



**Minutes for Regularly Scheduled Board Meeting**  
**To Be Held in the District Board Room**  
**1055 Griffiths Lane**  
**Ashwaubenon WI 54304**  
**(Phone: 920.492.2900)**

**Wednesday, October 25, 2023**

**6:30 pm**

\* \* \* \* \*

- A. Call to order:** Board President Vyskocil called the meeting to order at 6:31 pm
- B. Roll call:**
  - Board Members Present: Vyskocil, Garrigan, VandeWalle, VanDeKreeke
  - Board Members Excused: VanLaanen
  - School Choice Advisory Representative: Matthew Rotter
  - Other Present: Kurt Weyers, Keith Lucius, Tammy Nicholson, Andy Bake, Jason Fisch, Doug Pieschek, Pete Marto, Dirk Ribbens, Kaitlin Tauriainen, Kris Hucek, Michael Heim, Christina Fitzpatrick
- C. Declaration of quorum:** Quorum present
- D. Pledge of allegiance:** The pledge was recited
- E. Adoption of Agenda:** Moved VanDeKreeke, seconded by VandeWalle to adopt the agenda as presented. Aye 4 (Vyskocil, Garrigan, VandeWalle, VanDeKreeke), Nay 0. Motion carried 4:0
- F. Announcement of Executive Session:** In accordance with W.S. 19.85(1) (c) an executive session is being held for the consideration of employment, promotion, compensation or performance evaluation data of any public employee over which the body has jurisdiction or exercises responsibility. *(Compensation)*
- G. Citizens and/or delegations:** No topics presented
- H. Consent Agenda:** Moved by VanDeKreeke, seconded by Garrigan to approve Consent Agenda items 1-5 as presented. Aye 4 (Vyskocil, Garrigan, VandeWalle, VanDeKreeke), Nay 0. Motion carried 4:0
  - 1. Minutes of the regular meeting held on Wednesday, September 13, 2023
  - 2. The schedule of checks written 09/06/23 to 10/16/23
  - 3. Staffing: hirings, resignations, retirements, leave of absences
  - 4. There were 35 co-curriculars approved
  - 5. PAC Financial Reports
- I. Superintendent’s Report:**
  - **Welcome:** Weyers welcomed Josephine Hinderman (Press Times), Karl Winters (NBC26) and Brian Anderson (community conversation attendee and community member) to the board meeting.
  - **Ashwaubenon High School Homecoming Week 2022:** Weyers provided an update on Homecoming 2022.
  - **AHS Tennis Team:** Congratulations to Jordan Dominick for making the WIAA State Tennis Championships.
  - **AHS All-Conference Athletes:** Weyers provided an update on All Conference athletes in tennis, cross country, volleyball, football, and boys soccer.
  - **2024-2025 School Calendars:** Weyers spoke about working through the 2024-25 school calendar and the impact the NFL draft will have on surrounding areas in late April of 2025. He asked the board’s input around applying for a waiver to start school early. This would enable the district to not have

school on Thursday and Friday of the draft week. The board agreed to apply for a waiver to start early for the 2024-25 school year..

- **Jaguar Excellence Awards:** 156 Jaguar Excellence awards were handed out for September

**J. Discussion Items:**

1. **Bylaw/Policy Update - first read:** Weyers presented board policies and bylaws for a first read. The board did not any additional changes. The policies and bylaws will be brought back to the November meeting for a second read and approval
2. **Elementary Continuous Improvement Plan Updates:** Bake explained that the Continuous Improvement Plan for the district and individual building has now become the Strategic Plan. This will tie into the District overall Strategic Plan and 5 pillars. This year the buildings are each focusing on goals under pillars 2 and 3 of the overall District Plan. Pete Marto, Doug Pieschek and Jason Fisch presented the Strategic Planning Update and goals specific to Pioneer and Valley View Elementary.

**K. Action Items:**

1. **School Nutrition Equipment and Supplies:** Tauriainen explained that the district has an excessive balance in Fund 50. Lucius explained that Kaitlin has done a great job of building this fund balance. Tauriainen explained that some of the kitchens are in need of new equipment. She asked the board to approve the request to purchase new equipment and supplies for the kitchens with some of this money. The board inquired if meal prices will be increased. Kaitlin stated that the district is not raising prices this year. She explained that the state has an average of where meal prices should be. Ashwaubenon's prices are below that average. They asked how participation is in the food program. The number of student participating is higher than pre-COVID. Moved by VanDeKreeke , seconded by VandeWalle to approve the School Nutrition Equipment and Supplies as presented. Aye 4 (Vyskocil, Garrigan, VandeWalle, VanDeKreeke), Nay 0. Motion carried 4:0
2. **Bylaw/Policy Update - second read:** Weyers presented policies and bylaws for a second read and approval. The had no additional changes. Moved by VandeWalle, seconded by VanDeKreeke to approve the revisions of the bylaws and policies as presented. Aye 4 (Vyskocil, Garrigan, VandeWalle, VanDeKreeke), Nay 0. Motion carried 4:0
3. **Early College Credit/Start College Now Requests:** Dirk Ribbens and Christina Fitzpatrick presented the Early College Credit/Start College Now requested for the Spring of 2023. They recommended the board approve the 11 requests. The board inquired about with the "pay at 25%" meant. Ribbens reminded that board of the 22-23 DPI change in fee structure. With the new fee structure, a student may need to pay for a percentage of the course cost if they meet specific criteria. The board asked how this impacts lower incomes families. Ribbens stated that the district covers the cost for these students. Moved by VanDeKreeke, seconded by VandeWalle to approve the Early College Credits/Start College Now Requests as presented. Aye 4 (Vyskocil, Garrigan, VandeWalle, VanDeKreeke), Nay 0. Motion carried 4:0
4. **Parent and Family Engagement in Title I Programs:** Andy Bake presented the Parent and Family Engagement in Title I Program (board policy 2261.01) for annual review by the board. Based on free and reduced numbers, the district Title 1 schools are Cormier and Valley View. Bake recommended the board approve the annual review of this policy. Moved by VandeWalle, seconded by VanDeKreeke to approve the annual review of Policy 2260.01 - Parent and Family Engagement in Title 1 Programs as presented. Aye 4 (Vyskocil, Garrigan, VandeWalle, VanDeKreeke), Nay 0. Motion carried 4:0
5. **Final Budget Adoption:** Keith Lucius presented the 2023-24 Budget for board approval. He reviewed the changes to Fund 10 and 27 since approved in July. Lucius explained that due to the State budget including an increase in school funding, the district, as promised, will be levying less than the

maximum. He spoke about Private School Vouchers, the large per pupil increase (32%) in the State budget for these vouchers and the impact it has on our public school district levy. The 2023-24 Private School Levy (funded by tax payers' dollars) is \$658,069. This is up over 50% from last year.

Moved by Garrigan, seconded by VanDeKreeke to approve the 2023-24 budget as proposed with the total Fund 10 revenue of \$41,501,309 and Fund 27 \$3,977,207 as presented. Aye 4 (Vyskocil, Garrigan, VandeWalle, VanDeKreeke), Nay 0. Motion carried 4:0

**6. Final Levy Certification:** Lucius is recommending a total proposed levy for 2023-24 of \$18,390,248.

The levy is made up of the following:

- Fund 10           \$17,072,448
- Fund 39           \$600,000
- Fund 80           \$747,800
- Total Levy       \$18,390,248

Moved by Garrigan, seconded by VandeWalle to approve the levy of \$18,390,248 as presented. Aye 4 (Vyskocil, Garrigan, VandeWalle, VanDeKreeke), Nay 0. Motion carried 4:0

**L. Board & Superintendent Communications:**

- Weyers shared some cards with the board

**M. Future Board Meetings & Topics:**

- The next board meeting is scheduled for Wednesday, November 8, 2023, at 6:30 pm in the District Office; 1055 Griffiths Lane; Ashwaubenon, WI.

**N. Adjournment to executive session:** In accordance with W.S. 19.85(1) (c) an executive session is being held for the consideration of employment, promotion, compensation or performance evaluation data of any public employee over which the body has jurisdiction or exercises responsibility. (*Compensation*) Adjourn to closed session at 7:47 pm. (Vyskocil, Garrigan, VandeWalle, VanDeKreeke)

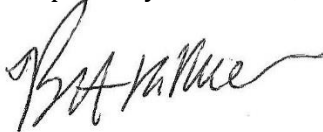
**O. Adjournment to open session:** Moved VanDeKreeke, seconded by VandeWalle to adjourn to open session at 8:45 pm. Aye 4 (Vyskocil, Garrigan, VandeWalle, VanDeKreeke), Nay 0. Motion carried 4:0

**P. Action from closed session:**

- 7. Employee Time Off and Salary Schedule Changes:** The board discussed changing the criteria and verbiage in the handbooks around sick and emergency leave. They also discussed the addition of steps to the current teacher salary schedule. Moved by VanDeKreeke, seconded by VandeWalle to approve the changes to the teacher salary schedule (effective the 2023-24) and the criteria and verbiage in the handbooks around sick and emergency leave (effective 10-26-2023) as presented. Aye 4 (Vyskocil, Garrigan, VandeWalle, VanDeKreeke), Nay 0. Motion carried 4:0.

**Q. Adjournment:** Moved VanDeKreeke, seconded by VandeWalle to adjourn the meeting at 8:55 pm. Aye 4 (Vyskocil, Garrigan, VandeWalle, VanDeKreeke), Nay 0. Motion carried 4:0

Respectfully submitted,



Brett VandeWalle

CHECK NUMBER	COMMENT	CHECK DATE	COMMENT	VENDOR	AMOUNT
295		10/12/2023		CORP MASTERCARD	0.00
295		10/12/2023		CORP MASTERCARD	0.00
295		10/12/2023		CORP MASTERCARD	0.00
1020		10/20/2023		GARNISHMENT	0.00
2366		10/20/2023		BANK FIRST	223,336.17
2367		10/20/2023		WI DEPT OF REVENUE	38,027.38
2368		10/20/2023		WI DEPT OF REVENUE	633.34
2370		10/24/2023		WI RETIREMENT SYSTEM	268,347.68
2371		10/24/2023		VISION SERVICE PLAN	2,982.44
18643		10/26/2023		SEYMOUR HIGH SCHOOL	-350.00
18659		10/17/2023		HEIDNER, CHARLES	80.00
18660		10/17/2023		LINSTAD, AMY	80.00
18661		10/26/2023		SEYMOUR HIGH SCHOOL	175.00
18662		10/31/2023		NOTRE DAME ACADEMY	250.00
32178		10/18/2023		BIEMERET, DANIELLE	87.87
32179		10/18/2023		CONAT, RYAN	37.55
32180		10/18/2023		DAMAYO, ARLENE	130.14
32181		10/18/2023		EXPLORICA BY WORLDSTRIDES	1,389.02
32182		10/18/2023		HUGUET, JILL	102.42
32183		10/18/2023		KRAMER, KRAIG OR BILLIE	140.95
32184		10/18/2023		MILLHISER, SKYE	10.00
32185		10/18/2023		PETTY CASH ASHWAUBENON HIGH SCHOOL	100.00
32186		10/18/2023		PIZZA PROS LLC	10,000.00
32187		10/18/2023		ROCHELEAU, BERNARD	179.01
32188		10/18/2023		SAM'S CLUB/SYCHRONY BANK	2,249.03
32189		10/18/2023		SEROOGYS CHOCOLATES	1,824.00
32190		10/18/2023		TEAM APPAREL & SPECIALTIES INC	370.00
32191		10/18/2023		THE GLAM BAND, LLC	1,500.00
32192		10/18/2023		UNIFIED SCHOOL DISTRICT OF DE PERE	490.12
32193		10/18/2023		VELICER SHANNON OR TED	288.23
32194		10/24/2023		KROMM, CALEB	92.00
32195		10/24/2023		PETTY CASH ASHWAUBENON HIGH SCHOOL	100.00
32196		10/26/2023		EXPLORICA BY WORLDSTRIDES	3,180.00
32197		10/26/2023		GLACIER CANYON LODGE	1,175.60
32198		10/26/2023		HOWARD SUAMICO COMMUNITY POOL	398.00
32199		10/26/2023		PIZZA PROS LLC	4,211.61
32200		10/26/2023		REBEL ATHLETIC INC	17,887.22
32201		10/26/2023		SENGER, KATHYRN	1,250.00
32202		10/26/2023		TEAM APPAREL & SPECIALTIES INC	432.00
32203		10/26/2023		VILLAGE ROASTERS	473.50
32204		10/26/2023		WCDA	88.00
32205		10/26/2023		WEDDLE, BRENDA	433.58
32206		10/26/2023		YMCA CAMP U-NAH-LI-YA	2,215.00
110234		10/18/2023		ASHWAUBENON EDUCATION FOUNDATION	10.00
110235		10/18/2023		UNITED WAY OF BROWN COUNTY INC	76.00
110236		10/18/2023		WI SUPPORT COLLECTION TRUST FUND	1,045.38
110237		10/19/2023		HILBERT, JOSIE	40.00
110238		10/23/2023		ANDERSON, SUE	56.17
110239		10/23/2023		ASHWAUBENON WATER & SEWER UTILITY	3,010.14
110240		10/23/2023		BAYSIDE PRINTING LLC	407.53
110241		10/23/2023		BETTER DAYS MENTORING LLC	16,187.00
110242		10/23/2023		CELLCOM GREEN BAY MSA	2,333.32
110243		10/23/2023		CENTRAL PROGRAMS INC	4,605.14
110244		10/23/2023		CLEMENT, JESSICA	27.00
110245		10/23/2023		FEY, HOLLY	13.98
110246		10/23/2023		GREEN BAY CITY TREASURER	417.00

CHECK NUMBER	CHECK COMMENT	CHECK DATE	COMMENT	VENDOR	AMOUNT
110247		10/23/2023		GYM BOYS LLC	4,550.00
110248		10/23/2023		HOUGHTON MIFFLIN CO	28,080.69
110249		10/23/2023		JACQUES, TRACY	18.24
110250		10/23/2023		LEADING EDGE	79.98
110251		10/23/2023		LEARNING WITHOUT TEARS	56.48
110252		10/23/2023		MULBERRY LANE FARM	9.00
110253		10/23/2023		NATURE'S BEST FLORAL	99.99
110254		10/23/2023		PARAGON DEVELOPMENT SYSTEMS	140.85
110255		10/23/2023		PRAIRIE FARMS DAIRY, INC	11,700.09
110256		10/23/2023		ROLLING, KATHY	10.98
110257		10/23/2023		SERVICE MOTOR COMPANY	3,287.92
110258		10/23/2023		ST NORBERT COLLEGE	1,000.00
110259		10/23/2023		VOYAGER SOPRIS LEARNING	198.00
110260		10/23/2023		WI DEPT OF JUSTICE	42.00
110261		10/23/2023		WI FOUNDATION FOR EDUCATIONAL ADMIN INC	205.00
110262		10/23/2023		WI SCHOOL PUBLIC RELATIONS ASSN	40.00
110263		10/23/2023		ZANER-BLOSER	1,313.68
110264		10/23/2023		ZIMONICK BROTHERS PRODUCE INC	331.90
110265		10/24/2023		PETTY CASH / DISTRICT OFFICE	252.00
110266		10/24/2023		MADISON NATL LIFE INSURANCE CO	1,875.77
110267		10/24/2023		MADISON NATL LIFE INSURANCE CO	9,065.51
110268		10/24/2023		METLIFE	12,031.75
110269		10/30/2023		AMUNDSEN DAVIS	228.00
110270		10/30/2023		APPERSON	157.28
110271		10/30/2023		ASHWAUBENON WATER & SEWER UTILITY	954.05
110272		10/30/2023		ASHWAUBENON WRESTLING CLUB	65.00
110273		10/30/2023		BAY VERTE MACHINERY INC	640.51
110274		10/30/2023		CEMAN MICHAEL	117.89
110275		10/30/2023		CESA 2	3,375.00
110276		10/30/2023		GEZELLA, MIKE	90.00
110277		10/30/2023		HILLSIDE APPLE ORCHARD	654.50
110278		10/30/2023		IMIG, DAVE	125.00
110279		10/30/2023		JF AHERN CO	580.00
110280		10/30/2023		KHROME AGENCY	1,700.00
110281		10/30/2023		KIWANIS CLUB OF ASHWAUBENON	340.00
110282		10/30/2023		KLAPPER, TONY	125.00
110283		10/30/2023		KONYN, PATRICK	485.00
110284		10/30/2023		KUROWSKI, ANDREW	125.00
110285		10/30/2023		LEBOEUF, JODI	102.00
110286		10/30/2023		NEW PRECISION TECHNOLOGY LLC	322.61
110287		10/30/2023		NSIGHT TELSERVICES	1,408.13
110288		10/30/2023		PAHL, JAMES	125.00
110289		10/30/2023		PAUL H. BROOKES PUBLISHING CO., INC	499.90
110290		10/30/2023		REFRIGERATION SERVICES OF GREEN BAY INC	378.83
110291		10/30/2023		SCHOLASTIC INC	3,332.29
110292		10/30/2023		SCHOOL HOUSE	578.44
110293		10/30/2023		SLATHER, JESSICA	132.31
110294		10/30/2023		SOQUET, CAL	415.00
110295		10/30/2023		SOQUET, MARLENE	595.00
110296		10/30/2023		T-MOBILE	200.00
110297		10/30/2023		US POSTAL SERVICE - BMEU	724.69
110298		10/30/2023		WEDDLE, BRENDA	490.00
110299		10/30/2023		WI ASSN FOR CHEER/POM COACHES	450.00
110300		10/30/2023		WI CHORAL DIRECTORS ASSN	168.00
110301		10/30/2023		WOLTER, INC.	156.75
110302		10/30/2023		ZIMONICK BROTHERS PRODUCE INC	534.65

CHECK NUMBER	COMMENT	CHECK DATE	COMMENT	VENDOR	AMOUNT
232400515		10/17/2023		TRUE NORTH ENERGY	2,250.00
232400516		10/18/2023		BSN SPORTS LLC	6,466.00
232400517		10/18/2023		DAKTRONICS INC	55.00
232400518		10/18/2023		DECLLENE, CHASE	125.10
232400519		10/18/2023		KAY DISTRIBUTING INC	30.00
232400520		10/18/2023		LAMERS BUS LINES INC	250.00
232400521		10/18/2023		MENARDS INC	64.69
232400522		10/18/2023		RELIANCE TRUST COMPANY - ASHWAUBNEON 403	11,208.81
232400523		10/18/2023		RELIANCE TRUST COMPANY - ASHWAUBENON 457	8,822.06
232400524		10/18/2023		WEA TSA TRUST	67,134.40
232400525		10/19/2023		TRUE NORTH ENERGY	1,822.50
232400526		10/23/2023		ALBRENT, DANIEL	269.80
232400527		10/23/2023		ALPHA BAKING COMPANY	415.81
232400528		10/23/2023		AMERICAN WELDING & GAS INC	323.97
232400529		10/23/2023		AUSTIN, DAWN	19.99
232400530		10/23/2023		BARNHART, THOMAS	282.84
232400531		10/23/2023		BIRDSEYE DAIRY INC	576.68
232400532		10/23/2023		BLICK ART MATERIALS	804.31
232400533		10/23/2023		CDW GOVERNMENT	173.24
232400534		10/23/2023		CESA 6	16,755.00
232400535		10/23/2023		CESA 7	37,509.33
232400536		10/23/2023		CINTAS CORPORATION	242.01
232400537		10/23/2023		CRUTCHER, CLAIRE	13.20
232400538		10/23/2023		DREVS, CONNOR	49.06
232400539		10/23/2023		ENTERPRISE RENT-A-CAR	1,112.02
232400540		10/23/2023		FOLLETT CONTENT SOLUTIONS LLC	1,705.48
232400541		10/23/2023		H J MARTIN & SON INC	4,325.00
232400542		10/23/2023		HEYRMAN & GREEN BAY BLUE	987.00
232400543		10/23/2023		INFO MART INC	36.00
232400544		10/23/2023		INSTRUMENTAL MUSIC CO INC	15.00
232400545		10/23/2023		JOHNSON, BRIDGET	63.81
232400546		10/23/2023		LAMERS BUS LINES INC	1,782.74
232400547		10/23/2023		MARCO	1,057.16
232400548		10/23/2023		MENARDS INC	170.71
232400549		10/23/2023		MILLER, DANA	46.89
232400550		10/23/2023		MILLER, ERIC	40.92
232400551		10/23/2023		PEPSI COLA OF GREEN BAY	1,628.08
232400552		10/23/2023		PERFORMANCE FOODSERVICE	12,237.34
232400553		10/23/2023		RIBBENS, DIRK	209.60
232400554		10/23/2023		RIEDERER, SHARON	27.27
232400555		10/23/2023		SCHOOL SPECIALTY LLC	1,033.39
232400556		10/23/2023		SEDER, CANDICE	45.66
232400557		10/23/2023		SMITS, JODY	708.33
232400558		10/23/2023		TREML, AMANDA	55.92
232400559		10/23/2023		UNITED MAILING SERVICES INC	339.39
232400560		10/23/2023		USIC LOCATING SERVICES INC	115.64
232400561		10/23/2023		WISCNET	6,864.00
232400562		10/24/2023		TRUE NORTH ENERGY	5,760.00
232400563		10/26/2023		GLOBAL RECOGNITION INC	102.00
232400564		10/26/2023		LAMERS BUS LINES INC	1,299.10
232400565		10/26/2023		LASEE, MELANIE	475.82
232400566		10/26/2023		PENZA, KEVIN	309.60
232400567		10/26/2023		STOMBERG, LISA	30.44
232400568		10/26/2023		WP BEVERAGES LLC - PEPSI COLA OF GREEN B	509.98
232400569		10/27/2023		TRUE NORTH ENERGY	1,530.00
232400570		10/30/2023		ALPHA BAKING COMPANY	464.27

<u>CHECK</u>	<u>COMMENT</u>	<u>CHECK</u>	<u>COMMENT</u>	<u>AMOUNT</u>
<u>NUMBER</u>		<u>DATE</u>	<u>VENDOR</u>	
232400571		10/30/2023	AMAZON CAPITAL SERVICES	623.11
232400572		10/30/2023	BAER PERFORMANCE MARKETING	1,222.50
232400573		10/30/2023	BIRDSEYE DAIRY INC	607.77
232400574		10/30/2023	BLICK ART MATERIALS	479.42
232400575		10/30/2023	CDW GOVERNMENT	3,673.04
232400576		10/30/2023	CINTAS CORPORATION	242.01
232400577		10/30/2023	COMPASS GROUP	72,270.67
232400578		10/30/2023	CONRADT, SCOTT	121.91
232400579		10/30/2023	CONSTELLATION NEWENERGY-GAS DIV LLC	3,475.33
232400580		10/30/2023	DEMCO INC	465.43
232400581		10/30/2023	FOX SPECIALTY CO LLC	237.00
232400582		10/30/2023	GEHRING, LORI	834.03
232400583		10/30/2023	HEID MUSIC CO	11.04
232400584		10/30/2023	JOHN'S REFRIGERATION INC	330.00
232400585		10/30/2023	KAY DISTRIBUTING INC	648.00
232400586		10/30/2023	LAMERS BUS LINES INC	4,470.98
232400587		10/30/2023	LYNC ACADEMY LLC	1,480.00
232400588		10/30/2023	MANION, AMBER	105.57
232400589		10/30/2023	MARCO	113.07
232400590		10/30/2023	MENARDS INC	81.56
232400591		10/30/2023	MILLER, DANA	35.18
232400592		10/30/2023	MILLER, ERIC	109.76
232400593		10/30/2023	NASSCO INC	1,183.82
232400594		10/30/2023	PEPSI COLA OF GREEN BAY	1,154.28
232400595		10/30/2023	PERFORMANCE FOODSERVICE	15,129.99
232400596		10/30/2023	QUILL CORP	245.58
232400597		10/30/2023	SYSTEMS FURNITURE LLC	9,045.63
232400598		10/30/2023	TWAROSKI, KATHY	17.00
232400599		10/30/2023	VILLAGE OF ASHWAUBENON	1,071.48
232400600		10/30/2023	WI DOCUMENT IMAGING LLC	39.51
232400601		10/30/2023	WILS	1,923.23
Totals for checks				1,029,591.44

FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
10	General Fund	502,224.69	-1,485.00	199,464.62	700,204.31
21	Gifts & Donations	1,000.00	252.00	87,353.69	88,605.69
27	Special Education	94,385.14	0.00	64,514.54	158,899.68
50	Food Service	12,221.43	87.00	48,849.77	61,158.20
80	Community Service Fund	1,028.63	0.00	7,413.80	8,442.43
81	Ashwaubenon PAC	4,162.37	0.00	8,118.76	12,281.13
***	Fund Summary Totals ***	615,022.26	-1,146.00	415,715.18	1,029,591.44

\*\*\*\*\* End of report \*\*\*\*\*



<b>Last Name</b>	<b>First Name</b>	<b>School</b>	<b>Position</b>	<b>Board Approval</b>
Bruntz	Logan	AHS	Basketball (Boys JV Assistant) - ABA funded	8-Nov
Brunette	Lauren	PI	Choir - Intermediate Spring Choir	8-Nov
Gleffe	Murray	PV	Basketball - Boys Grade 6	8-Nov
Janquart	Kerry	PV	Basketball - Girls Grade 6	8-Nov
Exford	Tyler	PV	Wrestling - Coach	8-Nov
Johnson	Jennifer	VV	Destination Imagination Coach - Elementary	8-Nov
Johnson	Jennifer	VV	Destination Imagination Coach - Elementary	8-Nov
Folkman	Heather	VV	Spring Musical co-choreographer	8-Nov
Steele	Christen	VV	Spring Musical co-choreographer	8-Nov
Folkman	Heather	VV	Spring Musical Director	8-Nov
Steele	Christen	VV	Spring Musical Director	8-Nov
Steele	Christen	VV	Spring Musical Scenery/Props	8-Nov

---

**Discussion Item: 1**

Ashwaubenon School Board

Meeting Date:	November 8, 2023
Issue:	First reading of bylaw and policies update
Requested By:	Kurt Weyers and Tammy Nicholson
Attachments:	
Financial and/or Staffing Implications:	None at this time
Funding Source:	None at this time
Explanation:	<p><b><u>Policy 5350 - Suicide Prevention, Intervention, and Postvention for Death by Suicide (Replacement)</u></b>  This policy replaces the existing policy to account for significant revisions. The new policy includes general prevention provisions, including instructional elements, and also provides more procedures pertinent to specific student situations involving suicide intervention. This policy was developed with the assistance of suicide prevention experts.</p> <p><b><u>Policy 5530 - Student Use or Possession of Intoxicants, Drugs, or Paraphernalia</u></b>  The policy is updated to reflect the ever-changing and expanding scope of drugs and drug derivatives, particularly marijuana, CBD, and hemp, all of which are being continuously experimented with to create new and often unregulated compounds that have psychoactive effects. Schools are able to prohibit these substances, and this language is intended to provide an expansive definition to cover current versions and not yet known future versions.</p>
Recommendation:	Review and bring back to December meeting for final review and approval.



Book Policy Manual  
Section ASD revised Vol 32.2  
Title SUICIDE PREVENTION, INTERVENTION, AND POSTVENTION  
Code po5350  
Status  
Adopted June 9, 2008  
Last Revised April 14, 2022

5350 - ~~STUDENT SUICIDE PREVENTIONS~~ **SUICIDE PREVENTION, INTERVENTION, AND POSTVENTION**

~~The Board recognizes that depression and self-destruction are problems of increasing severity among children and adolescents. A student who suffers the psychological disability of depression cannot benefit fully from the educational program of the schools, and a student who has attempted self-destruction poses a danger both to himself/herself and to other students.~~

~~All school personnel should be alert to the student who exhibits signs of unusual depression or who threatens or attempts suicide. Any such signs or the report of such signs from another student or staff member should be taken with the utmost seriousness.~~

~~The Superintendent/designee shall develop and implement guidelines whereby members of the professional staff understand how to use an intervention procedure.~~

~~Throughout any intervention, it is essential that Board policies and District guidelines regarding confidentiality be observed at all times.~~

~~Any officer, employee, or volunteer of this Board who, in good faith, attempt to prevent suicide by a student is immune from civil liability for his/her acts or omissions in respect to the suicide or attempted suicide.~~

~~Using the Department of Public Instruction notice, the District Administrator shall annually inform the professional staff of the resources available from the Department and other resources regarding suicide prevention.~~

**The Board recognizes that suicide is a leading cause of death among youth and must be taken seriously. In order to attempt to reduce suicidal behavior and its impact on students and families, the Superintendent shall develop prevention, intervention, and postvention strategies and procedures.**

**The Superintendent may involve school health professionals, school counselors, administrators, other staff, parents/guardians, students, local health agencies and professionals, and community organizations in planning, implementing, and evaluating the district's strategies for suicide prevention, intervention, and postvention.**

**The District's comprehensive health education program shall promote the healthy mental, emotional, and social development of students including, but not limited to, the development of problem-solving skills, coping skills, and self-esteem. Suicide prevention instruction shall be incorporated into the health education curriculum in the secondary grades. Such instruction shall be aligned with state content standards and shall be designed to help students analyze signs of depression and self-destructive behaviors, including potential suicide, and to identify suicide prevention strategies.**

**The Superintendent may offer parents education or information which describes the severity of the youth suicide problem, the district's suicide prevention curriculum, risk factors and warning signs of suicide, basic steps for helping suicidal youth, and/or school and community resources that can help youth in crisis.**

## Prevention and Instruction

Using the Department of Public Instruction notice, the Superintendent shall annually inform the professional staff of the resources available from the Department and other resources regarding suicide prevention. The Superintendent shall also implement procedures to obtain payment or reimbursement for professional mental health services provided by any licensed treatment professional.

Suicide prevention strategies may include, but not be limited to, efforts to promote a positive school climate that enhances students' feelings of connectedness with the school and is characterized by caring staff and harmonious interrelationships among students.

Developmentally appropriate, student-centered education materials will be integrated into the curriculum of all K-12 health classes. The content of these materials will:

- A encourage positive social and emotional development.
- B teach life skills such as problem-solving and sound decision-making.
- C provide knowledge of the relationship between youth suicide and the use of alcohol and controlled substances.
- D promote awareness of the warning signs of suicide, how to respond to potential suicidal persons and available community counseling and mental services.
- E facilitate help-seeking strategies for oneself or others, including how to engage school resources and refer friends for help. In addition, schools may provide supplemental small group suicide prevention programming for students.

## Staff Development

Suicide prevention training for staff shall be designed to help staff identify and respond to students at risk of suicide.

- A the role of protective factors with an emphasis on school climate, connectedness, caring staff, and positive student relationships, and building support for these protective factors within staff and community as a positive purpose of suicide prevention.
- B research identifying risk factors, such as previous suicide attempt(s), history of depression or mental illness, substance use problems, family history of suicide or violence, feelings of isolation, interpersonal conflicts, a recent severe stressor or loss, family instability, and other factors.
- C warning signs that may indicate suicidal intentions include changes in students' appearance, personality, or behavior. Warning signs of this nature should receive particular attention when displayed by an individual in one or more of the following groups:
  - 1 Youth bereaved by suicide
  - 2 Youth with disabilities, mental illness, or substance abuse
  - 3 Homeless youth
  - 4 LGBTQ youth
  - 5 Youth in the juvenile justice or welfare system
  - 6 Native American youth
  - 7 Youth on the fringes of mainstream social groups
- D school and community resources and services.
- E District procedures for intervening when a student attempts, threatens, or discloses the desire to die by suicide.

Training will be provided regularly for all teachers and staff.

### **Suicide Intervention; Civil Liability Exemption**

Any School District officer, employee, or volunteer who in good faith attempts to prevent suicide by a student is immune from civil liability for their acts or omissions in respect to the suicide or attempted suicide.

### **Postvention**

The Board recognizes that the death of a staff member or student, whether by suicide or other means, that affects the entire school and community. In the event of a staff member or student's death, it is critical that the school's response be swift, consistent, and intended to protect the student body and community.

### **Confirming the News and Convening the Education Support Team**

Upon receiving news of a student's or employee's death, including an unconfirmed rumor, a staff member must immediately contact the Principal, and/or designee. Contact must be made whether this is during or outside school hours.

The Superintendent or Principal will:

- A. contact the Director of Pupil Services.
- B. contact key staff who will comprise the support team; i.e., teaching and classified staff, parents, students, and/or community members.
- C. will convene the educational support team which may include:
  1. administrators
  2. school counselor(s)
  3. school psychologist(s)
  4. social worker(s)

In the case of a death by suicide, other concerns such as the prevention of suicide contagion will be taken into account. Suicide contagion is the process by which suicidal behavior or a suicide completion influences an increase in the suicide risk of others. Identification, modeling, and guilt are each thought to play a role in contagion. Although rare, suicide contagion can result in a cluster of suicides within a community.

### **Publication and Distribution**

This policy will be on the school website.

Revised 10/12/09

T.C. 4/14/22

Revised 12/13/23

© Neola 202~~1~~3

Legal 49.45(30c), Wis. Stats.

115.365(3), Wis. Stats.

118.295, Wis. Stats.

**Last Modified by Jennifer Bower on November 1, 2023**

Book	Policy Manual
Section	ASD revised Vol 32.2
Title	STUDENT USE OR POSSESSION OF INTOXICANTS, DRUGS, OR PARAPHERNALIA
Code	po5530
Status	
Adopted	June 9, 2008
Last Revised	November 14, 2018

5530 -- **STUDENT USE OR POSSESSION OF INTOXICANTS, DRUGS, OR PARAPHERNALIA** ~~ALCOHOL AND OTHER DRUG ABUSE (AODA)~~

The Board recognizes that the misuse of drugs is a serious problem with legal, physical, and social implications for the entire school community. ~~The Board recognizes the need to maintain a safe, healthy, drug and alcohol free environment for all students. Student chemical use impairs healthy physical, mental, intellectual, and emotional development and interferes with the learning process.~~

As the educational institution of this community, the schools should strive to prevent drug abuse and help drug abusers by educational, rather than punitive, means.

For purposes of this policy, "drugs" shall mean:

- A all dangerous controlled substances as so designated and prohibited by Wisconsin statute;
- B all derivatives of hemp, except CBD products permitted by the school (see Policy 5330 - Administration of Medication/Emergency Care);  
This includes Delta-8-THC, Delta-9-THC, Delta-10-THC, Delta-11-THC, THC-0, and all other forms that cause psychosis; in all forms of delivery (i.e., inhalation, ingestion, injection, etc.).
- C all chemicals which release toxic vapors;
- D use of vapes;
- E all alcoholic beverages;
- F any prescription or patent drug, except those for which permission to use in school has been granted pursuant to Board policy;
- G "look-alikes";
- H any other illegal substance so designated and prohibited by law.

The Board prohibits the use, possession, concealment, or distribution of any drug and any drug-paraphernalia at any time on District property or at any District-related event.

A. **Student Use or Possession of Intoxicants, Drugs, or Paraphernalia: Consequences for the Use of, Possession of (a) Intoxicants, (b) Mood Altering Drugs Used for Purposes Other than those Prescribed by a Physician, and (c) Drug Paraphernalia:**

Any student using or in possession of intoxicants, drugs, or paraphernalia on school premises or at a school related activity will be subject to the following: or the Ashwaubenon Schools using, in possession of, or under the influence of intoxicants or mood altering drugs used for purposes other than those prescribed by a physician, or in possession of related drug paraphernalia at any time (twenty four (24) hours per day—365 days per year) on school premises or at a school related activity will be subject to the following:

**1. First Violation**

Any student found to be in violation of this policy for the first time during his/her tenure in the Ashwaubenon Schools will receive an automatic three (3) day suspension, be referred to Public Safety and be required to meet with the guardian and Building Administration after the three (3) day suspension. In addition, the student and/ or his/her parents will be required and his/her parents may be requested to seek counseling and provide written evidence of this counseling to the Superintendent within one (1) month of the first day of suspension. Acceptable sources of counseling are as follows:

- a. AODA Program Coordinator
- b. A non school counselor mutually agreed upon with the Superintendent prior to the onset of the counseling experience.

**2. Second Violation**

Any student found to be in violation of this policy for the second time during his/her tenure in the Ashwaubenon Schools will receive an automatic three (3) day suspension, be referred to Public Safety and be required to meet with the guardian and Building Administration after the three (3) day suspension. The student will be required to complete AODA remediation as outlined by Building Administration within thirty (30) days of the suspension, be subject to suspension procedures of the District and a pre-expulsion hearing with the Superintendent of Schools or designee. At the hearing the student and his/her parents will select one (1) of two (2) possible actions:

- a. As a result of the second violation the student must:
  1. seek and complete an AODA assessment by a bona fide AODA treatment center;
  2. demonstrate compliance with the treatment program as recommended by said treatment center;
  3. successfully complete the treatment program; and
  4. agree to behavioral contract between the student, school administration, and a representative of the AODA treatment center as a condition of readmittance to the school.
- b. As a result of the second violation the student will be recommended to the Board of Education for expulsion from the Ashwaubenon Schools pursuant to Section 120.13(1)(c) of the Wisconsin Statutes for the remainder of the term or trimester during which offense occurs and the next full term or trimester. The student may, if expelled, receive no credits toward graduation for said term or trimester. The District may provide a continuation of educational services during the duration of the expulsion, for which credit may be earned. In addition, the student will be required and his/her parents may be requested to seek additional counseling and provide written evidence of this counseling to the Superintendent prior to the conclusion of the period for which the student is expelled. Acceptable sources of counseling are as noted above.

**3. Third Violation**

Any student found to be in violation of this policy for a third time will be recommended to the Board of Education for expulsion from the Ashwaubenon Schools for a minimum of the remainder of the semester/trimester during which the offense occurs and the next full semester/trimester.



The student may, if expelled, receive no credit toward graduation for said semesters/trimesters. The District may provide a continuation of educational services during the duration of the expulsion, for which credit may be earned. Readmission will be subject to the provisions of Part C (below).

Administration reserves the right to put an Abeyance Agreement in place in lieu of moving to expulsion if the student is in agreement with all steps outlined in the agreement. An Abeyance Agreement may not be an option for all board policy violations. ~~Students found to be in violation of this policy as described in Part B (below) will be subject to the penalty normally associated with a third violation even if it is their first or second violation.~~

#### **B. Consequences for Selling, Dealing, Exchanging, Purchasing, or Giving Away Intoxicants, ~~or Mood Altering Drugs and Drugs, or Paraphernalia~~**

Irrespective of the procedures set forth herein, any student found to be ~~distributing, selling, purchasing, receiving,~~ selling, dealing, exchanging, purchasing, or giving away of intoxicants, ~~or mood altering~~ drugs, or paraphernalia on school premises, or while participating in or attending any school related activity, will be subject to the same penalty normally provided for a third violation ~~as indicated above.~~

Any student found to be ~~distributing, selling, purchasing, receiving or~~ selling, dealing, exchanging, purchasing, ~~distributing, selling, purchasing, receiving or~~ giving away ~~intoxicants, drugs, or paraphernalia another substance,~~ intoxicants, drugs, or paraphernalia, regardless of the true nature, which such student has represented in any manner to be an intoxicating or mood altering drug, on school premises or while attending a school related activity, will be subject to the same penalty normally provided for a third violation ~~as indicated above.~~

Wisconsin law shall control when determining intent.

#### **C. Readmission to School**

Any student who has been expelled in accordance with Section A(2)(b) and Section A(3) above under the provisions set forth in this policy may request re-entry into the Ashwaubenon Public School System via the building principal after expulsion for the balance of the semester/trimester and the next full semester/trimester. If such a request is made, the student will be required to display evidence that s/he has developed an attitude which clearly indicates that the individual will not again violate the ~~Alcohol and Other Drug Abuse Policy~~ Student Use or Possession of Intoxicants, Drugs, or Paraphernalia Policy as set forth herein. Administratively the re-entry process must be initiated by the building principal through the Superintendent to the Board.

In accordance with 120.13(1)(L)(h), the Board may reinstate the expelled student before the expiration of the term of the expulsion.

If re-entry is approved after a third violation, it will be understood that any subsequent offense will result in immediate expulsion without the privilege of re-entry under this policy.

#### **D. Student Enrollment in ~~Public or Non-Public Education During the Period of Rules Enforcement~~**

Any student who elects to enroll in any ~~public or non-public~~ public or non-public education during the period of time affected by these rules and then chooses to re-enroll in the Ashwaubenon Public Schools will be enrolled only under conditions specified by the Board of Education upon consideration of recommendations by the school principal.

#### **E. Use of Intoxicants or Mood Altering Drugs Used for Purposes Other than those Prescribed by a Physician in a Student Owned/Operated Vehicle**

Any student who owns or operates a vehicle for attendance at school or school-related activities must accept responsibility for the behavior of others who use that vehicle on school premises or at any school-related activity.

This responsibility subjects the owner or operator student to the full ramifications of this policy.

#### **F. ~~Administrative Guidelines~~**

~~The Superintendent shall prepare guidelines for the identification, amelioration, and regulation of drug use in the schools, including education, prevention and standards of conduct. Education shall be intended to develop awareness of: drug abuse, including prescription drug abuse, and prevention; the relationship between highway safety and the use of alcohol and controlled substances, including prescription drugs; and the relationship between youth suicide and the use of alcohol and controlled substances, including prescription drugs.~~

© Neola ~~2018~~2023

**Revised 12/13/2023**

Legal                    118.01(2)(d),118.24(2)(f), 118.257, 125.09(2), Wis. Stats.  
                                 Drug-Free Schools and Communities Act of 1986 as amended  
                                 20 U.S.C. 3171 et seq.  
                                 20 U.S.C. 3224A

**Last Modified by Jennifer Bower on November 2, 2023**

**Discussion Item: 2**

Ashwaubenon School Board

Meeting Date:	November 8, 2023
Issue:	Self-Evaluation of the Status of Pupil Nondiscrimination
Requested By:	Tammy Nicholson
Attachments:	Pupil Nondiscrimination Notice Wisconsin State Statute 118
Financial and/or Staffing Implications:	None
Funding Source:	N/A
Explanation:	<p>School District Self-Evaluation of the Status of Pupil Nondiscrimination and Equality of Educational Opportunities. Wis. Admin. Code § PI 9.06 requires school boards to evaluate the status of nondiscrimination and equality of educational opportunity in the school district at least once every five years and report the results to the Department of Public Instruction.</p> <p>To meet the five-year evaluation and reporting requirements, districts must evaluate the status of nondiscrimination and equality of educational opportunity in the following eight areas:</p> <ul style="list-style-type: none"> <li>• School board policies and administrative procedures.</li> <li>• Enrollment trends in classes and programs.</li> <li>• Methods, practices, curriculum and materials used in instruction, counseling, and pupil assessment and testing.</li> <li>• Trends and patterns of disciplinary actions, including suspensions, expulsions, and handling of pupil harassment.</li> <li>• Participation trends and patterns and school district support of athletic, extracurricular and recreational activities.</li> <li>• Trends and patterns in awarding scholarships and other forms of recognition and achievement provided or administered by the district.</li> <li>• School district efforts to achieve equality of educational opportunity and nondiscrimination.</li> <li>• School district technology, including electronic communications by school district staff.</li> </ul> <p>During the district self-evaluation, the district must provide an opportunity for participation by pupils, teachers, administrators, parents/guardians and residents of the school district. In addition, the district must prepare a written report of the evaluation which shall be available for examination by residents of the school district.</p>

	<p>The self-evaluation process must be completed by January 31, 2024. Districts will be required to assure the Department that: the district's self-evaluation explored the eight required areas; provided an opportunity for participation in the process, and resulted in a written report available for examination by residents of the school district. The district must also submit a copy of this written report to the Department upon request.</p>
Recommendation:	Discussion Item

## **Pupil Nondiscrimination Self Evaluation Notice Wis Stats. 118.13 & PI 9 Wisconsin Administrative Code**

The Ashwaubenon School District does not discriminate on the basis of race, color, religion, national origin, ancestry, creed, pregnancy, marital status, parental status, sexual orientation, sex (including transgender status, change of sex or gender identity), or physical, mental, emotional, or learning disability ("Protected Classes") in any of its student program and activities.

The district is currently conducting a self-evaluation of its status of pupil nondiscrimination, as required every five years in Administrative Rule PI 9.06. Residents, students, and staff of the school district have an opportunity to provide comments in regard to any of the following areas of student activity:

- School board policies and administrative procedures.
- Enrollment trends in classes and programs.
- Methods, practices, curriculum and materials used in instruction, counseling, and pupil assessment and testing.
- Trends and patterns of disciplinary actions, including suspensions, expulsions, and handling of pupil harassment.
- Participation trends and patterns and school district support of athletic, extracurricular and recreational activities.
- Trends and patterns in awarding scholarships and other forms of recognition and achievement provided or administered by the district.
- School district efforts to achieve equality of educational opportunity and nondiscrimination.
- School district technology, including electronic communications by school district staff.

### **November 1st-November 30th, 2023:**

Comments on the status of pupil nondiscrimination in these are can be sent to:

Tammy Nicholson, Director of Pupil Services  
Ashwaubenon School District  
1055 Griffiths Lane  
Green Bay, WI 54304  
Email: [tnicholson@ashwaubenonk12.org](mailto:tnicholson@ashwaubenonk12.org)

## Wisconsin State Statute 118.13 and Administrative Rule PI 9.06

Wisconsin State Statute 118.13	Administrative Rule PI 9.06
<p><b>118.13 Pupil discrimination prohibited.</b>            (1) No person may be denied admission to any public school or be denied participation in, be denied the benefits of or be discriminated against in any curricular, extracurricular, pupil services, recreational or other program or activity because of the person's sex, race, religion, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation or physical, mental, emotional or learning disability.</p>	<p><b>PI 9.06 Evaluation.</b> (1) In order to provide the information necessary for the state superintendent to report on the compliance with s. 118.13, Stats., as required under s. 118.13 (3) (a)3., Stats., each board shall evaluate the status of nondiscrimination and equality of educational opportunity in the school district at least once every 5 years on a schedule established by the state superintendent. The evaluation shall include the following:</p> <ul style="list-style-type: none"> <li>a) School board policies and administrative procedures.</li> <li>b) Enrollment trends in classes and programs.</li> <li>c) Methods, practices, curriculum and materials used in instruction, counseling, and pupil assessment and testing.</li> <li>d) Trends and patterns of disciplinary actions, including suspensions, expulsions and handling of pupil harassment.</li> <li>e) Participation trends and patterns and school district support of athletic, extracurricular and recreational activities.</li> <li>f) Trends and patterns in awarding scholarships and other forms of recognition and achievement provided or administered by the school district.</li> <li>g) School district efforts to achieve quality of education opportunity and nondiscrimination.</li> </ul> <p>(2) The board shall provide an opportunity for participation in the evaluation by pupils, teachers, administrators, parents and residents of the school district.</p> <p>(3) The board shall prepare a written report of the evaluation which shall be available for examination by residents of the school district.</p>



---

**Discussion Item: 3**

## Ashwaubenon School Board

Meeting Date:	November 8, 2023
Issue:	Presentation of Cormier, Parkview and High School Strategic Plans
Requested By:	Kurt Weyers and Andy Bake
Attachments:	Building Strategic Plans
Financial and/or Staffing Implications:	None
Funding Source:	NA
Explanation:	The Strategic Planning Retreat took place on August 15-16, 2023 and during that time each building created Strategic Plans for the 2023-24 School Year. Cormier, Parkview and High School principals will be providing an overview of the buildings' plans and action steps.
Recommendation:	This is a discussion item. No action is necessary.

# Ashwaubenon School District Strategic Plan

## OUR VISION

Excellence in education so every student will achieve their full potential

## OUR MISSION

Developing lifelong learners, who positively contribute to their communities

## OUR VALUES STATEMENT

As a school community, we value:

- A welcoming and nurturing environment • Collaboration • Equity • High levels of learning • Mental wellness • Safety



## OUR PILLARS

1	2	3	4	5
<b>Authentic Relationships</b>	<b>Safe, Inclusive Learning Environments</b>	<b>High Expectations for All</b>	<b>Empowered Staff</b>	<b>Allocation of Resources</b>
Student success is directly connected to authentic relationships. We embrace an environment for students, staff, families, and community members that supports a shared responsibility for student success.	Learning environments are safe, culturally responsive and inclusive. Systems of support ensure physical, social and emotional safety for all members of our school community.	We utilize data and provide the necessary instruction to ensure high levels of growth in the learning of every student. Specific, measurable benchmarks are in place for academic and social-emotional learning.	We value our staff in their professional growth needs and support efforts to ensure their success. Staff voice and engagement are integral to the implementation of the district's mission and goals.	The process for allocating resources is collaborative and transparent. We allocate money, time, people, and facilities based on requirements and priorities. Resource allocation will be driven by data and community values to guide current and long range budget decisions.





Cormier School and Early Learning Center  
 School Improvement Plan  
 2023-2024 School Year

**Strategic and SMART Goals - Pillar 2**

**District Strategic Plan Pillar 2: Safe, Inclusive Learning Environments**

Working as a professional learning community, we will develop a systemic and responsive approach to student wellness and social emotional learning designed to remove barriers to student success.

School SMART Goals	Strategies and Action Steps	Timeline for Monitoring of Effectiveness /Local Data Sources Used
<p><b>Our reality:</b> 77% of 4k and 5k students can regulate emotions, as of end of year data (Emotional Regulation)</p> <p><b>5K</b> Beginning of the year, 69% of students could regulate emotions based on the Panorama survey. At the end of the year, 68% of students could regulate emotions based on Panorama survey</p> <p><b>Our SMART goal: 80% of 4k and 5k students will score favorably on the Panorama survey in the area of emotional regulation.</b></p>	<p>Communicate to the families more about SEL- What happens on the half days- Weekly announcements to relay a clear goal for everyone to hear. Also put in Weekly Wednesday</p>	<p>Sept/Oct–Ongoing  Panorama Survey</p>
	<p>Get EVERY SINGLE staff member (including assistant, noon-duty supervisors, etc.) some training or professional development on emotional regulation.</p>	<p>Start Training Sept/Oct–Ongoing  Panorama Survey</p>
	<p>4k- Assess Emotional Regulation Create a rubric or a criteria for assessment. 5K- What will discuss what it means for a student to self regulate, and what strategies could be used. Use SEL Universal Routines</p>	<p>Throughout the school year  Panorama Survey: 4k- Assess Emotional Regulation after the first conference and all areas in May. 5K Assesses all areas in Oct. and May</p>
	<p>Use PBIS videos and break them apart to focus on specifically regulation.</p>	<p>Sept/Oct–Ongoing</p>
	<p>Utilizing safe spaces and movement paths- Create a system for providing small breaks for students who are getting close to needing a break. (Flow Chart of Tools, Extra Staff Support, Problem Solving Together, etc.)</p>	<p>Sept-to the end of the year.</p>



Cormier School and Early Learning Center  
School Improvement Plan  
2023-2024 School Year

**Monitoring and Data Based Decision Making - Pillar 2**

Fall Reporting Period

Data Analyzed:

Decisions Based on Data:

Strategies and Action Steps that have been Completed/Adjusted:

Winter Reporting Period

Data Analyzed:

Decisions Based on Data:

Strategies and Action Steps that have been Completed/Adjusted:

Spring Reporting Period

Data Analyzed:

Decisions Based on Data:

Strategies and Action Steps that have been Completed/Adjusted:



Cormier School and Early Learning Center  
 School Improvement Plan  
 2023-2024 School Year

Strategic and SMART Goals - Pillar 3

**District Strategic Plan Pillar 3: High Expectations for All (Educator Practices)**  
 Using a systems approach as a professional learning community, we will better align educator practices such as instruction and common assessments to guaranteed essential standards, ensure assessments are analyzed using a data analysis protocol, and provide reteaching (tier 2) and remediation (tier 3) in response to assessment analysis. *(Actions PLTs will take to increase collective response to instruction.)*

School SMART Goals	Strategies and Action Steps	Timeline for Monitoring of Effectiveness /Local Data Sources Used
<p><b>Our Current Reality:</b> 4K has started the process of determining which students in which classroom are still not meeting the goal. But we have not gotten to the point of what to do next with that group- what does their intervention look like?</p> <p>5K Literacy PLT worked through this process last year with one guaranteed essential learning standard. 5K Math PLT has defined guaranteed essential learning standards. 5k data shows an up trend using this data</p> <p><b>Our Smart Goal:</b> During the 2023-2024 school year, each professional learning team at Cormier will select 1-2 guaranteed essential standards and develop common formative assessments, assessment rubrics, data analysis protocol, and reteaching/remediation strategies to ensure ALL students reach proficiency.</p>	Develop the teams and the team norms	September
	Identify the guaranteed standards. The PLT needs to decide what guaranteed standard they are using for this process.	September/October Using data from report card
	Each PLT knows what the other PLT team is focusing on - communicate between teams <ul style="list-style-type: none"> <li>- Use the guiding coalition to help share out between teams.</li> </ul>	Ongoing
	Develop common formative assessments for each guaranteed standard selected	Ongoing
	Analyze data from common assessments and plan for next steps for universal instruction or interventions that may be used.	Ongoing
	Develop resources for families for students working on guaranteed essential standards at home.	Before March 2024 Conferences

Strategic and SMART Goals - Pillar 3

**Pillar 3: High Expectations for All (Students)**



Cormier School and Early Learning Center  
 School Improvement Plan  
 2023-2024 School Year

Using a systems approach, we will increase student achievement by improving universal instruction within our professional learning community.  
*(Instructional actions staff will take with students to increase student achievement.)*

School SMART Goals	Strategies and Action Steps	Timeline for Monitoring of Effectiveness /Local Data Sources Used
<p><b>Our Current Reality:</b> 85% can represent and solve word problems with totals to 10</p> <p><b>Our Smart Goal:</b> 90% of our population will represent and solve word problems with totals to 10 based on the report card data.</p>	<p>Discuss data from last year and identify why 15% of students didn't meet the goal. (What do we target? What's the hardest thing about this? Why didn't they get a 3?)</p>	<p>September</p> <p>Report Card Data</p>
	<p>PLT- Breaks this data down further- What do we need to focus on at the beginning of the year? Look at scope and sequence.</p>	<p>September</p>
	<p>Discussion on prerequisite goals and how to we get to the end outcome</p>	<p>Fall of 2023</p> <p>Fall Math Data</p>
	<p>Develop common formative assessments for this skill. (Represent and solve word problems with totals to 10)</p>	<p>Ongoing</p>
	<p>Develop a way to collect ongoing real-time data for the PLT discussions.</p>	<p>Ongoing</p>
	<p>5K meets with 4K staff to see how they are or may want to support this goal.</p>	<p>November</p>



Cormier School and Early Learning Center  
School Improvement Plan  
2023-2024 School Year

**Monitoring and Data Based Decision Making - Pillar 3**

Fall Reporting Period

Data Analyzed:

Decisions Based on Data:

Strategies and Action Steps that have been Completed/Adjusted:

Winter Reporting Period

Data Analyzed:

Decisions Based on Data:

Strategies and Action Steps that have been Completed/Adjusted:

Spring Reporting Period

Data Analyzed:

Decisions Based on Data:

Strategies and Action Steps that have been Completed/Adjusted:

# Ashwaubenon School District Strategic Plan

## OUR VISION

Excellence in education so every student will achieve their full potential

## OUR MISSION

Developing lifelong learners, who positively contribute to their communities

## OUR VALUES STATEMENT

As a school community, we value:

- A welcoming and nurturing environment • Collaboration • Equity • High levels of learning • Mental wellness • Safety



## OUR PILLARS

1	2	3	4	5
<b>Authentic Relationships</b>	<b>Safe, Inclusive Learning Environments</b>	<b>High Expectations for All</b>	<b>Empowered Staff</b>	<b>Allocation of Resources</b>
Student success is directly connected to authentic relationships. We embrace an environment for students, staff, families, and community members that supports a shared responsibility for student success.	Learning environments are safe, culturally responsive and inclusive. Systems of support ensure physical, social and emotional safety for all members of our school community.	We utilize data and provide the necessary instruction to ensure high levels of growth in the learning of every student. Specific, measurable benchmarks are in place for academic and social-emotional learning.	We value our staff in their professional growth needs and support efforts to ensure their success. Staff voice and engagement are integral to the implementation of the district's mission and goals.	The process for allocating resources is collaborative and transparent. We allocate money, time, people, and facilities based on requirements and priorities. Resource allocation will be driven by data and community values to guide current and long range budget decisions.



Parkview Middle School  
School Improvement Plan  
2023-2024 School Year

Strategic and SMART Goals - Pillar 2

**District Strategic Plan Pillar 2: Safe, Inclusive Learning Environments**

Working as a professional learning community, we will develop a systemic and responsive approach to *student wellness and social emotional learning designed to remove barriers to student success.*

School SMART Goals	Strategies and Action Steps	Timeline for Monitoring of Effectiveness /Local Data Sources Used
<p><b>Our reality:</b> Currently, according to the end of year 2023 Panorama results, 36% of our students responded favorably in response to the questions pertaining to <b>Sense of Belonging</b>. This is a 2% decrease from Fall.</p> <p><b>Our SMART goal:</b>  <i>The number of 6th - 8th grade students at Parkview Middle School responding favorably to questions pertaining to "Sense of Belonging" will increase 2% from Fall to Spring as measured by the Panorama Survey.</i></p>	Community events <ul style="list-style-type: none"> <li>• Game night</li> <li>• Popcorn and movie night</li> <li>• Craft night</li> </ul>	Dates to come from PRIDE team
	Continue current mentoring program and use SST determine students that answer not favorably on all 5 questions pertaining to sense of student belonging and add to mentor program	September 2023 after Panorama Survey Fall - 10/02/23 in Families Spring - 4/22-5/10
	Parkview Pulse: Intentional questions related to sense of belonging at school. <i>What can we do to make you feel part of the Parkview community?</i>	Monthly (third Thursday) "Parkview Pulse" meetings with students and members of the Parkview Student Services Team. <i>Findings will be shared at staff meetings.</i>
	Celebrate months: We will intentionally complete a building analysis of where, when and how our students have the opportunity to see themselves around their school (lessons, displays, murals, celebrations of cultures. Students created slides.	Check with PRIDE team on this
	<u>2023-2024: months of recognition, student work).</u>	
	Classroom expectation of Keepin' It Real and having students involved in it.	September 11th - October 9th Ongoing review during various meetings during the year



Parkview Middle School  
School Improvement Plan  
2023-2024 School Year

**Monitoring and Data Based Decision Making - Pillar 2**

Fall Reporting Period

Data Analyzed:

Decisions Based on Data:

Strategies and Action Steps that have been Completed/Adjusted:

Winter Reporting Period

Data Analyzed:

Decisions Based on Data:

Strategies and Action Steps that have been Completed/Adjusted:

Spring Reporting Period

Data Analyzed:

Decisions Based on Data:

Strategies and Action Steps that have been Completed/Adjusted:





Parkview Middle School  
 School Improvement Plan  
 2023-2024 School Year

Strategic and SMART Goals - Pillar 3

**District Strategic Plan Pillar 3: High Expectations for All (Educator Practices)**

Using a systems approach as a professional learning community, we will better align educator practices such as instruction and common assessments to guaranteed essential standards, ensure assessments are analyzed using a data analysis protocol, and provide reteaching (tier 2) and remediation (tier 3) in response to assessment analysis. *(Actions PLTs will take to increase collective response to instruction.)*

School SMART Goals	Strategies and Action Steps	Timeline for Monitoring of Effectiveness /Local Data Sources Used
<p><b>Our Current Reality:</b> Teachers are using CFAs and rubrics in varying degrees of fidelity.</p> <p><b>Our Smart Goal:</b>  <i>Teachers at Parkview Middle School will work to identify, unwrap, assess and intervene/extend two guaranteed standards for the 2023-2024 school year by May ____, 2024.</i></p>	Select essential standards for the year.	August 24 - 30th - <b>DONE</b>
	Complete Parkview Guaranteed Standards Mattos Chart+ in PLTs <ul style="list-style-type: none"> <li>Select and unwrap two guaranteed standards from those essential standards</li> </ul>	August 24 - 30th - <b>DONE</b> November 2nd, 2023 January 19th, 2024 March 7th, 2024
	Complete Parkview Guaranteed Standards Chart Mattos + in PLTs <ul style="list-style-type: none"> <li>Identify common formative assessments already used for the guaranteed standards</li> </ul>	August 24 - 30th - <b>DONE</b> November 2nd, 2023 January 19th, 2024 March 7th, 2024
	Create rubrics and assessments to match and assess the guaranteed standards.	May 2024 October 27th, 2023 (Tom Hierck Inservice) February 16th, 2024 (Tom Hierck Inservice)
	Analyze common formative assessments using the district protocol in a timely manner to intervene before summative assessment. <ul style="list-style-type: none"> <li>Protocol on Parkview Warehouse</li> </ul>	Weekly throughout the year
	Identify students that need extension and/or intervention for the guaranteed standards. <ul style="list-style-type: none"> <li>Utilize the warehouse to document guaranteed standards, proficiency</li> </ul>	When CFAs are used for guaranteed standards - 3 per standard





Parkview Middle School  
School Improvement Plan  
2023-2024 School Year

**Monitoring and Data Based Decision Making - Pillar 3**

Fall Reporting Period

Data Analyzed:

Decisions Based on Data:

Strategies and Action Steps that have been Completed/Adjusted:

Winter Reporting Period

Data Analyzed:

Decisions Based on Data:

Strategies and Action Steps that have been Completed/Adjusted:

Spring Reporting Period

Data Analyzed:

Decisions Based on Data:

Strategies and Action Steps that have been Completed/Adjusted:

# Ashwaubenon School District Strategic Plan

## OUR VISION

Excellence in education so every student will achieve their full potential

## OUR MISSION

Developing lifelong learners, who positively contribute to their communities

## OUR VALUES STATEMENT

As a school community, we value:

- A welcoming and nurturing environment • Collaboration • Equity • High levels of learning • Mental wellness • Safety



## OUR PILLARS

1	2	3	4	5
<b>Authentic Relationships</b>	<b>Safe, Inclusive Learning Environments</b>	<b>High Expectations for All</b>	<b>Empowered Staff</b>	<b>Allocation of Resources</b>
Student success is directly connected to authentic relationships. We embrace an environment for students, staff, families, and community members that supports a shared responsibility for student success.	Learning environments are safe, culturally responsive and inclusive. Systems of support ensure physical, social and emotional safety for all members of our school community.	We utilize data and provide the necessary instruction to ensure high levels of growth in the learning of every student. Specific, measurable benchmarks are in place for academic and social-emotional learning.	We value our staff in their professional growth needs and support efforts to ensure their success. Staff voice and engagement are integral to the implementation of the district's mission and goals.	The process for allocating resources is collaborative and transparent. We allocate money, time, people, and facilities based on requirements and priorities. Resource allocation will be driven by data and community values to guide current and long range budget decisions.



Ashwaubenon High School  
School Improvement Plan  
2023-2024 School Year

**Strategic and SMART Goals - Pillar 2**

**District Strategic Plan Pillar 2: Safe, Inclusive Learning Environments**

Working as a professional learning community, we will develop a systemic and responsive approach to student wellness and social emotional learning designed to remove barriers to student success.

School SMART Goals	Strategies and Action Steps	Timeline for Monitoring of Effectiveness /Local Data Sources Used
<p><b>Our reality:</b> Not all students report having a connection to the school setting.</p> <p>We have specific subgroups of students who consistently and significantly underperform.</p> <p>We do not have a systemic approach to help staff support students in mental wellness and emotional issues.</p> <p><b>Our SMART goal:</b> Staff will learn and utilize best practices in student wellness so that 80% of students report positive engagement and connection to school based on student surveys by the end of T4.</p>	Professional development in culturally sensitive practices for subgroups who have been identified as consistently underperforming.	
	Staff will implement and teach social/emotional - employability skills to all students on a daily/weekly basis, with themes and lessons developed for all staff to utilize	Monthly feedback from staff to department chairs.
	Staff will identify specific students for intentional outreach and mentoring, focusing on engagement and connection	Ongoing
	Professional development from Tom Hierck, focusing on student accountability in a standards based system.	Staff feedback from trainings, Oct. and Feb.
	Students will complete AHS student survey twice per year.	Analysis of student survey data during T1 and T3.
	Students will complete Panorama survey twice per year.	Mid-October End of May

**Monitoring and Data Based Decision Making - Pillar 2**



Ashwaubenon High School  
 School Improvement Plan  
 2023-2024 School Year

Fall Reporting Period		
Data Analyzed: September Student Survey	Decisions Based on Data: Currently meeting goal, with 80+% response rate. Initial scores similar to initial scores from previous school year's survey.	Strategies and Action Steps that have been Completed/Adjusted: *Low-scoring students identified, with crosswalks to students in specific programming or services. *Red flag responses shared with SST, parents, etc.. as appropriate. *Staff celebration over general success.
Winter Reporting Period		
Data Analyzed:	Decisions Based on Data:	Strategies and Action Steps that have been Completed/Adjusted:
Spring Reporting Period		
Data Analyzed:	Decisions Based on Data:	Strategies and Action Steps that have been Completed/Adjusted:

Strategic and SMART Goals - Pillar 3a



Ashwaubenon High School  
School Improvement Plan  
2023-2024 School Year

District Strategic Plan Pillar 3a: High Expectations for All (Educator Practices)		
Using a systems approach as a professional learning community, we will better align educator practices such as instruction and common assessments to guaranteed essential standards, ensure assessments are analyzed using a data analysis protocol, and provide reteaching (tier 2) and remediation (tier 3) in response to assessment analysis. <i>(Actions PLTs will take to increase collective response to instruction.)</i>		
School SMART Goals	Strategies and Action Steps	Timeline for Monitoring of Effectiveness /Local Data Sources Used
<p><b>Our Current Reality:</b> There are inconsistent practices and expectations for PLT/PLC meetings, agendas, and expected outcomes.</p> <p><b>Our Smart Goal:</b></p> <p>PLTs will identify and document at least 2 guaranteed standards per course, along with rubrics and common assessments, so that staff can use those standards and assessments to provide universal instruction and targeted intervention by the end of T4.</p>	Utilize PLT Warehouse for storing documents and processes (norms, conflict resolution, data wall, meeting agendas/calendar).	GC and Dept Chairs will review progress each quarter. All information to be entered into Data Wall by end of T4.
	Prioritize standards (guaranteed, engaged, introduced) to identify at least 2 guaranteed standards per course.	Per course, per term, with review at end of T4.
	Create common assessments, rubrics, data analysis processes for each guaranteed standard.	Per course, per term, with review at end of T4.
	PLTs will meet at least once weekly, with agenda, location, timeframe documented in the AHS Warehouse. PLTs will create Google Calendar invites for PLT members and AHS administrators for meetings.	Monthly review by GC members. Routine visits by AHS administrators.
	PLTs will create data walls for their guaranteed standards and include common assessments, rubrics, etc. This data wall will be linked in the AHS Warehouse.	Ongoing,with review at end of T4.
	Core departments will meet to review "tested" standards in relation to the ACT.	



Ashwaubenon High School  
School Improvement Plan  
2023-2024 School Year

Strategic and SMART Goals - Pillar 3b

**Pillar 3b: High Expectations for All (Students)**

Using a systems approach, we will increase student achievement by **improving universal instruction** within our professional learning community.

*(Instructional actions staff will take with students to increase student achievement.)*

School SMART Goals	Strategies and Action Steps	Timeline for Monitoring of Effectiveness /Local Data Sources Used
<p><b>Our Current Reality:</b> A significant subgroup of students is at-risk of not graduating.</p> <p>Our use of Academic Focus does not uniformly match the instructional needs of students, especially as it relates to guaranteed standards.</p> <p>Our universal instruction can be reexamined in order to ensure that we are hitting guaranteed standards.</p> <p><b>Our Smart Goal:</b> Teachers will provide students with quality universal instruction and targeted interventions based on guaranteed standards so that 90% of students will achieve proficiency with grades of C- or better.</p>	Identify the guaranteed standards per course	End of T4
	Use the data wall to identify the appropriate tier of intervention	Ongoing, per PLT weekly discussions
	Train staff on goals and processes related to Tier 2 intervention (Edficiency and intervention strategies)	Throughout school year
	Share students across common courses for Tier 2 intervention	Ongoing, beginning T1
	Prioritize Academic Focus for targeted tier 2 intervention on guaranteed standards	Ongoing, beginning T1, per PLT discussions of student need.
	Utilize the Credit Deficient List by adding supportive data and prioritizing student needs	As needed, or at end of each term





Ashwaubenon High School  
School Improvement Plan  
2023-2024 School Year

**Monitoring and Data Based Decision Making - Pillar 3**

Fall Reporting Period

Data Analyzed:

Decisions Based on Data:

Strategies and Action Steps that have been Completed/Adjusted:

Winter Reporting Period

Data Analyzed:

Decisions Based on Data:

Strategies and Action Steps that have been Completed/Adjusted:

Spring Reporting Period

Data Analyzed:

Decisions Based on Data:

Strategies and Action Steps that have been Completed/Adjusted:

---

**Discussion Item: 4**

Ashwaubenon School Board

Meeting Date:	November 8, 2023
Issue:	Zero Hour Fitness Class
Requested By:	Kurt Weyers, Keith Lucius, Dirk Ribbens, Nick Senger
Attachments:	
Financial and/or Staffing Implications:	No
Funding Source:	NA
Explanation:	<p>The board will be presented with the current status of the fitness program at the high school now with the addition of a Strength and Conditioning Coach from Bellin Health.</p> <p>The board will also be presented with the pros and cons of a Zero hour class for credit.</p>
Recommendation:	NA

---

**Action Item: 1**

Ashwaubenon School Board

Meeting Date:	November 8, 2023
Issue:	Band/Choir Trip approval Thursday, March 13 through Tuesday, March 18, 2025 (six days total, three of which are school attendance days)
Requested By:	Marc Jimos, Ellen Moon, Kristen LaChance
Attachments:	
Financial and/or Staffing Implications:	Estimated \$2,000 per student participant Estimated 1-2 substitute teachers needed to cover music for three days of school
Funding Source:	Student fundraising
Explanation:	Performance in St. Patrick's Day Parade (Band) Public Performance/clinic at college (Choir)
Recommendation:	Vote to approve Band/Choir Trip

**Action Item: 2**

Ashwaubenon School Board

Meeting Date:	November 8th, 2023
Issue:	Replacement of the 2009 Kubota RTV1100 with V-plow attachment used at the High School.
Requested By:	Tom Schmitt
Attachments:	None
Financial and/or Staffing Implications:	\$27,610
Funding Source:	General fund
Explanation:	<p>The 2009 Kubota Utility Vehicle will be 15 years old and is scheduled for replacement. \$25,000 was approved in the Ashwaubenon School District Ten Year Capital Improvements Plan.</p> <p>This unit is used extensively in the winter for snow removal. It is also used by maintenance staff to service the grounds in the summer and operate the grooming equipment for the synthetic Turf Football Field.</p> <p>Two quotes were received for a replacement utility vehicle. A low price quote from Service Motors in Seymour, WI in the amount of \$27,610 was received for a 2023 Kubota RTV-X1100CWL with a v-plow. This is the equivalent replacement model to the current unit. This quote was provided to Service Motors by Sourcewell which is a government pricing consortium.</p> <p>A second quote from Riesterer and Schell in Pulaski, WI was received for a comparable 2023 John Deere Gator with a V plow in the amount of \$27,995 which includes government pricing.</p>
Recommendation:	Approve the low quote from Service Motors for the 2023 Kubota RTV-X1100CWL with a v-plow for the total of \$27,610.

---

**Action Item: 3**

Ashwaubenon School Board

Meeting Date:	November 8, 2023
Issue:	Designation of Clerk of Elections
Requested By:	Kurt Weyers
Attachments:	NA
Financial and/or Staffing Implications:	NA
Funding Source:	NA
Explanation:	The school board is being requested to designate a person to assume the role of “school district clerk” for the upcoming school board elections. This person would assume all responsibilities of “school district clerk” during the Spring and Primary Elections. These responsibilities include but are not limited to the processing all paperwork for those seeking election to the school board, drawing lots of ballot order, verifying the declarations of candidacy, choosing the board of canvassers to assist in the canvassing of ballots and all other follow-up activities resulting from the election.
Recommendation:	It is being recommended the board approve Jennifer Bower for this role.

**Action Item: 4**

**Ashwaubenon School Board**

Meeting Date:	November 8, 2023
Issue:	Second reading and approval of bylaw and policies update
Requested By:	Kurt Weyers
Attachments:	
Financial and/or Staffing Implications:	None at this time
Funding Source:	None at this time
Explanation:	<p><b><u>Policy 0142.1 - Electoral Process</u></b> This policy has been updated to clarify the requirements for a qualified elector to file a Declaration of Candidacy as well as the requirements for incumbents seeking re-election. The legal citations have also been updated.</p> <p><b><u>Policy 0143.1 - Public Expression of Board Members</u></b> This policy has been updated to include instances when Board members make statements to individuals or members of the community that may cause issues for the Board and/or District if not made clear that those statements do not reflect the views of the Board or their colleagues on the Board.</p> <p><b><u>Policy 0164V1 - Meetings [Common/Union High Schools Only] (New)</u></b> This policy has been revised to incorporate all references to meetings, including regular and special meetings, into a single policy specific to Common/Union High School Districts. Additional optional language has been added to address virtual attendance. Recommended for clarity. The following policies are incorporated into 0164 and are being recommended for deletion:  <b><u>Policy 0164.1 - Regular Meetings (delete)</u></b>  <b><u>Policy 0164.2 - Special Meetings (delete)</u></b>  <b><u>Policy 0165.1 - Notice of Meetings (delete)</u></b>  <b><u>Policy 0165.2 - Change of Regular Meetings (delete)</u></b></p> <p><b><u>Policy 1260 - Incapacity of the District Administrator</u></b> Language has been added to this policy to providing temporary authority for the Board President prior to the appointment of an Interim District Administrator when the current District Administrator is incapacitated.</p> <p><b><u>Policy 1630.01/Policy 3430.01/Policy 4430.01 - Family &amp; Medical Leave of Absence ("FMLA")</u></b> This policy is revised to remove a potentially confusing reference to the status of full-time staff eligibility for FMLA based on the 1,250 work hours requirement for federal eligibility (this does not affect Wisconsin FMLA, which only requires that an employee be compensated for 1,000 hours in the previous year to be eligible for protected leave). While generally speaking a full-time instructional staff member will be employed for more than 1,250 hours in the preceding year and does not track actual hours worked as an exempt employee, the law does not require that such employees be automatically considered eligible. There may be circumstances where an individual employee, perhaps due to leave taken in the preceding year, do not meet the requirement even though they may be full-time by contract.</p> <p><b><u>Policy 2210 – Curriculum Development</u></b> This policy is revised to more closely align with DPI regulations pertaining to curriculum development and content, as well as to reference the review process. Adoption is recommended to incorporate more detailed language provided in applicable regulation and to reference applicable legal citations.</p>

**Policy 2221 - Special Observance Days**

This policy has been revised to align with current State law that specifies September 11th as a special observance day as well as certain provisions for Arbor Day.

**Policy 2451 - Program and Curriculum Modifications**

The policy language is revised to reflect the option, included in statute, for a designee of the Board to deal with such requests. Districts where this process has been delegated to a designee of the Board should adopt this revision to assure that the Board has formally provided for that process.

**Policy 3120.07 - Employment of Casual Resource Personnel (delete)**

This policy is removed because it is not reflective of current practice or verbiage. Consultants retained by a district are not treated as "casual resources personnel", but rather via contract arrangements which are covered elsewhere in policy. The language is therefore obsolete and deletion is recommended.

**Policy 3139/Policy 4139 - Staff Discipline**

This policy is revised to include resignation as being covered in either Policy 3140 or Policy 4140. Language has been added with regard to investigations involving potential criminal conduct and issuance of a "Garrity" warning in appropriate circumstances.

**Policy 3215/4215 - Use of Tobacco and Nicotine by Professional/Support Staff**

This policy is revised to specifically prohibit smoking as intended and to reference marijuana and hemp derivatives within the context of smoking. This is provided to give districts more authority to control the use of these partially legal products that are nonetheless used as mood-altering substances impacting students and schools. This revision is recommended for consistency and to continue to improve efforts to keep the influence of substances out of the schools.

**Policy 5113 - Open Enrollment Program (Inter-District)**

The policy is revised to include additional definitions that are cross-referenced in Policy 5200 - Attendance. Additional language is included that specifies the authority to terminate open enrollment based on habitual truancy and reference to the procedural requirements found in regulations, Wis. Admin PI 36. Further, the provisions for termination in the case of open enrollment into a nonresident school district virtual charter school program as established by the Department of Public Instruction Guidance document, Bulletin 19-05 have been added.

**Policy 5215 - Missing and Absent Children**

This policy is revised to clarify that consistent with state and federal programs providing for safety and assistance in the case of missing or absent children, the school will provide a safe and secure location for a child, even if not a student, during the school day until authorities can be contacted and take responsibility for the child. Current policy suggests access at any time to school buildings, even if not presently open.

**Policy 5330 - Administration of Medication/Emergency Care**

This policy is updated to clarify options and includes revised language regarding the storage of medications.

**Policy 5512 - Use of Tobacco and Nicotine by Students**

This policy is revised to specifically include the term "possess" within the list of prohibited activities in violation of the policy. This policy is revised to specifically prohibit smoking as intended and to reference marijuana and hemp derivatives within the context of smoking. This is provided to give districts more authority to control the use of these partially legal products that are nonetheless used as mood-altering substances impacting students and schools. This revision is recommended to continue to improve efforts to keep the influence of substances out of the schools.

**Policy 5517 - Student Anti-Harassment**

This policy is revised for purposes of consistency with current laws and regulations regarding Student Anti-Harassment. The policy is revised to better define the reference to the *Garrity* warning. A reference to the Neola-provided form has also been included. Adoption is recommended for policy language consistent with applicable law.

**Policy 5517.01 - Bullying**

This policy has been revised to reflect the Wisconsin statutory provisions. Further, the requirement for an annual bullying report has been made optional, as it is not required by State law, but was part of the Department of Public Instruction's model policy. If this report is not completed annually the language should not be included in the Board policy.

**Policy 5771 – Search and Seizure**

This policy is revised to provide an additional option for the frequency of inspections and an updated statutory reference.

**Policy 7250.01 - Memorials for Staff and Students (New)**

This policy is offered as a new policy to assist Districts with requests for commemoration following the death of a student or staff member.

**Policy 7434 – Use of Tobacco and Nicotine on School Premises**

This policy is revised to specifically prohibit smoking as intended and to reference marijuana and hemp derivatives within the context of smoking. This is provided to give districts more authority to control the use of these partially legal products that are nonetheless used as mood-altering substances impacting students and schools. This revision is recommended for consistency and to continue to improve efforts to keep the influence of substances out of the schools.

**Policy 7440 – Facilities Security**

Language has been added to reflect a recent Wisconsin Court of Appeals decision which permits searches of non-student visitors or vehicles on school property under certain circumstances. *See State v. Vang*, 398 Wis.2d 311 (Ct. App. 2021). The pertinent case citation is added to the legal references. Language has also been added to this policy to allow the individual in charge of an event at a school facility to have the discretion to remove a person for safety/decorum reasons.

**Policy 8310 - Public Records**

The Wisconsin Records Retention Schedule for School Districts (WRRSSD) was replaced by the Public Records Board (PRB) in March 2023. The policy has been updated to reflect the board’s approval of the records retention schedules the board adopted in June of 2023.

**Policy 8420 - School Safety**

The policy is revised to reflect the provision of training consistent with the school safety plan. In addition, the records retention requirement contained within Wis. Stat. 118.07(2)(a) is included and cross references Policy 8310 - Public Records in an effort to avoid conflict with retention requirements in light of changes to the records retention schedules produced by the Public Records Board. Finally, the citation to Wis. Stat. 121.02(1)(i) is removed as that refers to toxic substances and lead, which is not covered by this policy.

**Policy 8420.01 – Epidemics and Pandemics**

This policy has been modified to avoid language that might be interpreted to implicate open meetings laws, based on the Wisconsin Supreme Court ruling in 2017, and adds options for flexibility in plan development.

**Policy 8531 - Free and Reduced-Price Meals**

The revisions to this policy clarify that the Federal government, through the Wisconsin Department of Public Instruction, is responsible for administering the School Nutrition Programs. This policy is revised to update the language to assure it matches the USDA's required nondiscrimination language. Adoption of this revision is required to maintain USDA-approved policy language.

**Policy 8600 – Transportation**

This policy is revised to incorporate regulatory language regarding placement of video and audio surveillance equipment in District-owned or contracted busing services.

**Policy 8700 - Nursing Mothers (New)**

The Providing Urgent Maternal Protections for Nursing Mothers Act (PUMP Act) expands the rights afforded nursing mothers that were previously provided to non-exempt employees to cover all employees. The requirements are now in effect and, although the requirements only apply when an employee makes a request for space and time to express breastmilk, it is advisable to consider how these rights will be administered when a request is made.

**Policy 8800 – Religious Activities and Observances**

The policy is revised to reflect the recent U.S. Supreme Court decision in *Kennedy v. Bremerton School District* in which the Court clarified the equal importance of and the interaction between the Constitution’s two first amendment clauses pertaining to religious rights. The *Bremerton* decision reinforced employees’ rights to the free exercise of religion such that a first amendment analysis regarding district action (i.e. discipline or censorship) must consider whether the employee is exercising the staff members' free exercise rights. As a practical matter, the analysis remains



	<p>unchanged; however, the Court clarified that the school district officials were not entitled to err on the side of avoiding a violation of the establishment clause. The policy is also revised by removing the U.S. Flag observances and placing those provisions in a separate policy, Policy 8802. Revisions are recommended and if not adopted so that applicable policies articulate current law, a District can be exposed to a Constitutional challenge to the policy as facially invalid. Likewise, application of the concepts does require officials to apply the law as described in the policy revisions.</p> <p><b><u>Policy 8802 - Patriotic Observances (New)</u></b>  The policy is added to separate the observances language from the religious activity policy to more accurately distinguish the concepts. The policy also provides an option relative to moments of silence intended to avoid religious connotations to such remembrance or recognition observances.</p> <p><b><u>Policy 8913 - Section 504/ADA Prohibition Against Disability Discrimination in Employment (New/Renum.)</u></b>  This policy is added as a consolidation of existing policies found in Policy 1623/3123/4123, all of which have been deleted in this update (noted above). The consolidation of these policies will assure consistent verbiage and procedures for all covered groups of individuals and given that the policy covers accommodation requirements in addition to nondiscrimination, it also encompasses more operational considerations, therefore it fits in the 8000 section.</p> <p>In addition to consolidating the policies, the language of the policy has been revised in several ways, specifically: to clarify the mutual roles of employee and employer in the disability accommodation process (the so-called "interactive process"), to replace restrictive timelines in an investigation while noting that investigations are to be done as efficiently as practicable, but allowing for a more generally reasonable timeline, and finally to remove reference to a "hearing" that is in practice a meeting opportunity, as opposed to the connotations associated with the term "hearing".</p> <p><b><u>Policy 1623/Policy 3123/Policy 4123 - Section 504/ADA Prohibition Against Disability Discrimination in Employment (delete)</u></b></p> <p><b><u>Policy 9211- District-Support Organizations (NEW)</u></b>  The policy is being adopted to include a requirement that any organization described in this policy requires advance permission to use any of the district's identifying logos, name, and, if applicable, slogans or taglines used by the district or one of the schools in the district. It is also including the content for policy 9210 – Parent Organizations which is being deleted in this update.</p> <p><b><u>Policy 9210 - Parent Organizations (delete)</u></b></p>
Recommendation:	Final review and approval.

**Action Item: 5**

Ashwaubenon School Board

Meeting Date:	Nov. 8, 2023
Issue:	Universal Free Breakfast
Requested By:	Kaitlin Tauriainen & Keith Lucius
Attachments:	
Financial and/or Staffing Implications:	Usage of excess fund 50 balance. Anticipate losing roughly \$10,000.00 on breakfast each year.
Funding Source:	Fund 50
Explanation:	<p>Due to excessive fund balance, we'd like to explore the opportunity of universal free breakfast. We had so much positive feedback from teachers and ed associates during the covid-free-meals-for-all school years, that we'd love to give each student an opportunity to start their day with a full stomach.</p> <p>Universal free breakfast would allow us to collect reimbursement from the USDA based on the student's meal status – free, reduced, or full paid – but we would not receive the parent/student portion of reimbursement. All meals to students would be free.</p> <p>I have used breakfast numbers from the 2021-2022 school year to estimate how many breakfasts we'd serve, but I don't have data on the percentages of free, reduced, or full paid students who participated in breakfast those years (elementary kids were counted on a tally sheet, and not run through our POS system).</p> <p>Additional staff hours would be expected at Valley View and Pioneer, especially if they'd choose to do breakfast in the classroom.</p> <p>It's hard to give an accurate total of how much money we'd make or lose serving breakfast this way. Staffing &amp; reimbursement directly correlated to number of meals served and free/red./paid status. If we lose \$10K per year on breakfast and just break even on everything else, that would give us over 13 years to serve breakfast before we'd have to reconsider this opportunity. Hopefully, our government will pass state funding for school meals before we get to that point.</p>
Recommendation:	<p>Allow universal free breakfast for all students in the Ashwaubenon School District.</p> <p>My daughter's birthday is on Nov. 8<sup>th</sup>. Keith is going to present this solo. If you should have any questions prior to the meeting, please send them my way so I can send him with the correct information to the meeting. Thank you!</p>

**Action Item: 6**

Ashwaubenon School Board

Meeting Date:	November 8, 2023												
Issue:	Local Control Budget Carryover												
Requested By:	Keith Lucius												
Attachments:													
Financial and/or Staffing Implications:													
Funding Source:													
Explanation:	<p>Every year we ask the Board to allow the principals to carryover unused Local Control budget from the previous school year. We do this to prevent a use it or lose it mentality in their building, and to allow principals to plan larger projects than their local control budget would normally allow. Based on actual 2022-23 expenditures, the following carryover amounts are requested:</p> <table data-bbox="511 997 803 1218"> <tr> <td>Cormier</td> <td>16,347</td> </tr> <tr> <td>Pioneer</td> <td>(6,944)</td> </tr> <tr> <td>Valley View</td> <td>23,829</td> </tr> <tr> <td>Parkview</td> <td>29,297</td> </tr> <tr> <td>High School</td> <td><u>10,687</u></td> </tr> <tr> <td>Total</td> <td>\$73,216</td> </tr> </table> <p>This amount is over \$25,000 less than the carryover amount approved last year. I support carryover because allows principals/buildings to plan for the purchase of larger items that would not normally fit into their budgets.</p> <p>Please feel free to contact Keith with any questions about carryover budget.</p>	Cormier	16,347	Pioneer	(6,944)	Valley View	23,829	Parkview	29,297	High School	<u>10,687</u>	Total	\$73,216
Cormier	16,347												
Pioneer	(6,944)												
Valley View	23,829												
Parkview	29,297												
High School	<u>10,687</u>												
Total	\$73,216												
Recommendation:	I recommend that the Board approve the carryover budget amounts as presented.												