

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

Wednesday, June 12, 2024

6:30 p.m.

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A. Call to order: Board President Vyskocil called the meeting to order at 6:39 pm

B. Roll call:

Board Members Present: Vyskocil, Garrigan, VanDeKreeke, Anderson
Board Members Excused: VandeWalle
School Choice Advisory Representative: excused - Matthew Rotter
Other Present: Kurt Weyers, Keith Lucius, Tammy Nicholson, Dirk Ribbens, Cassie Schneider, Michael Heim, Lori Roethlisberger

C. Declaration of quorum: Quorum present

D. Pledge of allegiance: The pledge was recited

E. Adoption of Agenda: Moved Anderson, seconded by Garrigan to adopt the agenda as presented. Aye 4 (Vyskocil, Garrigan, VanDeKreeke, Anderson), Nay 0. Motion carried 4:0

F. Citizens and/or delegations:

1. Public Forum – no issues presented

G. Consent Agenda: Moved by VanDeKreeke, seconded by Anderson to approve Consent Agenda items 1-6 as presented. Aye 4 (Vyskocil, Garrigan, VanDeKreeke, Anderson), Nay 0. Motion carried 5:0

- 1. Minutes of the regular meeting held on Wednesday, May 8, 2024
- 2. Minutes of the executive session held on Wednesday, May 8, 2024
- 3. Minutes of the expulsion hearing held on Wednesday, May 8, 2024
- 4. The schedule of checks written 05/01/24 to 06/03/24
- 5. Staffing: hirings, resignations, retirements, leave of absences
- 6. Boards financial reports for April

H. Superintendent’s Report (Special Recognition)

- **Retirement:** Lori Roethlisberger is attending tonight’s board meeting. Congratulations to Lori on her retirement from the district.
- **Graduation Ceremonies:** Our graduation traditions at our schools always start off with our kindergarten parade at Cormier Early Learning Center, followed by successful elementary graduations at Pioneer and Valley View Elementary, and a wonderful 8th recognition celebration at Parkview. We capped off our graduation ceremonies with Ashwaubenon High School on Sunday, June 9th. A special thank you to our school board members who were in attendance at all of these events.
- **Summer School:** We have just over 1,300 students enrolled in our 2024 summer school programs. This takes a tremendous amount of work behind the scenes to make this happen. A special thank you to Brian Carter, Michael Heim, and Lisa Cook for all of their hard work in preparing for summer school. Thank you to Cassie Schneider, Kris Hucek, Nick Senger, Jason Fisch, and all of our staff who are working to provide these opportunities for our students.

- **Jaguar Excellence Awards:** From the month of May we handed out 97 Jaguar Excellence awards to our staff. This brings the 2023-2024 school year total to 932 Jaguar Excellence award winners. Thank you for everyone for making this recognition program a success.
- **Girls Discus and Shot Put Recognition:** AHS Junior Thea Kral was a WIAA State Champion in both the Discus (162'2") and Shot Put (46' 7.75") at the WIAA State Track and Field Championships. These accomplishments are on top of her state championship in discus last year. Teammate Lauren Mader finished third in discus with a throw of 142' 3".

I. Discussion/Presentation Items:

1. **Bylaw and Policy Updates - first read:** Board policies 2105 and 5430 were presented for a first read. No additional changes were recommended. These policies will be brought back to the July meeting for a second read and approval.

J. Action Items:

1. **Adoption of Annual Meeting and Budget Hearing Agendas:** Lucius presented the Annual Meeting and Budget Hearing agenda for board review and approval. The agendas are similar to previous years. No changes were recommended. Moved by VanDeKreeke, seconded by Anderson to adopt the Annual Meeting and Budget Hearing Agendas as presented. Aye 4 (Vyskocil, Garrigan, VanDeKreeke, Anderson), Nay 0. Motion carried 4:0
2. **Preliminary 2024-25 Budget Approval:** Lucius presented the preliminary budget for 2024-25. He stated that there are no major changes/programming changes to the budget and that it is pretty standard to what we have been doing. He reminded everyone that we continue to honor our commitment to the community and are levying \$950,000 under the Revenue Limit. He spoke about health insurance costs starting to creep up and are projected to see a 5-8% increase in rates. To protect us from this possible increase, Lucius included in a 5% health insurance increase in the budget. This budget is very conservative and an estimate. It will be finalized in October.

Moved by Garrigan, seconded by VanDeKreeke to approve the Preliminary 2024-25 Budget as presented. Aye 4 (Vyskocil, Garrigan, VanDeKreeke, Anderson), Nay 0. Motion carried 4:0

3. **Resolution Authorizing the School District Budget to Exceed Revenue Limit by \$950,000 Per Year for Three Years for Non-Recurring Purposes:** Lucius stated that the district is working with the attorney to prepare the paperwork for the November referendum. The following two items need board approval as part of this process. With board approval and if the November referendum passes, the resolution authorizing the school district budget to exceed revenue limit by \$950,000 per year for three years for non-recurring purposes will be put in place.

Moved by VanDeKreeke, seconded by Anderson to approve the Resolution Authorizing the School District Budget to Exceed Revenue Limit by \$950,000 Per Year for Three Years for Non-Recurring Purposes as presented. Aye 4 (Vyskocil, Garrigan, VanDeKreeke, Anderson), Nay 0. Motion carried 4:0

4. **Resolution Providing for a Referendum Election on the Question of the Approval of a Resolution Authorizing the School District Budget to Exceed Revenue Limit by \$950,000 Per Year for Three Years for Non-Recurring Purposes:** Upon board approval, this resolution will provide for a referendum question to appear on the November ballot. The question is for approval of resolution authorizing the school district budget to exceed revenue limit by \$950,000 per year for three years for non-recurring purposes. The district is working with its attorney to develop this resolution and corresponding question that will appear on the ballot.

Moved by Anderson, seconded by VanDeKreeke to approve the Resolution Providing for a Referendum Election on the Question of the Approval of a Resolution Authorizing the School District Budget to Exceed Revenue Limit by \$950,000 Per Year for Three Years for Non-Recurring Purposes as presented. Aye 4 (Vyskocil, Garrigan, VanDeKreeke, Anderson), Nay 0. Motion carried 4:0

5. **Lamers Contract:** Lucius presented the recommendation to approve the contract extension with Lamers through 2028-29 and a 5% increase in rates. He stated that 5% is a significant increase and that he had originally budgeted for a 4% increase. Lucius met with Lamers management and feels confident in this request for an increase and extension. Lucius stated that Lamers has an outstanding history of service and safety.

- The board inquired about what the yearly rate increase have been over the last 4-5 years.
- There is a concern that drivers are not seeing pay increases and that equipment is not being updated as suggested. Lucius provided a listing of Lamers costs and driver incentives (base pay, longevity pay, attendance pay) over the last 3 years.
- The board asked how much the district pays for bussing. Lucius stated that the district pays about \$1,000,000 a year and that includes bussing for athletics.
- The district pays per bus route. Lamers has done a great job of managing the routes and has actively reduced our routes by one route a year over the last few years.
- The board asked who the market competitors are. Lucius spoke about other options but reminded the board that Lamers does a lot in their organization providing good customer service, training for their employees and ensuring student safety.

Moved by Anderson, seconded by Garrigan to approve the Lamers Contract as presented. Aye 3 (Vyskocil, Garrigan, Anderson), Abstain 1 (VanDeKreeke) Nay 0. Motion carried 3:1:0

K. Board & Superintendent Communications:

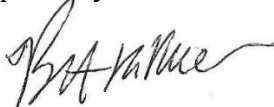
- VanDeKreeke stated he had the opportunity last week to personally thank all of the school crossing guards. These individuals do an outstanding job.
- Anderson had the opportunity to participate in Pioneer's 5th Grade Farewell. He recognized Michael Heim for the great speech he gave.
- Vyskocil thanked the high school for the work they put into the graduation ceremony. She thanked them personally for everything they did to care for her 3 children over the years.
- VanDeKreeke welcomed everyone to attend the July 10th Concert in the Park. VanDeKreeke and his family/friends will be working the concessions to raise money for the CNA program at the high school. Concert in the Park takes place on Wednesday from 11-12:00 pm

L. Future Board Meetings & Topics:

- The Annual Meeting/Budget Hearing is scheduled for Wednesday, July 10, 2024, at 6:00 pm in the District Office.
- The next board meeting is scheduled for Wednesday, July 10, 2024, following the Annual Meeting/Budget Hearing in the District Office.

M. Adjournment: Moved Anderson, seconded by VanDeKreeke to adjourn the meeting at 7:09 pm. Aye 4 (Vyskocil, Garrigan, VanDeKreeke, Anderson), Nay 0. Motion carried 4:0.

Respectfully submitted,



Brett VandeWalle

CHECK NUMBER	COMMENT	CHECK DATE	COMMENT	VENDOR	AMOUNT
0		06/11/2024		CESA 6	0.00
302		05/12/2024		CORP MASTERCARD	0.00
303		06/12/2024		CORP MASTERCARD	59,987.49
303		06/12/2024		CORP MASTERCARD	0.00
2431		06/20/2024		BANK FIRST	266,062.79
2432		06/20/2024		WI DEPT OF REVENUE	37,714.46
2433		06/20/2024		WI DEPT OF REVENUE	551.18
2435		06/26/2024		WI RETIREMENT SYSTEM	273,606.30
2436		06/26/2024		VISION SERVICE PLAN	3,221.17
19025		06/07/2024		BAY PORT HIGH SCHOOL	150.00
19026		06/11/2024		DE PERE HIGH SCHOOL	65.00
32668		06/05/2024		HOMA, JOANNE	392.85
32669		06/05/2024		JAKEL, ZACHARY	311.72
32670		06/05/2024		KRITZECK, MARANDA	211.09
32671		06/05/2024		KWIK TRIP	1,320.00
32672		06/05/2024		OWEN-HILL, ASHLEY	2,184.82
32673		06/05/2024		PRINTABLES INK LLC	482.00
32674		06/05/2024		TEAM APPAREL & SPECIALTIES INC	347.00
32675		06/05/2024		UNIVERSAL DANCE ASSOC	10,037.00
32676		06/06/2024		BAY PORT HIGH SCHOOL	281.25
32677		06/12/2024		BOB ROGERS TRAVEL	3,169.00
32678		06/12/2024		DANCE TEAM UNION	1,000.00
32679		06/12/2024		FLOWERAMA GREEN BAY	472.98
32680		06/12/2024		FRANKLIN HIGH SCHOOL DANCE TEAM	400.00
32681		06/12/2024		PALUBIAK, NICOLE	532.67
32682		06/12/2024		SAM'S CLUB/SYCHRONY BANK	9.54
32683		06/12/2024		SEROOGYS CHOCOLATES	5,328.00
32684		06/17/2024		PETTY CASH ASHWAUBENON HIGH SCHOOL	800.00
32685		06/19/2024		BAY PORT BASKETBALL CLUB	660.00
32686		06/19/2024		FASTSIGNS	55.38
32687		06/19/2024		HERR, CHRIS	500.00
32688		06/19/2024		JAKEL, ZACHARY	144.00
32689		06/19/2024		ROCHELEAU, BERNARD	171.50
32690		06/19/2024		TEAM APPAREL & SPECIALTIES INC	332.50
32691		06/19/2024		VELICER SHANNON	352.49
32692		06/19/2024		ROCKET ALUMNI SOLUTIONS INC	1,999.00
32693		06/27/2024		DOLLHOUSE DANCE FACTORY	2,700.00
32694		06/27/2024		FASTSIGNS	35.00
32695		06/27/2024		HUDL	9,900.00
32696		06/27/2024		IMAGE INNOVATORS	606.85
111143		06/10/2024		ASSN OF WI SCHOOL ADMINISTRATORS	59.00
111144		06/10/2024		BOLWERK, GRACE	47.44
111145		06/10/2024		BUG TUSSEL AB LLC	12,290.76
111146		06/10/2024		COMPANY E 2ND WI CIVIL WAR REENACTORS	600.00
111147		06/10/2024		DELL MARKETING LP	89,974.01
111148		06/10/2024		FOX, JESSICA OR PHILIP	20.00
111149		06/10/2024		KASETTY, CRISTY	16.40
111150		06/10/2024		NEWSELA INC	8,730.00
111151		06/10/2024		ROUTE 41 PIZZA LLC - DOMINO'S	2,526.00
111152		06/10/2024		SEYMOUR, PAUL	728.22
111153		06/10/2024		SKENANDORE, LOLA	250.00
111154		06/10/2024		TEACHER DIRECT	132.38
111155		06/10/2024		TUTSKEY, LISA	250.00
111156		06/10/2024		US POSTAL SERVICE - BMEU	300.00
111157		06/10/2024		WI DEPT OF JUSTICE	77.00
111158		06/10/2024		YELLS, JANE	52.31

CHECK NUMBER	COMMENT	CHECK DATE	COMMENT	VENDOR	AMOUNT
111159		06/10/2024		YOUNK, JENNY	200.00
111160		06/10/2024		ZIMONICK BROTHERS PRODUCE INC	761.15
111161		06/12/2024		BADER, SANDRA	1,120.00
111162		06/12/2024		SAM'S CLUB/SYCHRONY BANK	173.32
111163		06/18/2024		ALEXANDER, KAREN	32.00
111164		06/18/2024		ALSTEEN, TRACY	5.00
111165		06/18/2024		ANDERSON, LISA	12.00
111166		06/18/2024		ANDERSON, KRISTA	10.00
111167		06/18/2024		APPLETON AREA SCHOOL DISTRICT	375.00
111168		06/18/2024		BADGER SPORTS PARK	3,250.00
111169		06/18/2024		BEDNARZ, KRISTEN	20.00
111170		06/18/2024		BETTER DAYS MENTORING LLC	14,704.00
111171		06/18/2024		BREFCZYSNKI, JASON OR MARY	10.05
111172		06/18/2024		BRICKHOUSE SCHOOL SERVICES	60.50
111173		06/18/2024		BROOKS, JACQUALYN	88.25
111174		06/18/2024		BROWN COUNTY PUBLIC HEALTH DIVISION	3,300.00
111175		06/18/2024		BROWN, JENNA	32.00
111176		06/18/2024		BROWN, KATHRYN	10.00
111177		06/18/2024		CESA 10	165.00
111178		06/18/2024		COMPLETE OFFICE OF WISCONSIN	38.56
111179		06/18/2024		COUNARD, NICOLE	19.00
111180		06/18/2024		COUNTER, LORI	33.95
111181		06/18/2024		DAMAYO, ARLENE	38.25
111182		06/18/2024		DENMARK PUBLIC SCHOOL DISTRICT	30.00
111183		06/18/2024		DOWNING, CASSANDRA	10.70
111184		06/18/2024		DRESHER, MARK OR AMY	18.50
111185		06/18/2024		DUBORD, JAMIE	33.50
111186		06/18/2024		EDDY, CYNTHIA	44.55
111187		06/18/2024		EXPRESS EMBROIDERY INC	659.00
111188		06/18/2024		FERGUSON, SHAYNE	157.22
111189		06/18/2024		FOCHS, TRICHA	12.00
111190		06/18/2024		FRAME OF MIND INC	256.05
111191		06/18/2024		FURCHO, KEVIN	21.95
111192		06/18/2024		GARBISH, RACHAEL	20.00
111193		06/18/2024		GILSOUL, LISA	29.80
111194		06/18/2024		GRAINGER INC	496.40
111195		06/18/2024		GREEN BAY CITY TREASURER	417.00
111196		06/18/2024		HANKS, RABIAH	4.25
111197		06/18/2024		HOWIES ATHLETIC TAPE	190.00
111198		06/18/2024		HUCEK, JOHN OR SHAWN	20.15
111199		06/18/2024		HUGHES, ARTHUR	32.00
111200		06/18/2024		HURD, KIRSTIN	12.40
111201		06/18/2024		JOSSART, PAIGE	10.25
111202		06/18/2024		KARCHINSKI, JENNIFER	60.00
111203		06/18/2024		KOLOSSO, CHRIS	22.20
111204		06/18/2024		KROMM, CALEB	187.45
111205		06/18/2024		KUPSH, AMY	152.99
111206		06/18/2024		LACOURSIERE, HEATHER	31.50
111207		06/18/2024		LAYDEN, JENNIFER	243.42
111208		06/18/2024		LAYTON, MADISON	10.00
111209		06/18/2024		LEE, JANE	16.00
111210		06/18/2024		MACMILLAN HOLDINGS LLC	1,189.52
111211		06/18/2024		MALONE, LEIA	47.00
111212		06/18/2024		MARTIN-MINGER, DAWN	15.00
111213		06/18/2024		MATUSZAK, PAULA	21.40
111214		06/18/2024		MCVANE, MICHELLE	23.05

CHECK NUMBER	COMMENT	CHECK DATE	COMMENT	VENDOR	AMOUNT
111215		06/18/2024		MENKE, STACY	55.50
111216		06/18/2024		METOXEN, CHANTEL	26.55
111217		06/18/2024		MILLER, GINA	81.40
111218		06/18/2024		MOODY, STEPHANIE	32.00
111219		06/18/2024		NINNEMANN, JACQUELYN	16.40
111220		06/18/2024		ORKIN	500.00
111221		06/18/2024		OURADA, BRENDA	17.25
111222		06/18/2024		PAVEK, BRENDA	20.00
111223		06/18/2024		PRIMEX WIRELESS INC	1,779.00
111224		06/18/2024		PUYLEART, TANYA	11.10
111225		06/18/2024		QUALI T	775.40
111226		06/18/2024		RALEIGH, MARY	417.90
111227		06/18/2024		REFRIGERATION SERVICES OF GREEN BAY INC	591.60
111228		06/18/2024		RENARD, JENNY	20.75
111229		06/18/2024		RIEMER MICHELLE	440.10
111230		06/18/2024		RISSLING, MELANIE	10.75
111231		06/18/2024		ROCHESTER 100 INC	870.00
111232		06/18/2024		ROUTE 41 PIZZA LLC - DOMINO'S	2,923.50
111233		06/18/2024		SCHAETZ, AMY OR TIMM	82.70
111234		06/18/2024		SCHLIMM, JESSIE	10.00
111235		06/18/2024		SCHLUMPF, TRACY	31.15
111236		06/18/2024		SEBRANEK, PATRICIA	330.00
111237		06/18/2024		SELISSEN, KAREN	16.25
111238		06/18/2024		SEYMOUR, PAUL	12.00
111239		06/18/2024		SHANKAR, PRIYA	95.20
111240		06/18/2024		SHARP, JESSE OR TANYA	13.75
111241		06/18/2024		SLATHER, JESSICA	299.00
111242		06/18/2024		STAJDL, ADAM	18.50
111243		06/18/2024		STEEN, BARBARA	27.00
111244		06/18/2024		STEFFEL, BETHANY	36.55
111245		06/18/2024		SUNDERAPANDYAN, MANIMALA	13.90
111246		06/18/2024		TEAM APPAREL & SPECIALTIES INC	991.00
111247		06/18/2024		THETREAU, JENNIFER	40.10
111248		06/18/2024		THOR, TRUMAN	50.00
111249		06/18/2024		TWEET GAROT MECHANICAL INC	944.25
111250		06/18/2024		URBAN AIR	5,002.49
111251		06/18/2024		URBANEK, JON OR SARAH	66.94
111252		06/18/2024		VAILE, MELISSA	30.85
111253		06/18/2024		VANDEN HEUVEL, KEITH	11.05
111254		06/18/2024		VANGALIS, BONNIE	112.96
111255		06/18/2024		VELICER SHANNON	582.66
111256		06/18/2024		VELUSAMY, SANTHAMANI	29.85
111257		06/18/2024		VYSKOCIL, JENNIFER	39.95
111258		06/18/2024		WAUKAU, ADRIANNE	20.00
111259		06/18/2024		WILKER, DIANE	27.60
111260		06/18/2024		YANG, XAI	20.00
111261		06/18/2024		ZIMONICK BROTHERS PRODUCE INC	744.20
111262		06/18/2024		ASHWAUBENON EDUCATION FOUNDATION	10.00
111263		06/18/2024		UNITED WAY OF BROWN COUNTY INC	20.00
111264		06/18/2024		WI SUPPORT COLLECTION TRUST FUND	1,045.38
111265		06/24/2024		BELLEVILLE WHOLESALE HOBBY	174.62
111266		06/24/2024		CELLCOM GREEN BAY MSA	952.16
111267		06/24/2024		CHARTER COMMUNICATIONS	235.00
111268		06/24/2024		DEWAAL, DANIELLE	20.00
111269		06/24/2024		ENTERPRISE LIGHTING, LTD	44,209.00
111270		06/24/2024		FLINN SCIENTIFIC INC	573.60

CHECK NUMBER	COMMENT	CHECK DATE	COMMENT	VENDOR	AMOUNT
111271		06/24/2024		FOSTER & FOSTER CONSULTING ACTUARIES INC	8,400.00
111272		06/24/2024		FRIEDLI, KATHERINE	228.16
111273		06/24/2024		GREEN BAY TREE SERVICE	2,400.00
111274		06/24/2024		MT OLYMPUS ENTERPRISES INC	3,251.50
111275		06/24/2024		NATURE'S BEST FLORAL	50.00
111276		06/24/2024		NSIGHT TELSERVICES	1,388.59
111277		06/24/2024		OSHKOSH AREA SCHOOL DISTRICT	7,350.00
111278		06/24/2024		PEEBLES, COLLEEN	486.33
111279		06/24/2024		REFRIGERATION SERVICES OF GREEN BAY INC	690.11
111280		06/24/2024		RENARD'S CATERING	4,893.40
111281		06/24/2024		RENNING LEWIS & LACY SC	1,398.50
111282		06/24/2024		ROTTER, AMANDA	20.00
111283		06/24/2024		SAMACO LOCK SUPPLY	3,672.00
111284		06/24/2024		SCHOOL HOUSE	77.40
111285		06/24/2024		SEASONAL HARVEST LLC	4,990.55
111286		06/24/2024		SPRINKLER COMPANY INC	1,239.99
111287		06/24/2024		SWANK MOTION PICTURES INC	1,400.00
111288		06/24/2024		UNIFIED SCHOOL DISTRICT OF DE PERE	1,550.00
111289		06/24/2024		ZIMONICK BROTHERS PRODUCE INC	255.25
111290		06/26/2024		MADISON NATL LIFE INSURANCE CO	1,793.24
111291		06/26/2024		MADISON NATL LIFE INSURANCE CO	8,254.70
111292		07/01/2024		ANDERSEN, MARIA	43.55
111293		07/01/2024		ASHWAUBENON WATER & SEWER UTILITY	2,142.32
111294		07/01/2024		ASSETWORKS RISK MANAGEMENT INC	9,475.00
111295		07/01/2024		AWSA-WFEA	5,912.00
111296		07/01/2024		AXTELL, SARAH	9.77
111297		07/01/2024		BMB LLC	15,234.48
111298		07/01/2024		BROWN COUNTY TREASURER	1,931.12
111299		07/01/2024		BUTLER UNIVERSITY	500.00
111300		07/01/2024		COMPLETE OFFICE OF WISCONSIN	24.59
111301		07/01/2024		CRISIS PREVENTION INSTITUTE INC	400.00
111302		07/01/2024		DTAK1	2,200.00
111303		07/01/2024		EXPRESS EMBROIDERY INC	102.00
111304		07/01/2024		FEY, HOLLY	6.25
111305		07/01/2024		FRIEDLI, KATHERINE	354.88
111306		07/01/2024		GREEN BAY CHAMBER OF COMMERCE INC	9,591.00
111307		07/01/2024		JACQUES, TRACY	6.98
111308		07/01/2024		KUPSH, AMY	7.35
111309		07/01/2024		LEARNING WITHOUT TEARS	3,316.50
111310		07/01/2024		NESVACIL, MAUREEN	10.00
111311		07/01/2024		NORTH CENTRAL TECHNICAL COLLEGE	2,500.00
111312		07/01/2024		ODP BUSINESS SOLUTIONS LLC	1,030.54
111313		07/01/2024		PASQUALUCCI, JAMES	47.32
111314		07/01/2024		REFRIGERATION SERVICES OF GREEN BAY INC	279.61
111315		07/01/2024		ROUTE 41 PIZZA LLC - DOMINO'S	1,039.50
111316		07/01/2024		SCHLAEFER, SHERRY	64.57
111317		07/01/2024		SCHWEITZER, MAUREEN	70.13
111318		07/01/2024		SMITH, TONY	18.60
111319		07/01/2024		STRATFORD SCHOOL DISTRICT	106.99
111320		07/01/2024		SWEETWATER	217.65
111321		07/01/2024		T-MOBILE	193.40
111322		07/01/2024		TRUGREEN 4991	1,763.29
111323		07/01/2024		UW STEVENS POINT	500.00
111324		07/01/2024		WAGNER, JULIANNE	49.80
111325		07/01/2024		WI ASSN OF SCHOOL BOARDS INC	9,299.00
111326		07/01/2024		WI ASSN OF SCHOOL BUSINESS OFFICIALS	275.00

CHECK NUMBER	COMMENT	CHECK DATE	COMMENT	VENDOR	AMOUNT
111327		07/01/2024		WI ASSN OF SCHOOL DISTRICT ADMINISTRATOR	1,690.00
111328		07/01/2024		WI EDUCATORS RISK MGMT COOPERATIVE	3,598.27
111329		07/01/2024		WI SCHOOL PUBLIC RELATIONS ASSN	150.00
111330		07/01/2024		ZIMONICK BROTHERS PRODUCE INC	2,270.40
232401847		06/04/2024		TRUE NORTH ENERGY	3,960.00
232401848		06/05/2024		HOISKA, CRAIG	100.00
232401849		06/05/2024		LACHANCE, KRISTEN	149.14
232401850		06/05/2024		MATHU, NADINE	100.00
232401851		06/05/2024		PENZA, KEVIN	70.00
232401852		06/06/2024		LASEE, MELANIE	735.60
232401853		06/10/2024		ALBRENT, DANIEL	248.04
232401854		06/10/2024		ALPHA BAKING COMPANY	381.78
232401855		06/10/2024		AMENSON, MARY	45.90
232401856		06/10/2024		BAKE, ANDREW	102.05
232401857		06/10/2024		BANKS, LEIGH	50.55
232401858		06/10/2024		BELLIN HEALTH	24,596.59
232401859		06/10/2024		BIRDSEYE DAIRY INC	331.60
232401860		06/10/2024		BRUSS, JULIE	119.63
232401861		06/10/2024		CAMERA CORNER INC	11,814.00
232401862		06/10/2024		CAVIL, LORI	21.71
232401863		06/10/2024		CESA 7	12,805.71
232401864		06/10/2024		CINTAS CORPORATION	271.11
232401865		06/10/2024		COOK, FRANCINE	41.21
232401866		06/10/2024		FISCHER, JOHN	762.83
232401867		06/10/2024		FOLLETT CONTENT SOLUTIONS LLC	4,496.18
232401868		06/10/2024		FOOTE, CARLA	131.10
232401869		06/10/2024		GEURTS, STEPHANIE	168.11
232401870		06/10/2024		GOERING, CRYSTAL	169.02
232401871		06/10/2024		HANSEN, COLLEEN	223.27
232401872		06/10/2024		INFO MART INC	119.50
232401873		06/10/2024		KAHLER, JENNIFER	82.53
232401874		06/10/2024		KASTER, MEEGAN	67.34
232401875		06/10/2024		KAY DISTRIBUTING INC	354.00
232401876		06/10/2024		LAMERS BUS LINES INC	108,350.03
232401877		06/10/2024		LASEE, JAMIE	190.73
232401878		06/10/2024		MADISON, JODIE	73.37
232401879		06/10/2024		MANION, AMBER	16.89
232401880		06/10/2024		MARCO	334.12
232401881		06/10/2024		MENARDS INC	208.68
232401882		06/10/2024		MILLER, ERIC	178.77
232401883		06/10/2024		NASSCO INC	781.43
232401884		06/10/2024		PAVLIK, JANIS	47.24
232401885		06/10/2024		PEPSI COLA OF GREEN BAY	1,187.08
232401886		06/10/2024		PERFORMANCE FOODSERVICE	12,312.97
232401887		06/10/2024		QUILL CORP	53.64
232401888		06/10/2024		RAMER, CHARITY	259.48
232401889		06/10/2024		RATZ, DAWN	146.72
232401890		06/10/2024		RIEDERER, SHARON	4.93
232401891		06/10/2024		RUPP-KILGORE, ROBERT	196.97
232401892		06/10/2024		SARA'S ARTISAN GELATO	957.00
232401893		06/10/2024		SEDER, CANDICE	44.63
232401894		06/10/2024		SEVERSON, BARRY	28.86
232401895		06/10/2024		STATE OF WISCONSIN - DEPT OF ADMIN	1,750.00
232401896		06/10/2024		STOMBERG, LISA	1,005.13
232401897		06/10/2024		TAURIAINEN, KAITLIN	888.42
232401898		06/10/2024		TWAROSKI, KATHY	14.99

CHECK NUMBER	COMMENT	CHECK DATE	COMMENT	VENDOR	AMOUNT
232401899		06/10/2024		VANNIEUWENHOVEN, FALINE	137.19
232401900		06/10/2024		WASPA	1,615.00
232401901		06/10/2024		WEYERS, KURT	321.35
232401902		06/10/2024		WI DOCUMENT IMAGING LLC	386.84
232401903		06/10/2024		WI PUBLIC SERVICE CORP	36,337.43
232401904		06/11/2024		TRUE NORTH ENERGY	8,707.50
232401905		06/12/2024		BECKER, ERICA	54.95
232401906		06/12/2024		BSN SPORTS LLC	2,271.60
232401907		06/12/2024		GLOBAL RECOGNITION INC	268.20
232401908		06/12/2024		PENZA, KEVIN	2,238.58
232401909		06/12/2024		SCHOOL SPECIALTY LLC	45.07
232401910		06/18/2024		TRUE NORTH ENERGY	360.00
232401911		06/18/2024		ACUTRANS	36.63
232401912		06/18/2024		ALPHA BAKING COMPANY	187.38
232401913		06/18/2024		AMAZON CAPITAL SERVICES	199.00
232401914		06/18/2024		AMERICAN WELDING & GAS INC	939.60
232401915		06/18/2024		AMUNDSEN DAVIS	914.50
232401916		06/18/2024		ASBESTOS REMOVAL INC	977.87
232401917		06/18/2024		BIRDSEYE DAIRY INC	796.98
232401918		06/18/2024		CARRICO AQUATIC RESOURCES INC	350.00
232401919		06/18/2024		CESA 7	25.00
232401920		06/18/2024		CINTAS CORPORATION	264.67
232401921		06/18/2024		CLAWSON, GREG	47.27
232401922		06/18/2024		COOK, TASHA	92.16
232401923		06/18/2024		DEHNEL, LYNN	361.78
232401924		06/18/2024		DIEDRICK, MEGAN	97.03
232401925		06/18/2024		DILLENBERG, AMY	466.87
232401926		06/18/2024		DREVS, CONNOR	59.00
232401927		06/18/2024		FUNDAMENTALS LLC	4,170.00
232401928		06/18/2024		GFL ENVIRONMENTAL USA INC	2,963.79
232401929		06/18/2024		HEID MUSIC CO	581.21
232401930		06/18/2024		HENDRICKS, ELISSA	5.00
232401931		06/18/2024		HERALD, KATHERINE	107.20
232401932		06/18/2024		HILBERT, JOSIE	458.96
232401933		06/18/2024		HINTZ, JACOB	10.20
232401934		06/18/2024		HODGSON, VALERIE	54.94
232401935		06/18/2024		INSTRUMENTAL MUSIC CO INC	2,139.69
232401936		06/18/2024		JIMOS, MARC	503.49
232401937		06/18/2024		JW PEPPER & SONS INC	210.99
232401938		06/18/2024		KOZICKE, KADEN	113.43
232401939		06/18/2024		LAMERS BUS LINES INC	13,841.13
232401940		06/18/2024		LARSON, MEGAN	104.95
232401941		06/18/2024		LASEE, MELANIE	268.77
232401942		06/18/2024		LOHRENTZ, KELLY	512.06
232401943		06/18/2024		MACHT VILLAGE PROGRAMS LLC	22,334.75
232401944		06/18/2024		MARCO	211.77
232401945		06/18/2024		MULTI MEDIA CHANNELS LLC	258.37
232401946		06/18/2024		NICHOLSON, TAMMY	382.59
232401947		06/18/2024		PERFORMANCE FOODSERVICE	5,030.07
232401948		06/18/2024		PHILLIPS, BRENDA	605.74
232401949		06/18/2024		RATZ, DAWN	38.86
232401950		06/18/2024		REFLECTIONS SCHOOL PROGRAM LLC	16,818.50
232401951		06/18/2024		TREML, KIMBERLY	158.83
232401952		06/18/2024		TURNBULL, KRISTIN	180.32
232401953		06/18/2024		VOS ELECTRIC INC	479.50
232401954		06/18/2024		WI DOCUMENT IMAGING LLC	568.30

CHECK NUMBER	COMMENT	CHECK DATE	COMMENT	VENDOR	AMOUNT
232401955		06/18/2024		WI SCHOOL MUSIC ASSN INC	19.50
232401956		06/18/2024		WP BEVERAGES LLC - PEPSI COLA OF GREEN B	208.08
232401957		06/18/2024		RELIANCE TRUST COMPANY - ASHWAUBNEON 403	11,509.63
232401958		06/18/2024		RELIANCE TRUST COMPANY - ASHWAUBENON 457	9,072.96
232401959		06/18/2024		WEA TSA TRUST	163,207.42
232401960		06/19/2024		BSN SPORTS LLC	1,505.82
232401961		06/19/2024		LAMERS BUS LINES INC	3,109.22
232401962		06/19/2024		PHILLIPS, KEVIN	831.08
232401963		06/19/2024		RELIANCE TRUST COMPANY - ASHWAUBNEON 403	38,649.17
232401964		06/19/2024		WEA TSA TRUST	242,620.28
232401965		06/24/2024		AMAZON CAPITAL SERVICES	1,610.59
232401966		06/24/2024		AMERICAN WELDING & GAS INC	1,325.22
232401967		06/24/2024		BAER PERFORMANCE MARKETING	750.00
232401968		06/24/2024		BUREAU VERITAS NATL ELEVATOR INSPECTION	82.00
232401969		06/24/2024		CESA 6	5,165.00
232401970		06/24/2024		CESA 7	12,238.07
232401971		06/24/2024		CINTAS CORPORATION	264.67
232401972		06/24/2024		COMPASS GROUP	73,836.67
232401973		06/24/2024		CONSTELLATION NEWENERGY-GAS DIV LLC	5,010.63
232401974		06/24/2024		DEMCO INC	474.12
232401975		06/24/2024		DERNBACH, TAMMI	38.01
232401976		06/24/2024		FOLLETT CONTENT SOLUTIONS LLC	4,480.06
232401977		06/24/2024		GEHRING, LORI	66.90
232401978		06/24/2024		HILBERT, JOSIE	54.51
232401979		06/24/2024		INFO MART INC	56.00
232401980		06/24/2024		JOHNSON & JONET MECHANICAL CONTRACTORS I	515.17
232401981		06/24/2024		KUMHALA, CRISTINE	441.41
232401982		06/24/2024		LAMERS BUS LINES INC	7,870.24
232401983		06/24/2024		LARSON, MEGAN	226.36
232401984		06/24/2024		MACHT VILLAGE PROGRAMS LLC	1,984.00
232401985		06/24/2024		MARCO	2,456.19
232401986		06/24/2024		NASSCO INC	280.12
232401987		06/24/2024		PERFORMANCE FOODSERVICE	8,177.49
232401988		06/24/2024		PHILLIPS, BRENDA	116.97
232401989		06/24/2024		PHILLIPS, KEVIN	400.00
232401990		06/24/2024		PRAIRIE FARMS DAIRY, INC	12,327.10
232401991		06/24/2024		REFLECTIONS SCHOOL PROGRAM LLC	2,112.00
232401992		06/24/2024		SCHROEDER, KARMEN	300.57
232401993		06/24/2024		STATE OF WISCONSIN - DEPT OF ADMIN	1,942.87
232401994		06/24/2024		THOMPSON, JENNICA	288.15
232401995		06/24/2024		UNITED MAILING SERVICES INC	427.06
232401996		06/24/2024		USIC LOCATING SERVICES INC	145.42
232401997		06/24/2024		VANNIEUWENHOVEN, FALINE	61.95
232401998		06/24/2024		VOS ELECTRIC INC	1,631.90
232401999		06/24/2024		WEX BANK	1,176.03
232402000		06/24/2024		WHITNEY, DYAN	1,632.00
232402001		06/24/2024		WI DOCUMENT IMAGING LLC	45.64
232402002		06/24/2024		WILLS, RENEE	529.62
232402003		06/25/2024		TRUE NORTH ENERGY	2,070.00
232402004		06/27/2024		BSN SPORTS LLC	2,719.18
232402005		06/27/2024		LAMERS BUS LINES INC	1,275.00
232402006		06/27/2024		PHILLIPS, KEVIN	165.38
232402007		06/28/2024		TRUE NORTH ENERGY	900.00
242500001		07/01/2024		ALPHA BAKING COMPANY	33.57
242500002		07/01/2024		BAKE, ANDREW	38.78
242500003		07/01/2024		BELLIN HEALTH	23,943.14

CHECK COMMENT	CHECK	COMMENT		
NUMBER	DATE	VENDOR		AMOUNT
242500004	07/01/2024	BLINDAUER, JOLENE		534.96
242500005	07/01/2024	CAMERA CORNER INC		4,397.50
242500006	07/01/2024	CDW GOVERNMENT		4,014.41
242500007	07/01/2024	CINTAS CORPORATION		180.16
242500008	07/01/2024	DEMCO INC		776.76
242500009	07/01/2024	DERNBACH, TAMMI		33.52
242500010	07/01/2024	DIEDRICK, MEGAN		604.69
242500011	07/01/2024	INFO MART INC		16.00
242500012	07/01/2024	KNUTH, CHRISTOPHER		86.53
242500013	07/01/2024	LAMERS BUS LINES INC		124,947.54
242500014	07/01/2024	LARSON, MEGAN		428.30
242500015	07/01/2024	MALONE-VAN DALEN, MOLLY		45.32
242500016	07/01/2024	MARCO		187.51
242500017	07/01/2024	MEAL MAGIC CORPORATION		4,995.00
242500018	07/01/2024	MENARDS INC		360.01
242500019	07/01/2024	NORTHEAST WI TECHNICAL COLLEGE		2,112.50
242500020	07/01/2024	PAUL, KARISA		310.94
242500021	07/01/2024	PERFORMANCE FOODSERVICE		3,174.40
242500022	07/01/2024	PHILLIPS, BRENDA		107.72
242500023	07/01/2024	PRAIRIE FARMS DAIRY, INC		1,097.60
242500024	07/01/2024	QUILL CORP		240.60
242500025	07/01/2024	RENAISSANCE LEARNING INC		1,155.00
242500026	07/01/2024	SCHOOL SPECIALTY LLC		152.98
242500027	07/01/2024	SKYWARD		19,750.00
242500028	07/01/2024	STATHAS, SHERYL		42.35
242500029	07/01/2024	THOMPSON, JENNICA		170.53
242500030	07/01/2024	VOS ELECTRIC INC		735.68
242500031	07/01/2024	WHITNEY, DYAN		68.82
242500032	07/01/2024	WI DOCUMENT IMAGING LLC		959.34
242500033	07/01/2024	WILLS, RENEE		81.00
		Totals for checks		2,174,262.30

FUND SUMMARY

<u>FUND</u>	<u>DESCRIPTION</u>	<u>BALANCE SHEET</u>	<u>REVENUE</u>	<u>EXPENSE</u>	<u>TOTAL</u>
10	General Fund	688,649.91	130.20	952,179.78	1,640,959.89
21	Gifts & Donations	8,490.83	226.00	116,807.39	125,524.22
27	Special Education	99,238.36	0.00	139,655.94	238,894.30
50	Food Service	14,269.77	1,424.74	74,586.85	90,281.36
80	Community Service Fund	7,143.49	0.00	62,733.76	69,877.25
81	Ashwaubenon PAC	4,233.68	0.00	4,491.60	8,725.28
***	Fund Summary Totals ***	822,026.04	1,780.94	1,350,455.32	2,174,262.30

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

APPOINTMENTS

PROFESSIONAL / ADMINISTRATION STAFF - HIRES

Name	FTE	Position	School	Compensation	Effective Date	Reason for request
Nooyen, Samuel	Half-time	Physical Education Instructor	Pioneer	Step 4 Lane A Provisional License	Start of the 2024-25 school year	This position is due to a student needs.
Stanczyk, Travis	1.0 FTE	Social Worker	AHS	Step 7 Lane F Lifetime License	Start of the 2024-25 school year	This position is due to a staff vacancy.
St. Peter, Debra	1.0 FTE	Cross Categorical Instructor	Parkview	Step 13 Lane F Lifetime License	Start of the 2024-25 school year	This position is due to a staff vacancy.

Last Name	First Name	School	Position	Board Approval
Borchardt	Morgan	AHS	Cheer/Stunt Head Coach	10-Jul
Francois	Roger	AHS	Cross Country - Assistant Coach	10-Jul
Wichlacz	Elizabeth	AHS	Cross Country - Assistant Coach	10-Jul
Kromm	Caleb	AHS	Cross Country- Coach	10-Jul
Meinel	Andrew	AHS	Dance Team (Fair) - Assistant Pom Pom/Dance Advisor/Choreographer	10-Jul
Anderson	Rodney	AHS	Dance Team (Fair) - Pom Pom/Dance Advisor/Choreographer	10-Jul
Andersen	James	AHS	Football (Freshman Assistant Coach)	10-Jul
DeCleene	Chase	AHS	Football (Freshman Assistant Coach)	10-Jul
Kohorn	Travis	AHS	Football (Freshman Assistant Coach)	10-Jul
Nooyen	Sam	AHS	Football (Freshman Assistant Coach)	10-Jul
Oroyan	William	AHS	Football (Freshmen Head Coach)	10-Jul
Doble	Jonathan	AHS	Football (JV/ Varsity Assistant Coach)	10-Jul
Cootway	Curt	AHS	Football (JV/Varsity Assistant Coach)	10-Jul
Kryzanski	Kameron	AHS	Football (JV/Varsity Assistant Coach)	10-Jul
Nesvacil	Nick	AHS	Football (JV/Varsity Assistant Coach)	10-Jul
Campbell	Trevor	AHS	Football (Varsity Assistant Coach)	10-Jul
Labonte	Derek	AHS	Football (Varsity Assistant Coach)	10-Jul
Marcks	Jay	AHS	Football (Varsity Assistant Coach)	10-Jul
Stephens	Nigel	AHS	Football (Varsity Assistant Coach)	10-Jul
Velicer	Ted	AHS	Football (Varsity Assistant Coach)	10-Jul
Ryczkowski	Brian	AHS	Football (Varsity Head Coach)	10-Jul
Clawson	Greg	AHS	Golf - Girls (Assistant Coach) - grant position	10-Jul
Penza	Kevin	AHS	Golf - Girls (Coach)	10-Jul
Jimos	Marc	AHS	Marching Band	10-Jul
Moon	Ellen	AHS	Marching Band Assistant	10-Jul
Jakel	Zach	AHS	Soccer - Boys (Varsity Head Coach)	10-Jul
McGowan	Jennifer	AHS	Swim - Girls Assistant Coach	10-Jul
Kleczka	Kari	AHS	Swim - Girls Coach	10-Jul
Kiser	Jayme	AHS	Tennis - Girls Assistant Co-Coach	10-Jul
Olson	Brittani	AHS	Tennis - Girls Assistant Co-Coach	10-Jul
Wingert	Raelynn	AHS	Tennis - Girls Head Coach	10-Jul
Dutton	Meaghan	AHS	Volleyball - JV1 Coach	10-Jul
Wiebe	Alicia	AHS	Volleyball - JV2 Head Coach	10-Jul
Kriescher	Brooke	AHS	Volleyball - Varsity Head Coach	10-Jul
Conradt	Scott	PV	Athletic Director - Middle School	10-Jul
Mommaerts	Eric	PV	Cross Country - Assistant Coach	10-Jul

Miller	Eric	PV	Cross Country - Coach	10-Jul
Vangheem	Kevin	PV	Soccer - Grade 6	10-Jul
Del Bianco	Rob	PV	Soccer - Grade 7/8	10-Jul
Williams	Denise	PV	Volleyball - Girls Grade 7 - Team 1 Coach	10-Jul
Phillips	Brenda	PV	Volleyball - Girls Grade 7 - Team 2 Coach	10-Jul
Blindauer	Jolene	PV	Volleyball - Girls Grade 7 - Team 3 Coach	10-Jul
Williams	Denise	PV	Volleyball - Girls Grade 8 - Team 1 Coach	10-Jul
DeWaal	Danielle	PV	Volleyball - Girls Grade 8 - Team 2 Coach	10-Jul
Blindauer	Jolene	PV	Volleyball - Girls Grade 8 - Team 3 Coach	10-Jul

May Financials

The financial forecast for May shows a positive actual to budget projection. The report is very similar to the April forecast. Overall Fund 10 is projected to have a surplus (Revenue exceeding Expenditures) of \$1,209,307. This surplus is up due to and increase in the actual Open enrollment revenue. This includes a transfer to Fund 46 (in the purchased services budget) to put money away for building projects. Some of these projects (roofs) will start in June, but not be completed until the end summer.

General Fund Revenue is projected to be \$566,000 above the budget amount of \$41,501,310. Open enrollment revenue is above where I was projecting. This is a challenging number to forecast because we have a history of open enrollment families moving into the District during the school year. The good news for this year is that we did not see as many students change status (either move into the District or return to their resident district). We would prefer to have students move into the District, but it is positive that less students returned to their resident district.

The expenditures projection shows forecast expenditures below budget by approximately \$643,000. This variance is smaller than last month. Projected health insurance costs did increase over last month and early indications show that will also happen in June. This means this positive variance will most likely decrease again next month, but I still expect benefits cost to be below the budgeted amount in Fund 10. Included in the forecast is a transfer of \$1,100,000 from Fund 10 to Fund 46. This amount may change as I monitor our aidable cost to maximize our State Aid next year. Fund 46 money can only be spent on building maintenance/repairs, so this will help us stay up to date on our 10 year building maintenance projects. Remember that June includes teacher and support staff payrolls for July and August along with audit entries, so there is some variability in those amounts that could impact our actual expenditures.

Special Education Fund expenditures are forecast to exceed budget by approximately \$645,000. This variance is mainly in salaries. I have increased our Fund 27 budget for 2024-25 to try to address this issue. Once I have final numbers for this year I will be able to better identify the where shortfalls are in the budget so I can verify I have full corrected this budget issue. A good number to watch in Fund 27 is the revenue-transfer from Fund 10. This is the amount that the General Fund is covering since the Special Ed Fund will always run at a deficit. In the Forecast the transfer from Fund 10 is \$525,000 over the budgeted amount. The deficit is up from last month. This tells you that the Fund 27 forecast is running at a larger deficit when compared to the budget. It may be that the model is over estimating the remaining payroll amounts

Please let me know your thoughts and ideas on how the financial reports can be improved. This report will be part of the July consent agenda.

Ashwaubenon School District

Monthly Actual to Budget Comparison

May 2024

	2022-23	Year to Date		2023-24	Year to Date		Projected
	Budget	Actual	% Budget	Budget	Actual	% Budget	Year-end
General Fund (10)							
<u>Revenue</u>							
Local	14,167,340	11,132,696	78.58%	17,332,258	13,318,107	76.84%	17,505,621
Open Enrollment	9,705,510	-	0.00%	10,158,684	-	0.00%	10,453,152
Intermediate	16,667	40,869	245.21%	15,773	27,144	172.09%	29,681
State	12,261,065	8,298,289	67.68%	13,542,343	8,875,652	65.54%	13,554,757
Federal	1,504,918	1,766,924	117.41%	447,252	369,296	82.57%	502,318
Other	5,000	38,318	766.36%	5,000	21,957	439.14%	21,957
Total Revenue	37,660,500	21,277,096		41,501,310	22,612,156		42,067,486
<u>Expenditures</u>							
Salaries	18,944,351	14,820,166	78.23%	19,770,447	15,505,962	78.43%	19,538,040
Benefits	8,833,374	6,605,597	74.78%	9,753,682	6,919,262	70.94%	9,255,442
Purchased Services	4,833,749	3,507,368	72.56%	6,702,983	3,576,041	53.35%	6,684,643
Non-Cpaital/Supplies	1,052,875	730,274	69.36%	1,238,904	687,963	55.53%	970,917
Capital	745,422	143,419	19.24%	608,213	399,292	65.65%	488,657
Borrowing (Line of Credit)	50,000	6,175	12.35%	28,500	1,815	6.37%	10,828
Insurance	95,000	87,752	92.37%	115,000	90,873	79.02%	97,101
Transfers	3,210,800	-	0.00%	3,224,551	-	0.00%	3,751,345
Other	56,187	56,024	99.71%	59,030	58,056	98.35%	61,206
Total Expenditures	37,821,758	25,956,775		41,501,310	27,239,264		40,858,179
					Projected Surplus (Deficit)		1,209,307

Special Ed. Fund (27)

Revenue

	2022-23	Year to Date		2023-24	Year to Date		Projected
	Budget	Actual	% Budget	Budget	Actual	% Budget	Year-end
transfer from fund 10	3,210,800	-	0.00%	3,224,551	-	0.00%	3,751,345
Intermediate	25,000	25,743	102.97%	35,000	28,175	80.50%	28,175
State	1,259,200	1,044,758	82.97%	1,288,527	1,090,609	84.64%	1,390,604
Federal	761,656	631,870	82.96%	833,388	572,538	68.70%	858,044
Other	-	-	0.00%	-	-	0.00%	-
Total Revenue	5,256,656	1,702,371		5,381,466	1,691,322		6,028,168

Expenditures

Salaries	3,014,608	2,575,681	85.44%	3,131,116	2,845,245	90.87%	3,627,927
Benefits	1,500,103	1,210,883	80.72%	1,564,506	1,337,496	85.49%	1,622,102
Purchased Services	415,046	505,526	121.80%	594,612	464,570	78.13%	697,265
Non-Cpaital/Supplies	174,861	117,524	67.21%	88,232	40,304	45.68%	77,833
Capital	1,000	-	0.00%	-	650	100.00%	650
Other	3,000	1,279	42.63%	3,000	2,391	79.71%	2,391
Total Expenditures	5,108,618	4,410,893		5,381,466	4,690,656		6,028,168

Discussion Item: 1

Ashwaubenon School Board

Meeting Date:	7/10/24
Issue:	High School Athletic Hall of Fame Update
Requested By:	Nick Senger
Attachments:	
Financial and/or Staffing Implications:	Fundraised, Alumni Association.
Funding Source:	Alumni Association, fundraised money.
Explanation:	<p>In the spring of 2024 we began planning the Ashwaubenon High School Athletic Hall of Fame. The Hall of Fame is organized as a way of maintaining the rich heritage and tradition of the successful athletic programs at Ashwaubenon High School. In addition, it serves as a means of recognizing, preserving, and honoring the athletes, coaches, and individuals who made significant contributions to our athletic programs.</p> <p>Every nominee exemplifies the highest standards of sportsmanship, ethical conduct, and moral character. All candidates were judged on their significant and/or long-term contributions to Ashwaubenon High School athletics. In addition, as much as possible, acknowledged leadership in his/her chosen field or community, state, and national presence was considered.</p> <p>The nominees were selected by the following committee members:</p> <ul style="list-style-type: none"> • Judeann Maslinski- Village of Ashwaubenon Dispatcher, Jaguar Backer 1965-present • Don Maslinski- Assistant football coach, Head baseball coach, AD, and Principal 1965-1998 • Jay Krueger- Class of 1973, Head Varsity Baseball coach 2017-2023 • Kevin Penza- Class of 2006, Head Girls Golf coach since 2017, Special education teacher • Mark Williams- Class of 1981 • Cal Kromm- Head Varsity Cross Country coach since 2009, Head Varsity Track and Field coach since 2013 • Dave Steavpack- Class of 1981, AD 2006-2013 <p>Inductees and family are invited to the Hall of Fame induction ceremony on Thursday August 29th, 2024 at 7:00pm in Ashwaubenon High School's fieldhouse lobby. We will also be recognizing fellow inductees during halftime at the home football game on Friday August 30th, 2024.</p> <p>Inaugural members are:</p> <ul style="list-style-type: none"> • Glen Sell, Class of 1970. Pep band 9, 10; Drama 9; Lettermen's Club 9-12; Basketball 9-12; MVP 12; football 9; Baseball 9-12. • Bill Wetzel, Class of 1976. 3 sport athlete all Four years- Football, Basketball, Baseball. Basketball team captain 1975-1976. Part of the Letterman's Club. AC 1974 & 1976

- Julie Steeno, Class of 1978. MVP of basketball team 1977-1978 and Team Captain 1976-1977. Leading conference scorer in 1978, 1st team all-conference and 1st team all-metro. Volleyball 1975-1978
- Rod Zeratsky, Class of 1981. Part of the Ashwaubenon Athletic Club. Baseball AC 1979, 1980, 1981; all-state catcher 1981. Played baseball at Indiana State University. Played professional baseball in the Cincinnati Reds organization.
- Jenny DeGroot, Class of 1987. Captain of the Girls Cross Country team 1987. State qualifier in the Long jump and High Jump; State Champion in the High Jump 1986. First female State Champion in Ashwaubenon history.
- Aaron Stecker, Class of 1993. Football; NFL super bowl champion for New Orleans Saints. Played at Wisconsin and Northern Illinois. Part of 1993 State runner up football team. 1st team all-state running back. 2nd team AC OF on 1993 baseball team. 2158 yards rushing in 1993.
- Ryan Borowicz, Class of 1994. Basketball; top ten scorer at AHS 1100 points from 90-94. Played at UWGB. 3rd team AC basketball 1991-92, 1st team AC 1992-93, 1st team AC 1993-94. Part of football team 1991-94, 1st team AC kicker 1991, 1992, and 1993; All State Kicker, Punter and Quarterback in 1993. QB on State runner up team in 1993
- Dan White, Class of 1997. '97 WTCA All-State 100 meter dash. HM AC RB 1995 Football, 1st team AC RB 1996 Football; 1996 AP and UPI 1st Team All State Running Back; 1996 D2 Championship team, 1995 1316 yards rushing, 1996 2664 yards rushing. Played at Nebraska, Northwest Missouri State.
- Billi Jo Kapla, Class of 1994; 3 sport athlete, Volleyball, Basketball, Softball. Softball All Conference '93, '94. State Champion in Softball '92, '93, '94. 1st team All State 1992, 1993, 1994 pitcher.
- Bobbi Jo Kapla, Class of 1994; 3 sport athlete, Tennis, Basketball, Softball. Tennis Team Captain and all-metro player; Second Team all-state. Softball All Conference '93, '94; 1st Team all-state 1993 and 1994 Catcher. State Champion in Softball '92, '93, '94.
- Jenny Arndt, Class of 1996; First Team all-state '95; State Champion in 100 Backstroke '93 & '94; State Champion in 200 freestyle & 200 freestyle relay '94. State Runner up '95 100 backstroke & 200 freestyle. Swam at the University of Michigan 1997-2001. Co-captain '99-'00; earned Big Ten honors as a backstroker & relay member '97, '99, & '00. 2-time Big Ten Champion & NCAA All-American as a member of the 800 freestyle relay.
- Coach Ken Golomski. 1983-2007. Football Career Record: 184-91-1. 25 years. 4 state championships. WFCA Hall of Fame. National High School Athletic Coaches Association Hall of Fame member.
- Don Maslinski: Legacy Member. Assistant coach football, head baseball coach, AD, Principal. Career 1965-1998
- Coach Ed Krcmar. Baseball Coach 1978-2002. Career Record: 282-183-1. Head football 1973-82. 51-39 record. Stayed as assistant until for most if not all of G's years as head coach and beyond. Member of the WBCA Hall of Fame and WFCA Hall of Fame.

	<ul style="list-style-type: none"> • Coach Phil Adam. Softball Career Record: 25 seasons 1978-2002. Record: 459-76. 18 conference titles, WIAA State Tournament 14 times. 3 State titles. 2009 Wisconsin Softball Coaches hall of fame. Also coached tennis. • Coach Al Vandenberg. Track & Field Coach 1968-1994. 1974 Boys State Champions. 210-31 Dual meet record. 12 conference championships, 9 sectional championships, 1970 class B runner-up. Wisconsin Track Coaches Association Hall of Fame 1996.
Recommendation:	None

Action Item: 1

Ashwaubenon School Board

Meeting Date:	July 10, 2024
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>Policy 2105 – Mission of the District: This policy is revised to reflect the change in wording of the District’s Mission and Vision Statement. These changes are part of the updates to the District’s Strategic Plan. This revision is recommended to be consistent with the updated Mission, Vision, and overall Strategic Plan.</p> <p>Policy 5430 – Class Rank: This is a new policy that is being recommended to account for changes resulting from 2023 Wisconsin Act 95 and a school district class rank implementation in the context of the language contained in the Act (i.e. class rank requirements and the UW Guaranteed Admission program)</p> <p>Act 95 became law on February 21, 2024. The Act creates a guaranteed admissions program that establishes three (3) categories of individuals eligible for guaranteed admission:</p> <ol style="list-style-type: none"> 1. Public, private, or tribal school enrolled students ranked in the top 10% (5% for UW-Madison) of their high school class at the completion of their 11th grade year. 2. Home-based education students or virtual private school students who achieve a college entrance exam score in the 90th percentile (98th percentile for UW-Madison); or 3. Any student designated as a finalist in the National Merit Scholarship program, or an equivalent designation under a successor organization. <p>Students who meet one of the above requirements and who apply for admission to a UW system school by the regular admission deadline to a UW school (or the early action deadline for UW-Madison) are eligible for this program.</p> <p>Act 95 states that the application of the class rank statute, newly created Wis. Stat. 118.58, is to first be applied in the 2024-2025 school year. Wis. Stat. 118.58(2) states that high schools must “prepare a class ranking of pupils enrolled in the high school as of the class’s completion of grade 11.”</p> <p>The decision will ultimately be made by the UW system, but providing the rank and notifications for the current 11th graders will allow those students who meet the requirements to participate, if the UW system opts to grant guaranteed admissions for the top 10% or 5% ranked students.</p>
Recommendation:	Final review and approval.



Book	Policy Manual
Section	Adopted by Board 7-10-24
Title	MISSION OF THE DISTRICT
Code	po2105
Status	
Adopted	June 9, 2008

2105 - **MISSION OF THE DISTRICT**

Vision of the Ashwaubenon School District...

~~Excellence in education so every student will achieve their full potential. To achieve world class excellence in education so each child can reach his or her full potential.~~

Mission statement of the Ashwaubenon School District...

~~Developing lifelong learners, who positively contribute to their communities. Partnering with our community to develop students who are high achieving lifelong learners and contributing world citizens.~~

~~Revised 7-10-24~~

~~Neola 2024~~

Last Modified by Jennifer Bower on May 30, 2024



Book	Policy Manual
Section	Adopted by Board 7-10-24
Title	Policy 5430 - CLASS RANK
Code	po5430
Status	
Adopted	July 10, 2024

5430 - CLASS RANK

The Board acknowledged that students may need their computed class rank for reasons related to post-secondary opportunities, including the Academic and Technical Excellence Scholarships.

The Board authorizes a system of class ranking, by grade point average, for students in grade(s) 9-12.

The Superintendent shall develop procedures for the computation of grade point averages and the assignment of class rank to implement this policy which shall include:

- A. a statement of the methods for such computation and assignment to be made available for those to whom a student's grade point average or rank in class is released;
- B. how pass/fail grades are calculated in the GPA.

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Last Modified by Jennifer Bower on May 30, 2024

Action Item: 2

Ashwaubenon School Board

Meeting Date:	July 10, 2024
Issue:	First read, waive of second reading and approval of Title IX Policy
Requested By:	Tammy Nicholson
Attachments:	
Financial and/or Staffing Implications:	None at this time
Funding Source:	None at this time
Explanation:	<p><u>Policy 2264 – Nondiscrimination on the basis of sex in education programs or activities:</u> This policy is a new policy. It was developed as a result of the new 2024 regulations around Title IX. The new 2024 regulations will go into place as of August 1, 2024. Any nondiscrimination cases after August 1, 2024 will be reviewed and handled under policy 2264. Any cases that took place prior to August 1, 2024 will be reviewed and handled under current policy 2266.</p> <p>Questions about this policy will be answered by Tammy Nicholson.</p>
Recommendation:	This policy needs to be in place prior to August 1, 2024. The board is being asked to waiver the second read and approved the policy as presented.



Book	Policy Manual
Section	Adopted by Board 7-10-24
Title	New Policy - Special Update - Title IX - June 2024 - NONDISCRIMINATION ON THE BASIS OF SEX IN EDUCATION PROGRAMS OR ACTIVITIES
Code	po2264
Status	

New Policy - Special Update - Title IX

2264 - NONDISCRIMINATION ON THE BASIS OF SEX IN EDUCATION PROGRAMS OR ACTIVITIES

This policy pertains to sex discrimination, including sex-based harassment, which occurs on or after August 1, 2024. Allegations of sex-based harassment that occur on or before July 31, 2024, shall be addressed pursuant to Policy 2266. Throughout this policy, unless expressly stated otherwise, reference to "Title IX" includes and incorporates the 2024 Title IX regulations (also known as the "2024 Final Rule"). The Title IX regulations are found at 34 C.F.R. Part 106. References solely to Title IX (20 U.S.C. §§ 1681 – 1688) are denoted as "Title IX (Statute)." In this policy, unless the context otherwise requires, words importing the singular include the plural and vice versa.

For purposes of this policy, both Policy 2264 - Nondiscrimination on the Basis of Sex in Education Programs or Activities and Policy 2266 - Nondiscrimination on the Basis of Sex in Education Programs or Activities are frequently referenced herein and shall only be referred to by the policy number. As identified in Policy 2266, that policy shall be used for allegations of sex discrimination, including Sexual Harassment, that is based on conduct alleged to have occurred prior to August 1, 2024.

NONDISCRIMINATION

Overview:

The Board of the Ashwaubenon School District (hereinafter referred to as "the Board" or "the District") does not discriminate on the basis of sex and prohibits sex discrimination in any education program or activity that it operates, as required by Title IX, including in admission and employment.

Discrimination on the basis of sex includes discrimination on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity.

The Board is committed to maintaining an education and work environment that is free from sex discrimination (including sex-based harassment), responding promptly and effectively when it has knowledge of conduct that reasonably may constitute sex discrimination, and addressing sex discrimination in its education program or activity. Persons who commit sex-based harassment are subject to the full range of disciplinary sanctions set forth in this policy. The Board will provide persons who have experienced sex-based harassment ongoing remedies as reasonably necessary to restore or preserve access to the District's education program or activity.

KEY DEFINITIONS

Words used in this policy shall have those meanings specified herein; words not defined herein shall be construed according to their plain and ordinary meanings.

Complainant means:

- A. a student or employee who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX; or
- B. a person other than a student or employee who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX and who was participating or attempting to participate in the District's education

program or activity at the time of the alleged sex discrimination.

Complaint means: an oral or written request to the District that objectively can be understood as a request for the District to investigate and make a determination about alleged discrimination under Title IX.

Day(s): Unless expressly stated otherwise, the term "day" or "days" as used in this policy means business day(s) (i.e., a day(s) that the Board office is open for normal operating hours, Monday – Friday, excluding State-recognized holidays).

Disciplinary sanctions means: consequences imposed on a respondent following a determination under Title IX that the respondent violated the Board's prohibition on sex discrimination.

Education program or activity refers to: all the District's operations including, but not limited to, in-person and online/remote educational instruction, employment, extra-curricular activities, athletics, performances, and community engagement and outreach programs. The term applies to all activity that occurs on school grounds or on other property owned or occupied by the Board. It also includes events and circumstances that take place off school property/grounds but over which the District asserts disciplinary authority.

Eligible Student means: a student who has reached eighteen (18) years of age or is attending an institution of postsecondary education.

Exculpatory evidence means: evidence that is favorable to a respondent because it helps excuse, justify, or absolve a respondent of alleged wrongdoing and tends to establish a respondent did not engage in sex discrimination.

Inculpatory evidence means: evidence that links a respondent to alleged wrongdoing and tends to establish a respondent engaged in sex discrimination (i.e., has culpability).

Parental status means: the status of a person who, with respect to another person who is under the age of eighteen (18) or who is eighteen (18) or older but is incapable of self-care because of a physical or mental disability, is:

- A. a biological parent;
- B. an adoptive parent;
- C. a foster parent;
- D. a stepparent;
- E. a legal custodian or guardian;
- F. in loco parentis with respect to such a person; or
- G. actively seeking legal custody, guardianship, visitation, or adoption of such a person.

Party means: a complainant or respondent.

Peer retaliation means: retaliation by a student against another student.

Pregnancy or related conditions means:

- A. pregnancy, childbirth, termination of pregnancy, or lactation;
- B. medical conditions related to pregnancy, childbirth, termination of pregnancy, or lactation; or
- C. recovery from pregnancy, childbirth, termination of pregnancy, lactation, or related medical conditions.

Relevant means: related to the allegations of sex discrimination under investigation as part of the Board's grievance procedures. Questions are relevant when they seek evidence that may aid in showing whether the alleged sex discrimination occurred, and evidence is relevant when it may aid a decision-maker in determining whether the alleged sex discrimination occurred.

Remedies means: measures provided, as appropriate, to a complainant or any other person the District identifies as having had their equal access to the District's education program or activity limited or denied by sex discrimination. These measures are provided to restore or preserve that person's access to the District's education program or activity after the District determines that sex discrimination occurred.

Respondent means: a person who is alleged to have violated the Board’s prohibition on sex discrimination.

Retaliation means: intimidation, threats, coercion, or discrimination against any person by the District, a student, a Board employee, or any other person authorized by the Board to provide aid, benefit, or service under the District’s education program or activity, for the purpose of interfering with any right or privilege secured by Title IX, or because the person has reported information, made a complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under the 2024 Title IX regulations.

Sex-based harassment prohibited under this policy and the 2024 Title IX regulations is a form of sex discrimination and means sexual harassment and other harassment on the basis of sex – including on the basis of sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, and gender identity – that is:

A. Quid pro quo harassment. An employee, agent, or other person authorized by the Board to provide an aid, benefit, or service under the District’s education program or activity explicitly or impliedly conditioning the provision of such an aid, benefit, or service on a person’s participation in unwelcome sexual conduct.

OR

B. Hostile environment harassment. Unwelcome sex-based conduct that, based on the totality of the circumstances, is subjectively and objectively offensive and is so severe or pervasive that it limits or denies a person’s ability to participate in or benefit from the District’s education program or activity (i.e., creates a hostile environment). Whether a hostile environment has been created is a fact-specific inquiry that includes consideration of the following:

1. the degree to which the conduct affected the complainant’s ability to access the District’s education program or activity;
2. the type, frequency, and duration of the conduct;
3. the parties’ ages, roles within the District’s education program or activity, previous interactions, and other factors about each party that may be relevant to evaluating the effects of the conduct;
4. the location of the conduct and the context in which the conduct occurred; and
5. other sex-based harassment in the District’s education program or activity.

OR

C. Specific offenses.

1. Sexual assault meaning an offense classified as a forcible or nonforcible sex offense under the uniform crime reporting system of the Federal Bureau of Investigation.
2. Dating violence meaning violence committed by a person:
 - a. who is or has been in a social relationship of a romantic or intimate nature with the victim; and
 - b. where the existence of such a relationship shall be determined based on a consideration of the following factors:
 1. the length of the relationship;
 2. the type of relationship; and
 3. the frequency of interaction between the persons involved in the relationship.
3. Domestic violence meaning felony or misdemeanor crimes committed by a person who:
 - a. is a current or former spouse or intimate partner of the victim under the family or domestic violence laws of the jurisdiction in which the District is located, or a person similarly situated to a spouse of the victim;

- b. is cohabitating, or has cohabitated, with the victim as a spouse or intimate partner;
 - c. shares a child in common with the victim; or
 - d. commits acts against a youth or adult victim who is protected from those acts under the family or domestic violence laws of the applicable jurisdiction.
4. Stalking meaning engaging in a course of conduct directed at a specific person that would cause a reasonable person to:
- a. fear for the person's safety or the safety of others; or
 - b. suffer substantial emotional distress.

Student means: a person eligible to enroll in, attend, or participate in an elementary (including preschool) or secondary school in the District and who is enrolled in, attending, or participating in, or is seeking/attempting to enroll in, attend, or participate, in the District's education program or activity.

Student with a disability means: a student who is an individual with a disability as defined under Section 504 of the Rehabilitation Act of 1973, as amended ("Section 504"), or a child with a disability as defined under the Individuals with Disabilities Education Improvement Act ("IDEA").

Supportive measures means: individualized measures offered as appropriate, as reasonably available, without unreasonably burdening a complainant or respondent, not for punitive or disciplinary reasons, and without fee or charge to the complainant or respondent to:

- A. restore or preserve that party's access to the District's education program or activity, including measures that are designed to protect the safety of the parties or the District's educational environment; or
- B. provide support during the Board's grievance procedures or an informal resolution process.

Parental, Family, or Marital Status

The Board will not adopt or apply any policy, practice, or procedure concerning a student's current, potential, or past parental, family, or marital status that treats such student differently on the basis of sex.

Pregnancy or Related Conditions

Students:

The Board prohibits discrimination in its education program or activity against any student based on the student's current, potential, or past pregnancy or related conditions. The Board will permit a student, based on pregnancy or related conditions, to voluntarily participate in a separate portion of the District's education program or activity provided the separate portion is comparable to that offered to students who are not pregnant and do not have related conditions. A student who is pregnant or experiencing related conditions shall receive comparable treatment to those with temporary medical conditions. In other words, to the extent not otherwise addressed above, the Board will treat pregnancy or related conditions in the same manner and under the same policies as any other medical condition with respect to any medical or hospital benefit, service, plan, or policy the Board administers, operates, offers, or participates in with respect to students admitted to the District's education program or activity.

The District will not require a student who is pregnant or has related conditions to provide certification from a healthcare provider or any other person that the student is physically able to participate in the District's class, program, or extra-curricular activity unless:

- A. the certified level of physical ability or health is necessary for participation in the class, program, or extra-curricular activity;
- B. the District requires such certification of all students participating in the class, program, or extra-curricular activity; and
- C. the information obtained is not used as a basis for discrimination prohibited by Title IX or this Policy.

District's Responsibilities with Respect to a Student's Pregnancy or Related Conditions

When a Board employee is informed of a student's pregnancy or related conditions by the student or a person who has a legal right to act on behalf of the student, the employee shall promptly provide that person with the Title IX Coordinator's contact information and inform that person that the Title IX Coordinator can coordinate specific actions to prevent sex discrimination and ensure the student's equal access to the District's education program or activity, unless the employee reasonably believes the Title IX Coordinator has already been notified.

Once a student, or a person who has a legal right to act on behalf of the student, notifies the Title IX Coordinator of the student's pregnancy or related conditions, the Title IX Coordinator shall promptly take the following specific actions to effectively prevent sex discrimination and ensure equal access to the District's education program or activity:

- A. Inform the student and, if applicable, the person who notified the Title IX Coordinator of the District's obligations to:
 1. prohibit sex discrimination under this policy, including sex-based harassment;
 2. provide the student with the option of reasonable modifications to the Board's policies, practices, or procedures because of pregnancy or related conditions;
 3. allow access, on a voluntary basis, to any separate and comparable portion of the District's education program or activity;
 4. allow a voluntary leave of absence;
 5. provide lactation space; and
 6. maintain grievance procedures that provide for the prompt and equitable resolution of complaints of sex discrimination, including sex-based harassment.
- B. Provide the student with voluntary reasonable modifications to the Board's policies, practices, or procedures because of pregnancy or related conditions.
- C. Allow the student to take a voluntary leave of absence from the District's education program or activity to cover, at minimum, the period of time deemed medically necessary by the student's licensed healthcare provider. To the extent that a Board maintains a leave policy for students that allows a greater period of time than the medically necessary period, the Board shall permit the student to take leave under that policy instead if the student so chooses. When the student returns to the District's education program or activity, the student will be reinstated to the academic status and, as practicable, to the extra-curricular status that the student held when the leave began.
- D. Provide lactation space, which must be a space other than a bathroom, that is clean, shielded from view, free from intrusion from others, and may be used by a student for expressing breast milk or breastfeeding as needed.

See Policy 5751 – School-Age Parents and Married Status of Students.

Employees:

The Board will not adopt or implement any policy, practice, or procedure, or take any employment action, on the basis of sex:

- A. concerning the current, potential, or past parental, family, or marital status of an employee or applicant for employment, which treats persons differently; or
- B. that is based upon whether an employee or applicant for employment is the head of household or principal wage earner in such employee's or applicant's family unit.

The Board also will not make a pre-employment inquiry as to the marital status of an applicant for employment, including whether such applicant is a "Miss or Mrs."

Similarly, the Board will treat pregnancy or related conditions as any other temporary medical conditions for all job-related purposes, including commencement, duration, and extensions of leave; payment of disability income; accrual of seniority and any other benefit or service; and reinstatement; and under any fringe benefit offered to employees by virtue of employment.

If an employee has insufficient leave or accrued employment time to qualify for leave under the Board's leave policy, the Board will treat pregnancy or related conditions as a justification for a voluntary leave of absence without pay for a reasonable period of time, at the conclusion of which the employee shall be reinstated to the status held when the leave

began or to a comparable position, without decrease in rate of compensation or loss of promotional opportunities, or any other right or privilege of employment.

The Board will provide reasonable break time for an employee to express breast milk or breastfeed as needed and will provide the employee with access to a lactation space, which must be a space other than a bathroom that is clean, shielded from view, free from intrusion from others, and may be used by an employee for expressing breast milk or breastfeeding as needed. See Board Policy 6700 – Fair Labor Standards Act.

TITLE IX COORDINATOR(S)

The Board designates and authorizes the following individual(s) to coordinate its efforts to comply with the Board's responsibilities under Title IX:

Tammy Nicholson
Director of Pupil Services
1055 Griffiths Lane
Green Bay WI 54304
tnicholson@ashwaubenonk12.org
920-492-2905 x1010

Keith Lucius
Assistant Superintendent of Schools for Student/Staff Resources
1055 Griffiths Lane
Green Bay WI 54304
klucius@ashwaubenonk12.org
920-492-2905 x1005

The Board designates Tammy Nicholson, Director of Pupil Services as the coordinator who is ultimately responsible for oversight over the Board's compliance with its responsibilities under Title IX.

The Title IX Coordinator may delegate specific duties to one (1) or more designees.

The Title IX Coordinator shall report directly to the Superintendent except when the Superintendent is a party to a complaint (i.e., either the complainant or the respondent). Under such circumstances, the Title IX Coordinator shall report directly to the Board's Legal Counsel until the matter in which the Superintendent is a party is concluded.

Questions about this policy and Policy 2266 should be directed to the Title IX Coordinator.

The Title IX Coordinator shall monitor the District's education programs and activities for barriers to reporting information about conduct that reasonably may constitute sex discrimination under Title IX, and take steps reasonably calculated to address such barriers.

Notice of Nondiscrimination

The Superintendent shall provide a notice of nondiscrimination to students, parents, guardians, or other authorized legal representatives of elementary and secondary students; employees; and applicants for admission and employment; and all unions and professional organizations holding collective bargaining or professional agreements with the Board. Specifically, the Superintendent shall post the notice of discrimination on the District's website and in each handbook, catalog, announcement, bulletin, and application form that it makes available to the persons listed above, or which are otherwise used in connection with the recruitment of students or employees.

GRIEVANCE PROCEDURES

Overview:

The Board adopts the following grievance procedures to provide for the prompt and equitable resolution of complaints made by students, employees, or other individuals who are participating or attempting to participate in the District's education program or activity, or by the Title IX Coordinator, alleging any action that would be prohibited by Title IX.

These grievance procedures shall be used for all complaints of sex discrimination, including sex-based harassment, involving conduct alleged to have occurred on or after August 1, 2024. These grievance procedures also may be used, at the discretion of the Title IX Coordinator, to investigate, address, and remedy (as necessary) conduct alleged to have occurred before August 1, 2024, that does not involve sex-based harassment, but some other form of sex discrimination prohibited by Title IX (Statute) – e.g., claims of unequal athletic opportunities, admissions discrimination, discrimination in

courses or academic programs (i.e., excluding students from certain classes or programs based on their sex), pregnancy discrimination, unequal treatment based on parental, family, or marital status, discrimination in employment (including in hiring, promotion, and compensation), and retaliation. If the Title IX Coordinator elects not to use these grievances procedures to investigate and resolve such claims, the Title IX Coordinator will still need to implement some procedures to assess – in a prompt, effective, and equitable manner – whether Title IX (Statute) was violated, and, if it was, how best to end the sex discrimination in the District’s education program or activity, prevent its recurrence, and remedy its effects.

Reports and Formal Complaints of “Sexual Harassment” (as defined in Policy 2266) involving conduct alleged to have occurred prior to August 1, 2024, are subject to the grievance procedures outlined in Policy 2266.

Under all circumstances, the Title IX Coordinator shall offer and coordinate supportive measures, as appropriate, in accordance with this policy, or Policy 2266, if the Report or Formal Complaint involves “Sexual Harassment” alleged to have occurred prior to August 1, 2024.

If the conduct giving rise to a report or complaint of sex discrimination is alleged to have occurred both before **and** after August 1, 2024 (i.e., is part of a pattern of sex discrimination), the Title IX Coordinator shall determine, after consulting with the Board’s Legal Counsel, whether to use the grievance procedures contained in this policy or the grievance procedures contained in Policy 2266. The Title IX Coordinator will notify, in writing, the parties of the determination and the rationale for it. Under no circumstances, however, will a party be denied the due process to which the party is entitled based on the U.S. Department of Education-issued regulations in effect at the time the conduct alleged to violate Title IX (Statute) took place. Nothing herein shall prevent the Title IX Coordinator from using a hybrid grievance procedure that contains aspects of the grievance procedures contained in both this policy and Policy 2266, so that the parties receive all of the due process to which they are entitled.

Complaints:

The following people may make a complaint of sex discrimination – i.e., request that the District investigate and make a determination about whether sex discrimination as prohibited under Title IX occurred:

A. a “complainant,” which includes:

1. a student or employee of the District who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX; or
2. a person other than a student or employee of the District who is alleged to have been subjected to conduct that could constitute sex discrimination under Title IX at a time when that individual was participating or attempting to participate in the District’s education program or activity;

B. a parent, guardian, or other authorized legal representative with the legal right to act on behalf of a complainant;

C. the District’s Title IX Coordinator.

A person is entitled to make a complaint of sex-based harassment only if they themselves are alleged to have been subjected to the sex-based harassment, if they have a legal right to act on behalf of such person who was subjected to the sex-based harassment, or if the Title IX Coordinator initiates a complaint consistent with the requirements of the 2024 Title IX regulations.

With respect to complaints of sex discrimination other than sex-based harassment, in addition to the people listed above, the following persons have a right to make a complaint:

A. any student or employee of the District; or

B. any person other than a student or employee who was participating or attempting to participate in the District’s education program or activity at the time of the alleged sex discrimination.

The District may consolidate complaints of sex discrimination against more than one (1) respondent, or by more than one (1) complainant against one (1) or more respondents, or by one (1) party against another party, when the allegations of sex discrimination arise out of the same facts or circumstances. When more than one (1) complainant or more than one (1) respondent is involved, references below to a party, complainant, or respondent include the plural, as applicable.

Basic Requirements:

The District will treat complainants and respondents equitably.

All persons involved with implementing the grievance procedures and any other aspects of Policy 2264, including the Title IX Coordinator, the investigator, the decision-maker, and the appeal decision-maker, and the facilitator of the informal resolution process, shall be free from any conflicts of interest or bias for or against complainants or respondents generally or an individual complainant or respondent.

The Title IX Coordinator may serve simultaneously as an investigator and/or a decision-maker.

In circumstances when the Title IX Coordinator and trained administrators do not have time/capacity to serve, or are prevented due to a conflict of interest, bias, or partiality, or other reasons that impair the Title IX Coordinator and other trained administrators from serving as an investigator and/or decision-maker in a specific case, the Title IX Coordinator shall, in consultation with the Superintendent secure one (1) or more independent third parties to serve as the investigator and/or decision-maker. Similarly, the Title IX Coordinator has authority, in consultation with and approval of the Superintendent to secure an independent third party to serve as the appeal decision-maker.

The District presumes that the respondent is not responsible for the alleged sex discrimination until a determination is made at the conclusion of its grievance procedures.

Under ordinary circumstances, the Board expects to complete the major stages of the grievance procedures within the timeframe specified below:

- A. **Evaluation** – The Title IX Coordinator will determine whether to dismiss a complaint or investigate it within ten (10) days of receiving the complaint.
- B. **Investigation** – The Title IX Coordinator, or designated investigator, shall ordinarily complete the investigation (i.e., collect relevant evidence that is not otherwise impermissible) within thirty (30) days of the Title IX Coordinator determining the charges require investigation. If, however, the Title IX Coordinator, or designated investigator, determines that the investigation is going to take longer, the Title IX Coordinator will so notify the parties and the Superintendent and will thereafter keep the parties and the Superintendent informed of the status of the matter on a regular basis. Once the Title IX Coordinator, or designated investigator, provides the parties with “access” to either the relevant and not otherwise impermissible evidence and/or an accurate description of the evidence, the parties will have five (5) days to respond to the evidence or the description of the evidence unless the Title IX Coordinator approves a party’s written request for more time. If the Title IX Coordinator approves such a request, both parties will be afforded an equal amount of time to submit their response.
- C. **Determination** – After the parties either submit responses to the evidence/description of the evidence, or the deadline for submitting such responses expires, the Title IX Coordinator, or designated decision-maker, will consider the relevant and otherwise not impermissible evidence and issue a determination as to whether sex discrimination occurred. The determination shall be issued within ten (10) days of the deadline for the parties to submit responses to the evidence/description of the evidence unless the Title IX Coordinator approves an extension of time, which must be communicated in writing to the parties
- D. **Appeal** – A party filing an appeal of the Title IX Coordinator’s decision to dismiss a complaint, or the Determination, must do so within five (5) days of receiving the Dismissal or Determination

The Title IX Coordinator, or the Superintendent if the Title IX Coordinator is the individual requesting an extension, may approve reasonable extensions of the preceding timeframes on a case-by-case basis for good cause with notice to the parties.

The District will take reasonable steps to protect the privacy of the parties and witnesses during its grievance procedures. These steps will not restrict the ability of the parties to obtain and present evidence, including by speaking to witnesses; consult with their family members, confidential resources, or advisors; or otherwise prepare for or participate in the grievance procedures. The parties shall not engage in retaliation, including against witnesses.

The Title IX Coordinator, or designated decision-maker, shall objectively evaluate all evidence that is relevant and not otherwise impermissible — including both inculpatory and exculpatory evidence. Credibility determinations shall not be based on a person’s status as a complainant, respondent, or witness.

The following types of evidence, and questions seeking that evidence, are impermissible (i.e., will not be accessed or considered, except by the District to determine whether one of the exceptions listed below applies; will not be disclosed; and will not otherwise be used), regardless of whether they are relevant:

- A. evidence that is protected under a privilege recognized by Federal or State law or evidence provided to a confidential employee, unless the person to whom the privilege or confidentiality is owed has voluntarily waived the privilege or

confidentiality;

- B. a party's or witness's records that are made or maintained by a physician, psychologist, or other recognized professional or paraprofessional in connection with the provision of treatment to the party or witness, unless the District obtains that party's or witness's voluntary, written consent for use in its grievance procedures; and
- C. evidence that relates to the complainant's sexual interests or prior sexual conduct, unless evidence about the complainant's prior sexual conduct is offered to prove that someone other than the respondent committed the alleged conduct or is evidence about specific incidents of the complainant's prior sexual conduct with the respondent that is offered to prove consent to the alleged sex-based harassment. The fact of prior consensual sexual conduct between the complainant and respondent shall not by itself demonstrate or imply the complainant's consent to the alleged sex-based harassment or preclude a determination that sex-based harassment occurred.

Notice of Allegations:

Upon initiation of the Board's grievance procedures, the Title IX Coordinator shall notify the parties of the following:

- A. the Board's Title IX grievance procedures and informal resolution process
- B. sufficient information available at the time to allow the parties to respond to the allegations, including the identities of the parties involved in the incident(s), the conduct alleged to constitute sex discrimination, and the date(s) and location(s) of the alleged incident(s);
- C. retaliation is prohibited; and
- D. the parties are entitled to an equal opportunity to access the relevant and not otherwise impermissible evidence or an accurate description of this evidence. If the Title IX Coordinator, or designated investigator, provides the parties with a description of the evidence, any party may request access to the relevant and not otherwise impermissible evidence. The Title IX Coordinator will provide the requesting party with the relevant and not otherwise impermissible evidence in a timely manner.

Should the Title IX Coordinator decide, at any point, to investigate allegations that are materially beyond the scope of the initial written notice, the Title IX Coordinator will provide a supplemental written notice describing the additional allegations to be investigated.

Dismissal of a Complaint:

The Title IX Coordinator may dismiss a complaint of sex discrimination if:

- A. the District is unable to identify the respondent after taking reasonable steps to do so;
- B. the respondent is not participating in the District's education program or activity and is not employed by the Board;
- C. the complainant voluntarily withdraws any or all the allegations in the complaint, the Title IX Coordinator declines to initiate a complaint, and the District determines that, without the complainant's withdrawn allegations, the conduct that remains alleged in the complaint, if any, would not constitute sex discrimination under Title IX even if proven; or
- D. the District determines the conduct alleged in the complaint, even if proven, would not constitute sex discrimination under Title IX. Before dismissing the complaint, the Title IX Coordinator will make reasonable efforts to clarify the allegations with the complainant.

Upon dismissal, the Title IX Coordinator will promptly notify, in writing, the complainant of the basis for the dismissal. If the dismissal occurs after the respondent has been notified of the allegations, then the Title IX Coordinator will also simultaneously notify, in writing, the respondent of the dismissal and the basis for the dismissal.

The Title IX Coordinator will notify the complainant that a dismissal may be appealed and will provide the complainant with an opportunity to appeal the dismissal of a complaint. If the dismissal occurs after the respondent has been notified of the allegations, then the Title IX Coordinator will also notify the respondent that the dismissal may be appealed. Dismissals may be appealed on the following bases:

- A. procedural irregularity that would change the outcome;

- B. new evidence that would change the outcome and that was not reasonably available when the dismissal was made; and
- C. the Title IX Coordinator, investigator, or decision-maker had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that would change the outcome.

If the dismissal is appealed, the Title IX Coordinator will:

- A. notify the parties of any appeal, including notice of the allegations, if notice was not previously provided to the respondent;
- B. implement appeal procedures equally for the parties;
- C. ensure that the appeal decision-maker did not take part in an investigation of the allegations or dismissal of the complaint;
- D. ensure that the appeal decision-maker has been trained consistent with the 2024 Title IX regulations;
- E. provide the parties a reasonable and equal opportunity to make a statement in support of, or challenging, the outcome; and
- F. notify the parties of the result of the appeal and the rationale for the result.

When a complaint is dismissed, the Title IX Coordinator will, at a minimum:

- A. offer supportive measures to the complainant as appropriate;
- B. if the respondent has been notified of the allegations, offer supportive measures to the respondent as appropriate; and
- C. take other prompt and effective steps, as appropriate, to ensure that sex discrimination does not continue or recur within the District's education program or activity.

Informal Resolution Process:

In lieu of resolving a complaint through the Board's Title IX grievance procedures, the parties may instead elect to participate in an informal resolution process. The District will not offer informal resolution to resolve a complaint that includes allegations that an employee engaged in sex-based harassment of an elementary school or secondary school student, or when such a process would conflict with Federal, State, or local law.

Adding Allegations and/or Consolidating Complaints:

If, in the course of an investigation, the District decides to investigate additional allegations of sex discrimination by the respondent toward the complainant that are not included in the original Notice of Allegations provided or that are included in a complaint that is consolidated, the Title IX Coordinator will notify the parties of the additional allegations.

Investigation:

The District will provide for an adequate, reliable, and impartial investigation of complaints.

The burden is on the District — not on the parties — to conduct an investigation that gathers sufficient evidence to determine whether sex discrimination occurred.

The Title IX Coordinator, or the designated investigator and/or decision-maker, will provide an equal opportunity for the parties to present fact witnesses and other inculpatory and exculpatory evidence that are relevant and not otherwise impermissible.

The Title IX Coordinator, or the designated investigator and/or decision-maker, will review all evidence gathered through the investigation and determine what evidence is relevant and what evidence is impermissible regardless of relevance.

The District will provide each party with an equal opportunity to access the evidence that is relevant to the allegations of sex discrimination and not otherwise impermissible, in the following manner:

- A. the District will provide the parties with an equal opportunity to access either the relevant and not otherwise impermissible evidence, or an accurate description of this evidence;

If the Title IX Coordinator, or designated investigator, provides a description of the evidence, the Title IX Coordinator, or designated investigator, will provide the parties with an equal opportunity to access the relevant and not otherwise impermissible evidence upon the request of any party.

- B. the District will provide a reasonable opportunity to the parties to respond to the evidence or the accurate description of the evidence; and

- C. the District will take reasonable steps to prevent and address the parties' unauthorized disclosure of information and evidence obtained solely through the grievance procedures. Disclosures of such information and evidence for purposes of administrative proceedings or litigation related to the complaint of sex discrimination are authorized.

Questioning the Parties and Witnesses:

If the investigator and decision-maker are two (2) separate individuals, the decision-maker will have an opportunity to question the parties and witnesses to adequately assess a party's or witness's credibility to the extent credibility is both in dispute and relevant to evaluating one (1) or more allegations of sex discrimination.

If the investigator and the decision-maker are the same person, the decision-maker will have an opportunity to question the parties and witnesses in individual meetings as part of the investigation.

Before concluding the Investigation, the investigator may allow each party to propose/submit in writing relevant questions that the party wants asked of any party or witness and the investigator will review any questions submitted by the parties and ask those questions of the specific party or witness that the investigator determines – in the investigator's sole discretion – may lead to probative evidence that will assist the decision-maker in determining whether sex discrimination occurred. The investigator's decision to ask or not ask a specific question proposed by a party is not subject to review. Any questions asked must be relevant and not otherwise impermissible.

After the parties have an opportunity to review the relevant and not otherwise impermissible evidence, or an accurate description of this evidence, the decision-maker may allow each party to propose/submit in writing relevant questions that the party wants asked of any party or witness and the decision-maker will review any relevant and not otherwise impermissible questions submitted by the parties and ask those questions of the specific party or witness that the decision-maker determines – in the decision-maker's sole discretion – may lead to probative evidence that will assist the decision-maker in determining whether sex discrimination occurred. The decision-maker's decision to ask or not ask a specific question proposed by a party is not subject to review. Any questions asked must be relevant and not otherwise impermissible.

Determination of Whether Sex Discrimination Occurred:

Following an investigation and evaluation of all relevant and not otherwise impermissible evidence, the Title IX Coordinator or designated decision-maker will:

- A. Use the preponderance of the evidence standard of proof to determine whether sex discrimination occurred.
This standard of proof requires the decision-maker to evaluate relevant and not otherwise impermissible evidence for its persuasiveness. If the decision-maker, applying the applicable standard, is not persuaded by the relevant and not otherwise impermissible evidence that sex discrimination occurred, regardless of the quantity of the evidence, the decision-maker will not determine that sex discrimination occurred.
- B. Notify the parties, in writing, of the determination whether sex discrimination occurred under Title IX including the rationale for such determination, and the procedures and permissible bases for the complainant and respondent to appeal.
- C. Not impose discipline on a respondent for sex discrimination prohibited by Title IX unless there is a determination at the conclusion of the grievance procedures that the respondent engaged in prohibited sex discrimination.
- D. If there is a determination that sex discrimination occurred, the Title IX Coordinator will, as appropriate:
 - 1. coordinate the provision and implementation of remedies to a complainant and other people the District identifies as having had equal access to the District's education program or activity limited or denied by sex discrimination;

2. coordinate the imposition of any disciplinary sanctions on a respondent, including notification to the complainant of any such disciplinary sanctions; and
 3. take other appropriate prompt and effective steps to ensure that sex discrimination does not continue or recur within the District's education program or activity.
- E. Comply with the grievance procedures before the imposition of any disciplinary sanctions against a respondent; and
- F. Not discipline a party, witness, or others participating in the grievance procedures for making a false statement or for engaging in consensual sexual conduct based solely on the determination of whether sex discrimination occurred.

Appeal of Determinations:

If a party disagrees with the decision-maker's determination as to whether sex discrimination occurred, the party may file an appeal. Appeals must be submitted, in writing, within five (5) days of the appealing party's receipt of the Determination.

A party may appeal a Determination on the following bases:

- A. procedural irregularity that would change the outcome;
- B. new evidence that would change the outcome and that was not reasonably available when the Determination was made; and
- C. the Title IX Coordinator, investigator, or decision-maker had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that would change the outcome.

The complainant may not challenge the ultimate disciplinary sanction/consequence that is imposed.

If a party appeals the decision-maker's determination, the Title IX Coordinator will:

- A. notify the parties of any appeal;
- B. implement appeal procedures equally for the parties;
- C. designate an appeal decision-maker, who will be a person who did not conduct the Investigation or render the Determination, and is appropriately trained;
 1. the Title IX Coordinator will designate the Superintendent to be the appeal decision-maker, provided the Superintendent has not been otherwise involved in the grievance procedures (i.e., did not serve as the investigator, decision-maker, or informal resolution process facilitator) and is appropriately trained;
 2. provide the parties a reasonable and equal opportunity to make a statement in support of, or challenging, the decision-maker's determination;
 3. provide the appeal decision-maker with the relevant and not otherwise impermissible evidence along with the accurate description of the relevant evidence (if one was prepared and shared with the parties), any responses the parties submitted to the investigator related to the evidence and/or the description of the evidence (if one was prepared), and the decision-maker's determination; and
 4. notify the parties, in writing, of the result of the appeal and the appeal decision-maker's rationale for the outcome.

Parties Provided a Reasonable and Equal Opportunity to Make a Statement in Support of, or Challenging, the Determination

When a party files an appeal, the party must set forth the reason for the appeal, and the other party will have five (5) days to provide the appeal decision-maker with a statement in support of their position. Once the decision-maker receives the statement (or the deadline for filing such a statement expires), the appeal decision-maker will have ten (10) days to issue a decision on the appeal.

No new or additional evidence may be submitted during the appeal process.

The appeal decision-maker shall determine the outcome of the appeal based on the appeal decision-maker's independent review of the record (i.e., the relevant and not otherwise impermissible evidence, the feedback the parties provided to the investigator and/or decision-maker based on their review of the relevant evidence and any description of the relevant evidence that was prepared and shared with the parties, and the decision-maker's written determination) and the appeal decision-maker's application of the law and Board policy to the facts in the record. The appeal decision-maker must give due deference and due weight to the decision-maker's factual findings and credibility determinations and should not overturn them unless non-testimonial extrinsic evidence in the record justifies a contrary conclusion or unless the record read in its entirety compels a contrary conclusion. Generally, the appeal decision-maker is expected to uphold the decision-maker's determination unless the appeal decision-maker determines the decision-maker's determination is unlawful, unreasonable, or against the manifest weight of the evidence. Every reasonable presumption must be made in favor of the decision-maker's determination.

The appeal decision-maker shall simultaneously notify the parties, in writing, of the result of the appeal and the rationale for the outcome.

Supportive Measures:

The District will offer and coordinate supportive measures as appropriate for the complainant and/or respondent to restore or preserve that person's access to the District's education program or activity or provide support during the Board's grievance procedures or during the informal resolution process. For allegations of sex discrimination other than sex-based harassment or retaliation, the District's provision of support measures does not require the District, Board employees, or any other person authorized to provide aid, benefit, or service on the District's behalf to alter the alleged discriminatory conduct for the purpose of providing a supportive measure.

The Title IX Coordinator shall determine appropriate supportive measures on a case-by-case basis. Supportive measures may vary depending on what the Title IX Coordinator deems to be reasonably available. Supportive measures may include, but are not limited to: counseling; extensions of deadlines or other course-related adjustments; school/campus escort services; increased security and monitoring of certain areas of the campus (including school buildings and facilities); restrictions on contact between the parties; leaves of absence; changes in class, work, or extra-curricular or any other activity, regardless of whether there is or is not a comparable alternative; training and education programs related to sex-based harassment; referral to Employee Assistance Program; and other similar measures.

Supportive measures must not unreasonably burden either party and must be designed to protect the safety of the parties and/or the District's educational environment, or to provide support during the Board's grievance procedures or the informal resolution process.

The District will not impose such measures for punitive or disciplinary reasons.

The Title IX Coordinator may, as appropriate, modify or terminate supportive measures at the conclusion of the grievance procedures, or at the conclusion of the informal resolution process, or the District may continue them beyond that point.

The District will provide a complainant or respondent with a timely opportunity to seek, from an appropriate and impartial employee, modification or reversal of the Title IX Coordinator's decision to provide, deny, modify, or terminate supportive measures applicable to them. The impartial employee must be someone other than the employee who made the challenged decision and must have authority to modify or reverse the decision if the impartial employee determines that the decision to provide, deny, modify, or terminate the supportive measure was inconsistent with the definition of supportive measures as set forth in the Key Definitions section of this policy.

A party may seek additional modification or termination of a supportive measure applicable to them if circumstances change materially.

The District will not disclose information about any supportive measures to persons other than the person to whom they apply, including informing one party of supportive measures provided to another party, unless necessary to provide the supportive measure or restore or preserve a party's access to the District's education program or activity, or as otherwise permitted pursuant to the 2024 Title IX regulations.

If the complainant or respondent is an elementary or secondary student with a disability, the Title IX Coordinator shall consult with one (1) or more members, as appropriate, of the student's Individualized Education Program (IEP) team, if any, or one (1) or more members, as appropriate, of the student's Section 504 team, if any, to determine how to comply with the requirements of the IDEA and/or Section 504, in the implementation of supportive measures.

The Superintendent may place an employee respondent on administrative leave from employment responsibilities during the pendency of the Board's grievance procedures.

Disciplinary Sanctions and Remedies:

Following a determination that sex-based harassment occurred, the District may impose disciplinary sanctions, which may include:

For Students

A. Informal Discipline

1. writing assignments;
2. changing of seating or location;
3. in-school discipline.

B. Formal Discipline

1. suspension of bus riding/transportation privileges;
2. removal from co-curricular and/or extra-curricular activity(ies), including athletics;
3. emergency removal;
4. suspension for up to five (5) school days;
5. suspension for up to fifteen (15) consecutive school days if a notice of expulsion hearing has been sent;
6. suspension for up to ten (10) consecutive school days for each incident if the student is eligible for special education services under Chapter 115, Wis. Stats.;
7. expulsion;
8. permanent exclusion from co-curricular and/or extra-curricular activity(ies), including athletics or current class enrollment; and
9. any other sanction authorized by the Student Code of Conduct.

For Employees

- A. oral or written warning;
- B. written reprimands;
- C. required counseling;
- D. required training or education;
- E. suspension with pay;
- F. suspension without pay;
- G. termination and any other sanction authorized by any applicable Board Policy and/or Employee/Administrator Handbook.

The District may also provide remedies, which may include disciplinary sanctions/consequences. The Title IX Coordinator will notify the Superintendent of the recommended remedies, so an authorized administrator can consider the recommendation and implement appropriate remedies in compliance with applicable due process procedures, whether statutory or contractual.

With respect to student respondents, the Title IX Coordinator will notify the Superintendent of the recommended remedies (including disciplinary sanctions/consequences), so an authorized administrator can consider the recommendation(s) and implement an appropriate remedy(ies) in compliance with Policy 5605 – Suspension/Expulsion of Students with Disabilities, Policy 5610 - Suspension and Expulsion, Policy 5610.01 – Alternative Expulsion Hearing Procedure, Policy 5610.02 In-

School Discipline, and Policy 5611 – Due Process Rights. Discipline of a student respondent must comply with the applicable provisions of the Individuals with Disabilities Education Improvement Act (IDEA) and/or Section 504 of the Rehabilitation Act of 1972 ("Section 504"), and their respective implementing regulations.

Discipline of an employee will be implemented in accordance with Federal and State law, Board policy, and applicable provisions of any relevant employee handbooks.

Retaliation

Neither the Board nor any other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or this policy, or because the individual made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this policy. Intimidation, threats, coercion, or discrimination, including initiating a disciplinary process against a person for a code of conduct violation that does not involve sex discrimination but arises out of the same facts and circumstances as a complaint or information reported about possible sex discrimination, for the purpose of interfering with the exercise of any right or privilege secured by Title IX constitutes retaliation. Peer retaliation is also prohibited. Retaliation against a person for making a complaint or participating in an investigation is a serious violation of this policy that can result in the imposition of disciplinary sanctions/consequences and/or other appropriate remedies.

Complaints alleging retaliation may be filed according to the grievance procedures set forth above. The District shall initiate its grievance procedures upon receiving any complaint alleging retaliation.

The exercise of rights protected under the First Amendment of the United States Constitution does not constitute retaliation prohibited under this policy.

Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a grievance proceeding under this policy shall not constitute retaliation, provided, however, that a determination that sex discrimination occurred, alone, is not sufficient to conclude that any party made a materially false statement in bad faith.

Confidentiality

The District will keep confidential the identity of any individual who has made a complaint of sex discrimination, any complainant, any individual who has been reported to be the perpetrator of sex discrimination, any respondent, and any witness, except as may be permitted by the Family Educational Rights and Privacy Act ("FERPA"), 20 U.S.C. 1232g, or FERPA regulations, 34 C.F.R. part 99, or as required by law, or to carry out the purposes of 34 C.F.R. part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder (i.e., the District's obligation to maintain confidentiality shall not impair or otherwise affect the complainant's and respondent's receipt of the information to which they are entitled related to the investigation and determination of whether sex discrimination occurred).

Application of the First Amendment

The Board will construe and apply this policy consistent with the First Amendment to the U.S. Constitution and the principles of academic freedom as set forth in any Board policy or employee handbook. In no case will a respondent be found to have committed sex discrimination based on expressive conduct that is protected by the First Amendment and/or the principles of academic freedom specified in any Board policy or employee handbook.

Training

All employees, investigators, decision-makers, facilitators of informal resolution process, the Title IX Coordinator(s) and designees, and other persons who are responsible for implementing the Board's grievance procedures or have the authority to modify or terminate supportive measures shall receive training related to their duties under Title IX and this Policy. The training shall be provided promptly upon hiring or change of position that alters their duties under Title IX or this policy, and annually thereafter. The training shall not rely on sex stereotypes.

Training materials must be made available for inspection upon request by members of the public.

Recordkeeping

The District shall maintain for a period of seven (7) calendar years the following records:

- A. for each complaint of sex discrimination, records documenting the informal resolution process and/or the grievance procedures followed and the resulting outcome;

- B. for each notification that the Title IX Coordinator receives of information about conduct that reasonably may constitute sex discrimination under Title IX, including notifications under 34 C.F.R. § 106.44(c)(1) or (2), records documenting the actions the District took to meet its obligations under 34 C.F.R. §106.44; and
- C. all materials used to provide the required training.

Outside Appointments, Dual Appointments, and Delegations

The Board retains discretion to appoint suitably qualified persons who are not Board employees to fulfill any function of the Board under this policy including, but not limited to, Title IX Coordinator, investigator, decision-maker, appeal decision-maker, or facilitator of the informal resolution process.

The Board also retains discretion to appoint two (2) or more persons to jointly fulfill the role of Title IX Coordinator, investigator, decision-maker, appeal decision-maker, and facilitator of the informal resolution process.

The Superintendent may delegate functions assigned to a specific Board employee under this policy including, but not limited to, the functions assigned to the Title IX Coordinator, investigator, decision-maker, appeal decision-maker, and facilitator of the informal resolution process to any suitably qualified individual and such delegation may be rescinded by the Superintendent at any time.

Discretion in Application

The Board retains discretion to interpret and apply this policy in a manner that is not clearly unreasonable, even if the Board's interpretation or application differs from the interpretation of any specific complainant and/or respondent.

Despite the Board's reasonable efforts to anticipate all eventualities in drafting this policy, it is possible unanticipated or extraordinary circumstances may not be specifically or reasonably addressed by the express policy language, in which case the Board retains discretion to respond to the unanticipated or extraordinary circumstance in a way that is not clearly unreasonable.

The provisions of this policy are not contractual in nature, whether in their own right or as part of any other express or implied contract. Accordingly, the Board retains discretion to revise this policy at any time, and for any reason. The Board may apply policy revisions to an active case provided that doing so is not clearly unreasonable.

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Legal	19.21(6), Wis. Stats.
	120.13, Wis. Stats.
	948.01, Wis. Stats., et. seq.
	20 U.S.C. 1092(F)(6)(A)(v)
	20 U.S.C. 1400 et seq., The Individuals with Disabilities Education Improvement Act of 2004 (IDEIA)
	20 U.S.C. 1681 et seq., Title IX of the Education Amendments of 1972 (Title IX)
	34 C.F.R. Part 106
	34 U.S.C. 12291(a)(8)
	34 U.S.C. 12291(a)(10)
	34 U.S.C. 12291(a)(30)
	42 U.S.C. 1983
	42 U.S.C. 2000c et seq., Title IV of the Civil Rights Act of 1964
	42 U.S.C. 2000d et seq.
	42 U.S.C. 2000e et seq.
	OCR's Revised Sexual Harassment Guidance (2001)

Last Modified by Jennifer Bower on June 27, 2024

Action Item: 3

Ashwaubenon School Board

Meeting Date:	July 10, 2024
Issue:	Approval of Standards used in the Ashwaubenon School District
Requested By:	Andrew Bake
Attachments:	none
Financial and/or Staffing Implications:	none
Funding Source:	n/a
Explanation:	<p>Section 120.12 (13) of the state statutes requires each school board to include an item on the agenda of the first board meeting of each school year that clearly identifies the student academic standards that will be in effect for the school year for mathematics, science, reading and writing, geography and history.</p> <p>Also included in this section is that parents and guardians of students enrolled in the district are to be notified regarding the standards used.</p> <p>Wisconsin students' academic success is measured using the Wisconsin State Standards. Math, literacy, and Social Studies, have been revised within the last 3 years and reflect the national standards for each area.</p> <p>We utilize all of the Wisconsin Model Academic Standards to develop and revise our curriculum.</p>
Recommendation:	Approve the Wisconsin Standards as the standards that will be in effect for the 2024-25 school year.



Standards Utilized in Curriculum Work

Wisconsin Model Academic Standards

Art and Design/Visual Arts
Business
Computer Science*
Early Learning Standards
English Language Arts
Family and Consumer Science
Health Education*
Information Technology*
Literacy in All Subjects
Marketing, Management, and Entrepreneurship
Mathematics
Music*
Personal Finance
Physical Education
Science*
Social Studies
Technology and Engineering
World Language
Social and Emotional Learning Competencies

* Standards currently under review by the Wisconsin DPI

National Standards

American School Counseling Association National Standards (ASCA)
National Council of the Social Studies (NCSS)
Science Next Generation Science Standards (NGSS)
WIDA English Language Development Standards (WIDA ELDS)

National Guidelines

American Council on the Teaching of Foreign Language Proficiency Guidelines

Action Item: 4

Ashwaubenon School Board

Meeting Date:	July 10, 2024
Issue:	Cash-Flow Borrowing line of credit
Requested By:	Keith Lucius
Attachments:	
Financial and/or Staffing Implications:	
Funding Source:	
Explanation:	<p>Annually, the District borrows to cover expenditures until tax revenue and State aid are received. The District uses a revolving line of credit, which minimizes the days that interest is paid on borrowed money.</p> <p>We have worked with Bank First to establish a \$9,000,000 revolving line of credit to cover our cash shortages. The interest rate is fixed at 6.75%. There is no commitment fee or other fees. We feel this option is much less expensive than issuing a TRAN (Tax and Revenue Anticipation Note) because money is borrowed only when needed and is repaid as soon as tax or aid is received.</p> <p>We worked with Renning, Lewis, and Lacy as our bond attorney. They have approved the legality of the borrowing and prepared the loan documents.</p> <p>The amount of the Line of credit is the same as last year. We do not expect to use the entire line amount. There is no additional cost for having a larger line, interest is only charged on the amount actually borrowed.</p>
Recommendation:	We recommend the Board approve the line of credit as presented.

RESOLUTIONS

We, being members of the Board of Education for the Ashwaubenon School District (the “District”), at a duly noticed, called and conducted meeting of the Board, hereby adopt the following resolutions:

WHEREAS, we have been advised of the District’s financial needs for the 2024-2025 school year, based on the estimated receipts and expenses for the operation and maintenance of the public instruction for the school year, and

WHEREAS, we have been advised that, from time to time, because of the timing of the District’s receipt of the funds required to operate and maintain the District’s public instruction, the District has a need to borrow money (the “Cash Flow Needs”); and

WHEREAS, we have been advised that the estimated receipts of the District are sufficient to repay all money borrowed to cover the Cash Flow Needs; and

WHEREAS, we have been presented with documentation in the form of a Taxable Tax and Revenue Anticipation Promissory Note (the “Note”), a form Borrowing Request and various other documents (together, the “Loan Documents”), by which Bank First (the “Bank”) has proposed to provide the District a line of credit of up to Nine Million Dollars (\$9,000,000.00) (the “Loan”) to provide financing for the Cash Flow Needs; and

WHEREAS, we have thoroughly reviewed the Loan Documents; and

WHEREAS, a tax for the operation of and maintenance of the District during the 2024-2025 school year based on the approved budget that included the amount required to pay all interest and principal under the Loan has been voted and shall remain irrevocable as long as the District’s payment obligations under the Loan remain outstanding.

NOW, THEREFORE, BE IT RESOLVED that we determine it is in the best interests of the District to obtain the Loan from the Bank upon the terms and conditions set forth in the Loan Documents.

BE IT FURTHER RESOLVED that, to the extent the District has a policy regarding borrowing with requirements that are not met with respect to the Loan, such policy requirements are hereby waived.

BE IT FURTHER RESOLVED that Jennifer Vyskocil, District Board President, and Brett VandeWalle, District Clerk, or such persons who may then hold those offices, are hereby authorized and directed to execute and deliver to the Bank the Loan Documents and such other documents as they may deem necessary, appropriate or advisable and in the best interest of the District with respect to the Loan, their execution of the same in final form to be conclusive evidence that they deemed such documents and any such changes to be necessary, appropriate and desirable and in the best interests of the District.

BE IT FURTHER RESOLVED that the aforementioned District Board President and District Clerk are hereby authorized, empowered and directed to sign, execute, certify to, verify, acknowledge, deliver, accept, file and record any and all such instruments, agreements and documents and to take, or cause to be taken, any and all action in the name and on behalf of the District, as they shall deem necessary or desirable and in the best interests of the District in order to effect the Loan, and their signatures or such actions taken by them shall be conclusive evidence that they deemed the same to be necessary or desirable and in the best interests of the District in order to effect such purpose.

BE IT FURTHER RESOLVED that at least one of the signatures of the District Board President and District Clerk on the Loan Documents must be an original signature.

BE IT FURTHER RESOLVED that the Note shall remain valid and binding even if after signature, but before delivery of the Note, one or both of the District officers whose signatures appear on the Note have ceased to be officers of the District.

BE IT FURTHER RESOLVED that each and every action taken by the District Board President and District Clerk prior to the date of the meeting at which the borrowing under the Loan is hereby authorized has been ratified, approved, confirmed and adopted by the School Board.

BE IT FURTHER RESOLVED the interest rate to be applied to the note shall be fixed at Six and 75/100 Percent (6.75%) at any time the Loan remains unpaid. Interest on the outstanding principal (amounts drawn and unpaid under the Loan) shall be payable on the first business day of the month.

BE IT FURTHER RESOLVED that all money borrowed under the Loan shall be made pursuant to the Borrowing Request form included in the Loan Documents duly executed by an authorized representative of the District. Each Borrowing Request shall be signed by either the Superintendent of the District or the Assistant Superintendent of the District, who, as of the date of these Resolutions are Kurt Weyers and Keith Lucius, respectively (each an "Authorized Person").

BE IT FURTHER RESOLVED that all of the proceeds of the Loan (the "Loan Proceeds") shall be used to operate and maintain the public instruction of the District in the 2024-2025 school year. None of the Loan Proceeds will be used (directly or indirectly) in a trade or business carried on by any person (other than by a governmental unit). None of the debt service on the Loan is or will be (directly or indirectly): (a) secured by any interest in property used or to be used for a trade or business carried on by any person (other than a governmental unit) or payments in respect of such property; or (b) derived from payments (whether to the District) in respect of property or borrowed money, used or to be used or to be used for a trade or business carried on by any person (other than a governmental unit).

BE IT FURTHER RESOLVED that none of the Loan Proceeds will be used (directly or indirectly) to make or finance loans to persons other than governmental units.

BE IT FURTHER RESOLVED that, under no circumstances shall the aggregate amount borrowed under the Loan exceed one-half of the anticipated receipts for the operation and maintenance of the District for the 2024-2025 school year, as certified by the District Clerk.

BE IT FURTHER RESOLVED that no Borrowing Request shall be submitted to the Bank for an advance under the Loan to be received after June 30, 2025.

BE IT FURTHER RESOLVED that all money borrowed under the Loan shall be paid into the treasury of the District, be entered in an account separate and distinct from all other funds of the District (the "Loan Fund"), the disbursements from which shall be for the purpose for which the Loan is made and for no other purpose, and disbursements from the Loan Fund shall be only upon orders or warrants charged to the Loan Fund and expressing the purpose for which they are drawn.

BE IT FURTHER RESOLVED that, so long as the Loan, or interest thereon, remain unpaid, the aforesaid tax for operation and maintenance of the District (including the amount budgeted to pay interest on the Loan) shall be and continues irrevocable. The District shall segregate in a special fund tax monies and other available revenues received for operation and maintenance of the District sufficient to pay the principal of and interest on the Loan as the same becomes due. That special fund shall be used for the sole purpose of paying the principal of and interest on the Loan. If there shall be insufficient sums in such special fund to meet such payments, the District shall promptly pay the same when due from other monies available in or attributable to the current school year. This covenant specifically includes monies (i.e. deferred tax and state aid payments) attributable to the current school year that are not received prior to the end of the current school year. The District complies with and covenants to continue to comply with the revenue limits set forth in Sections 121.91 and 121.92 of the Wisconsin Statutes.

BE IT FURTHER RESOLVED that the Loan shall be pre-payable in whole or in part by the District at any time without premium or penalty.

BE IT FURTHER RESOLVED that the District Clerk is hereby directed to keep separate records of the drawings, payments and balance outstanding under the Loan.

Adopted this 10th day of July, 2024.

(Signatures follow.)

We hereby certify that the foregoing resolutions were duly adopted at a regularly scheduled and duly noticed meeting of the Board of Education of the Ashwaubenon School District on July 10, 2024.

Jennifer Vyskocil, District Board President

Brett VandeWalle, District Clerk

Action Item: 5

Ashwaubenon School Board

Meeting Date:	July 10, 2024
Issue:	Transfer to Capital Improvement Fund (Fund 46)
Requested By:	Keith Lucius
Attachments:	
Financial and/or Staffing Implications:	
Funding Source:	Projected 2023-24 budget variance.
Explanation:	<p>In case you don't remember, Fund 46 functions like a savings account for building maintenance projects. The fund allows districts to save money for future projects. All funds in Fund 46 are eligible to be spent at any time, but the money can only be spent on facility projects.</p> <p>The monthly budget forecast shows an expected surplus of over \$1.2 million for the 2023-24 school year. Included in the budget is a \$1.1 million in transfer to Fund 46. This means the board could potentially transfer \$2.3 million to Fund 46. The Board has to approve a transfer to Fund 46 in July to have it posted retroactively in June. You have the option to transfer any amount into Fund 46. I recommend at least transferring the \$1.1 million that was budgeted, but you could also transfer any or all of the additional projected surplus.</p> <p>Another consideration is the Fund 10 fund balance. The audit report last year recommended that the District increase our Fund 10 fund balance with a target of at least 15% of expenditures. If the Board increases fund balance by \$800,000 that would put the District in the 15% range. If we keep \$800,000 in Fund 10, that would leave \$400,00 of the projected budget surplus that could be transferred into fund 46. This would be a \$1.5 million (\$1.1 million in budget + 400k in budget surplus) transfer to Fund 46.</p>
Recommendation:	We recommend that the Board authorize a transfer of \$1.1 million to Fund 46 effective June 30, 2024.