C).
    - Additionally, he asked the committee to avoid group email discussions to ensure the committee is operating in accordance with Open Meeting Laws (Article VIII, A)

VII. Committee Reorganization (Action) - Eric

- Eric reviewed the roles of the officers as outlined in the Committee Operating Procedures.
- The committee referred to the discussion from last year and reminded the group that "Chair-Elect" does not mean that the position will automatically become the next chair.

- Nominations for Committee Chair
    - Jeff Leismer nominated; Motion (Tracy) / Second (Jeremy)
        - Jeff declined the nomination
    - Jen Cruz nominated; Motion (Jeff) / Second (Tracy)
        - Vote = Jen (unanimous); 10-0
- Nominations for Vice Chair
    - Jeff Leismer nominated; Motion (Tracy) / Second (Jen)
        - Vote = Jeff (unanimous); 10-0
- Nominations for Secretary
    - Tracy Allee nominated; Motion (Jen) / Second (Jeff)
        - Vote = Tracy (unanimous); 10-0

VIII. Review of Committee's Work from Previous Years (Discussion) - Eric

- The committee discussed previous work
    - High School Curriculum
    - 8th Grade Curriculum
    - 7th Grade Curriculum
    - 6th Grade Curriculum
    - Elementary Videos
        - Boys Video
        - Girls Video

        - Boys and Girls Combined Video

IX. Next Steps (Discussion) - Chair

- 2026-27 Planning / Meeting Dates
    - The committee highlighted two potential areas of focus for the 26-27 school year.
        - Accessibility for all students in the MS and HS curriculum
        - Review of the Elementary curriculum
        - The committee will invite an elementary counselor to the next meeting.
    - The committee discussed a November 16 meeting and a January 25 meeting, but needed to confirm availability with a counselor first.

X. Adjournment (Action) - Chair

- Motion (Jeff) / Second (Tracy); 10 (Yes); 0 (No)

Sheboygan Public Education Foundation
Board of Directors - MINUTES

Meeting - October 7th, 2026
Meeting location: Civic Room, Lakeview Tower

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

Jerry called the meeting to order at 4:32 pm

School Superintendent Report - Jake shared that the school year is off to a great start, he mentioned he has the best group of principals to work with in a long time. Construction continues on the new Farnsworth and Urban Middle Schools. Jake asked if we had been approached by the new data center for naming rights. Rox mentioned that we had not so far.

School Board Report - No report as Denise was absent.

President's Report- Jerry
Jerry shared that board member Dave Freitag unexpectedly passed away this past weekend. He was a treasured board member and will be greatly missed. In his honor, SPEF will be donating $500 to the VFW Post 9156 in his name. In honor of Marlin Tanck's passing earlier this summer, SPEF will be dedicating a memorial tile in his honor at North High School and also awarding him as a Friend of Education.

Finance Committee - Anne Holzem
Anne shared the Treasurer's report and Operational Budget for August. We continue to be under the operating budget. Bill moved to approve the treasurer's report. Chris Conway seconded the motion. It was unanimously passed.

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

- Rayna shared that the SPEF team has been gearing up for the Friday, Oct. 16th All In for Education Fundraiser. She passed around the list of current volunteers and when they would be needed. SPEF has received a great response from the community in terms of items for the silent auction. Jerry shared that he and his company will be adding a basket with gift certificates from Linos and Stefanos. Chris Conway shared donations from Blue Harbor and Marco's Pizza. Thank you to everyone for your help with sponsorships and donations!
- Rox shared that in honor of Marlin Tanck's passing earlier this summer, SPEF will be dedicating a memorial tile in his honor at North High School and also awarding him as a Friend of Education.

- Laurie shared that staff solicitation went out last week. She is trying a new approach of suggesting staff donate $1 per paycheck for a total of $26 a year. So far several Venmo donations have come in for $26. She will report back on how this experiment went later this year.
- Rayna brought up the need for the 2nd vote on a bylaw change that would allow 2 SPEF staff members to sign scholarship checks over $5000. It was approved last month and needs a 2nd vote. Bill Sachse brought up a need to change the current wording before that to make it clearer. He made a motion to change the current wording from "...shall require two signatures, one of which must be the Managing Director, President, Vice President, Treasurer or Secretary" to this new wording "...shall require two signatures, one of which must be the Managing Director and the other signature from either the President, Vice President, Treasurer or Secretary." Chris Conway 2nd the motion. Rayna will bring the revised wording to the November board meeting to get the 2nd vote on the scholarship checks over $5000.
- Rayna has started talking to the Sheboygan Seniors. She spoke with South High on Oct. 8 and will speak with North High on Oct. 29th. SPEF plans to have tables at both the North and South Parent/Teacher Conferences to help parents with scholarships.
- In honor of SPEF's 25th year, the SPEF team is working on brand awareness. Before the end of 2026, they'd like to have a billboard up in Sheboygan and send out a press release to build awareness of who and what SPEF is all about, hoping to get news coverage in local papers.

At 5:15pm, Jerry moved the meeting to a closed session to discuss employee compensation.

Upcoming Dates

- **Friday, October 16th, 2026- All-in for Education Fundraising Event, 5 pm**
- **Wednesday, November 11th, 2026, at 4:30 pm**
- **No December board meeting.**

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes, October 14, 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 Blossom Yaj, class of 2027, receive their high school diploma. She met all the requirements to receive a diploma. All ayes. Motion carried unanimously.

2. **SUMMER SCHOOL REPORT – Ms. Rachel Ledezma/Ms. Alexis Foerster** (Information/Discussion)

   Administration provided a summary of results for the 2026 summer school program.

3. **SASD SAFETY PLAN – Ms. Rachel Ledezma** (Discussion/Possible Action)

   Moved by Ms. Tasche, seconded by Ms. Hibl to accept administration's recommendation to approve the 2026-2027 SASD Safety Plan. All ayes. Motion carried unanimously.

Meeting adjourned at 5:40 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes, October 14, 2026

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

Ms. Sarah Ruiz-Harrison, Chair, called the meeting to order at 5:32 p.m.

Present: Ms. Sarah Ruiz-Harrison, Ms. Mary Lynne Donohue, Ms. Heidi Boehmer

Excused: Ms. Denise Wittstock

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. **FUND BALANCE DESIGNATION DISCUSSION – Mr. Mark Boehlke** (Information)

   Mr. Boehlke reviewed the fund balance amounts and designation recommendations regarding the June 30, 2026, fund balance. He noted that some of the designations are estimated at this time. The unassigned fund balance, which is the total fund balance less the recommended designations, is used for working capital and avoids the need for the District to borrow for cash flow purposes. The Board can change the designations at any time during the year. Board policy requires an unassigned balance of 15-20% of the General Fund balance. After the recommended designations, the estimated unassigned balance is equal to 17.1% of the 2026-2027 general budget. Final recommendations will be brought to the Finance and Budget Committee in November for possible action.

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

   Moved by Ms. Donohue, seconded by Ms. Boehmer to accept all gifts to the District, approving those $2,500 and greater. All ayes. Motion carried unanimously.

Gift	Donor	Building/Program	Amount
For Information			
Monetary	Modern Woodman-Chapter #1073	Sheridan	266.66
Monetary	Joseph/Sandra Behlen	Sheridan	1,000.00
Monetary	Rick VerDuin	South	1,929.82
Monetary	Dina's Diner	North	1,750.00
Monetary	Sheboygan Jaycee Foundation	North	1,000.00
Monetary	Knowles Chiropractic, LLC	North	1,000.00
Monetary	Hair Babe LLC	South	899.99
School Supplies	Walmart (North)	Farnsworth	2,170.00
Monetary	St. Augustine Preparatory Academy	North	120.00

Monetary	Black Pig	North	1,000.00
Monetary	Thielke Financial Services	North	500.00
Monetary	Meinhardt Orthodontics, Inc.	North	250.00
Monetary	St. Luke United Women in Faith	SASD/McKinney-Vento	1,000.00
Monetary	Peter/Ruth Madden	Sheboygan Theatre Co.	100.00
Monetary	Jen Bankard	Sheboygan Theatre Co.	25.00
Monetary	Jason Shockley	Sheboygan Theatre Co.	700.00
Monetary	TracyAnn B. Waldhart/Richard Waldhart	Sheboygan Theatre Co.	500.00
Monetary	Christine Larson	Sheboygan Theatre Co.	100.00

For Action

Monetary	Kohler Company	Red Raider Robotics	30,000.00
Monetary	Curt G. Joa, Inc.	Red Raider Robotics	6,000.00
Monetary	Fox World Travel	Sheboygan Theatre Co.	3,000.00
Monetary	Acuity Charitable Fund	Sheboygan Theatre Co.	10,000.00

The meeting adjourned at 5:51 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes, October 14, 2026

HUMAN RESOURCES COMMITTEE – Ms. Leah Hibl, Chair

Ms. Leah Hibl, Chair, called the meeting to order at 5:53 p.m.

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

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

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

TEACHERS

Allison Rozek	Physical Education	Winona State University	Bachelor's Degree
Stevens Point, WI	Jefferson		$45,762.55 (prorated)

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

Kaitlyn Thode	Third Grade	UW-Stevens Point	Master's Degree
Sheboygan, WI	Pigeon River		$44,954.98 (prorated)

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

CUSTODIANS

Joshua Escalera	North High	September 22, 2026	$17.49 per hour
Brandon Hahn	District-Wide	September 28, 2026	$23.85 per hour

EDUCATIONAL ASSISTANTS

Dayana Barojas	Early Learning Center	September 14, 2026	$17.00 per hour
Jenalee Fischer	Cooper	September 08, 2026	$17.50 per hour
Monica Hermosillo	South High	September 10, 2026	$18.03 per hour
Jasmine Herzog	Farnsworth	September 28, 2026	$17.55 per hour
Rachel Higgins	James Madison	September 10, 2026	$18.00 per hour
Karina Ignacio-Castro	Early Learning Center	September 08, 2026	$17.00 per hour
Mario Mendez	Étude Middle	September 29, 2026	$17.60 per hour
Grace Pok	Étude High	September 08, 2026	$17.55 per hour
William Rupnick	Central High	September 03, 2026	$19.96 per hour
Jocelyn Schramer	Horace Mann	August 28, 2026	$18.07 per hour
Elizabeth Vollrath	Horace Mann	September 04, 2026	$25.00 per hour
Mai Nou Yang	Jackson	September 08, 2026	$18.90 per hour

SECRETARIES

Sara Hartmann	Horace Mann	September 29, 2026	$17.70 per hour
Kaylee Ziegler	Central High	September 10, 2026	$17.50 per hour

*Relative of SASD employee

2. SEPARATIONS – Ms. Jami Hintz (Information)

The following separations have been granted:

Katie Abrams	Educational Assistant	North High	September 11, 2026
Mercedas Anaya	Educational Assistant	Jackson	September 25, 2026
Deontaye Brown	Educational Assistant	CHANGE Academy	September 29, 2026
Hannah Bruns-Schroeder	Teacher	Sheridan	September 21, 2026
Daja Dukes	Cook	Pigeon River	June 04, 2026
Samantha Fernandez	Educational Assistant	Urban	September 10, 2026
Christina Flores	Assistant Cook	Cooper	September 11, 2026
Susan Gosse	Educational Assistant	Early Learning Center	September 25, 2026
Serenity Holloman	Educational Assistant	Horace Mann	October 02, 2026
Eleanor Johnson	Educational Assistant	Early Learning Center	October 07, 2026
Kimberli Koeppen	Secretary	Horace Mann	September 25, 2026
Diana Korkko	Teacher	Pigeon River	September 18, 2026
Mindy Lee	Educational Assistant	Urban	August 31, 2026
Kerri Schaefer	Secretary	Warriner	September 16, 2026
Dajzia Taylor	Educational Assistant	Farnsworth	October 13, 2026
Lisa Visser	Secretary	Jefferson	September 16, 2026
Pete Willemsen	Educational Assistant	Farnsworth	August 31, 2026

3. RETIREMENTS – Ms. Jami Hintz (Action)

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

Cynthia Hed	Educational Assistant	Central High	37.25 years of service

4. INTRODUCTION (FIRST READING) OF REVISED BOARD OF EDUCATION POLICY 4140 – TERMINATION AND RESIGNATION – Ms. Jami Hintz (Discussion/Possible Action)

Moved by Ms. Boehmer, seconded by Ms. Donohue to approve the introduction (first reading) of revised Board of Education Policy 4140 – Support Staff; Termination and Resignation. All ayes. Motion carried unanimously.

The meeting adjourned at 6:00 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes, October 14, 2026

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

Mr. Peter Madden, Chair, convened the meeting at 5:53 p.m.

Present: Ms. Sarah Ruiz-Harrison, Mr. Peter Madden, Ms. Allie Tasche, and Mr. Santino Laster.

1. **EARLY LEARNING CENTER KIDSTOP & 4K TURTLE TOT WRAPAROUND PROGRAM UPDATE – Mr. Jody Brooks** (Information)

   Administration presented an update on the before- and after-school KidStop program and the 4K Turtle Tot Wraparound Program at the Early Learning Center.

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

   No Sheboygan Theatre Company Financial report until completion of the audit. “Come From Away” made a little over $25,000 – almost 1,900 tickets were sold.

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

   No Community Recreation Department report until completion of the audit.

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

   Administration presented the Facility Permit Report for the period of September 1-30, 2026.

Meeting adjourned at 6:04 p.m.

SHEBOYGAN AREA SCHOOL DISTRICT

Committee Meeting Minutes, October 14, 2026

COMMITTEE OF THE WHOLE – Ms. Heidi Boehmer, Chair

1. Vice President Boehmer called the meeting to order at 6:06 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. Tasche 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. Mary Lynne Donohue, Mr. Santino Laster

   Excused: Ms. Denise Wittstock

5. **SOUTH HIGH SCHOOL CONTINUOUS IMPROVEMENT UPDATE – Ms. Rachel Ledezma/Mr. Kevin Formolo/Dr. William Thompkins** (Information/Discussion)

   Administration presented the South High School College and Career Readiness data and goals for the class of 2026. Ms. Ledezma stated that everything we do in the District starts with our vision, our strategic priorities, and then we make sure to align with that. We report it out in the long-range plan. All our schools go through this process of reflecting on that with the leadership team, setting goals for their school, and then working to implement those goals through an action plan. Mr. Formolo discussed the latest school report card; the overall score is at 57.6 which is an increase of 4.1. The college and career readiness accountability measures are displayed in tables that are a bit different than previous because they now include a 3-year average. Dr. Thompkins discussed the previous year "Goal #1: Career Ready." Mr. Formolo highlighted the efforts to get more students involved in co-curricular activities; this includes the community service day that 1,000 of their students are participating in on October 21. Dr. Thompkins discussed the previous year "Goal #2: Attendance" that shows an increase to 72.5% of students having 90 % attendance. Dr. Konrath asked why there was a decrease in attendance for the class of 2025. Mr. Formolo stated that there are variables of the individual students from year to year, but something that they started with the class of 2026 is starting with early interventions when they were 9th graders. They also saw a positive impact on attendance by shifting from punitive measures and instead incentivizing attendance. Some of the incentives are the privilege of going to homecoming, prom, North/South games, and open gym. Mr. Formolo pointed out that the attendance includes excused and unexcused absences. Also keep in mind that this isn't just attendance in senior year – it's an average of their attendance in 10th, 11th, and 12th grade. Mr. Formolo stated that they email a weekly attendance report to every student and their family to ensure they are informed. At South's most recent professional development day, they divvyed up the students within the bracket of 78.9% to 91.5% attendance and are sending postcards to them to encourage them to increase their attendance. Ms. Ledezma stated that for the goal setting they are working towards becoming standardizing it across North High and South High – this would be to meet or exceed the three-year average. Dr. Thompkins discussed the previous year "Goal #3: College Ready." Mr. Formolo discussed the new "Goal #3: College Ready" which will be to meet or exceed the three-year average which will be uniform with North High. Dr. Thompkins and Mr. Formolo reviewed the points of pride which included increased student engagement and leadership opportunities.

6. **THIRD FRIDAY ENROLLMENT REPORT – Ms. Rachel Ledezma (Information/Discussion)**

   Administration presented Sheboygan Area School District Enrollment Data Report for the 2026-2027 school year. This is a count of all the students attending our schools on September 18 and one day before or after. The count is 8,828 which is a decrease of 283 students, about a 3% decline from last year. The majority of school districts are showing a decline in enrollment. Ms. Ledezma reviewed the enrollment trends at SASD and comparison against local districts as well as large districts throughout Wisconsin.

7. Moved by Ms. Ruiz-Harrison, seconded by Mr. Laster to adjourn at 7:01 p.m. All ayes. Motion carried unanimously.