

THE SCHOOL DISTRICT OF STURGEON BAY
Regular Board of Education Meeting
Wednesday, April 21, 2021

*As noted in Board Policy 0166 - Agenda, each agenda shall contain the following statement:
"This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in the agenda."*

7:00 P.M. Board of Education Meeting

Sturgeon Bay High School Library

CALL TO ORDER:

1. Pledge of Allegiance
2. Roll Call
3. Motion to Adopt Agenda

PUBLIC PARTICIPATION SECTION—ALSO KNOWN AS AUDIENCE TO VISITORS AND DELEGATIONS *(As noted in Board Policy 0167.3 Public Participation at Board Meetings)*

RECOGNITION:

1. Employee Recognition – As noted last month, we will continue with our retiree recognition this month. In March, we recognized our teachers retiring at the end of the year. This month we will recognize two teachers who retired at the end of first semester and three staff members who will be retiring in June.
 - a. Linda Mirkes, Ann Quale
 - b. Colleen Elliott, Mary Nickel, and Bob Nickel
2. Board Member recognition – We have three members departing at the end of their terms this month: Teri Hooker, Amy Stephens, and Keith Miller.

STUDENT COUNCIL REPORT

CONSENT AGENDA:

1. Approve Minutes
 - a. Regular meeting of March 17, 2021
Reminder: There was no April 7, 2021 Learning Session due to Sawyer Principal Interviews.
2. Approve March Bills
3. Accept Grants and Donations
4. Approve Resignations and Retirements

OPERATIONS AGENDA:

1. Consent Agenda items requiring attention (if any)
2. Filing of Oath of Office by Newly Elected Board Members – The new terms of office begin April 26, 2021 (the 4th Monday in April).
3. Appoint Delegate to the CESA #7 Annual Convention
4. Designation of a Presiding Officer from April 26, 2021 until the Annual Board Reorganization in the May 19, 2021 Regular Board of Education Meeting
5. Annual Review of the Salary and Supplemental Pay Guide (informational item)
6. Approve Individual Teacher Contracts

7. Approve School Psychologist
8. Approve Kindergarten Teacher
9. Approve Primary Related Arts Teacher
10. Approve 5th Grade Teachers
11. Approve Sawyer Elementary School Principal
12. Approve 2021-2022 Youth Apprenticeship Services Agreement
13. Approve Purchase of Front-of-the-Classroom Displays
14. Approve Roof Replacement Project
15. Approve Replacement Lawn Mower
16. Approve Replacement High School Floor Scrubber
17. Reports:
 - a. Legislative
 - b. CESA
 - c. Committee/Seminars
 - d. Administrative
 - i. High School
 - ii. Middle School
 - iii. Sunrise Elementary Schools
 - iv. Sunset and Sawyer Elementary Schools; Teaching & Learning
 - v. Special Education/Pupil Services
 - vi. Technology
 - vii. Business Manager
 - viii. Food Service
 - ix. Community Engagement
 - x. Other
 - e. Superintendent

18. Closed Session –

- a. 19.85(1) (c) Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.
 - i. Teacher increases not covered by ladder advancement
 - ii. Compensation Request from a Professional Staff Member
 - iii. Review of Staff Evaluations for Nomination of 2021 Hervey Hauser Award
 - iv. Review of Administrative Staffing & Structure for 2021-2022 and 2022-2023Action may take place in closed session on closed session's topics.
- b. Return to open session

19. Adjourn

NOTE: This notice may be supplemented with additions to the agenda that come to the attention of the board prior to the meeting. If there are changes, a final agenda will be posted and provided to the media no later than 24 hours prior to the meeting or no later than 2 hours prior to the meeting in the event of an emergency.

To: Board of Education
From: Dan Tjernagel
Date: April 13, 2021
RE: Background Information for the April 21, 2021 Meeting

CONSENT AGENDA:

1. Approve Minutes

a. Regular meeting of March 17, 2021

Reminder: There was no April 7, 2021 Learning Session due to Sawyer Principal Interviews.

A motion to approve the minutes is recommended.

2. Approve March Bills

A motion to approve the bills from last month is recommended.

3. Accept Grants and Donations – Door County Medical Center donated \$500 to the 800-gram Health Eating Challenge.

Last month food service was the recipient of memorial donations from the recently deceased, Esther Eshelman. <https://www.huehnsfuneralhome.com/obituary/Esther-Eshelman>

Jenny Spude received the following donations to support financially struggling SBSB families pay off overdue lunch balances in honor and in memory of Esther Fae (Bennett) Eshelman. Esther believed all children should be fed, not be hungry and have ample food supplies at home.

Gregory or Roberta Naples	100
Starr Bros, Inc	100
Robert or Mary Nickel	25
Kenneth or Dianne Guldenpfennig	50
The estate of Esther Eshelman	1000
Anonymous Donation	300

A motion to approve the donations and to thank everyone associated with providing this support to our district and young people is recommended.

4. Accept Resignations and Retirements – Erik Tauschek has resigned from his position as head girls basketball coach. Tia Jackson has resigned from her position as assistant girls basketball coach. Dawn Schrader has resigned from her teacher associate position at Sunset Elementary School (effective the third week of April). Cliff Wind has resigned as the advisor for Future Teachers of America. Colleen Elliott will retire from her position as the Administrative Assistant at Sunrise Elementary School at the end of the current school year. A motion to accept their resignations and retirement, as well as thank them for their service to our students and student-athletes is recommended.

OPERATIONS AGENDA:

1. **Consent Agenda items requiring attention** (if any)

This is a standing agenda item and utilized only if needed.

2. **Filing of Oath of Office by Newly Elected Board Members** – The new terms of office begin April 26, 2021 (the 4th Monday in April).

The Board of Canvassers met last Friday afternoon. This is a required step that verifies election results. The group's canvass of the results provided to the district did indeed match what was reported previously.

The new terms of office begin April 26, 2021 (the 4th Monday in April).

Board Clerk Tina Jennerjohn will administer the Oath of Office and swear in the elected Board of Education members so they are ready to begin their service next week. Damion Howard, Angie Kruse, and Roger Wood will serve three-year terms expiring in April of 2024.

3. **Appoint Delegate to the CESA 7 Annual Convention**

Each Board of Education has a "statutory duty to appoint a member as its representative for the purpose of determining the composition of the board of control and (2) to cause a convention to be convened in accordance with s. 116.02 Wis. Stats."

The delegate convention will be held on Wednesday, May 12, 2021 at 6:30 P.M. at CESA 7 (595 Baeten Road) in Meeting Room C.

A motion to appoint a representative to the CESA 7 annual convention is recommended.

4. **Designation of a Presiding Officer from April 26, 2021 until the Annual Board Reorganization in the May 19, 2021 Regular Board of Education Meeting**

As some of us had discussed previously, our President and Vice-President will be leaving the Board at the end of their terms of service this month. Board Policy 0151.1 – Annual Board Reorganization Meeting requires the meeting to occur after the new terms of office have begun:

"The Board of Education shall hold an annual reorganization meeting on or within thirty (30) days after the fourth Monday in April. The meeting shall be called to order by the ranking officer of the preceding Board who shall serve as presiding officer until the election of the Board President."

As we reviewed the night of our March 17 Board meeting, Board Policy also has a mechanism in case neither the President nor Vice-President are available to preside over a meeting. *As per Board Policy 0163 – Presiding Officer:*

"The President shall preside at all meetings of the Board. In the absence, disability, or disqualification of the President, the Vice-President shall act instead; if neither person is

available, any member shall be designated by a plurality of those present to preside. The act of any person so designated shall be legal and binding.”

By acting tonight to designate a Board member to serve as the Presiding Officer from April 26, 2021 until the Annual Board Reorganization meeting in the May 19, 2021 Board meeting, we will have someone to Call the Meeting to Order and perform the other tasks needed for us to hold the May 5, 2021 Learning session and the May 19, 2021 Regular Board meeting—as well as any special meetings that may arise. Then when we get to the Annual Board Reorganization portion of the May 19, 2021 meeting, we’ll be able to elect members of the Board to the appropriate offices and move forward accordingly as we do every year.

A motion to designate a board member as our presiding officer from April 26, 2021 until the Annual Board Reorganization in the May 19, 2021 Regular Board of Education Meeting is recommended.

5. **Annual Review of the Salary and Supplemental Pay Guide** (informational item)

The Board approved the Salary and Supplemental Pay Guide as our printed version of our faculty compensation model beginning with the 2015-2016 school year. This followed two years of study, the examination of 21 other district plans, and a number of meetings with the committee comprised of teacher representation from each school building, the Board of Education, and the administration.

Page three of the guide states: “Annually an assessment of the current framework will be conducted to determine impact, functionality, and financial sustainability. The review will be conducted by a district team under the leadership of the superintendent.” The section goes on to reference the key concepts which led us to the current plan, as well as the ability of the plan to take into account priority areas, and also be sustainable—not only because of our obligation to be fiscally responsible, but because there were concerns about some of the plans studied and if they would be sustainable or not.

This year, the Compensation Committee is meeting on Thursday, April 15 in the middle school commons, after having to utilize an electronic approach in spring of 2020. I plan to share the notes from the review with the full Board, although am assuming they will not be included in the Board meeting packet due to the timing of the meeting. Board members who have been involved in past review sessions can attest to the fact that this dialogue has been helpful in examining things that can be addressed through the annual Salary and Supplemental Pay Guide document or other Board action.

Teachers at the top of the salary ladder would not receive compensation beyond what is described in the Professional Staff Salary and Supplemental Pay Guide, unless specific action is taken. In the past, we have addressed this through one-year longevity stipends or adding a new top rung to the ladder. This topic is on the list for discussion later in the evening, and I also added some notes with the next agenda item.

No action is required on this particular agenda item.

6. Approve Individual Teacher Contracts

The State of Wisconsin requires returning teacher contracts to be issued by May 15 of each year. The current plan is to have returning teachers continue to the next step of the salary ladder, with no changes to the ladder currently planned for the 2021-2022 school year.

Based upon discussions from past years and as noted in the previous agenda item, we still want to address teachers at the top of the salary ladder and can do so later in the evening. With the seventh night of principal interviews planned for tomorrow night (as I type this on April 12) the Board has not had additional discussion this year as part of the learning sessions that typically fall in March and April, but were cancelled due to all the interviews. As we look to the future, and as was stated last year, it would certainly be nice to simplify this part of the process. As a quick review, here are a couple of the potential ideas from last year:

- Utilizing some sort of “longevity multiplier” that could take into account the total years of service for someone who is at the top of the salary ladder and award some additional payment or cost-of-living increase could have merit. In years when a new “top rung” is not added this could be helpful.
- Utilizing some sort of cost-of-living increase that is based on Consumer Price Index (CPI) data in a given year could also have merit.

Returning teachers are those teachers who are not leaving by retiring or resigning at the mid-year or end of the school year. Additionally, returning teachers are not teachers whose positions are not continuing next year either because of being a temporary position or because the position is being eliminated.

A motion to approve individual teacher contracts for all returning teachers is recommended.

(And as another reminder, teachers at the top of the salary ladder will be discussed later in the evening.)

7. Approve School Psychologist

The search process is underway, but no formal recommendation is available as of the preparation of the meeting packet.

A recommendation to hire a School Psychologist is anticipated.

8. Approve Kindergarten Teacher

The search process is underway, but no formal recommendation is available as of the preparation of the meeting packet.

A recommendation to hire a Kindergarten teacher is anticipated.

9. Approve Primary Related Arts Teacher

The search process is underway, but no formal recommendation is available as of the preparation of the meeting packet.

A recommendation to hire a Primary Related Arts teacher is anticipated.

10. Approve 5th Grade Teachers

The search process is underway, but no formal recommendation is available as of the preparation of the meeting packet.

A recommendation to hire two 5th grade teachers is anticipated.

11. Approve Sawyer Elementary School Principal

The search process is underway, but no formal recommendation is available as of the preparation of the meeting packet. We have three finalists scheduled to return from the finalist round of interviews tomorrow evening (April 13).

A recommendation to hire a Sawyer Elementary School Principal is anticipated.

12. Approve 2021-2022 Youth Apprenticeship Services Agreement

The Youth Apprenticeship Services Agreement and Affiliation Agreement are in the meeting packet. In a nutshell, Luxemburg-Casco has been a key driver with the Ahnapee Youth Apprenticeship Program and its expansion in Kewaunee and Door Counties. The Door County Economic Development Corporation (DCEDC) has become a key partner and employs Erin O'Toole as the coordinator in Door County.

The Wisconsin Department of Workforce Development (DWD) has a grant program that supports youth apprenticeships. Approximately \$900 per student is awarded. First the dollars go to pay for the salary and benefits of the DCEDC employee/coordinator, then the remaining proceeds are distributed to the participating school districts based on the number of students participating. If you want additional detail, you can consult the service agreement—I used the top of page one for the summary in this paragraph.

A motion to approve the 2021-2022 Youth Apprenticeship Service Agreement is recommended.

13. Approve Purchase of Front-of-the-Classroom Displays

From Director Sterckx:

Current classroom displays have reached the end of their lifespan. Displays are failing regularly, and we can no longer find replacement parts to fix them. The district would like to move forward with a SMART Panel refresh starting at the elementary levels and newly renovated spaces.

Director Sterckx began having conversations with classroom teachers regarding front of the classroom display needs mid-October. Through work with solution providers, Technology Mentors, the Admin team, and classroom teachers the Department of Technology is recommending current SMART boards are replaced with SMART Panels.

It is recommended to replace all displays at Sawyer, Sunrise, and newly renovated spaces at all buildings for a total of 53 displays. Additional details can be found in the meeting packet. It is important to note the two quotes provide costs for 38 displays. At this time, Director Sterckx is awaiting updated quotes to reflect the need of 53 displays. The costs of the displays will be funded by the Department of Technology. Director Sterckx will also pursue grant opportunities.

The following items are included in the meeting packet:

- Technology Acquisition Form (t.ly/yLt3)
- Product Quote from Tierney Brothers
- Product Quote from AVI Systems
- SMART Panel Product Guide
- Background Presentation

A motion to approve the purchase of elementary front-of-the-classroom displays for a total not to exceed \$283,332.95 is recommended.

14. Approve Roof Replacement Project

John Sullivan and Jake Holtz will assemble the information associated with this request and recommendation.

A motion to approve a roof replacement project for the summer of 2021 is recommended.

15. Approve Replacement Lawn Mower

John Sullivan and Jake Holtz will assemble the information associated with this request and recommendation.

A motion to approve a replacement lawn mower is recommended.

16. Approve Replacement High School Floor Scrubber

John Sullivan and Jake Holtz will assemble the information associated with this request and recommendation.

A motion to approve a replacement high school floor scrubber is recommended.

17. Reports

18. Closed Session

- a. 19.85(1) (c) Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility.
 - i. Teacher increases not covered by ladder advancement
 - ii. Compensation Request from a Professional Staff Member
 - iii. Review of Staff Evaluations for Nomination of 2021 Hervey Hauser Award
 - iv. Review of Administrative Staffing & Structure for 2021-2022 and 2022-2023Action may take place in closed session on closed session's topics.
- b. Return to open session

19. Adjourn

March 17, 2021

Dear Mr. Meikle and Mr. Nickel,

This letter is to inform you of my resignation from the Girls Varsity Basketball Head Coach position.

Thank you for giving me this coaching opportunity. If you need to contact me at all regarding this decision, please call me at (920)-639-9527 or email me at etauschek@sbsdmail.net.

Thank you,

Erik Tauschek

March 12, 2021

Tia Jackson

920.495.6611

Tia.jandrin@gmail.com

Mr. Meikle, Mr. Nickel and Mr. Tjernagel:

Please accept this letter as a formal notice that I am resigning from the position of Assistant Varsity Coach for the Girls' Basketball Program at Sturgeon Bay High School on March 19th, 2021. I am stepping away to spend more time with my growing family and know I will not be able to give the time and effort that the girls, school and program deserve.

I appreciate the opportunities, support and memories that you have given me over the last few years.

Go CLIPPERS,

A handwritten signature in cursive script that reads "Tia Jackson".

Tia Jackson

April 12, 2021

Brian O'Handley, Principal
Sunrise Elementary School
1414 Rhode Island St
Sturgeon Bay WI 54235

Dear Brian,

I'm writing to officially let you know that I plan to retire from the Sturgeon Bay School District after the current school year. My last day will be Friday, June 11.

Throughout the last 23 years I have been blessed to work with a tremendous group of teachers, associates and support staff. Their dedication to the children and families of Sturgeon Bay has been my pleasure to watch and support. And I can honestly say that I've never had a dull day!

I will miss my Sunrise family and wish you all the best. Now on to new adventures!

With warm regards,

A handwritten signature in cursive script that reads "Colleen Elliott". The signature is written in black ink and is positioned above the printed name.

Colleen Elliott

Youth Apprenticeship Services Agreement

This Youth Apprenticeship Services Agreement is made as of the 1st day of July, 2021 (the "Effective Date"), by and among LUXEMBURG-CASCO SCHOOL DISTRICT ("**Agent**"), STURGEON BAY SCHOOL DISTRICT ("**the District**") and DOOR COUNTY ECONOMIC DEVELOPMENT CORPORATION ("**DCEDC**"). Agent, the District and DCEDC are each referred to as a "Party," and together, as the "Parties."

RECITALS

- A.** Agent has received a youth apprenticeship grant from the Wisconsin Department of Workforce Development ("DWD") (the "Grant") to support a youth apprenticeship program for the benefit of the District and its participating students (the "Program") for the school year beginning July 1, 2021 and ending June 30, 2022.
- B.** The Grant provides funds to Agent to support the supervision of students in the Program, currently, with \$900 allocated to each participating student (the per student funds may vary year to year based on funding from DWD).
- C.** Agent has formed a consortium of interested parties, including Agent, DWD, participating school districts and DCEDC (the "Consortium") to administer, deliver the Services, as defined below, and benefit from the Services.
- D.** The District desires to join or continue its participation in the Consortium and obtain the benefits of the Program.
- E.** The Parties desire that DCEDC provide youth apprenticeship coordination and day-to-day supervision of the Program for the 2021-2022 grant year (the "Services").
- F.** The Parties desire to set forth the terms by which the Grant will be apportioned, administered and used.

NOW, THEREFORE, for good and valuable consideration, the receipt and sufficiency of which are acknowledged, the Parties agree as follows:

1. ALLOCATION OF GRANT FUNDS. The per student proceeds of the Grant shall be distributed as follows: Agent will reimburse DCEDC for salary and benefits of the DCEDC employee(s) designated to deliver the Services as provided in the service agreement in DCEDC. Any remaining per student proceeds will be distributed to the participating school districts in Door County on a prorata basis according to the number of Program students placed in each participating school district.

2. USE OF GRANT FUNDS.

(a) Approved Uses. DCEDC and the District shall use Grant funds as authorized under Wis. Stat. Section 20.445(1)(e) and in accordance with Wis. Stat. Section 106.13, for the following activities, which include the Services:

(i) Coordination activities:

- (A)** Coordinating youth apprenticeship activities within and among participating school districts, postsecondary institutions, employers, and Registered Apprenticeship Training Representatives;
- (B)** Coordinating secondary and postsecondary education and related instruction for the students;
- (C)** Coordinating overall school-based and work-based learning for youth apprentices;
- (D)** Recruiting students to participate in the Program;
- (E)** Recruiting employers to provide training and supervision for youth apprentices;
- (F)** Monitoring the progress of youth apprentices; and
- (G)** Providing materials and tools needed by the Program Coordinator to provide marketing and/or training for employers, students, parents and other stakeholders, e.g., portable A/V equipment, table top displays.

(ii) Student support:

- (A) Providing the required related instruction for the youth apprentices (may include educational software license). Classes or software used by both youth apprenticeship and non-youth apprenticeship students must be prorated by the number of youth apprenticeship students compared to total class enrollment/software usage; and
- (B) Support services for participating students, including safety gear and other items necessary to start employment, as needed on an individual student basis.

(b) Prohibited Uses. DCEDC shall not use the Grant funds and shall not be reimbursed for any of the following:

- (i) Youth apprentice wages, fringe benefits, stipends or direct cash assistance;
- (ii) Classroom instruction for non-youth apprenticeship students;
- (iii) Paying for equipment for participating employers;
- (iv) Purchase of classroom materials;
- (v) Purchase or repair of vehicles;
- (vi) Transportation for students to and from worksites or related instruction sites;
- (vii) Out-of-state travel for staff or students;
- (viii) Paying or reimbursement of staff or student costs for conferences, workshops, memberships that do not directly benefit the Program;
- (ix) Providing funds directly to a business or employer;
- (x) Such other uses that are incompatible with the terms of the Grant or applicable law.

3. DCEDC RESPONSIBILITIES: DCEDC will provide services in the form of staffing to support the Program for the District, which in no event shall result in a ratio of staff persons to students of less than 1:60. The Services to be provided by DCEDC shall include:

- (a) provide leadership in youth apprenticeship;
- (b) coordinate the Program under the guidance of Agent for the District;
- (c) coordinate marketing and build strategic relationships with parents, students, employers, higher education, and community organizations in Door County;
- (d) conduct successful employer mentor training for employers in Door County;
- (e) recruit high school students in the District for the Program;
- (f) provide mentorship in resume writing, interviewing, career pathways, registering youth apprenticeships, student schedules and related high school courses;
- (g) enter student information into the DWD database and fill out appropriate forms/reports in a timely fashion;
- (h) provide support to the District in job coaching, conflict resolution, student evaluation, policy and safety management; and ensure student success through developing a safe and engaging learning environment, resolving student and faculty conflict and modeling customer service.

All Services will be performed in a competent fashion in accordance with applicable standards and all services are subject to final approval by Agent prior to payment.

4. DISTRICT RESPONSIBILITIES: The District shall:

- (a) identify students who will be participating in the Program;
- (b) coordinate with Agent and DCEDC regarding all aspects of the Program that Agent or DCEDC reasonably determine requires such coordination;
- (c) provide a safe and appropriate environment at all times when the Services are being delivered upon District facilities; and
- (d) promptly report to DCEDC and Agent any complaints regarding the performance of the Services or the Program.

5. AGENT RESPONSIBILITIES: Agent shall:

- (a) serve as a liaison between DWD and the other Parties;
- (b) coordinate issues of general significance to the Consortium; and

(c) administer Grant funds according to the terms of this Agreement.

6. GENERAL RESPONSIBILITIES: All of the Parties will abide by the Program requirements as set forth in Attachment 1, Assistant Regional Youth Apprentice Job Description, Attachment 2, RFP Youth Apprentice Guidelines (Wisconsin Youth Apprenticeship Manual), both of which are incorporated into this Agreement by this reference.

7. PAYMENT: DCEDC shall submit quarterly invoices (November, January, March and June) for services rendered. Agent shall pay the amount due pursuant to this Agreement within 30 days of the receipt of invoices by Agent. If Agent makes a payment to DCEDC that is not reimbursed by DWD, Agent may recoup such unreimbursed payment from DCEDC. Such recoupment may be by offset of any sums then or in the future due to DWD.

8. TERM: This Agreement shall commence on the Effective Date, unless sooner terminated as provided below, shall continue through June 30, 2022.

9. CONFIDENTIALITY: In the course of performing services, the Parties may receive or be privy to information Agent or the District may consider confidential or is protected as confidential or privileged by law or Agent or District policies. This information may include, but is not limited to, information pertaining to individual school districts, including student records, health records or other information the Parties should reasonably know is confidential. The Parties shall keep all such information confidential and shall not disclose it to anyone other than appropriate Agent or District personnel. A Party shall not share confidential information of one Party with any other Party, absent consent by the Party that owns or controls such confidential information. The foregoing notwithstanding, a Party may divulge confidential information if it is required to do so by legal process, provided, however, the disclosing Party shall promptly notify the Party whose confidential information is subject to disclosure pursuant to such legal process and shall not divulge such information until the Party whose confidential information is subject to disclosure has had a reasonable opportunity to prevent or limit disclosure of that confidential information.

10. INSURANCE:

(a) **By DCEDC:** DCEDC shall maintain general liability insurance in coverage amounts of not less than \$1,000,000 per occurrence and \$2,000,000 aggregate, automobile liability in the same amounts, workers' compensation and employer's liability insurance in amounts carried by entities similar to DCEDC. All such insurance shall be written by insurance companies acceptable to the District and Agent, shall name the District, Agent and their respective board members, directors, officers, employees, agents their successors and assigns as additional insured, and shall not be cancellable except on 30 days' notice to Agent and the District. DCEDC shall provide Agent and the District with certificates of insurance demonstrating continuing compliance with the requirements of this section.

(b) **By the District:** The District shall maintain general liability insurance in coverage amounts of not less than \$1,000,000 per occurrence and \$2,000,000 aggregate, automobile liability in the same amounts, workers' compensation and employer's liability insurance in amounts carried by school districts similar to the District. All such insurance shall be written by insurance companies acceptable to DCEDC and Agent, shall name the DCEDC, Agent and their respective board members, directors, officers, employees, agents their successors and assigns as additional insured, and shall not be cancellable except on 30 days' notice to DCEDC and Agent. The District shall provide Agent and DCEDC with certificates of insurance demonstrating continuing compliance with the requirements of this section.

(c) **By Agent:** Agent shall maintain general liability insurance in coverage amounts of not less than \$1,000,000 per occurrence and \$2,000,000 aggregate, automobile liability in the same amounts, workers' compensation and employer's liability insurance in amounts carried by school districts similar to Agent. All such insurance shall be written by insurance companies acceptable to DCEDC and the District, shall name the DCEDC, the District and their respective board members, directors, officers, employees, agents their successors and assigns as additional insured, and shall not be

cancellable except on 30 days' notice to DCEDC and the District. Agent shall provide the District and DCEDC with certificates of insurance demonstrating continuing compliance with the requirements of this section.

11. INDEMNIFICATION:

- (a) Indemnification by DCEDC.** Subject to the limitations set forth in Section 13 below, DCEDC shall indemnify, hold harmless and defend Agent and the District and their respective board members, officers, employees, students, agents and invitees of and from all demands, damages, costs, fees, including actual attorney fees, judgments, awards and any other sums payable or claimed to be payable and arising out of any negligent act of DCEDC, its board members, officers, employees, invitees and agents when any of the same are acting within their official capacities, and any breach of this Agreement by DCEDC.
- (b) Indemnification by the District.** Subject to the limitations set forth in Section 13 below, the District shall indemnify, hold harmless and defend Agent and DCEDC and their respective board members, officers, employees, agents and invitees, and, as to Agent, students, of and from all demands, damages, costs, fees, including actual attorney fees, judgments, awards and any other sums payable or claimed to be payable and arising out of any negligent act of the District, its board members, officers, employees, invitees and agents when any of the same are acting within their official capacities, and any breach of this Agreement by the District.
- (c) Indemnification by Agent.** Subject to the limitations set forth in Section 13 below, Agent shall indemnify, hold harmless and defend the District and DCEDC and their respective board members, officers, employees, agents and invitees, and, as to the District, students, of and from all demands, damages, costs, fees, including actual attorney fees, judgments, awards and any other sums payable or claimed to be payable and arising out of any negligent act of Agent, its board members, officers, employees, invitees and agents when any of the same are acting within their official capacities, and any breach of this Agreement by Agent.
- (d) Notice and Defense of Claims.** The Party seeking indemnification shall promptly, and in no event at a time that would prejudice the indemnifying Party, notify the indemnifying Party of the existence of any claim for which the indemnified Party is seeking indemnity. Defense of any indemnifiable claim shall be by a law firm acceptable to the indemnified Party and paid for by the indemnifying Party. The indemnified Party may hire attorneys to participate in defense of any such claim; provided, however, the indemnified Party shall pay for the fees of such attorneys, unless, in the reasonable determination of the indemnified Party, the attorneys hired by the indemnifying Party fail to provide an adequate defense to the claim, in which case, the indemnifying Party shall pay such fees. The indemnifying Party shall seek the consent of the indemnified Party for any settlement into which the indemnifying Party desires to enter, which consent shall not be unreasonably withheld. If consent to a settlement that will not expose the indemnified Party to any residual or continuing liability is not approved by the indemnified Party, the indemnifying Party shall have no further obligation to indemnify as to the particular claim subject to the demand for indemnification.

12. WAIVER OF SUBROGATION: To the extent of the existence of valid and enforceable insurance coverage on the part of each of the Parties, but only to the extent of collectible insurance, the Parties each release and discharge each other from all claims and liabilities arising from or caused by any hazard covered by insurance for negligence on the part of the Parties, regardless of the cause of the damage or loss.

13. LIMITATION OF DAMAGES: Except as to their respective indemnification obligations, no Party will be liable to the other for any consequential, incidental, indirect, exemplary or punitive damages. Any Party that is a municipality reserves all rights to the immunity and damage limitations afforded to it under applicable law, including, without limitation, s.893.80 of the Wisconsin Statutes.

14. RELATIONSHIP OF PARTIES/NO AGENCY: No Party shall make any representations, warranties, commitments or agreements on behalf of any other Party or have the authority to bind any other Party to any amendment, renewal or other modification of this Agreement, the Parties being independent contractors. Use of the term "Agent" in identifying Luxemburg-Casco School District is for convenience only. Agent shall not have authority to bind DWD to any terms outside the scope of this Agreement.

15. DUE AUTHORITY: The Parties each represent and warrant that they have the absolute legal right to enter into this Agreement and to perform their respective obligations hereunder in accordance with its terms without

violating the rights of others or any applicable law and that they have not and shall not become a party to any other agreement of any kind that conflicts with this Agreement.

16. EVENTS OF DEFAULT. The following shall constitute Events of Default under this Agreement:

- (a) Failure to Make Payment.** Agent fails to make payment to DCEDC when and as due and such failure continues for a period of 30 days after notice from DCEDC;
- (b) Failure of Other Performance.** Any Party fails to perform any of its obligations under this Agreement and such failure continues for 30 days after notice from another Party, provided, however:
 - (i)** if the failure is of a nature that does not result in the threat of imminent harm to persons or property, the non-performing Party shall have a period of up to 30 days in addition to the initial 30 days' notice, if the non-performing Party promptly commences cure within and diligently pursues cure thereafter; but
 - (ii)** if the failure to perform results in a threat of imminent harm to persons or property, or the failure is a failure to maintain required insurance or provide proof of the maintenance of such insurance, the other Party or Parties may suspend their own performance and the right of the non-performing Party to perform under this Agreement until the failure is cured to the satisfaction of the other Party or Parties in their sole discretion;
- (c) Insolvency.** A Party ceases to exist or admits an inability to pay its debts when they come due; or
- (d) Repeated Non-Performance.** Irrespective of cure of any prior failure of performance, a Party fails to perform any of its obligations and in a period of 12 months receives more than two notices under this Section 14.

17. REMEDIES. In case of the occurrence of an Event of Default, the other Parties may terminate this Agreement immediately upon notice to the defaulting Party and may seek any remedies available to the non-defaulting Parties at law or in equity, with all remedies being cumulative.

18. WAIVER: Failure to invoke any right, condition, or covenant in this Agreement by any Party shall not be deemed to imply or constitute a waiver of any rights, condition or covenant and neither Party may rely on such failure, except to the extent such waiver is in writing and explicitly waives the right, condition or covenant that could have been invoked. No past waiver shall constitute a waiver of any present or future default, nor shall any waiver of one right, condition or covenant constitute a waiver of any other right, condition or covenant.

19. NOTICES: Any notice or communication permitted or required by this Agreement shall be deemed effective when personally delivered or 2 days after deposit, postage prepaid, in the first class mail of the United States properly addressed to the appropriate Party at the address set forth below:

To Agent:

Luxemburg-Casco School District
512 Center Drive
Luxemburg, WI 54217
Attn: Administrator

To DCEDC:

Door County Economic Development Consortium
185 East Walnut Street
Sturgeon Bay, WI 54235
Attn: Executive Director

To the District:

Sturgeon Bay School District
1230 Michigan Street
Sturgeon Bay, WI 54235
Attn: Superintendent

The foregoing addresses shall be presumed correct until notice of a different address is given according to this section.

20. MISCELLANEOUS:

- (a) **Severability.** If any provision of this Agreement is held by a court of competent jurisdiction to be unenforceable, the remainder of the Agreement shall remain in full force and effect and shall in no way be impaired.
- (b) **Entire Agreement and Amendments.** This Agreement constitutes the entire agreement of the Parties with regard to the subject matter hereof, and replaces and supersedes all other agreements or understandings, whether written or oral. No amendment or extension of this Agreement shall be binding unless in writing and signed by all of the Parties.
- (c) **Binding Effect, Assignment.** This Agreement shall be binding upon DCEDC and shall inure to the benefit of Agent and the District and their respective successors and assigns. Nothing in this Agreement shall be construed to permit the assignment by DCEDC of any of its rights or obligations hereunder, and such assignment is expressly prohibited without the prior consent of the Agent and the District.
- (d) **Interpretation.** The rule of contract construction interpreting ambiguous contracts against their drafters shall not apply to this Agreement.
- (e) **Governing Law.** This Agreement shall be governed by the laws of the State of Wisconsin.
- (f) **Exclusive Venue.** The exclusive venue for any legal proceeding involving the negotiation, drafting, interpretation or enforcement of this Agreement shall be the circuit court for Door County, Wisconsin, all other venues being waived.
- (g) **Counterparts and Signatures.** This Agreement may be signed in counterparts. Photocopied, electronic and PDF signatures shall have the same effect as original signatures.

WHEREFORE, the Parties have caused this Youth Apprenticeship Services Agreement to be executed effective as of the date first written above.

**AGENT:
LUXEMBURG-CASCO SCHOOL DISTRICT**

By: _____ Date: _____
Glenn Schlender, Superintendent

**DCEDC:
DOOR COUNTY ECONOMIC DEVELOPMENT CORPORATION**

By: _____
Steve Jenkins, Executive Director

Date: _____

**THE DISTRICT:
STURGEON BAY SCHOOL DISTRICT**

By: _____
School Board President

Date: _____

By: _____
School Board Clerk

Date: _____

By: _____
Dan Tjernagel, Superintendent

Date: _____

**YA School District Affiliation Agreement
(2021-22 Fiscal Year)**

Affiliation Agreements are required to be completed by the time of application submittal. They must be maintained in the consortium's records and will be monitored during DWD's annual monitoring. They should not be sent in as part of the grant application.

School District Responsibilities

The following activities, assured by the school district superintendent, are expected to be performed by staff in the district's schools participating in the YA partnership.

1. Assist in recruiting students. Distribute promotional materials to potential YA students and parents.
2. Coordinate and/or attend informational meetings with school staff, students, parents, and community organizations.
3. Serve as the program liaison with the YA consortium coordinator and attend regularly scheduled meetings as requested.
4. Meet with the YA students on a regular basis.
5. Maintain student records for local and state reporting.
6. Oversee the academic grades and graduation status of the YA student.
7. Assist the YA consortium coordinator in recruiting job sites and mentors as requested.
8. Per PI 26.04, document the successful completion of Youth Apprenticeship courses on official student transcripts.

Name of YA Consortium: Ahnapee Youth Apprenticeship Program

Name of School District: Sturgeon Bay School District

High School Name	School-based Coordinator Name	Anticipated Program Cluster	Anticipated # Students 2021 -22	
			Returning Level Two	New
Sturgeon Bay	Erin O'Toole	All	2	20

Totals:			2	20

Terms of Affiliation Agreement

Describe the specific understanding between the school district and consortium as to the circumstances for recruitment and YA employment of students through this consortium (i.e. specific programs; process for student recruitments, etc.) If the school district will receive funds from the consortium, or vice versa, describe the consortium's rules for how these funds are distributed, such as the amount received and whether it is awarded for enrolling or completing the student. If the school district is partnering with multiple consortiums, specifically outline how the school district will determine which consortium receives credit when a school district enrolls a student, and how this would impact funding arrangements.

Please see attached MOU of understanding .

Signatures:

School District Superintendent _____ Date _____

Print Name: _____

Consortium Coordinator _____ Date _____

Print Name: _____

Technology Acquisition Form

(TAF # 20.21.048)

for Hardware, Software, and Accessories - Updated October 2020

Proposed Purchase	SMART Panels for Sawyer and Sunrise
-------------------	-------------------------------------

Requestor - Complete **ALL** sections, marking N/A if not applicable.

Section A: Informational

	Before filling out this document, the requestor will consult the building administrator for preliminary approval based on intended connection to the curriculum and how the technology will enhance student learning.
Is a TAF Needed?	This form is to be used for new technology requests with a funding source other than the general technology replacement fund (such as a school activity or fundraiser funds, Donors Choose, PTO, donations, etc.).
Purchasing Guidelines	iPad acquisitions received through Donors Choose are to be surrendered for set-up by the Department of Technology and are subject to a minimum of a 31 day hold before being released to the assigned user.

TAF Facilitator:	Amy Sterckx
Project Facilitator:	Ann Smejkal and Brian O'Handley
Requestor & Role:	Amy Sterckx - Director of Technology
School:	Sawyer & Sunrise
Application Date:	3/31/2021
Budget Year:	2020-2021
Funding Source:	Department of Technology
Date Funds are Available:	Now
Ticket Number - Future Use:	NA
PO Number:	

Technology Acquisition Form

Curricular Connection / Curriculum Standards Alignment / Justification:

Current classroom displays have reached the end of their lifespan. Displays are failing regularly and we can no longer find replacement parts to fix them. The district would like to move forward with a SMART Panel refresh starting at the elementary levels and newly renovated spaces.

Educational program name and grade level: EC-5 Classrooms

What is the plan for replacement and repairs? All replacement and repairs will be at the discretion of the original budget holder. Please contact the original purchaser for assistance with repairs

Section B:	\$
Section C:	\$
Budget/Total Cost:	\$283,332.95

Completed by Requestor

Section B: Hardware, Software, Training, and Accessories - Include ALL hardware, software, accessories, and/or warranties to be purchased. Software purchases may require an additional approval form.

Qty	Item (Make, Model) If the item is new to the district, please include a link to a website.	Unit Price	Extended Price	Account # (or other, named funding source)	Quote
53	SMART 6275 Panel with included wall mount. <ul style="list-style-type: none"> • SW - 25 displays • SR - 18 displays • HS - 10 displays On site roughly 5 weeks after ordering.	\$3,856.00	\$204,368.00	Department of Technology Grant Opportunities	Tierney Quote AVI Quote
53	OPS PC Module - i5 Processor	\$695.00	\$36,835.00		
53	15 ft HDMI High Speed with Ethernet Cable	\$10.39	\$20,925.46		
TBD	Over-the-Whiteboard Mount	\$180.00	\$TBD		

Technology Acquisition Form

53	2 Year Warranty Extension for a Total of 5 Years	\$298.75	\$15,833.75		
53	Software - 1 year included in cost of SMART Panel	\$0.00	\$0.00		
	Professional Learning				
1	Shipping	\$2,371.20	\$2,371.20		
9	Balance Box Manual Adjustable Mounts	\$681.00	\$5,448.00		Quote
9	VESA Mount for Balance Box	\$79.00	\$632.00		
1	Shipping	\$704.00	\$704.00		
2	Mobile Carts <ul style="list-style-type: none"> • SW - Music/Art • HS - Science 				

Completed by Requestor

Section C: Facilities Instructions

Does a power outlet need to be installed?

- Where will the power outlet be installed?
- Who will submit the facilities request ticket?

Amy and Nelson have walked all classrooms with John Russel from Eland. This is being taken care of during summer projects.

Does a network port need to be installed?

- Where will the network port be installed?
- Who will submit the facilities request ticket?

Amy and Nelson have walked all classrooms with John Russel from Eland. This is being taken care of during summer projects.

Other:

Whiteboard Removal

Sawyer

•

Sunrise

•

TOTAL COST ESTIMATE:

Completed by Requestor

Section D: Assembly/Installation Instructions - Standard installation includes receiving; inventory; installation

Technology Acquisition Form

of cases as listed in Section B; network connectivity; creation of device-specific app management (as needed); and/or baseline software, app, print driver installation.

Delivery & Assembly Considerations	
Where will items be initially delivered?	Amy Sterckx - To High School 1230 Michigan Street Sturgeon Bay, WI 54235
What software or print drivers need to be installed?	SMART software will be downloaded by staff through the software center. SMART Learning Suite Online is accessed via a browser. Amy will ensure all staff are added to the SMART Portal so that they can access SMART products.
Other Considerations?	Set up of PC modules.

Training Considerations	
Who will provide initial training?	Amy Sterckx & The Tech Mentors Amy would like to see the two elementary tech mentors become SMART Certified.
Who will provide ongoing training?	Amy Sterckx & The Tech Mentors

Location of Install	
<ul style="list-style-type: none"> Where will the items be installed? Include as much detail as possible, such as a map or list of install locations. Do the items need to be individually assigned to end users? Include staff names and locations. What happens with the current hardware? 	Front of the Classroom Locations <ul style="list-style-type: none"> Sawyer Sunrise MS/HS

Technology Integrator will collect necessary e-Authorizations

Section E: Approvals - e-Authorization indicates approval.

Authorizations Required:	e-Authorization Instructions:
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Technology Acquisition Form

Project Facilitator: Amy Sterckx	<p>Follow the steps below to add an approval via comment.</p> <div style="border: 1px solid black; padding: 10px;"><p>1. Highlight your name.</p><div style="border: 1px solid black; padding: 5px; margin: 5px 0;"><p>TAF Facilitator: Approver's Name</p></div><p>2. Click on the comment icon. </p><p>3. Type "I approve" in the comment box.</p></div> <p>e-Authorization by Budget Owner indicates funds are available and items are ready to purchase.</p>
Building Administrator: NA	
Network Specialist: Nelson DeMeuse	
Director of Technology: Amy Sterckx	
Business Manager: Jake Holtz	
Budget Owner: Amy Sterckx	



Quote

#204313

1771 Energy Park Drive, Suite 100, St. Paul, MN 55108
(612) 331-5500 | (800) 933-7337 | Fax (612) 331-3424
www.tierney.com

3/31/2021

Bill To
Accounts Payable
Sturgeon Bay School District
1230 Michigan Street
Sturgeon Bay WI 54235-1431

Ship To
Amy Sterckx
Sturgeon Bay High School
1230 Michigan Street
Sturgeon Bay WI 54235

Memo:
SMART / 6275S + i5 PC Bundle / 38

Expires	Sales Rep	Contract	Terms
7/5/2021	542 Andy Becker	CESA	Net 30

Qty	Item	MFG	Price	Ext. Price
38	*** SMART 6275S INTERACTIVE FLAT PANELS WITH i5 PC, HDMI CABLE & OB1U MOUNT *** SBID-6275S SMART board 6075S with IQ and SMART Learning SUite Wall Mount included	SMART	\$3,856.00	\$146,528.00
38	HD-HD-15EST Standard Series HDMI High Speed with Ethernet Cable 15ft	Comprehensive	\$10.39	\$394.82
38	UGK-PCM8-I5 OPS PC module with Windows 10 Pro, i5 processor	SMART	\$695.00	\$26,410.00
38	OB1U Over-the-Whiteboard Interactive Display Mount	Chief	\$180.00	\$6,840.00
38	* OPTIONAL EXTENDED ASSURE WARRANTY FOR SMART 75" IFP - NOT REQUIRED * EOW2-SBID-75 2 Year SMART Assure warranty extension with RM for SMART Board 75" interactive displays	SMART	\$298.75	\$11,352.50
1	Lift Gate Surcharge Lift Gate Service Charge - for delivery locations without a loading dock. Please remove from your purchase order if your delivery location has a loading dock.	Tierney	\$150.00	\$150.00

Subtotal \$191,675.32

Tax (0%) \$0.00

Shipping Cost \$2,371.20

Total \$194,046.52



204313



Quote

#204313

1771 Energy Park Drive, Suite 100, St. Paul, MN 55108
(612) 331-5500 | (800) 933-7337 | Fax (612) 331-3424
www.tierney.com

3/31/2021

To accept this quotation, sign here : _____

If accepting this quote via purchase order please reference this quote number on your PO. To order via credit card please contact customer service at 612-331-5500.

This document is subject to the terms and conditions found here: <https://www.tierney.com/sales-order-terms-conditions/>

Pricing Adjustments as it Relates to Tariffs: If/When international tariff changes impact any product(s) included in this quote, Tierney reserves the right to adjust or cancel this quote.

Please inspect product upon delivery. All claims for defective merchandise or errors in shipping must be made within five days after receipt of goods. Clients using their own carriers will be responsible for filing their own freight claims if product is damaged in transit. Returns require an authorization number and must be made within 30 days. Custom orders and "Consumables", such as projector lamps, may not be returned. Returns are subject to restocking fees with the exception of out of box failures and replacements under warranty. Restocking fees varying depending on the product line, expect a minimum charge of 25%.



204313

Retail Sales Agreement



AVI Systems Inc., W6483 Design Dr., Suite B Greenville, WI, 54942 | Phone: (920)393-9500, Fax:

Proposal Number: 1056588
Prepared For: Sturgeon Bay School District
Attn: Amy Sterckx

Proposal Date: April 12, 2021

Smart 6272s

Prepared By: Drake Rekowski
Phone:
Email: drake.rekowski@avisystems.com

BILL TO

Attn: Amy Sterckx
Sturgeon Bay School District
1230 Michigan Street
Sturgeon Bay, WI, 54235
Phone: (920)495-8317
Email:
Customer Number: SBS004

SITE

Attn: Gerry Banks
Sturgeon Bay School District
1230 Michigan Street
Sturgeon Bay, WI, 54235
Phone: (920)495-8317
Email: banks@sturbay.k12.wi.us

COMMENTS

No Labor added from AVI - assuming SB will be doing install.

Pricing used is SMART PLATINUM Pricing.

PRODUCTS AND SERVICES SUMMARY

Equipment	\$227,640.14
Integration	\$0.00
PRO Support	\$0.00
Shipping & Handling	\$508.74
Tax	\$0.00
Grand Total	\$228,148.88

Unless otherwise specified. The prices quoted reflect a discount for a cash payment (i.e., check, wire transfer) made by Customer in full within the time stated for payment on each invoice. Discount only applies to new items included on the invoice, and only applies if the balance on the invoice is paid in full.

All returned equipment is subject to a restocking charge. The prices are valid for 30 days and may be locked in by signing this Retail Sales Agreement.

Overdue balances are subject to a finance charge of 1.5% per month, or interest at the highest rate permitted by applicable law. In the event AVI must pursue collection of unpaid invoices, Customer agrees to pay all of AVI's costs of collection, including its attorneys' fees.

INVOICING AND PAYMENT TERMS

Customer and AVI have agreed on the payment method of ON ACCOUNT. Payment must be remitted by stated method. To the extent Customer seeks to use of any payment methods other than stated, and that payment method results in an increased transaction cost to AVI, the new payment must be approved in writing, and the Customer shall be responsible for paying the increased transaction cost to AVI associated with the change in payment method. Payments shall be made 30 days from invoice date. So long as the invoice has been sent and the Customer's payment is made within the terms work will continue.

AVI uses progress billing, and invoices for equipment and services allocated to the contract on a monthly basis. Unless otherwise specified, all items quoted (goods and services) as well as applicable out of pocket expenses (permits, licenses, shipping, etc.) are invoiced in summary (including applicable sales taxes due for each category of invoiced items).

Customer is to make payments to the following "Remit to" address:

AVI Systems
NW8393 PO Box 1450
Minneapolis, MN 55485-8393

If Payment Method is ACH: Customer must make all payments in the form of bank wire transfers or electronic funds transfers through an automated clearinghouse with electronic remittance detail, in accordance with the payment instructions AVI Systems provides on its invoice to Customer.

A monthly summary of detailed equipment received is available upon request. Equipment received may be different than equipment billed based on agreed billing method.

TAXES AND DELIVERY

Unless stated otherwise in the "Products and Services Summary" above, AVI will add and include all applicable taxes, permit fees, license fees, and delivery charges to the amount of each invoice. Taxes will be calculated according to the state law(s) in which the product(s) and/or service(s) are provided. Unless Customer provides a valid tax exemption certificate for any tax exemption(s) claimed, AVI shall invoice for and collect all applicable taxes in accordance with state law(s), and Customer will be responsible for seeking a tax credit/refund from the applicable taxing authority.

AGREEMENT TO QUOTE AND DOCUMENTS CONSTITUTING YOUR CONTRACT WITH AVI

Customer hereby accepts the above quote for goods and/or services from AVI. When duly executed and returned to AVI, AVI's Credit Department will check Customer's credit and approve the terms. After approval by AVI's Credit Department and signature by AVI, this Retail Sales Agreement will, together with the [AVI General Terms & Conditions](http://www.avisystems.com/TermsOfSale) (which can be found at <http://www.avisystems.com/TermsOfSale>) form a binding agreement between Customer and AVI. (This Retail Sales Agreement and the AVI General Terms & Conditions of Sale (the "T&Cs") are referred to collectively as the "Agreement"). If not defined in this Agreement, all capitalized terms shall have the meaning given to them in the T&Cs. Should AVI's Credit Department determine at any point prior to AVI commencing work that Customer's credit is not adequate, or should it otherwise disapprove of the commercial terms, AVI reserves the right to terminate the Agreement without cause and without penalty to AVI.

AGREED AND ACCEPTED BY

Company

AVI Systems, Inc.

Company

Signature

Signature

Printed Name

Printed Name

Date

Date

CONFIDENTIAL INFORMATION

The company listed in the "Prepared For" line has requested this confidential price quotation, and shall be deemed "Confidential Information" as that term is defined in the T&Cs. This information and document is confidential and is intended solely for the private use of the customer identified above. Customer agrees it will not disseminate copies of this quote to any third party without the prior written consent of AVI. Sharing a copy of this quote, or any portion of the Agreement with any competitor of AVI is a violation of this confidentiality provision. If you are not the intended recipient of this quote (i.e., the customer), you are not properly in possession of this document and you should immediately destroy all copies of it.

SERVICES TO BE PROVIDED

None defined

PRODUCTS AND SERVICES DETAIL

PRODUCTS:

<u>Model #</u>	<u>Mfg</u>	<u>Description</u>	<u>Qty</u>	<u>Price</u>	<u>Extended</u>
		Boards			
SBID-6275S	SMART	SMART Board 6075S interactive display with iQ and SMART Learning Suite	38	\$3,749.47	\$142,479.86
		Sub-Total: Boards			\$142,479.86
		Wnty			
		i5			
EOW2-SBID-75	SMART	2 Year SMART Assure warranty extension with RM for SMART Board 75" interactive displays	38	\$335.79	\$12,760.02
		Sub-Total: Wnty			\$12,760.02
		i5			
UGK-PCM8-I5	SMART	OPS PC module with Windows 10 Pro, i5 processor	38	\$794.74	\$30,200.12
		Sub-Total: i5			\$30,200.12
		i7			
UGK-PCM8-I7V	SMART	OPS PC module with Windows 10 Pro, i7 vPro processor	38	\$1,110.53	\$42,200.14
		Sub-Total: i7			\$42,200.14
		Total:			<u>\$227,640.14</u>

Refer to page 1 for the Grand Total that includes the Taxes, and Shipping & Handling

AVI Systems General Terms and Conditions of Sale

The following General Terms & Conditions of Sale (the "T&Cs") in combination with either (a) a signed Retail Sales Agreement or (b) Quote under which AVI Systems, Inc ("AVI") agrees to supply goods or services constitute a binding contract (the "Agreement") between AVI and the entity identified on page one of the Retail Sales Agreement or Quote (the "Customer"). In the absence of a separately negotiated "Master Services Agreement" between AVI and Customer signed in "wet ink" by the Chief Executive Officer or Chief Financial Officer of AVI, these T&C's shall apply. Any terms and conditions set forth in any correspondence, purchase order or Internet based form from Customer to AVI which purport to constitute terms and conditions which are in addition to those set forth in this Agreement or which attempt to establish conflicting terms and conditions to those set forth in this Agreement are expressly rejected by AVI unless the same has been manually countersigned in wet ink by an Officer of AVI.

1. Changes In The Scope of Work – Where a Scope of Work is included with this Agreement, costs resulting from changes in the scope of this project by the Customer, including any additional requirements or restrictions placed on AVI by the Customer or its representatives, will be added to the contract price. When AVI becomes aware of the nature and impact of the change, a contract Change Order will be submitted for review and approval by the Customer before work continues. AVI has the right to suspend the work on the project pending Customer's written approval of the Change Order.

2. Ownership and Use of Documents and Electronic Data – Where applicable, drawings, specifications, other documents, and electronic data furnished by AVI for the associated project under this Agreement are instruments of the services provided. These items are "Confidential Information" as defined in this Agreement and AVI shall retain all common law, statutory and other reserved rights, including any copyright in these instruments. These instruments of service are furnished for use solely with respect to the associated project under this Agreement. The Customer shall be permitted to retain copies of any drawings, specifications, other documents, and electronic data furnished by AVI for information and reference in connection with the associated project and for no other purpose.

3. Proprietary Protection of Programs – Where applicable this Agreement does not cause any transfer of title, or intellectual rights, in control systems programs, or any materials produced in connection therewith, including any source code. Any applications or programs supplied by AVI are provided, and are authorized for installation, execution, and use only in machine-readable object code form. This Agreement is expressly limited to the use of the programs by the Customer for the equipment in connection with the associated project. Customer agrees that it will not seek to reverse-engineer any program to obtain source codes, and that it will not disclose the programs source codes or configuration files to any third party, without the written consent of AVI. The programs, source codes and configuration files, together with AVI' know-how and integration and configuration techniques, furnished hereunder are proprietary to AVI, and were developed at its private expense. If Customer is a branch of the United States government, for purposes of this Agreement any software furnished by AVI hereunder shall be deemed "restricted computer software", and any data, including installation and systems configuration information, shall be deemed "limited rights data", as those terms are defined in FAR 52.227-14 of the Code of Federal Regulations.

4. Shipping and Handling and Taxes – The prices shown are F.O.B. manufacturer's plant or AVI's office depending on where items are located when direction is issued to ship to the point of integration. The Customer, in accordance with AVI's current shipping and billing practices, will pay all destination charges. In addition to the prices on this Agreement, the Customer agrees to pay amounts equal to any sales tax invoiced by AVI, or (where applicable) any use or personal property taxes resulting from this Agreement or any activities hereunder. Customer will defend, indemnify and hold harmless AVI against any claims by any tax authority for all unpaid taxes or for any sales tax exemption claimed by Customer.

5. Title – Where applicable, title to the Equipment passes to the Customer on the earlier of: (a) the date of shipment from AVI to Customer, or (b) the date on which AVI transmits its invoice to Customer.

6. Security Interest – In addition to any mechanics' lien rights, the Customer, for value received, hereby grants to AVI a security interest under the Minnesota commercial code together with the a security interest under the law(s) of the state(s) in which work is performed or equipment is delivered. This security interest shall extend to all Equipment, plus any additions and replacements of such Equipment, and all accessories, parts and connecting Equipment now or hereafter affixed thereto. This security interest will be satisfied by payment in full unless otherwise provided for in an installment payment agreement. The security interest shall be security for all sums owed by Customer under this Agreement. A copy of this Agreement may be filed as a financing statement with the appropriate authority at any time after signature of the Customer. Such filing does not constitute acceptance of this Agreement by AVI

7. Risk of Loss or Damage – Notwithstanding Customer's payment of the purchase price for Equipment, all risk of loss or damage shall transfer from AVI to Customer upon transfer of Title to Customer. Customer shall be responsible for securing insurance on Equipment from this point forward.

8. Receiving/Integration – Unless the Agreement expressly includes integration services by AVI, the Customer agrees to furnish all services required for receiving, unpacking and placing Equipment in the desired location along with integration. Packaging materials shall be the property of the Customer.

9. Equipment Warranties – To the extent AVI receives any warranties from a manufacturer on Equipment; it will pass them through to Customer to the full extent permitted by the terms of each warranty. Factory warranties vary by manufacturer, and no additional warranties are expressed or implied.

10. General Warranties – Each Party represents and warrants to the other that: (i) it has full right, power and authority to enter into and fully perform its obligations under this Agreement, including without limitation the right to bind any party it purports to bind to this Agreement; (ii) the execution, delivery and performance of this Agreement by that Party does not conflict with any other agreement to which it is a Party or by which it is bound, and (iii) it will comply with all applicable laws in its discharge of its obligations under this Agreement. AVI warrants, for a period of 90 days from Substantial Completion, the systems integration to be free from defects in workmanship. CUSTOMER WARRANTS THAT IT HAS NOT RELIED ON ANY

INFORMATION OR REPRESENTATION PROVIDED BY OR ON BEHALF OF AVI WHICH IS NOT EXPRESSLY INCLUDED IN THESE GENERAL TERMS AND CONDITIONS OR THE RETAIL SALES AGREEMENT. EXCEPT AS EXPRESSLY SET FORTH HEREIN. AVI DISCLAIMS ANY EXPRESS OR IMPLIED WARRANTIES WITH REGARD TO THE EQUIPMENT, MATERIALS AND SERVICES PROVIDED BY AVI, INCLUDING WITHOUT LIMITATION WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, NON INFRINGEMENT AND TITLE.

11. Indemnification – Customer shall defend, indemnify and hold harmless AVI against all damages, claims, liabilities, losses and other expenses, including without limitation reasonable attorneys' fees and costs, (whether or not a lawsuit or other proceeding is commenced), that arise in whole or in part from: (a) any negligent act or omission of Customer, its agents, or subcontractors, (b) Customer's failure to fully conform to all laws, ordinances, rules and regulations which affect the Agreement, or (c) Customer's breach of this Agreement. If Customer fails to promptly indemnify and defend such claims and/or pay AVI's expenses, as provided above, AVI shall have the right to defend itself, and in that case, Customer shall reimburse AVI for all of its reasonable attorneys' fees, costs and damages incurred in settling or defending such claims within thirty (30) days of each of AVI's written requests. AVI shall indemnify and hold harmless Customer against all damages, claims, liabilities, losses and other expenses, including without limitation reasonable attorneys' fees and costs, (whether or not a lawsuit or other proceeding is commenced), to the extent that the same is finally determined to be the result of (a) any grossly negligence or willful misconduct of AVI, its agents, or subcontractors, (b) AVI's failure to fully conform to any material law, ordinance, rule or regulation which affects the Agreement, or (c) AVI's uncured material breach of this Agreement.

12. Remedies – Upon default as provided herein, AVI shall have all the rights and remedies of a secured party under the Minnesota commercial code and under any other applicable laws. Any requirements of reasonable notice by AVI to Customer, or to any guarantors or sureties of Customer shall be met if such notice is mailed, postage prepaid, to the address of the party to be notified shown on the first page of this Agreement (or to such other mailing address as that party later furnishes in writing to AVI) at least ten calendar days before the time of the event or contemplated action by AVI set forth in said notice. The rights and remedies herein conferred upon AVI, shall be cumulative and not alternative and shall be in addition to and not in substitution of or in derogation of rights and remedies conferred by the Minnesota commercial code and other applicable laws.

13. Limitation of Remedies for Equipment – AVI's entire liability and the Customer's sole and exclusive remedy in all situations involving performance or nonperformance of Equipment furnished under this Agreement, shall be the adjustment or repair of the Equipment or replacement of its parts by AVI, or, at AVI option, replacement of the Equipment.

14. Limitation on Liability – EXCEPT IN CIRCUMSTANCES INVOLVING ITS GROSS NEGLIGENCE OR WILLFUL MISCONDUCT, THE TOTAL LIABILITY OF A AVI UNDER THIS AGREEMENT FOR ANY CAUSE SHALL NOT EXCEED (EITHER FOR ANY SINGLE LOSS OR ALL LOSSES IN THE AGGREGATE) THE NET AMOUNT ACTUALLY PAID BY CUSTOMER TO AVI UNDER THIS AGREEMENT DURING THE TWELVE (12) MONTH PERIOD PRIOR TO THE DATE ON WHICH AVI'S LIABILITY FOR THE FIRST SUCH LOSS FIRST AROSE.

15. No Consequential Damages – AVI SHALL NOT HAVE ANY LIABILITY TO CUSTOMER OR TO ANY OTHER PERSON OR ORGANIZATION FOR ANY INDIRECT, INCIDENTAL, CONSEQUENTIAL, EXEMPLARY, PUNITIVE OR SPECIAL DAMAGES OF ANY DESCRIPTION (INCLUDING WITHOUT LIMITATION LOST PROFITS OR LOSS OR INTERRUPTION OF BUSINESS), WHETHER BASED ON CONTRACT, NEGLIGENCE, TORT, OR ANY OTHER LEGAL THEORY, REGARDLESS OF WHETHER ADVISED OF THE POSSIBILITY OF SUCH DAMAGES AND IRRESPECTIVE OF THE NUMBER OR NATURE OF CLAIMS.

16. Acceleration of Obligations and Default – Payment in full for all "Equipment," which is defined as all goods identified in the section of the Agreement with the same title, as well for any and all other amounts due to AVI shall be due within the terms of the Agreement. Upon the occurrence of any event of default by Customer, AVI may, at its option, with or without notice, declare the whole unpaid balance of any obligation secured by this Agreement immediately due and payable and may declare Customer to be in default under this Agreement.

17. Choice of Law, Venue and Attorney's Fees – This Agreement shall be governed by the laws of the State of Minnesota in the United States of America without reference to or use of any conflicts of laws provisions therein. For the purpose of resolving conflicts related to or arising out of this Agreement, the Parties expressly agree that venue shall be in the State of Minnesota in the United States of America only, and, in addition, the Parties hereby consent to the exclusive jurisdiction of the federal and state courts located in Hennepin County, Minnesota in the United States of America and waive any right to assert in any such proceeding that Customer is not subject to the jurisdiction of such court or that the venue of such proceeding is improper or an inconvenient forum. The Parties specifically disclaim application (i) of the United Nations Convention on the International Sale of Goods, 1980, and (ii) of Article 2 of the Uniform Commercial Code as codified. In the event AVI must take action to enforce its rights under the Agreement, the court shall award AVI the attorney's fees it incurred to enforce its rights under this Agreement.

18. General – Headings are for reference purposes only and shall not affect the meaning or interpretation of this Agreement. The Parties acknowledge and agree that the Agreement has been negotiated by the Parties and that each had the opportunity to consult with its respective counsel, and shall be interpreted fairly in accordance with its terms and without any strict construction in favor of or against either Party based on draftsmanship of the Agreement. This Agreement is not assignable by Customer without the prior written consent of AVI. Any attempt by Customer to assign any of the rights, duties, or obligations of this Agreement without such consent is void. AVI reserves the right to assign this Agreement to other parties in order to fulfill all warranties and obligations expressed herein, or upon the sale of all or substantially all of AVI's assets or business. This Agreement can only be modified by a written agreement duly signed by persons authorized to sign agreements on behalf of the Customer and of AVI, and variance from the terms and conditions of the Agreement in any order or other written notification from the Customer will be of no effect. If any provision or provisions of this Agreement shall be held to be invalid, illegal or unenforceable, the validity, legality and enforceability of the remaining provisions shall not in any way be affected or impaired thereby. AVI is not responsible for any delay in, or failure to, fulfill its obligations under this Agreement due to causes such as natural disaster, war, emergency conditions, labor strike, acts of terrorism, the substantial inoperability of the Internet, the inability to obtain supplies, or any other reason or any other cause or condition beyond AVI's reasonable control. Except as otherwise stated in the Agreement, AVI is not obliged to provide any services hereunder for Equipment located outside the United States or Puerto Rico. Scheduled completion dates are subject to change based on material shortages caused by shortages in cable and materials that are industry wide.

19. Confidentiality. The term "Confidential Information" shall mean the inventions, trade secrets, computer software in both object and source code, algorithms, documentation, know how, technology, ideas, and all other business, customer, technical, and financial information owned by AVI or the Customer, which is designated as confidential, or communicated in such a manner or under such circumstances as would reasonably enable a person or organization to ascertain its confidential nature. All the Confidential Information of a party to this Agreement shall be maintained in confidence by the other party, and neither party shall, during the term of this Agreement or for a period of three (3) years subsequent to the termination of this Agreement, divulge to any person or organization, or use in any manner whatsoever, directly or indirectly, for any reason whatsoever, any of the Confidential Information of the other party without receiving the prior written consent of the other party. AVI and the Customer shall take such actions as may be reasonably necessary to ensure that its employees and agents are bound by the provisions of this Section, which actions shall, as may be reasonably requested by either party, include the execution of written confidentiality agreements with the employees and agents of the other party. The provisions of this Section shall not have application to any information that (i) becomes lawfully available to the public; (ii) is received without restriction from another person or organization lawfully in possession of such information; (iii) was rightfully in the possession of a party without restriction prior to its disclosure; or (iv) is independently developed by a party or its employees or agents without access to the other party's similar information.

20. Nonsolicitation - To the extent permitted by applicable law, during the term of this Agreement and for a period of one (1) year after the termination this Agreement, each Party agrees that it shall not knowingly solicit or attempt to solicit any of the other Party's executive employees or employees who are key to such Party's performance of its obligations under this Agreement ("Covered Employees"). Notwithstanding the foregoing, nothing herein shall prevent either Party from hiring as an employee any person who responds to an advertisement for employment placed in the ordinary course of business by that Party and/or who initiates contact with that party without any direct solicitation of that person by that Party or its agents.

21. Price Quotations and Time to Install – AVI often installs systems at the end of a construction project. The price quoted contemplates that AVI shall have access to the location for the time shown for AVI to complete its work after the work of all other contractors is substantially complete which means, generally, all other trades are no longer generating dust in the location, and final carpeting/flooring is installed (the "Prepared Area") Failure to give AVI access to the Prepared Area for the amount of time shown for the installation may result in increased installation costs, typically in a manner proportionate to the reduction of time given to AVI to complete its work compared to the original schedule.

22. Price Quotations – Unless otherwise specified, all prices quoted reflect a discount for a cash payment (i.e., check, wire transfer) made by Customer in full within the terms of each invoice. Payment in other forms, including credit card, p-card, or other non-cash payments shall be subject to a convenience above the cash price. Please speak to your AVI representative if you have any questions in this regard.

Sturgeon Bay School District
Department of Technology
Anchored in Excellence



The Road to Front of the Classroom Displays

	Q1			Q2			Q3			Q4		
	July	August	September	October	November	December	January	February	March	April	May	June
Grade/Subject Conversations				[Red bar]								
Online Vendor Demos with Tech Mentors & Admins				[Dark grey bar]								
Interactive Flat Panel Preview Day									[Small dark grey dot]			
Purchase, Learn, Install, Learn											[Dark grey bar]	

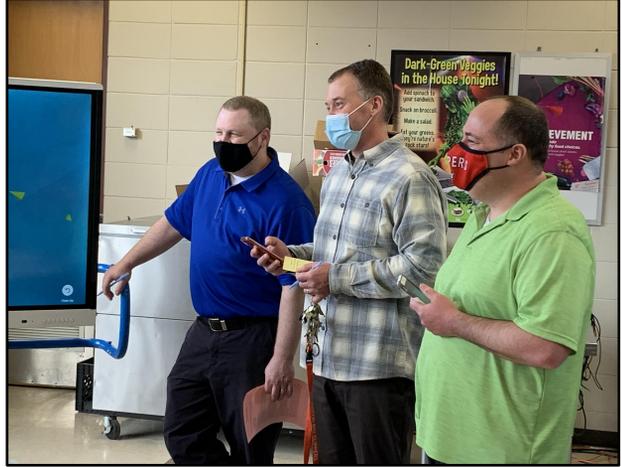
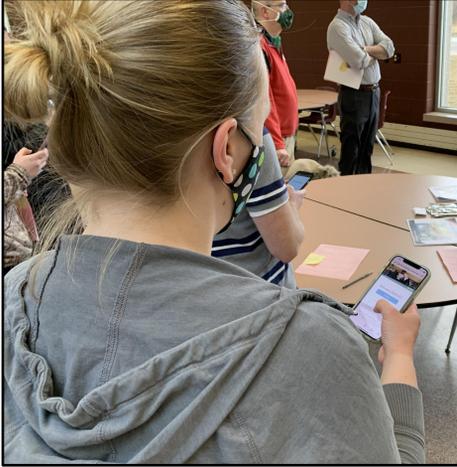
Main Events
2

- October - Director Sterckx began having classroom discussions about classroom technology needs, focusing on learning management systems and Interactive Flat Panels (IFPs)
- October - Director Sterckx began meeting with solution providers. Roughly she had the opportunity to meet with 10 different solution providers. Based on staff feedback, Director Sterckx narrowed the selection down to 6 options.

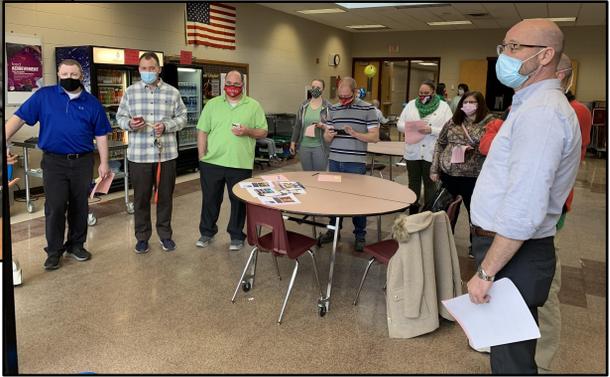
Interactive Flat Panel Preview Day



Interactive Flat Panel Preview Day



Interactive Flat Panel Preview Day

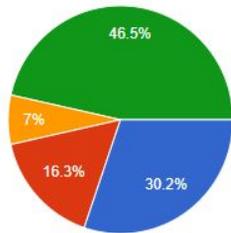


Interactive Flat Panel Preview Day



Staff Preferences

First Preference



- ClearTouch
- Clevertouch
- Newline
- SMART



- At the end of the event, the staff members were given the opportunity to vote on their preferred option. SMART Technologies was the number one preference for nearly 47% of our staff that participated in the event. Director Sterckx is recommending a 75 inch panel purchase.

Learning Opportunities

Provided by SMART

- 64 Webinars
- 31 Courses
- 6 Programs (Technical included)
- 3 Certifications
- [Skills Toolkit](#)

Provided by Technology

- Face to Face
- Tech2Teaching
- One on One
- Grade Level/Teams

[SMART Training Site](#)

- Next steps involve installation and ongoing learning opportunities. Ongoing, consistent learning opportunities tied to curriculum are needed to support new technologies. Learning opportunities will be wrapped into current Tech2Teaching publications as well as provided in face to face and self paced formats.
- Going forward, Director Sterckx will recommend purchase of SMART Panels for the rest of the MS and HS. The consistency of product will ensure training and support goes smoothly.
- Interactive displays are expected to last 10 plus years. They are rated for 50,000 hours.

Thoughts & Questions

MEMO

To: Board of Education
From: Bob Nickel
Date: April 12, 2021
Re: April 2021 Principal's Report

Teaching and Learning

Testing. Forward testing (social studies) was held on April 6. Make-up testing for those absent on April 6 is scheduled for April 12. Not all parents replied to the request to have their students attend in person for make-up testing, so I anticipate we will not have 100 percent of sophomores in compliance with this state mandate. Aspire testing is scheduled for April 14, with April 15 as the day for remote students to return for the writing assessment. After April 15, we will focus on completing the five tests for any students who were absent on April 14. One parent has opted her student out of Aspire testing.

Scheduling. Course requests have been entered, and a preliminary run of the master schedule was completed during the evening of April 11. The counselors will now use that information to begin tweaking/building individual student class schedules for 2021-22.

Principal transition. On April 16, Keith Nerby and I will meet to begin transition work. Keith and I will work together during the morning, then he will spend the afternoon in casual meet-and-greet sessions with teachers. I am happy to provide as much transitional assistance as needed in order to help Keith move into his new position.

2021-22 learning plans. The following message will be printed in the April issue of Clipper Connection: 2021-22 Asynchronous Remote Learner Program. The future is difficult to predict; however, we are hopeful that life in the high school can return to some version of normal. We are aware, though, that some families may have specific reasons for not wanting their students to return to the building. Because of these reasons, we have developed the Asynchronous Remote Learner Program. The Asynchronous Remote Learner Program Enrollment Agreement is posted on the [school website](#) under "Parent Quick Links." After reviewing the agreement, please complete [this form](#) if you are interested in enrolling your student in the program. For planning purposes, the form should be completed no later than June 1, 2021. A representative from the school district will then contact you regarding a required parent/guardian and student meeting.

Community Engagement

Senior Night and commencement ceremony plans. Plans for in-person events are in place. Senior Night will be held on Thursday, May 27. The plan includes dinner, the awards ceremony, and prize distribution. Seniors will return at 10:00 a.m. on Friday, May 28, for commencement ceremony rehearsal. In-person graduation will take place on Saturday, May 29, at 10:00 a.m. Each graduate is allowed a limited number of guests, who will be assigned specific seats in the bleachers.

Finance / Facilities and Operations

Construction update. Members of the Administrative Team recently met with Creative Business Solutions reps to discuss the overall furniture plan. This plan includes specific furniture for each of the renovated classrooms, offices, and the pre-function space outside the auditorium. A Miron construction trailer has been parked in the high school back lot – a sure sign that something is about to happen!

Upcoming Events

Here is a list of upcoming events:

Senior Awards Ceremony	Thursday, May 27 – 6:30 p.m.
Teacher In-Service / No Classes	Friday, May 28
High School Commencement Ceremony	Saturday, May 29 – 10:00 a.m.
Memorial Day / No Classes	Monday, May 31
Quarter 4 / Semester 2 Exams	Thursday, June 3, and Friday, June 4
<i>June 3: Exams for Blocks 1 and 2 in a.m. Students released at 11:45 a.m. Buses will only run at the end of the day.</i>	
<i>June 4: Exams for Blocks 3 and 4 in a.m. Students released at 11:45 a.m. Buses will run at noon on June 4.</i>	

April 2021 TJ Walker Board Report

Important Updates:

- Forward Testing is April 19 to April 30 is the middle school testing calendar. Remote students must test in person and their families were encouraged to contact Principal Smullen if they have concerns or questions.
- As of April 12, 2019 sixteen students will need to have make up dates due to being quarantine dates conflicting with our test dates..

Teaching and Learning

- Here is an update of our failure reports for March. This has been a consistent issue with students turning in late work. However this quarter, we reported fewer F's for Quarter 3
 - 3/1/21 Failure Update. As a staff, we made a conscious effort to support students academically and reduce the amount of failures.
 - 6th Grade - 9 students with 16 F's (one lost his grandparent and is coping with the loss).
 - 7th Grade - 15 students with 30 F's (one was out of state for 5 weeks).
 - 8th Grade - 17 students with 28 F's (one has been out more than a week for medical reasons).
 - 3/8/21 Failure Update. Note: Students could not stay after 3/5/21 due to Conferences.
 - 6th Grade - 6 students with 14 F's.
 - 7th Grade - 15 students with 28 F's
 - 8th Grade -15 students with 28 F's
 - 3/15/21 Failure Update
 - 6th Grade - 3 students with 8 F's
 - 7th Grade - 15 students with 29 F's
 - 8th Grade - 12 students with 20 F's
 - 3/22/21
 - 6th - 1 student with 3 F's
 - 7th - 17 students with 19 F's
 - 8th - 8 students with 14 F's

March 2021 Student Survey

In March, all middle school students were sent a 3 question survey so we can monitor and support students who rate our school a 1. We will do this survey 3 times a year. 204 students out of 237 students responded and below are the three questions we asked students.

1. I am satisfied with my school's efforts to prevent bullying.
2. I feel I belong at this school.
3. I enjoy going to school.

Note: A fourth question was listed to solicit student interest in taking their chromebook home this summer. Students being required to attend online summer school will need a chromebook and in a few instances a hotspot.

April Formative Assessment 1:1 Staff Meeting.

I will have met with all staff by April 15, 2021 and reviewed our curriculum formal assessment form - [link](#). In our conversations, we are discussing areas that have been completed and determine an action plan to be completed

by August 16th, 2021. Staff select one of three options to determine their next steps. *Note: No district staff member is to receive summer hours for formative assessment work since we are in our third year.*

PLC Update

In the afternoon of April 12, Mrs. Jandrin and Mrs. Hruby was the first TJW teachers to hold and record their PLC for peers to view. Next year, these two staff members are participating in co-teaching training. I wish to acknowledge Jennifer Paye-Weber for assisting this team as they took the brave steps to record themselves.

2021-2022 Virtual Learning Update

On April 6, 2021, parents received a survey to sign up to learn more about the 2021-2022 Remote Learning Plan. As of April 12, we have three families interested in learning more about this option for their four learners. Meetings in May and June are to be announced for those families who expressed interest in participating in virtual options.

STAR Literacy Update

- District results - [link](#)
 - 6th graders two grade levels or more behind their grade. 3 year trend - [link](#).
 - 7th graders two grade levels or more behind their grade. 3 year trend - [link](#).
 - 8th graders two grade levels or more behind their grade. 3 year trend - [link](#).

STAR Math Update

- District results - [link](#)
 - 6th graders two grade levels or more behind their grade. 3 year trend - [link](#)
 - 7th graders two grade levels or more behind their grade. 3 year trend - [link](#)
 - 8th graders two grade levels or more behind their grade. 3 year trend - [link](#)

2021 -2022 Planning

1. TJ Walker's Vision, Mission and Enduring Goals
 - Vision, Mission and Enduring Goals - [link](#)
 - PLC Template - [link](#)
 - [2021-2022 School Improvement Plan](#) (as of 3/15 /21)is in the works for next year.
 - Parent 2021-2022 Survey Remote Learning Plan - [link](#)
 - 2021-2022 Remote Learning Plan - [link](#)
 - 2021-2022 Dr. Thompson Needs Assessment - [link](#)
2. PLTW Launch (K-5) & Gateway(6-8).
 - a. Launch (K-5) - Dr. Smejkal is on board for Sawyer 1st and 2nd grade students.
 - i. 1st Grade Modules: Light and Sound, Light: Observing the Sun, Moon and Stars, Animal Adaptations, Animated Storytelling and Designs Inspired by Nature.
 - ii. 2nd Grade Modules Materials Science: FGorm and Function, Materials Science: Properties of Matter, Changing Earth, Grids and Games, Living Things: Diversity of Life
 - b. Gateway (6-8) Online Staff Training through PLTW. Ten classes to select. There are six courses we recommend: Design & Modeling, Automation & Design, App Creators, Computer Science for Innovators and Makers, Green Architecture and Medical Detectives.
3. TJW Lunch recommendations made for next year with Jenny Spude and our Lunch Team include changes to serving food, assigned seats and assigned lunches by grade levels.

2020-2021 March Attendance Comparison

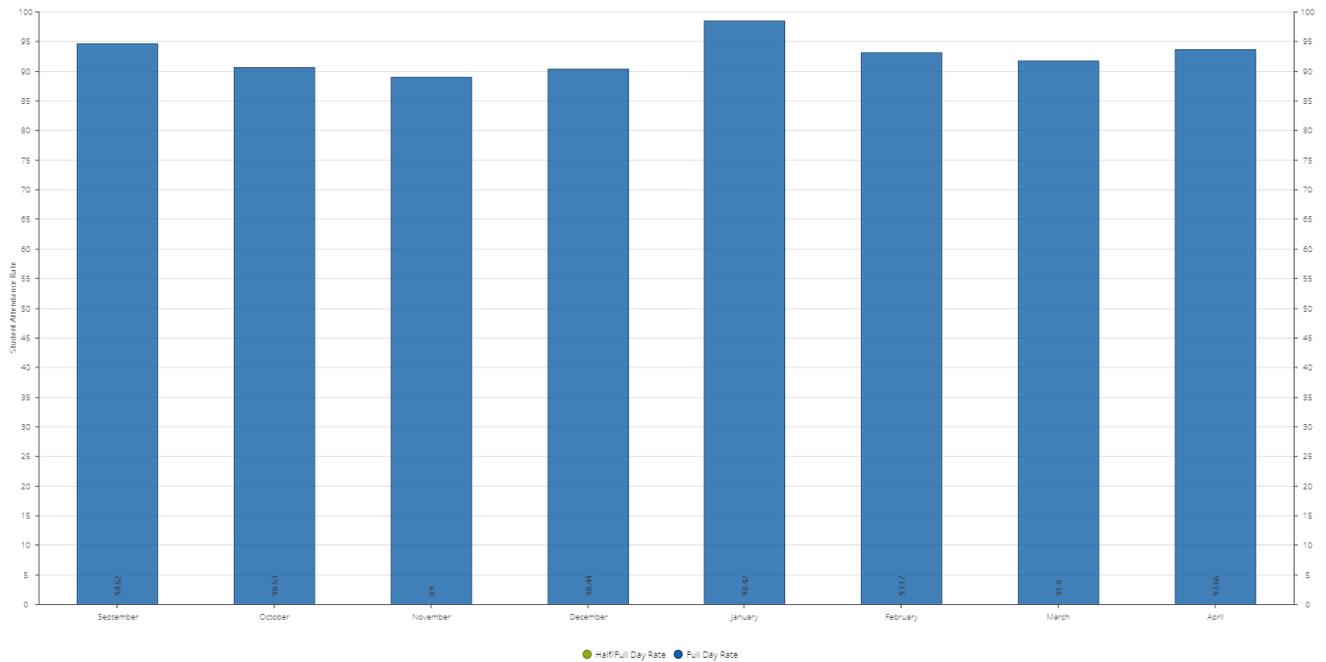
Grade Level	Mar 2020 Average Daily Attendance	Mar. 2020 Average Daily Attendance %	Yearly Attendance Rate as of 4/12/20	Mar. 2021 Average Daily Attendance	Mar. 2021 Average Daily Attendance %	Yearly Attendance Rate as of 4/12/21
6	71.48	96.60	95.54	75.94	97.04	97.48
7	84.95	95.74	94.34	65.04	97.08	97.23
8	95.85	96.82	95.40	85.94	94.70	95.94
Total	-	-	95.08%	-	-	96.82

To: Board of Education
From: Brian O’Handley, Principal, Sunrise Elementary School
Date: April 5th, 2021
Re: April Report to the Board



Teaching and Learning

Sunrise Elementary Attendance Data - 2020/2021



Hiring Updates

As of April 5th, two finalists have been selected for two open 5th grade teaching positions at Sunrise. These two finalists will be meeting with the district administrative team on Tuesday, April 13th for a second round of interviews. It is anticipated that hiring recommendations for one or both of these candidates will be submitted to the Board for the Board’s April meeting.

A posting for a Sawyer and Sunrise art teacher is currently live, closing on Thursday, April 22nd. Finalists for the first round of interviews will be selected by an interview panel on Friday, April 23rd. The first round of interviews for this position is scheduled for the evenings of May 3rd and 4th. Finalists for a second round of interviews are scheduled to meet with the district administrative team on Tuesday, May 11th. It is anticipated that a hiring recommendation for a new Sawyer and Sunrise art teacher will be submitted to the Board for the Board’s May meeting.

Summer School Planning

Summer school planning for Sunrise students has begun. Initial plans call for the following:

- Due to COVID-19 and the Sunrise campus being closed this summer for remodeling, only a virtual summer school option will be available.
- Sunrise summer school programming is scheduled to begin Monday, July 26th and end Thursday, August 19th.
- Planning currently is focused on recruiting teachers and identifying course offerings.
- Final course offerings and student sign-ups are anticipated to be shared with families in early May.

Community Engagement

2021/2022 Planning

As has been shared with earlier Sunrise Board reports, COVID-19 has made engaging with our community difficult this year. Sunrise staff continue to find creative ways to work with outside organizations remotely or through outdoor activities.

Early planning has been underway, including:

- Our district's therapy dog program coordinator, Julie LaLuzerne on how to safely restart this program at Sunrise.
- The Big Brothers Big Sisters organization on restarting weekly Bigs and Littles meetings at Sunrise for the 2021/2022 school year.
- Restarting the Sunrise Ambassadors program. The goal is to return to having a student representative from each Sunrise classroom volunteer with a partnering community organization once each month sometime during the upcoming school year.
- Restarting the Sunrise Reading Buddies program sometime during 2021/2022.
- Resuming the annual Sunrise STEAM Night held in early April.
- The Sunrise family and community engagement committee will be resuming their meetings this August to plan for other opportunities for Sunrise staff and students to engage with families and community organizations.

Finance, Facilities and Operations

2020/2021 Budgets

Staff will begin submitting budget requests this April for the 2020/2021 school year. Budget requests are due on May 21st. Work will then begin on finalizing budgets and preparing orders for the upcoming school year.

Safety Updates

Severe weather awareness week will run from April 12th to the 16th this year. Due to COVID-19 social distancing restrictions, a normal tornado drill will not be held. Classroom teachers will instead review the tornado evacuation site with their students. Teachers will also review the proper position they should take if an actual tornado warning is called for our area. Practicing a tornado drill in this way will ensure we review tornado preparedness information while also maintaining COVID-19 safety protocols.

COVID-19 Data Update

Below are Sunrise Elementary COVID-19 data summaries for February and March:

February Data		March Data	
Confirmed Student Cases	2	Confirmed Student Cases	4
Confirmed Staff Cases	0	Confirmed Staff Cases	1
Average Daily Number of Students Quarantined	3	Average Daily Number of Students Quarantined	15
Average Daily Number of Teachers Quarantined	0	Average Daily Number of Teachers Quarantined	1
Average Daily Number of Students Learning Remotely	25	Average Daily Number of Students Learning Remotely	28
Average Daily Number of Substitute Teachers	0	Average Daily Number of Substitute Teachers	1
Percentage of Days Sunrise Staff Acted as Substitutes	42%	Percentage of Days Sunrise Staff Acted as Substitutes	65%

Upcoming Events

- Tuesday, May 11th - Parent Teacher Organization (PTO) meeting scheduled at 6:30 p.m. - virtual meeting only. A link to the meeting will be shared when made available.
- Friday, May 28th - Full day teacher in-service
- Monday, May 31st - Memorial Day holiday
- Friday, June 4th - Last day of school - 3rd trimester progress reports sent home
- Thursday, June 10th - Sunrise closed for remodeling
- Monday, July 26th - Sunrise virtual summer school scheduled to begin
- Monday, August 16th - Expected building reopening day for Sunrise
- Tuesday, August 17th - New teacher in-service week begins
- Thursday, August 19th - Sunrise virtual summer school scheduled to end

Board of Education Report
April, 2021
Ann Smejkal, Ph.D.
Sunset School Principal
Director of Teaching and Learning



Sunset and Sawyer Schools

- Teaching staff at Sunset and Sawyer continue to work balancing in person with remote instruction. The numbers have dwindled a bit for remote learning. Presently we have 5 students in 4K, 7 in Kindergarten and 5 in both first and second grades continuing to learn remotely.
- We continue to have challenges in regard to substitute teachers. I want to commend the staff for their flexibility and collaboration in covering for each other as needed when we are short of staff. Covid vaccinations have taken some toll but not contributed greatly to our issues. We have certainly seen a decrease in the number of students and staff out for Covid quarantines.
- Staff continue to prepare for the big move. Teams are also in many different discussions around transition topics. I plan to have as many details worked out as possible for the new principal in fall. Staff have contributed a great deal to planning.
- The wonderful weather we have had this past week or so has been a great opportunity for the students to get outdoors and has been a huge influence on focused learning. We can surely see the benefits of fresh air and exercise on student learning!
- Each grade level will be contributing to our time capsule for the new addition. We will also place a Clipper mask and some old newspaper articles about the 1956 building of Sunset School.

Office of Teaching and Learning.

- Our literacy planning continues. This past week I connected with Dr. Nell and the authors of a new screening tool called Early Bird. This tool has the potential to replace the STAR Early Literacy screener. We plan to pilot it in fall in 4K and Kindergarten. It will provide us with more in-depth information for reading as well as oral language. It also has a built in dashboard for teachers and a predictability quotient for early identification of students at risk for dyslexia.
- Academic coaches continue to work on the professional development plan for staff for fall. The needs assessments which followed the visit with Dr. Nell are being completed as well. I will have a bit more to share on board meeting night as well as our May learning session.

Community Engagement

- This month Sunset and Sawyer parents will receive a Google survey asking for their input around our transition to a new primary school. I will share results in an upcoming meeting.

Finance/ Facilities and Operations

- On Friday, April 9 staff will have the opportunity to tour the progress in the new addition. Thanks to Eric and Kris from Miron for setting this up for us.
- Miron also created a picture wall at the entrance to the addition. I attached a picture below. Students have enjoyed taking a look at the progress of the build.



MEMO

To: Board of Education

From: Lindsay Ferry

Date: April 12, 2021

Re: April 2021 Director of Special Education and Pupil Services Report

Teaching and Learning:

Special Education:

The special education team has been busy working to meet the needs of all students-and begin the planning process of transitioning them to a new case manager for the 2021-22 school year. As the Sunset and Sawyer teams continue to meet to develop a special education transition plan, the Sunrise, Middle, and High School teams work to complete any initial evaluations that are in process.

This forward planning allows our staff to meet and learn about students on their caseload for the next year, but also pre-plan for activities and/or items they may need to benefit the child in their classroom. At the high school level, teachers are working to identify student course selections that are complete based on the initial schedule design.

All of our special education teachers have gotten notice of their team-teaching partners for the 2021-22 school year. The team is very excited to work with one another to further promote the development and growth of all students. Each special education teacher will be working with an ELA and/or Reading teacher to help promote the literacy rollout under the support of Dr. Nell.

Counseling Team:

Sunset/Sawyer School Counselor Report:

- Participating in SW principal interviews
- Finishing mentoring an intern (third intern in three semesters)
- Body safety/awareness lessons in guidance 4K - 2. Typically I partner with the Sexual Assault Center, however without additional guests in the building this year I'm doing it solo.
- Wrapping up Raising a Thinking Child classes with Chad and looking forward to another round soon.

Sunrise Elementary:

Forward testing continues this month. Mr. Grahl continues to proctor the assessment and offer any accommodations to students who are in need. We once again have all classes in-person after two fifth grade classes and one third grade class being out for a couple weeks. Mr. Grahl will work with these classrooms to reacclimate students to the educational environment.

TJ Walker Middle School:

- As the SAC for TJ Walker I am organizing and running Forward testing for grades 6-8
- Scheduling for 9th grade students and later grades 6-8
- Guidance topics of internet safety, cyber bullying, careers and goal setting for grade 6, handling test anxiety in grade 7 and getting ready for high school in May with 8th grade
- Working with the other district counselors to get training dates for Restorative Practices

Sturgeon Bay High School:

- ACT Testing
- Getting everything scheduling-wise to create and then ultimately creating the master schedule, talking with staff to address master schedule concerns and tweaks.
- Scholarships have started to ramp up so processing applications, answering student questions, talking with scholarship donors about awards and communication with students, etc.
- One fun new thing... I was asked by NWTC to be a part of a video they were recording for students who enroll in NWTC classes as a high school student. I was asked to talk about the benefits of doing this as well as the challenge of balancing college-level coursework into your life.

Employment Updates:

- Final Interviews School Psychologist: Monday, April 12
- 8th Grade Special Education teacher Interviews: April

Community Engagement/Programming: The special education and school counseling teams are working hard to provide innovative learning opportunities to all students. As we near the end of the school year and the weather improves, teachers are looking to connect environmental learning to their daily classroom activities. In addition, staff have been utilizing the partnerships we have in the community to increase student engagement and bring creative learning opportunities to all students.

Recent and Upcoming meetings include the following:

Upcoming Events:

- April 12: Final School Psychologist Interviews
- April 13: Final Sawyer Principal Interviews
- April 14-15: Innovative Schools Network Conference
- April 19-21: Teaching Associate 1:1 meetings
- April 22: Second Joint Federal Notifications Packet Review DPI

MEMO

To: Board of Education

From: Amy Sterckx

Date: April 12, 2021

Re: April 2021 Director of Technology Report

Teaching and Learning

Substitute Learning Sessions - We continue to hold our substitute learning sessions. Although attendance is limited, content shared is valued and engagement is high by those that attend.

Clerical Learning Sessions - We continue to hold clerical learning sessions. We have had a large focus on the use of Google products. Moving items to the cloud will assist us in productivity and access.

Student Tech Captains - Our student Tech Captains have been preparing for next year. They have been working to develop what this type of learning will look like during their high school years. Due to schedule changes, I now meet with this team once a week rather than two times a week.

Community Engagement

NWTC Partnership - I've made connections with Dan, the Chief Information Officer of NWTC. I've shared with him my desire to grow engagement activities for our students and families within the community. After our initial discussion, it sounds like there are a lot of collaboration opportunities between our two organizations. During the 21-22 school year, I am hoping we can partner to run Hour of Code events, expand our districts work with Women in Technology as well as possibly organize a tour of NWTCs data and network areas for student Tech Captains.

Finance / Facilities and Operations

High School Sign Update - The HS sign has been installed. Unfortunately, it is not connected and won't be until late summer/early fall. During installation it was discovered that the electrical and fiber were previously installed in the same conduit. Ideally speaking, the fiber and electrical would be run in two separate pieces of conduit. If you can imagine, fiber is made of glass and is roughly the thickness of a strand of hair. Of course, fiber has coating around it for protection, but again it is best to have fiber run separate from electrical. During construction work taking place during the summer, it was already in the plans to re-run conduit to the sign. There will be one run for electricity going to the lights that shine on the sign. One run for electrical needed for the sign and one run for the fiber. When these runs are in place, the fiber will be pulled and the sign will be lit up!

Middle School Sound System Refresh - The Middle School sound system in the gym was updated on April 8th. Equipment was refreshed at the request of Principal Smullen.

E-Rate Proposals Completed - At the start of E-Rate season, the district completed Form 470 requesting proposals for wireless access points (WAPs) and switches. This equipment will serve as a refresh as well as allow us to expand our systems. In total, we received proposals from 9 solution providers. At the end of the process, Camera Corner Connecting point was selected as the winning bid. Form 471 was submitted. Now, we wait to see if our request for funding is awarded.

FACTOR	POINTS AVAILABLE	CYTRANET	AT&T	CCCP	HEARTLAND	E-RATE GEAR	TAMARACK	COMPUTNET	SENTINEL	Electronaca
Price of the eligible products and services	7	1	0	5	4	7	6	5	4	4
Accuracy of proposal	5	0	0	5	5	3	3	3	2	2
Prior experience with the vendor	5	0	2	5	4	0	0	0	0	0
Local or in-state vendor	3	0	1	3	2	0	0	0	1	0
TOTAL	20	1	3	18	15	10	9	8	7	7

As part of this work, we continue to work with contractors to map out needs for future displays. Prior to break we were able to walk the middle school and high school. In early April we were able to walk Sunrise and Sawyer. More to come on this topic in the future.

Employment Opportunities

Technical Support Specialists - The District Technical Support Specialists position has been posted to WECAN. The purpose of this position is to support the Department of Technology in receiving, inventorying, deploying, and installing district devices to end users. This position will assist the Network Support Specialist to maintain, analyze, troubleshoot, and repair district issued devices, displays and other computer peripherals. Working with our Student Tech Captains, this person will work within our ticketing system to support our teachers and students daily use of technology. My goal is to have someone hired by the beginning of June. As of April 12th, we have 3 candidates. As a reminder this is not an added position to the district but rather a shift in current assignment responsibilities.



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April 21, 2021 Board of Education Meeting Superintendent Report

Prepared by Dan Tjernagel, Superintendent of Schools

Prepared for the meeting packet on Sunday, April 11, 2021; Additional updates may be added later in section 4

1. Teaching & Learning

- a. **Working hard to keep “the main thing the main thing”** – I used this descriptor as the first item in my report last month, and it certainly continues to be appropriate. Following spring break there were additional challenges around topics such as quarantines, impacts on staff, students, and parents for school and also the community daycare center as a result of vaccine doses and side effects, several issues around athletics and more. Additionally, Staff and Parent reps, Board reps, and Admin Team reps, have spent a great deal of time on the important Sawyer principal process—not long after a number of us spent a great deal of time on the SBHS principal process.

Through it all, however, staff have continued to work through the challenges, distractions, and the “COVID-related fatigue” of the past 13 months to keep the main thing the main thing and focus on working with our students and families. Thank you! Thanks as well to our nurse team, health partners, families, and everyone else working with us to keep things moving forward.

- b. **“Flexible Fridays”** – We are now in our sixth month of the early release system in place on Fridays as we navigate the 2020-2021 school year. As a quick review, here are the primary activities associated with the early release Fridays as we navigate the current school year:

- One-on-one help – Assist in-person and/or virtual students who need extra support.
- In-person assistance – Virtual students could access labs or equipment not available at home.
- Parent communication – Contact parents of in-person and/or virtual learners regarding progress and needs.
- Assessment – Create alternative virtual assessments; provide feedback; provide additional student time.
- Lesson & virtual materials preparation – Create lessons and materials for the virtual classroom.
- Learning materials – Upload materials into Google classroom and other formats.

Special thanks once again to everyone in our school community who is working with us in order to make the year as successful as possible and keep our schools open.

- c. **Planning for the 2021-2022 School Year**

As I have shared the past couple of months, while there is plenty to do yet for this year, various staff members have been working on various details and scenarios for next school year. Principals have also begun to communicate with families so they are informed. Director Ferry has worked with the Admin Team and teacher leaders to lead the charge regarding possibilities around the remote/virtual option and platform for most of the levels next year. Separate from that, each school has been dialing in on what the remote/virtual option will and will not involve next year. Based on what school staff have learned from last spring and this year, each level has a fairly clear understanding of what should and should not occur when it comes to remote/virtual learning, family support needed, and most importantly, student success.

Other topics the Admin Team and I have discussed involve things I have shared with you, as well as with our health partners at Public Health and DCMC in the last couple of meetings. I cannot predict exactly what things will be like in 4 ½ months, but based on observations from the past 13 months and a combination of what I am and am not hearing or reading, there are some points to ponder below. TO BE CLEAR, we will continue to work with our partners at DCMC and Public Health, as well as the other county districts, just as we have since last summer and see how these topics progress. What I'm about to share is not set in stone, but I know people are wondering what might be the case next fall with some of these topics just as the Admin Team, Board, and I have.

- Vaccinations – As more adults who want and/or need the vaccine receive it, we would imagine this will impact our ability to operate in a positive way—and this goes well beyond school. I did ask in our April 8 meeting what our health partners thought was a reasonable percentage, and Sue Powers said that while her goal may be a bit lofty, she would like to see close to 80%. Additionally, we know that older students are becoming eligible and some students are starting to receive vaccinations. I would guess the percentage of eligible young people who receive the vaccine would be quite a bit lower than adults, but time will tell.
- Contact tracing & quarantining – I do not currently see these dynamics operating next year in the manner they did this year. First, I do not see schools having lists of the “vaccinated or unvaccinated” adults for a variety of reasons. Second, I do not see schools having lists of the “vaccinated or unvaccinated” students for a variety of reasons (this would go well beyond the Wisconsin Immunization Registry that the nurse team can access). Third, parents really do not need to give details when excusing their children from school—especially the first 10 days of absence in a school year. While most parents provided great detail this year in order for us to operate schools, I don't see everyone continuing to provide that information. We do know that when unique things are happening (ex. Jan/Feb 2020 flu at secondary campus), parents have provided additional detail to our staff even without being asked, so that is something to keep in mind for those types of situations.
- Facial coverings – One could easily argue that of all the challenges and strong feelings that have come out during the pandemic, that the information, feelings, and emotions which manifested themselves around facial coverings last summer ranked in first place. As noted above, I don't know for sure what things will be like in late summer or early fall, but I would guess facial coverings will play a role at some point next year. However, this may be very different from this year AND past years. One example I've considered involves the students and staff especially at the secondary campus who got some form of the flu in January and February of

2020. If something similar happened in the future it's possible our health partners would recommend a limited time window for facial coverings.

- Plexiglass dividers – I do not currently see the widespread usage of dividers across the district next year. I think it will likely be something people utilize in more targeted situations (as some lower elementary staff have mentioned). Again, the “flu example” I’ve used previously pops up as something that could cause schools to dust off some dividers. (And yes, I’m well aware a number of people would like to repurpose or melt down those dividers, and I don’t blame them one bit.)

Stay tuned. We’ll see how things develop—just as we have for the past year-plus.

- d. **Recent Conversations around Teaching and Learning-related Topics** – One of the great things about the many conversations and tasks associated with the Sawyer principal search process is how many involve the strengths and needs of our staff and students at Sunset and Sawyer. Additional components involve the need to support the “new Sawyer” not only with the move, but what the school will need moving forward—and this goes well beyond moving classrooms and playground procedures. Some participants and candidates had approaches for what may be needed based on what they learned, and once they have a chance to actually listen to and work with staff and families.

Additionally, some people seem to understand that some of the challenges of our elementary system are changing for good. Many seem to understand the critical role the new Sawyer will play in establishing the foundation for our youngest learners years into the future. Some also seem to understand that actions are necessary to address existing data points and trends around achievement and open enrollment at the elementary level.

An additional topic came up recently in a conversation I had with a secondary faculty member so I wanted to share it with everyone who reads these reports to stay updated. I had shared information as it came up in my various meetings and conversations with Sunset and Sawyer staff members so they knew the next principal would not have to also be responsible for district teaching & learning/curriculum duties, but wanted to touch on it now for everyone across the district. While hiring the next Sawyer principal “a year early” made the most sense with the combination of Sunset and Sawyer for the “new Sawyer” next year, that does not mean the administrative staffing for 2021-2022 will carry forward in the exact same manner for 2022-2023. Ann Smejkal will be working with the Admin Team, academic coaches, and others over the next 14 months to help ensure that topics from Title I to curriculum and more can continue, and so valuable work is not lost. While there have been conversations about what this could look like, that will likely involve an existing position/person continuing at least some current duties mixed with teaching and learning (or whatever we call it by then) responsibilities beginning with the 2022-2023 school year after Ann retires.

2. **Community Engagement**

- a. **DCEDC Board** - The monthly DCEDC Board meeting is Monday, April 19. This year the meetings moved from the second Monday of the month to the third Monday of the month.

- b. **YMCA Board meetings** – The regular monthly YMCA Board meeting was Thursday, April 8. I obviously missed this meeting since it was the third night of the first round of the Sawyer principal interview process.
- c. **Public Health, DCMC, and Door County School District Meetings** – The group continues to meet via the county’s WebEx virtual meeting system on Thursday mornings at 8:00 A.M. Public health representatives, DCMC representatives, and representatives from the various county school districts typically attend. Since Spring Break, we are moving to an every-other-week approach, but special meetings can be called when needed.
- d. **Spring community newsletter** – Thanks to Amy Stephens and Jane Stephen who have worked on the spring newsletter. Thanks as well to those team members who put together a piece and/or submitted a photo. The thinking was to provide a smaller update on the construction project, with a larger spread planned once again for next fall’s newsletter.
- e. **Groundbreaking event planning** – The plan is to hold a small event (perhaps 15-20 minutes) on Wednesday, May 19, prior to the school board meeting. We would likely have a few students participate who would be present in school next year, have some remarks from a resident(s), a construction partner(s), a musical selection by students, and so forth. I would likely emcee the small event. Then there would be the ceremonial shovel-turn photos with a few groups taking turns. I like the idea of a group of students doing the first shovel turn with streamers flying and so forth. As you know, I had asked the Board and Admin Team members to think about the event. I know an invitation/flier was in the works as well. Stay tuned.

3. Finance, Facilities, & Operations

- a. **Capital Project Update** – We continue to hold regular construction-related meetings with the Miron and EUA teams (not unlike the meetings we had every other Friday during the design phase over the spring, summer, and into the fall). Those meetings occur every other Tuesday morning and should continue for the next several months.

Construction details, contingency fund planning, summer transitions and work, and much more are part of those meetings. Additionally, team members have been involved in meetings with our furniture partner and other partners. Of all the meetings and meeting obligations, I think John Sullivan continues to “win the award” for having the most meetings and additional work as a result of the projects.

- b. **Superintendent meetings** – For quite some time, some of the superintendents from Door and Kewaunee County have met on Thursday mornings (after our standing Door County meeting with public health & DCMC) to keep the communication lines open, share developments and ideas, etc.

April 9 was the monthly CESA 7 superintendent meeting. In addition to the usual meeting (held via Zoom this year), guest presenters, etc. we had a combined meeting with other CESA’s and heard from John Ashley (WASB Executive Director) and State Superintendent-elect Jill Underly.

- c. **Sawyer Principal Process** – The position was posted on January 18, 2021 with an application deadline of March 14, 2021. We ended up with 47 applicants. I extended phone conversation invitations to close to a dozen individuals and seven people went through the formal first-round interview process and six stations from April 6-8. The field was narrowed to three finalists (and an alternate, if needed). Finalists will return for a meet & greet, community tour, second interview with the Admin Team, and second interview with the Board on Tuesday, April 13. Provided a candidate can be secured, the Board could approve the individual as early as the April 21 Board meeting as the plan has been all along. As the meeting agenda and materials are prepared, the approval will be listed on the agenda, even though details likely won't be complete until the week of the meeting.
- d. **Neola Board Policy Updates** –
- I have no new developments here the past three months with the two principal searches and more.
 - Update 29.2 is next. Ann, Jean, and I had met on January 12, but I have not been able to prioritize the follow up with staff and legal counsel needed on a portion of the policies.
 - There is also an Edgar 2.0 update I plan to have Jake and the Business review before seeing what may need Board attention.
 - Update 30.1 would then be the next set of revisions.
- e. **Compensation related items** – We'll hold the annual meeting again this year after having to take an alternate approach in spring of 2020. On the **post-employment benefit** front, we know there was a work group last school year and additional conversation at the Board level in a learning session last spring. Jake gave an update based on what the consultant had sent at the Board Retreat. As a quick reminder, dollars had been earmarked to begin a transition to a new system.

4. **Additional Items and/or Updates** (added after I submitted my report for the Board packet)