

**THE SCHOOL DISTRICT OF STURGEON BAY**  
**Regular Board of Education Meeting**  
**Wednesday, August 16, 2023**

*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 hearing. There is a time for public comment during the meeting as indicated in the agenda."*

6:00 P.M.      Work Session

Board Conference Room

*Note: The Board typically has a work session prior to the August Board meeting to review budgetary matters again between the preliminary approval which occurs in June and formal approval which occurs in October, following the October 15 aide certification from the State. No formal action is taken in these work sessions.*

**CALL TO ORDER:**

1. Roll Call
2. Motion to Adopt Agenda

**OPERATIONS**

1. Budget planning for 2023-2024 and Beyond Discussion
  2. Adjourn
- 

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 COMMENT SECTION**—*As noted in Board Policy 0167.3 Public Comment at Board Meetings: Individuals who wish to address the Board should be residents of the School District of Sturgeon Bay or parents of students open-enrolled into the district. Speakers are asked to share their name, address, and be aware that comments may be limited to three minutes at the discretion of the Board President.*

**CONSENT AGENDA:**

1. Approve Minutes
  - a. Regular Meeting of July 19, 2023
2. Approve July Bills
3. Accept Grants and Donations
4. Approve Resignations and Retirements

**OPERATIONS AGENDA:**

1. Consent Agenda items requiring attention (if any)
2. Approve High School Special Education Teacher
3. Approve High School Business Education Teacher
4. Approve Teacher Associates
5. Approve Yearbook Advisor
6. Approve Project 180 Co-Advisor
7. Approve Strategic Action Plan for 2023-2024
8. Reports:
  - a. Legislative
  - b. CESA
  - c. Committee/Seminars
  - d. Elementary Playground Update
  - e. Business Manager
  - f. Superintendent
9. 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 & Ann DeMeuse  
Date: August 8, 2023  
RE: Background Information for the August 16, 2023, Meetings

**6:00 P.M. Work Session**

**Board Conference Room**

*Note: The Board typically has a work session prior to the August Board meeting to review budgetary matters again between the preliminary approval which occurs in June and formal approval which occurs in October, following the October 15 aide certification from the State. No formal action is taken in these work sessions.*

**CALL TO ORDER:**

1. Roll Call
2. Motion to Adopt Agenda

**OPERATIONS**

**1. Budget planning for 2023-2024 and Beyond Discussion**

Business Manager Holtz will walk the Board through pertinent budget-related information. As a quick reminder, formal budget adoption and the approval of the tax levy occurs in the October 25 Board meeting after we receive the formal aide certification information from the state on or about October 15.

**2. Adjourn**

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**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 COMMENT SECTION**—*As noted in Board Policy 0167.3 Public Comment at Board Meetings: Individuals who wish to address the Board should be residents of the School District of Sturgeon Bay or parents of students open-enrolled into the district. Speakers are asked to share their name, address, and be aware that comments may be limited to three minutes at the discretion of the Board President.*

**CONSENT AGENDA:**

- 1. Approve Minutes**
  - A. Regular Meeting of July 19, 2023
- 2. Approve July Bills**
- 3. Grants and Donations**

- Werner Krause donated \$3,000 to the Virtual Mental Health Services Program
- Hope Church donated \$111 to Gender Sexuality Alliance

Thank you to these groups and the individuals associated with them for their generosity.

- 4. Resignations and Retirements** – Danielle Hunt has resigned from her high school teacher association position. Dena Barganz has resigned from her JV Volleyball Coaching position. Nicole Herbst has resigned from the Yearbook Advisor, Educators Rising (FTA) and Service Club. Alaina Tews has resigned from her Special Education Teaching position in the high school.

We thank these individuals for their service and wish them well in their next adventures.

A motion to approve the consent agenda items as presented is recommended.

### **OPERATIONS AGENDA:**

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

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

- 2. Approve High School Special Education Teacher**

Alexis Potvin: Director of Special Education and Pupil Services Lindsay Ferry is pleased to recommend Alexis Potvin to the Special Education team, joining the High School. Alexis has a bachelor's degree in music education from River Falls and is currently earning her Master's Degree in Special Education. Alexis brings great knowledge and enthusiasm to her work and is excited to join the Sturgeon Bay School District as a Special Education Teacher where she will no doubt bring positive energy to the team.

A motion to approve Alexis Potvin as a Special Education Teacher at the high school beginning with the 2023-2024 school year is recommended.

- 3. Approve High School Business Education Teacher**

Michael Carter has spent the majority of his adult life working in business and leadership positions including at companies like Georgia-Pacific, Weyerhaeuser, and NextEra Energy - Power. In that time, he specialized in a wide range of business practices, including money management, marketing, computer technology, and strategic initiatives.

In addition to his business background, Michael lives in Sturgeon Bay and has a daughter who is a current high school student. Throughout the interview process, Michael impressed us with his knowledge, attention to detail, and enthusiasm for taking on this new challenge.

Michael has recently been approved by the Board to serve as an assistant football coach for the upcoming school year as well. Michael's experience, enthusiasm, and desire to learn and grow makes him an ideal candidate for the Business Education position at Sturgeon Bay High School.

A motion to approve Michael Carter at Sturgeon Bay High School as a 60% FTE Business teacher beginning with the 2023-2024 school year, pending emergency license issuance from the DPI, is recommended.

#### **4. Approve Teacher Associates**

##### **A. Teacher Associate Brittany Uecker**

Principal Katy DeVillers is pleased to recommend Brittany Uecker for the Teacher Associate Position in our Safe Harbor Program at Sawyer Elementary School for the 2023/2024 school year. Brittany has an elementary teaching degree and taught in a self-contained special education classroom. She also has experience as a long-term substitute in a similar program to Safe Harbor. During her time in schools, she received a great deal of professional learning related to supporting students socially, emotionally and with their behaviors. One of Brittany's past colleagues stated that her greatest strengths are her positive attitude, strong work ethic, and ability to create positive relationships with others. We are looking forward to having her support our students at Sawyer within our Safe Harbor Program!

A motion to approve Brittany Uecker as a Teacher Associate in the Safe Harbor Room beginning with the 2023-2024 school year is recommended.

##### **B. Teacher Associate Jacquelyn Palomba**

Director of Special Education and Pupil Services Lindsay Ferry is pleased to recommend Jacquelyn Palomba for the Teacher Associate position on the High School team. Jacquelyn has experience working with children of all ages and supporting them both academically and personally. Jacquelyn recently moved to the area and is excited to learn more about the community through the eyes of the students.

A motion to approve Jacquelyn Palomba as a Teacher Associate in the High school beginning with the 2023-2024 school year is recommended.

##### **C. Teacher Associate Scott Derkez**

Director of Special Education and Pupil Services Lindsay Ferry is pleased to recommend Scott Derkez for the Teacher Associate position on the sixth grade special education team. Scott is a recent graduate of Sevastopol High School and has a strong interest in connecting music to student growth. Scott will be pursuing a degree in education and is excited to be a part of a district that will help him develop his own professional skills.

A motion to approve Scott Derkez as a Teacher Associate on the sixth-grade special education team, beginning with the 2023-2024 school year, is recommended.

##### **D. Teacher Associate Kimberly Nimmer**

Director of Special Education and Pupil Services Lindsay Ferry is pleased to recommend Kim Nimmer for the Teacher Associate position. Kim will be joining the High School ID/Autism team this year. Kim has always held a passion for students with disabilities and has demonstrated this passion in her work with the Special Olympics of Door County. Kim is eager to begin this position and begin her work with the High School Team.

A motion to approve Kimberly Nimmer as a Teacher Associate on the High School ID/Autism team beginning with the 2023-2024 year is recommended.

**E. Teacher Associate Hannah Grohman**

Director of Special Education and Pupil Services Lindsay Ferry is pleased to recommend Hannah Grohman to the Special Education team at Sunrise Elementary School. Hannah has experience working with children at Bay view Lutheran Church, serving as a Teacher Aide as well as her position at NWTC where she served as the Student Involvement Coordinator. Hannah is excited to join the Sunrise team and bring her experience and love of children to the lives of the students and her colleagues.

A motion to approve Hannah Grohman as a Teacher Associate at Sunrise beginning with the 2023-2024 school year is recommended.

**F. Teacher Associate Ben Back**

Director of Special Education and Pupil Services Lindsay Ferry is pleased to recommend Ben Back to the special education team in the High School. Ben has a Bachelor's degree in Psychology and has served as a Physical Therapist and Director of Rehabilitation for St. Otto's Care Center. Ben is a parent in the district and is excited to join our team to help improve student lives in the community. Ben will be joining the High School ID/Autism program where he will no doubt bring his experience and skills to an already amazing team.

A motion to approve Ben Back as a Teacher Associate on the High School ID/Autism team beginning with the 2023-2024 school year is recommended.

**5. Approve Yearbook Advisor**

Principal Nerby recommends Jenna Augustson, current English Teacher, to serve as the Yearbook Advisor for the 2023-2024 school year.

A motion to approve Jenna Augustson as the Yearbook Advisor beginning with the 2023-2024 school year is recommended.

**6. Approve Project 180 Co-Advisor**

Principal Nerby recommends Emily Orns, current Family and Consumer Education Teacher, to serve as the Project 180 co-advisor, along with Morgan Kiedrowski, for the 2023-2024 school year.

A motion to approve Emily Orns as the Co-Advisor for Project 180 beginning with the 2023-2024 school year is recommended.

**7. Approve Strategic Action Plan for 2023-2024**

As we have discussed since the February 2017 Board and Administrative Team retreat, putting together a one-page document with identified priorities that can serve as a "strategic action plan" should help us not only with our internal processes and focus areas for a given year, but also should assist our work as we continue to work to communicate with our community.

The strategic action plan process is intended to:

- help provide clarity through annual priority areas for our organization,
- give us targeted items to monitor throughout the year, and
- provide a document for annual review so adjustments can be made for the following year.

As we have said in the past, feedback is welcome on the strategic action plan concept—as is focus as we consider our work, priorities, and overall focus for the upcoming year, as well as our ability to appropriately communicate those priorities to our families, staff members, and community members. As critical issues arise, we have certainly talked about how those could or should fit with the identified areas and can examine those accordingly whether during the year or in subsequent years.

The Core Admin Team and I have spent time especially on the Teaching and Learning area this spring and again in our June meeting. Based on these and other conversations with the Board and Core Team I the two other areas as well.

A motion to approve the Strategic Action Plan for 2023-2024 is recommended.

## **8. Reports**

## **9. Adjourn**

THE SCHOOL DISTRICT OF STURGEON BAY  
Regular Board of Education Meeting  
Wednesday, July 19, 2023

President Stephani called the regular meeting to order at 7:02 PM in the high school library. Present: Spritka, Schulz, Kruse, Stephani, Jennerjohn, Chisholm, Wood, and Haus. Excused: Howard. Also present were: Superintendent Tjernagel, K Nerby, M. Smullen, K. Smullen, K DeVillers, J Paye-Weber, L Ferry, J. Holtz, J Spude & A. DeMeuse. The Pledge of Allegiance was recited.

**Motion: Wood/Jennerjohn to adopt the agenda as presented. Motion carried unanimously.**

PUBLIC COMMENT SECTION: (as noted in Board Policy 0167.3 Public Comment at Board Meetings): None.

CONSENT AGENDA:

**1. Approve June Minutes**

- a. Regular Meeting June 21, 2023

**2. Approve June Bills**

**3. Approve grants and donations:**

- a. Shawn Wautier donated \$70 to the HS Spec Ed Daily Living Skills classroom.
- b. Raibrook has approved a grant for football sleds.

- 4. **Accept Resignations:** Katrina Boucher is resigning from her JV1 Volleyball coaching position. Andrea Cress is resigning from her Middle School Band Teacher position. Steven Umentum has resigned from his Special Education Teaching position.

**5. Accept Seclusion and Restraint Annual Report**

Act 125 requires that schools report annually to the school board by September 1 about any incidents from the previous school year. Most incidents of seclusions and restraint in school districts typically occur at the elementary level.

Director Ferry has prepared the annual report summarizing the information from the past year with a small number of students. That report is included in the meeting packet.

**6. Board Policy Second Readings** (*Reminder: First Readings took place at the June 21, 2023, Regular Board of Education meeting*):

- a. Policy 0161 - Parliamentary Authority (Revised)
- b. Policy 1213/3213/4213 – Student Supervision and Welfare (Revised)
- c. Policy 1421/3121/4121 - Criminal History Record Check and Employee Self-Reporting Requirements (Revised)
- d. Policy 2260.02 - Services for Bilingual Students/English Learners (Revised)
- e. Policy 2416 - Student Privacy and Parental Access to Information
- f. Policy 2460.03 - Independent Educational Evaluation (IEE) (Revised)
- g. Policy 2522 - Library Media Centers
- h. Policy 2700.01 - School Performance and State Accountability Report Cards (Revised)
- i. Policy 3120.04/Policy 4120.04 - Employment of Substitutes (Revised)
- j. Policy 5113 - Open Enrollment Program (Inter-District) (Revised)
- k. Policy 5340 - Student Accidents/Illness/Concussion (Revised)
- l. Policy 5517.01 - Bullying (Revised)
- m. Policy 7440.01 - Video Surveillance and Electronic Monitoring (Revised)
- n. Policy 8146 - Notification of Educational Options (Revised)



- o. Policy 8500 - Food Services
- p. Policy 8740 - Protection of District Funds
- q. Policy 9130 - Public Requests, Suggestions, or Complaints

**Motion: Chisholm/Haus to approve the consent agenda items as presented. Motion carried unanimously.**

OPERATIONS AGENDA:

1. Consent Agenda items requiring attention (if any): None.
2. **Motion Schulz/Spritka to approve Noah Vander Loop as the TJ Walker Middle School Band Teacher beginning with the 2023-2024 school year. Motion carried unanimously.**
3. **Motion Haus/Kruse to approve Schye Skinner as the Special Education/Alternative Education Teacher beginning with the 2023-2024 school year. Motion carried with Chisholm abstaining.**
4. **Motion Schulz/Jennerjohn to approve Sarah Doubeck as the Special Education Early Childhood Teacher beginning with the 2023-2024 school year. Motion carried unanimously.**
5. **Motion Kruse/Haus to approve Amanda Fruzen at Sturgeon Bay High School as a Front Office Registrar beginning with the 2023-2024 school year. Motion carried unanimously.**
6. **A. Motion Haus/Chisholm to approve Becky White as the Sunrise Library Teacher Associate beginning with the 2023-2024 school year. Motion carried unanimously.**  
**B. Motion Jennerjohn/Kruse to approve Kayla Derber as the Sawyer Safe Harbor Teaching Associate beginning with the 2023-2024 school year. Motion carried unanimously.**
7. **A. Motion Spritka/Jennerjohn to approve Nick Kita as the 8<sup>th</sup> and 7<sup>th</sup> grade football coach. Motion carried unanimously.**  
**B. Motion Schulz/Spritka to approve Michael Carter as an Assistant Football Coach. Motion carried unanimously.**
8. **Motion Jennerjohn/Wood to approve the Technology Department purchases as presented from the quote in the packet. Motion carried unanimously.**
9. **Motion Haus/Jennerjohn to give the required annual notice pertaining to academic standards utilized in the School District of Sturgeon Bay for the 2023-2024 school year. Motion carried unanimously.**
10. **Motion Haus/Kruse to approve \$15,000 toward the sports complex feasibility study as described. Motion carried unanimously.**
11. As an informational item, Director Spude provided an overview of the lunch program offerings and of Fund 50 (food service fund). She recommends continuing free breakfast for students for the upcoming school year with reconsideration prior to every school year, based on the financial strength of Fund 50.
12. **Strategic Action Plan Draft for 2023-2024 (informational item)**  
The strategic action plan process is intended to help provide clarity through annual priority areas for our organization, give us targeted items to monitor throughout the year, and provide a document for annual review so adjustments can be made for the following year. Draft reviewed.

**13. Biennial State Budget Update (informational item)**

Summary provided by Business Manager Holtz.

14. Reports:

- a. Legislative – None.
- b. CESA – none
- c. Committee/Seminars – none.
- d. Administrative Reports presented.
  - i. Business Manager
  - ii. Food Service
- e. Superintendent’s Report presented.

**15. Motion: Jennerjohn/Schulz to adjourn at 7:55 PM. Motion carried unanimously.**

Respectfully submitted by,  
Ann DeMeuse  
Board Recording Secretary

Date: \_\_\_\_\_

President’s Signature: \_\_\_\_\_

Recordings of the Board meetings can be located at: <https://www.sturbay.k12.wi.us/district/board-of-education>

| CHECK DATE | CHECK NUMBER | CHE TYP | AMOUNT    | ACCOUNT NUMBER          | VENDOR               | INVOICE DESCRIPTION   |
|------------|--------------|---------|-----------|-------------------------|----------------------|---|
| 07/13/2023 | 232400012    | A       | 515.00    | 10 E 800 941 239000 000 | ASSOC OF WISC SCH AD | MEMBERSHIP RENEWAL<br>2023-2024/KATY DEVILLERS  |
| 07/13/2023 | 232400012    | A       | 254.00    | 10 E 800 310 264400 000 | ASSOC OF WISC SCH AD | 2023 ELEMENTARY CONVENTION<br>REGIST FEE/KATY DEVILLERS   |
| 07/13/2023 | 103506       | R       | 80.00     | 10 E 200 310 121000 000 | BOGNER/JOSTENS, JAYM | JOSTENS SUMMER YEARBOOK<br>WORKSHOP   |
| 07/13/2023 | 103507       | R       | 200.00    | 10 E 120 310 221300 000 | CPI                  | MEMBERSHIP<br>7/20/23-7/20/24-KARLIE<br>MARTENS   |
| 07/13/2023 | 232400013    | A       | 10,165.17 | 10 E 800 480 252100 000 | FRONTLINE TECHNOLOGI | 06/01/2023-05/31/2024 license<br>agreements and support fees  |
| 07/13/2023 | 232400013    | A       | 3,097.86  | 10 E 800 480 252100 000 | FRONTLINE TECHNOLOGI | 06/01/2023-05/31/2024 license<br>agreements and support fees  |
| 07/13/2023 | 232400013    | A       | 3,097.86  | 10 E 800 480 252100 000 | FRONTLINE TECHNOLOGI | 06/01/2023-05/31/2024 license<br>agreements and support fees  |
| 07/13/2023 | 232400014    | A       | 145.00    | 10 E 800 310 125000 000 | INSTRUMENTAL MUSIC C | Instrument Repair   |
| 07/13/2023 | 103508       | R       | 50.00     | 10 E 800 310 239000 000 | MINNESOTA COMPANION  | MEMORIAL GIFT-CATHERINE<br>FARRELL  |
| 07/13/2023 | 103509       | R       | 2,150.00  | 10 E 800 943 162000 000 | PACKERLAND CONFERENC | CONFERENCE DUES 2023-2024   |
| 07/13/2023 | 232400015    | A       | 30.59     | 10 E 120 411 241000 000 | QUILL LLC            | Office files  |
| 07/13/2023 | 232400015    | A       | 20.90     | 10 E 120 411 241000 000 | QUILL LLC            | Office files  |
| 07/13/2023 | 232400016    | A       | 654.46    | 10 E 120 411 241000 000 | SCHOOL SPECIALTY, LL | Sawyer Supplies   |
| 07/13/2023 | 103510       | R       | 50.00     | 10 E 800 310 239000 000 | ST JOHN BOSCO CATHOL | MEMORIAL GIFT-MARY HEIL-ALLEN   |
| 07/13/2023 | 103511       | R       | 529.85    | 10 E 800 449 295000 000 | ULINE                | File cabinet for Amy L  |
| 07/13/2023 | 103512       | R       | 275.00    | 10 E 800 941 252100 000 | WASBO FOUNDATION     | MEMBERSHIP DUES 2023-2024/A.<br>LALUZERNE   |
| 07/13/2023 | 103513       | R       | 5,385.00  | 10 E 800 941 231000 000 | WISCONSIN ASSOCIATIO | MEMBERSHIP DUES 2023-2024   |
| 07/18/2023 | 103514       | R       | 238.38    | 98 L 000 000 811680 000 | GURSTEL LAW FIRM PC  | Case No. 12-CV-224; File<br>#802986   |
| 07/18/2023 | 103515       | R       | 21.00     | 98 L 000 000 811690 000 | UNITED WAY           | Employee Donations  |
| 07/18/2023 | 103515       | R       | 43.00     | 98 L 000 000 811690 000 | UNITED WAY           | Employee Donations  |
| 07/20/2023 | 103524       | R       | 10,200.00 | 10 E 800 310 221300 000 | 95 PERCENT GROUP LLC | Top Ten Tools 1 year rolling<br>digital access subscription<br>for 51 elementary staff for<br>the 2023-2024 school year |
| 07/20/2023 | 103524       | R       | 17,751.00 | 10 E 800 480 221500 000 | 95 PERCENT GROUP LLC | 95%Group implementation and<br>replacement materials for<br>23.24 school year (k-5)                                     |
| 07/20/2023 | 232400021    | A       | 130.50    | 10 E 800 324 253000 000 | A-1 ELEVATOR SERVICE | QUARTERLY MAINTENANCE-SUNRISE<br>7/1/23-9/30/23   |
| 07/20/2023 | 232400021    | A       | 198.75    | 10 E 800 324 253000 000 | A-1 ELEVATOR SERVICE | QUARTERLY MAINTENANCE-TJ<br>WALKER 7/1/23-9/30/23   |
| 07/20/2023 | 232400022    | A       | 1,119.55  | 10 E 800 411 253000 000 | BELSON CO            | TOWELS/TISSUE/LINERS  |
| 07/20/2023 | 232400022    | A       | 428.25    | 10 E 800 411 253000 000 | BELSON CO            | TISSUE/LINER/TOWELS   |
| 07/20/2023 | 103525       | R       | 987.39    | 10 E 800 355 263300 000 | CELLCOM WISCONSIN RS | Acct #003-00319495 Monthly<br>Charges   |
| 07/20/2023 | 103526       | R       | 17,642.00 | 10 E 800 711 270000 000 | COMMUNITY INSURANCE  | LIABILITY INSURANCE<br>7/1/23-7/1/24 POLICY #'S<br>SGL22358-23/SPRA1367-23  |
| 07/20/2023 | 103527       | R       | 285.00    | 10 E 400 310 163300 000 | CONCORD THEATRICALS  | Royalties, production rights,<br>and production materials for<br>"Footloose"- License # 518693                          |
| 07/20/2023 | 103527       | R       | 2,181.97  | 10 E 400 310 163300 000 | CONCORD THEATRICALS  | Royalties, production rights,<br>and production materials for<br>"Footloose"- License #518693                           |
| 07/20/2023 | 232400023    | A       | 340.00    | 10 E 800 449 295000 000 | CONSORTIUM FOR SCHOO | Consortium of School  |

| CHECK DATE | CHECK NUMBER | CHE TYP | AMOUNT    | ACCOUNT NUMBER          | VENDOR               | INVOICE DESCRIPTION  |
|------------|--------------|---------|-----------|-------------------------|----------------------|--|
| 07/20/2023 | 103528       | R       | 18,894.34 | 10 E 800 480 295000 000 | CTL CORPORATION      | Networking renewal. Renewal is due 6/30, but okay to pay later.                              |
| 07/20/2023 | 103528       | R       | 1,889.22  | 27 E 800 480 158100 341 | CTL CORPORATION      | 55 CTL PX14 chromebooks for TA devices. Utilizing multiple accounts                          |
| 07/20/2023 | 103529       | R       | 300.00    | 10 E 800 310 239100 000 | DOOR COUNTY YMCA     | MONTHLY MEMBERSHIPS  |
| 07/20/2023 | 103529       | R       | 260.00    | 10 E 800 310 239100 000 | DOOR COUNTY YMCA     | MONTHLY MEMBERSHIPS  |
| 07/20/2023 | 232400024    | A       | 526.50    | 10 E 800 324 253000 000 | EAGLE MECHANICAL     | ANNUAL TEST OF BACKFLOW PREVENTERS WORK ORDER #26851   |
| 07/20/2023 | 232400025    | A       | 1,108.15  | 10 E 800 324 253000 000 | ENVIRONMENTAL MGT CO | VECTOR SOLUTIONS/SAFESCHOOLS TRAINING 2023-2024  |
| 07/20/2023 | 232400025    | A       | 1,450.00  | 10 E 800 324 253000 000 | ENVIRONMENTAL MGT CO | SEMI-ANNUAL ESHC MAINT FEE JULY-DEC 2023   |
| 07/20/2023 | 232400025    | A       | 420.00    | 10 E 800 324 253000 000 | ENVIRONMENTAL MGT CO | SEMI-ANNUAL SDS MANAGER MAINT FEE JULY-DEC 2023  |
| 07/20/2023 | 232400026    | A       | 560.70    | 10 E 800 310 239000 000 | ERC INC              | JUNE 2023 EAP SERVICES   |
| 07/20/2023 | 232400027    | A       | 1,840.00  | 10 E 800 480 221500 000 | EXPLORELEARNING, LLC | Gizmos - Online Science Tool   |
| 07/20/2023 | 232400028    | A       | 3,234.75  | 10 E 800 480 295000 000 | FRONTLINE TECHNOLOGI | Frontline Asset Management portion for PC's/chromebooks                                      |
| 07/20/2023 | 232400028    | A       | 5,751.71  | 10 E 800 480 295000 000 | FRONTLINE TECHNOLOGI | ABSENCE & SUB MANAGEMENT SUBSCRIPTION RENEWAL 2023-2024                                      |
| 07/20/2023 | 232400028    | A       | 9,073.00  | 10 E 800 480 295000 000 | FRONTLINE TECHNOLOGI | STUDENT ANALYTICS LAB SUBSCRIPTION 2023-2024   |
| 07/20/2023 | 232400029    | A       | 10,800.00 | 10 E 800 480 162000 000 | HUDL                 | HUDL AD PACKAGE 8/1/23-7/31/24   |
| 07/20/2023 | 232400030    | A       | 500.00    | 10 E 800 480 221500 000 | IMAGINE LEARNING LLC | Odysseyware Reusable Enrollment  |
| 07/20/2023 | 103530       | R       | 175.47    | 10 E 120 411 126000 000 | INSECT LORE          | Sawyer Science Consumables   |
| 07/20/2023 | 232400031    | A       | 5,184.00  | 10 E 800 321 295000 000 | ISCORP               | SKYWARD HOSTING SERVICES 2023-2024   |
| 07/20/2023 | 103531       | R       | 574.88    | 10 E 800 324 253000 000 | JOHNSON CONTROLS     | FIRE ALARM SERVICES-SAWYER   |
| 07/20/2023 | 103531       | R       | 609.92    | 10 E 800 324 253000 000 | JOHNSON CONTROLS     | FIRE ALARM SERVICES-SUNRISE  |
| 07/20/2023 | 232400032    | A       | 3,000.00  | 10 E 800 480 221500 000 | KAMI- NOTABLE INC    | Kami renewal for MS and HS staff and students  |
| 07/20/2023 | 232400033    | A       | 2,288.39  | 10 E 100 310 110100 000 | KOBUSSEN BUSES LTD   | JUNE SUMMER SCHOOL BUSSING SERVICES  |
| 07/20/2023 | 232400034    | A       | 5,368.00  | 10 E 800 480 221500 000 | LEXIA LEARNING SYSTE | Lexia Core5 subscription for SW elementary school  |
| 07/20/2023 | 232400034    | A       | 500.00    | 10 E 800 480 221500 000 | LEXIA LEARNING SYSTE | Lexia English subscriptions for SW elementary (per Katy DeVillers)                           |
| 07/20/2023 | 232400034    | A       | 2,940.00  | 10 E 800 480 221500 000 | LEXIA LEARNING SYSTE | Lexia student subscription renewal for SR (includes Lexia English) for 2023-2024 school year |
| 07/20/2023 | 232400035    | A       | 129.00    | 10 E 800 310 221300 000 | MAAS, CHRISTINE      | 7/13/2023 PELI Training Registration reimbursement   |
| 07/20/2023 | 232400036    | A       | 1,800.00  | 10 E 800 480 295000 000 | MARCIA BRENNER & ASS | MBA Scheduler (HS 23-24  |
| 07/20/2023 | 232400036    | A       | 1,786.35  | 10 E 800 480 295000 000 | MARCIA BRENNER & ASS | PS PLUG INS ANNUAL SUPPORT   |
| 07/20/2023 | 103532       | R       | 890.00    | 10 E 200 414 120000 000 | MUSIC THEATRE INTERN | MS ALLIED ARTS PRODUCTION  |
| 07/20/2023 | 103533       | R       | 150.00    | 21 E 400 310 162204 000 | NEINAS, CHARLIE      | SUMMER BASEBALL UMPIRE   |

| CHECK DATE | CHECK NUMBER | CHE TYP | AMOUNT    | ACCOUNT NUMBER          | VENDOR               | INVOICE DESCRIPTION   |
|------------|--------------|---------|-----------|-------------------------|----------------------|---|
| 07/20/2023 | 232400037    | A       | 124.59    | 27 E 800 411 223300 341 | PICHETTE, LINNEA     | SERVICES<br>7/12/2023 binders and screen protectors for Lindsay                                       |
| 07/20/2023 | 232400038    | A       | 8,040.00  | 10 E 800 480 295000 000 | POWERSCHOOL GROUP LL | Power School Maintenance for 23.24 school year  |
| 07/20/2023 | 232400039    | A       | 950.00    | 10 E 200 310 221300 000 | PROJECT LEAD THE WAY | PLTW LAUNCH PARTICIPATION - TJW 2023-2024   |
| 07/20/2023 | 232400039    | A       | 950.00    | 10 E 200 310 221300 000 | PROJECT LEAD THE WAY | PLTW LAUNCH PARTICIPATION - SUNRISE 2023-2024   |
| 07/20/2023 | 232400039    | A       | 950.00    | 10 E 200 310 221300 000 | PROJECT LEAD THE WAY | PLTW LAUNCH PARTICIPATION - SAWYER 2023-2024  |
| 07/20/2023 | 103534       | R       | 8,900.00  | 10 E 800 324 254300 000 | QUALITY BUILDING RES | CHIMNEY REMOVAL-TJ WALKER   |
| 07/20/2023 | 232400040    | A       | 22,809.15 | 10 E 800 480 221500 000 | RENAISSANCE LEARNING | Renaissance Software and licenses (Educlimber, Fastbridge, STAR math & reading, MyON) for SW, SR, TJW |
| 07/20/2023 | 232400041    | A       | 150.00    | 21 E 400 310 162204 000 | SANCHEZ, ALEXANDER   | SUMMER BASEBALL UMPIRE SERVICES   |
| 07/20/2023 | 103535       | R       | 197.67    | 10 E 120 411 111000 000 | SCHOLASTIC INC       | SCHOLASTIC NEWS/LET'S FIND OUT MAGAZINES  |
| 07/20/2023 | 103535       | R       | 421.68    | 10 E 120 411 110500 000 | SCHOLASTIC INC       | SCHOLASTIC NEWS/LET'S FIND OUT MAGAZINES  |
| 07/20/2023 | 232400042    | A       | 388.45    | 10 E 120 411 126000 000 | SCHOOL SPECIALTY, LL | 2nd Grade Science Consumables   |
| 07/20/2023 | 103536       | R       | 16,971.00 | 10 E 800 713 270000 000 | SFM                  | WORKERS COMPENSATION<br>7/1/23-7/1/24   |
| 07/20/2023 | 232400043    | A       | 16,006.95 | 10 E 800 480 252100 000 | SKYWARD              | FINANCIAL MNGMNT SOFTWARE LICENSE RENEWAL 2023-2024   |
| 07/20/2023 | 232400044    | A       | 298.21    | 10 E 800 355 263300 000 | SPECTRUM BUSINESS    | Acct #8245 11 120 0173238 Monthly Charges   |
| 07/20/2023 | 232400045    | A       | 1,332.00  | 10 E 800 360 222200 031 | SWANK MOTION PICTURE | SWANK K-12 Streaming  |
| 07/20/2023 | 103537       | R       | 7.28      | 10 E 800 353 263300 000 | UNITED PARCEL SERVIC | Shipp07202023er #586902 Monthly Parcel Service  |
| 07/20/2023 | 232400046    | A       | 268.60    | 10 E 800 324 253000 000 | VANS FIRE & SAFETY I | CUSTOMER # 7900 FIRE EXT INSPECTION-HIGH SCHOOL   |
| 07/20/2023 | 103538       | R       | 3,742.50  | 10 E 800 480 221500 000 | VOYAGER SOPRIS LEARN | Acadience Online (ALO) k-5 literacy screener  |
| 07/20/2023 | 232400047    | A       | 2,000.00  | 10 E 800 355 263300 000 | WISCNET              | ANNUAL MEMBERSHIP FEES<br>7/1/23-6/30/24  |
| 07/20/2023 | 232400048    | A       | 453.80    | 10 E 800 354 258000 000 | WISCONSIN DOCUMENT I | Acct #GB3909 - Contract #3239-01  |
| 07/20/2023 | 232400049    | A       | 59,217.00 | 10 E 800 712 270000 000 | WRIGHT SPECIALTY INS | PROPERTY INSURANCE<br>7/1/23-7/1/24   |
| 07/25/2023 | 103539       | R       | 200.00    | 10 E 800 310 162000 000 | EASTERN WISCONSIN CO | STURGEON BAY BOYS SWIM FEES   |
| 07/25/2023 | 103540       | R       | 200.00    | 10 E 800 310 162000 000 | ELLENBECKER, TOM     | 2023-2024 PENINSULA CONF MS FEES  |
| 07/25/2023 | 232400052    | A       | 8,970.75  | 10 E 800 581 295000 000 | HEARTLAND BUSINESS S | CISCO 4331 ROUTER/SM-X ADAPTER/NETWORK INTERFACE MODULES  |
| 07/25/2023 | 232400052    | A       | 1,178.53  | 10 E 800 321 295000 000 | HEARTLAND BUSINESS S | CISCO SMARTNET EXTENDED SERVICE   |
| 07/25/2023 | 232400053    | A       | 7,994.96  | 10 E 140 472 110000 000 | HOUGHTON MIFFLIN     | HMH math workbooks  |
| 07/25/2023 | 232400053    | A       | 3,036.95  | 10 E 800 411 221200 000 | HOUGHTON MIFFLIN     | Math Expressions workbooks (k-2) and digital access to Think Central Platform for 23.24 school year.  |

| CHECK DATE | CHECK NUMBER | CHE TYP | AMOUNT   | ACCOUNT NUMBER          | VENDOR               | INVOICE DESCRIPTION  |
|------------|--------------|---------|----------|-------------------------|----------------------|--|
| 07/25/2023 | 232400054    | A       | 20.05    | 10 E 800 411 162000 000 | JOSTENS REMIT        | EMBLEM/INSERTS   |
| 07/25/2023 | 103541       | R       | 82.35    | 10 E 800 434 222200 031 | SCHOLASTIC INC       | Scholastic Magazines   |
| 07/26/2023 | 103542       | R       | 3,840.74 | 98 L 000 000 811634 000 | MADISON NATIONAL LIF | Group Life Policy 1151                                       |
| 07/26/2023 | 103543       | R       | 2,488.23 | 98 L 000 000 811635 000 | MADISON NATIONAL LIF | LTD Policy 14185 & STD Policy 14196                          |
| 07/26/2023 | 103543       | R       | 1,065.31 | 98 L 000 000 811639 000 | MADISON NATIONAL LIF | LTD Policy 14185 & STD Policy 14196                          |
| 07/26/2023 | 103544       | R       | 475.18   | 98 L 000 000 811637 000 | MADISON NATIONAL LIF | Voluntary Life - Policy 4521                                 |
| 07/26/2023 | 103545       | R       | 1,370.14 | 98 L 000 000 811647 000 | SUPERIOR VISION INSU | Policyholder - 03928901 - Vision Insurance - August Coverage |
| 07/26/2023 | 103546       | R       | 59.00    | 98 L 000 000 811690 000 | UNITED WAY           | Employee Donations   |
| 07/27/2023 | 103547       | R       | 240.00   | 10 E 400 310 121000 000 | BOGNER/JOSTENS, JAYM | YEARBOOK CAMP - J. Augustson                                 |
| 07/06/2023 | 202300014    | W       | 348.85   | 10 E 800 411 239000 000 | 4IMPRINT INC         | Credit Card Payment AP Invoice.                              |
| 07/06/2023 | 202300018    | W       | 348.10   | 10 E 800 324 253000 000 | AIRGAS USA LLC       | Credit Card Payment AP Invoice.                              |
| 07/06/2023 | 202300010    | W       | 7.99     | 10 E 800 432 222200 031 | AMAZON.COM           | Credit Card Payment AP Invoice.                              |
| 07/06/2023 | 202300010    | W       | 8.99     | 10 E 800 432 222200 031 | AMAZON.COM           | Credit Card Payment AP Invoice.                              |
| 07/06/2023 | 202300010    | W       | 9.49     | 10 E 800 432 222200 031 | AMAZON.COM           | Credit Card Payment AP Invoice.                              |
| 07/06/2023 | 202300010    | W       | 8.99     | 10 E 800 432 222200 031 | AMAZON.COM           | Credit Card Payment AP Invoice.                              |
| 07/06/2023 | 202300010    | W       | 7.99     | 10 E 800 432 222200 031 | AMAZON.COM           | Credit Card Payment AP Invoice.                              |
| 07/06/2023 | 202300010    | W       | 10.99    | 10 E 800 432 222200 031 | AMAZON.COM           | Credit Card Payment AP Invoice.                              |
| 07/06/2023 | 202300010    | W       | 8.99     | 10 E 800 432 222200 031 | AMAZON.COM           | Credit Card Payment AP Invoice.                              |
| 07/06/2023 | 202300010    | W       | 6.99     | 10 E 800 432 222200 031 | AMAZON.COM           | Credit Card Payment AP Invoice.                              |
| 07/06/2023 | 202300010    | W       | 9.99     | 10 E 800 432 222200 031 | AMAZON.COM           | Credit Card Payment AP Invoice.                              |
| 07/06/2023 | 202300010    | W       | 10.99    | 10 E 800 432 222200 031 | AMAZON.COM           | Credit Card Payment AP Invoice.                              |
| 07/06/2023 | 202300010    | W       | 8.99     | 10 E 800 432 222200 031 | AMAZON.COM           | Credit Card Payment AP Invoice.                              |
| 07/06/2023 | 202300010    | W       | 8.38     | 10 E 800 432 222200 031 | AMAZON.COM           | Credit Card Payment AP Invoice.                              |
| 07/06/2023 | 202300010    | W       | 7.99     | 10 E 800 432 222200 031 | AMAZON.COM           | Credit Card Payment AP Invoice.                              |
| 07/06/2023 | 202300010    | W       | 8.99     | 10 E 800 432 222200 031 | AMAZON.COM           | Credit Card Payment AP Invoice.                              |
| 07/06/2023 | 202300010    | W       | 9.36     | 10 E 800 432 222200 031 | AMAZON.COM           | Credit Card Payment AP Invoice.                              |
| 07/06/2023 | 202300010    | W       | 8.99     | 10 E 800 432 222200 031 | AMAZON.COM           | Credit Card Payment AP Invoice.                              |
| 07/06/2023 | 202300015    | W       | 254.00   | 10 E 140 310 221300 000 | ASSOC OF WISC SCH AD | Credit Card Payment AP Invoice.                              |
| 07/06/2023 | 202300015    | W       | 515.00   | 10 E 800 941 239000 000 | ASSOC OF WISC SCH AD | Credit Card Payment AP Invoice.                              |
| 07/06/2023 | 202300021    | W       | 100.00   | 27 E 800 310 223300 341 | DEPT OF PUBLIC INSTR | Credit Card Payment AP Invoice.                              |
| 07/06/2023 | 202300011    | W       | 46.42    | 10 E 800 351 239000 000 | INDEED, INC.         | Credit Card Payment AP                                       |

| CHECK DATE | CHECK NUMBER | CHE TYP | AMOUNT   | ACCOUNT NUMBER          | VENDOR               | INVOICE DESCRIPTION                                 |
|------------|--------------|---------|----------|-------------------------|----------------------|---|
| 07/06/2023 | 202300011    | W       | 403.00   | 10 E 800 351 239000 000 | INDEED, INC.         | Invoice.<br>Credit Card Payment AP                  |
| 07/06/2023 | 202300020    | W       | 193.62   | 27 E 800 342 221300 341 | KALAHARI RESORT      | Invoice.<br>Credit Card Payment AP                  |
| 07/06/2023 | 202300012    | W       | 864.00   | 21 E 200 411 166328 000 | SEROOGYS             | Invoice.<br>Credit Card Payment AP                  |
| 07/06/2023 | 202300017    | W       | 81.00    | 10 E 120 449 241000 000 | SONNY'S PIZZERIA LLC | Invoice.<br>Credit Card Payment AP                  |
| 07/06/2023 | 202300013    | W       | 12.99    | 10 E 800 990 239000 000 | US BANK              | Invoice.<br>Credit Card Payment AP                  |
| 07/06/2023 | 202300019    | W       | 425.00   | 27 E 800 941 223300 341 | WCASS                | Invoice.<br>Credit Card Payment AP                  |
| 07/06/2023 | 202300009    | W       | 2,048.00 | 50 E 800 449 257000 000 | THE WEBSTAURANT STOR | Invoice.<br>Credit Card Payment AP                  |
| 07/06/2023 | 202300009    | W       | 48.99    | 10 E 800 411 253000 000 | THE WEBSTAURANT STOR | Invoice.<br>Credit Card Payment AP                  |
| 07/06/2023 | 202300016    | W       | 630.00   | 10 E 140 310 221300 000 | WFEA                 | Invoice.<br>Credit Card Payment AP                  |
| 07/05/2023 | 202300004    | W       | 119.71   | 98 L 000 000 811675 000 | WEA MEMBER BENEFITS  | TSA Benefit: Tjernagel<br>\$389.57 & Holtz \$115.11 |
| 07/19/2023 | 202300007    | W       | 524.87   | 98 L 000 000 811675 000 | WEA MEMBER BENEFITS  | TSA Benefit: Tjernagel<br>\$389.57 & Holtz \$115.11 |
| 07/05/2023 | 202300002    | W       | 110.00   | 98 L 000 000 811642 000 | WEA TRUST ADVANTAGE  | WEA Roth IRA  |
| 07/05/2023 | 202300001    | W       | 0.00     | 98 L 000 000 811642 000 | WEA TRUST ADVANTAGE  | WEA Roth TSA  |
| 07/05/2023 | 202300001    | W       | 0.00     | 98 L 000 000 811676 000 | WEA TRUST ADVANTAGE  | WEA Tax Sheltered Annuity                           |
| 07/05/2023 | 202300002    | W       | 317.00   | 98 L 000 000 811642 000 | WEA TRUST ADVANTAGE  | WEA Roth TSA  |
| 07/05/2023 | 202300002    | W       | 425.00   | 98 L 000 000 811676 000 | WEA TRUST ADVANTAGE  | WEA Tax Sheltered Annuity                           |
| 07/19/2023 | 202300005    | W       | 110.00   | 98 L 000 000 811642 000 | WEA TRUST ADVANTAGE  | WEA Roth IRA  |
| 07/19/2023 | 202300005    | W       | 317.00   | 98 L 000 000 811642 000 | WEA TRUST ADVANTAGE  | WEA Roth TSA  |
| 07/19/2023 | 202300005    | W       | 425.00   | 98 L 000 000 811676 000 | WEA TRUST ADVANTAGE  | WEA Tax Sheltered Annuity                           |
| 07/05/2023 | 202300003    | W       | 145.00   | 98 L 000 000 811672 000 | WISCONSIN DEFERRED C | Plan #98971-01 Employee<br>Contributions            |
| 07/05/2023 | 202300003    | W       | 25.00    | 98 L 000 000 811672 000 | WISCONSIN DEFERRED C | Plan #98971-01 Roth Employee<br>Contributions       |
| 07/19/2023 | 202300006    | W       | 145.00   | 98 L 000 000 811672 000 | WISCONSIN DEFERRED C | Plan #98971-01 Employee<br>Contributions            |
| 07/19/2023 | 202300006    | W       | 25.00    | 98 L 000 000 811672 000 | WISCONSIN DEFERRED C | Plan #98971-01 Roth Employee<br>Contributions       |
| 07/01/2023 | 202300028    | W       | 122.99   | 10 E 400 449 127000 000 | AMAZON.COM           | Classroom Office Chair                              |
| 07/01/2023 | 202300029    | W       | 17.39    | 10 E 400 411 121000 000 | AMAZON.COM           | Art supplies  |
| 07/01/2023 | 202300030    | W       | 11.42    | 10 E 400 411 121000 000 | AMAZON.COM           | Art supplies  |
| 07/01/2023 | 202300031    | W       | 9.22     | 10 E 400 411 121000 000 | AMAZON.COM           | Art supplies  |
| 07/01/2023 | 202300032    | W       | 77.44    | 10 E 400 411 121000 000 | AMAZON.COM           | Art supplies  |
| 07/01/2023 | 202300033    | W       | 14.44    | 10 E 400 411 121000 000 | AMAZON.COM           | Art supplies  |
| 07/01/2023 | 202300034    | W       | 85.12    | 10 E 400 411 121000 000 | AMAZON.COM           | Art supplies  |
| 07/01/2023 | 202300035    | W       | 7.31     | 10 E 400 411 121000 000 | AMAZON.COM           | Art supplies  |
| 07/01/2023 | 202300036    | W       | 8.22     | 10 E 400 411 121000 000 | AMAZON.COM           | Art supplies  |
| 07/01/2023 | 202300037    | W       | 74.14    | 10 E 400 411 121000 000 | AMAZON.COM           | Art supplies  |
| 07/01/2023 | 202300038    | W       | 20.02    | 10 E 400 411 121000 000 | AMAZON.COM           | Art supplies  |
| 07/01/2023 | 202300039    | W       | 14.61    | 10 E 400 411 121000 000 | AMAZON.COM           | Art supplies  |
| 07/01/2023 | 202300040    | W       | 142.92   | 10 E 400 411 121000 000 | AMAZON.COM           | Art supplies  |
| 07/01/2023 | 202300041    | W       | 45.80    | 10 E 400 411 121000 000 | AMAZON.COM           | Art supplies  |
| 07/01/2023 | 202300042    | W       | 80.56    | 10 E 400 411 121000 000 | AMAZON.COM           | Art supplies  |
| 07/01/2023 | 202300043    | W       | 98.04    | 10 E 400 411 121000 000 | AMAZON.COM           | Art supplies  |
| 07/01/2023 | 202300044    | W       | 72.05    | 10 E 400 411 121000 000 | AMAZON.COM           | Art supplies  |

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|------------|--------------|---------|--------|-------------------------|------------|----------------------------|
| 07/01/2023 | 202300045    | W       | 13.01  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300046    | W       | 14.48  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300047    | W       | 72.10  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300048    | W       | 34.12  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300049    | W       | 80.56  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300050    | W       | 40.15  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300051    | W       | 38.00  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300052    | W       | 33.50  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300053    | W       | 17.58  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300054    | W       | 91.59  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300055    | W       | 17.03  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300056    | W       | 15.01  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300057    | W       | 17.03  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300058    | W       | 37.78  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300059    | W       | 118.16 | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300060    | W       | 14.40  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300061    | W       | 135.07 | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300062    | W       | 12.02  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300063    | W       | 18.05  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300064    | W       | 12.02  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300065    | W       | 11.00  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300066    | W       | 13.50  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300067    | W       | 15.01  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300068    | W       | 41.74  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300069    | W       | 31.71  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300070    | W       | 36.82  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300071    | W       | 19.60  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300072    | W       | 77.16  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300073    | W       | 62.02  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300074    | W       | 61.48  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300075    | W       | 52.94  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300076    | W       | 52.94  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300077    | W       | 40.26  | 10 E 400 411 121000 000 | AMAZON.COM | Art supplies               |
| 07/01/2023 | 202300078    | W       | 999.50 | 10 E 400 411 121000 000 | AMAZON.COM | sketchbooks                |
| 07/01/2023 | 202300079    | W       | 402.59 | 10 E 400 411 121000 000 | AMAZON.COM | AP art sketchbooks         |
| 07/01/2023 | 202300080    | W       | 111.09 | 10 E 400 411 121000 000 | AMAZON.COM | shading pencils            |
| 07/01/2023 | 202300081    | W       | 122.79 | 10 E 400 411 121000 000 | AMAZON.COM | shading pencils            |
| 07/01/2023 | 202300082    | W       | 76.65  | 10 E 400 411 121000 000 | AMAZON.COM | extra art supplies         |
| 07/01/2023 | 202300083    | W       | 7.15   | 10 E 400 411 121000 000 | AMAZON.COM | extra art supplies         |
| 07/01/2023 | 202300084    | W       | 132.69 | 10 E 400 411 121000 000 | AMAZON.COM | extra art supplies         |
| 07/01/2023 | 202300085    | W       | 5.95   | 10 E 400 411 121000 000 | AMAZON.COM | extra art supplies         |
| 07/01/2023 | 202300086    | W       | 53.02  | 10 E 400 411 121000 000 | AMAZON.COM | extra art supplies         |
| 07/01/2023 | 202300087    | W       | 255.77 | 10 E 400 411 121000 000 | AMAZON.COM | extra art supplies         |
| 07/01/2023 | 202300088    | W       | 10.09  | 10 E 400 411 121000 000 | AMAZON.COM | extra art supplies         |
| 07/01/2023 | 202300089    | W       | 24.99  | 21 E 400 411 162210 000 | AMAZON.COM | PD Books for Football      |
| 07/01/2023 | 202300090    | W       | 19.99  | 21 E 400 411 162210 000 | AMAZON.COM | PD Books for Football      |
| 07/01/2023 | 202300091    | W       | 34.95  | 21 E 400 411 162210 000 | AMAZON.COM | PD Books for Football      |
| 07/01/2023 | 202300092    | W       | 45.53  | 10 E 200 411 122200 000 | AMAZON.COM | Interventionist PD Books   |
| 07/01/2023 | 202300093    | W       | 43.48  | 10 E 200 411 122200 000 | AMAZON.COM | Interventionist PD Books   |
| 07/01/2023 | 202300094    | W       | 20.31  | 10 E 200 411 122200 000 | AMAZON.COM | Interventionist PD Books   |
| 07/01/2023 | 202300095    | W       | 474.00 | 10 E 800 411 253000 000 | AMAZON.COM | Amazon Payment AP Invoice. |
| 07/01/2023 | 202300095    | W       | 49.94  | 27 E 800 411 158100 341 | AMAZON.COM | Amazon Payment AP Invoice. |
| 07/01/2023 | 202300095    | W       | 184.42 | 10 E 800 411 253000 000 | AMAZON.COM | Amazon Payment AP Invoice. |
| 07/01/2023 | 202300095    | W       | 98.90  | 50 E 800 411 257000 000 | AMAZON.COM | Amazon Payment AP Invoice. |
| 07/01/2023 | 202300095    | W       | 62.99  | 10 E 800 480 295000 000 | AMAZON.COM | Amazon Payment AP Invoice. |
| 07/01/2023 | 202300095    | W       | 77.97  | 10 E 800 480 295000 000 | AMAZON.COM | Amazon Payment AP Invoice. |

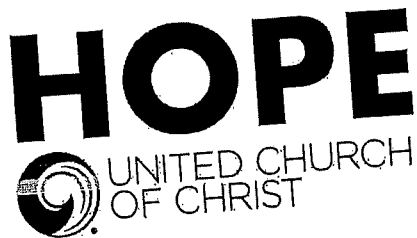


| CHECK DATE | CHECK NUMBER | CHE TYP | AMOUNT     | ACCOUNT NUMBER          | VENDOR               | INVOICE DESCRIPTION  |
|------------|--------------|---------|------------|-------------------------|----------------------|--|
| 07/01/2023 | 202300095    | W       | 51.98      | 10 E 800 480 295000 000 | AMAZON.COM           | Amazon Payment AP Invoice.                                   |
| 07/01/2023 | 202300095    | W       | 99.74      | 10 E 800 480 295000 000 | AMAZON.COM           | Amazon Payment AP Invoice.                                   |
| 07/01/2023 | 202300095    | W       | 105.00     | 10 E 800 480 295000 000 | AMAZON.COM           | Amazon Payment AP Invoice.                                   |
| 07/01/2023 | 202300095    | W       | 16.94      | 27 E 800 411 158100 341 | AMAZON.COM           | Amazon Payment AP Invoice.                                   |
| 07/01/2023 | 202300095    | W       | 6.88       | 50 E 800 415 257250 000 | AMAZON.COM           | Amazon Payment AP Invoice.                                   |
| 07/01/2023 | 202300095    | W       | 17.27      | 50 E 800 411 257000 000 | AMAZON.COM           | Amazon Payment AP Invoice.                                   |
| 07/01/2023 | 202300095    | W       | 14.99      | 50 E 800 411 257000 000 | AMAZON.COM           | Amazon Payment AP Invoice.                                   |
| 07/01/2023 | 202300096    | W       | 17.99      | 10 E 120 411 241000 000 | AMAZON.COM           | Birthday Pencils   |
| 07/01/2023 | 202300097    | W       | 21.99      | 10 E 120 411 241000 000 | AMAZON.COM           | Birthday Pencils   |
| 07/01/2023 | 202300098    | W       | 193.60     | 10 E 200 411 241000 000 | AMAZON.COM           | summer bridge workbooks                                      |
| 07/01/2023 | 202300099    | W       | 18.75      | 10 E 120 411 241000 000 | AMAZON.COM           | Laminating Pouches for Bus Tags for both Sawyer and Sunrise. |
| 07/01/2023 | 202300099    | W       | 18.75      | 10 E 140 411 241000 000 | AMAZON.COM           | Laminating Pouches for Bus Tags for both Sawyer and Sunrise. |
| 07/01/2023 | 202300100    | W       | 15.48      | 27 E 800 411 223300 341 | AMAZON.COM           | calendar   |
| 07/01/2023 | 202300101    | W       | 23.70      | 27 E 800 411 223300 341 | AMAZON.COM           | calendar   |
| 07/31/2023 | 202300008    | W       | 0.61       | 10 E 800 355 263300 000 | CENTURYLINK          | MONTHLY CHARGES  |
| 07/26/2023 | 202300022    | W       | 16,984.91  | 98 L 000 000 811901 000 | DEAN HEALTH INC      | Health Insurance - August Coverage                           |
| 07/26/2023 | 202300022    | W       | 121,230.47 | 98 L 000 000 811630 000 | DEAN HEALTH INC      | Health Insurance - August Coverage                           |
| 07/26/2023 | 202300022    | W       | 20,935.65  | 10 E 800 290 292000 000 | DEAN HEALTH INC      | Health Insurance - August Coverage                           |
| 07/26/2023 | 202300023    | W       | 13,492.23  | 98 L 000 000 811632 000 | DELTA DENTAL         | Dental Insurance - August Coverage                           |
| 07/26/2023 | 202300023    | W       | 2,276.99   | 98 L 000 000 811901 000 | DELTA DENTAL         | Dental Insurance - August Coverage                           |
| 07/26/2023 | 202300023    | W       | 428.51     | 10 E 800 290 292000 000 | DELTA DENTAL         | Dental Insurance - August Coverage                           |
| 07/26/2023 | 202300024    | W       | 1,448.12   | 98 L 000 000 811646 000 | STANDARD INSURANCE C | Policy 00 758708 0001 - Accident, Critical, Hospital         |
| 07/26/2023 | 202300024    | W       | 1,724.80   | 98 L 000 000 811648 000 | STANDARD INSURANCE C | Policy 00 758708 0001 - Accident, Critical, Hospital         |
| 07/26/2023 | 202300024    | W       | 527.76     | 98 L 000 000 811649 000 | STANDARD INSURANCE C | Policy 00 758708 0001 - Accident, Critical, Hospital         |
| 07/31/2023 | 202300105    | W       | 641.99     | 10 E 800 310 239000 000 | EMPLOYEE BENEFITS CO | EBC Flex Fees/HRA Fees/UM Accts                              |
| 07/31/2023 | 202300105    | W       | 454.14     | 98 L 000 000 811900 000 | EMPLOYEE BENEFITS CO | EBC Flex Fees/HRA Fees/UM Accts                              |
| 07/31/2023 | 202300105    | W       | 6,291.31   | 10 E 800 248 239000 000 | EMPLOYEE BENEFITS CO | EBC Flex Fees/HRA Fees/UM Accts                              |
| 07/31/2023 | 202300104    | W       | 44,986.65  | 98 L 000 000 811611 000 | INTERNAL REVENUE SER | FEDERAL TAXES  |
| 07/31/2023 | 202300104    | W       | 20,323.00  | 98 L 000 000 811612 000 | INTERNAL REVENUE SER | FEDERAL TAXES  |
| 07/31/2023 | 202300102    | W       | 57,358.00  | 98 L 000 000 811613 000 | WISCONSIN DEPARTMENT | STATE TAXES  |
| 07/31/2023 | 202300103    | W       | 211,485.88 | 98 L 000 000 811621 000 | WISCONSIN RETIREMENT | STATE RETIREMENT   |
| 07/31/2023 | 202300103    | W       | 28,895.86  | 98 L 000 000 811622 000 | WISCONSIN RETIREMENT | STATE RETIREMENT   |
|            |              |         | 900,498.81 | Totals for checks       |                      |  |

FUND SUMMARY

| <u>FUND</u> | <u>DESCRIPTION</u>      | <u>BALANCE SHEET</u> | <u>REVENUE</u> | <u>EXPENSE</u> | <u>TOTAL</u> |
|-------------|-------------------------|----------------------|----------------|----------------|--------------|
| 10          | GENERAL FUND            | 0.00                 | 0.00           | 360,751.98     | 360,751.98   |
| 21          | SPECIAL REVENUE - GIFTS | 0.00                 | 0.00           | 1,243.93       | 1,243.93     |
| 27          | SPECIAL EDUCATION       | 0.00                 | 0.00           | 2,838.49       | 2,838.49     |
| 50          | FOOD SERVICE FUND       | 0.00                 | 0.00           | 2,186.04       | 2,186.04     |
| 98          | PAYROLL CLEARING FUND   | 533,478.37           | 0.00           | 0.00           | 533,478.37   |
| ***         | Fund Summary Totals *** | 533,478.37           | 0.00           | 367,020.44     | 900,498.81   |

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



141 South 12th Avenue  
Sturgeon Bay, WI 54235

(920) 743-2701

hopeucc@hopechurchdc.org  
facebook.com/HopeUCCDoorCounty  
hopechurchdc.org

Rev. Carol Reynolds, Pastor

July 7, 2023

GSA  
c/o Sturgeon Bay High School  
1230 Michigan Street  
Sturgeon Bay, WI 54235

Dear Gender Sexuality Alliance Members and Leadership,

As Co-Chairs of the Mission and Action Board of Directors for Hope United Church of Christ it is our distinct pleasure to express our support and pride of your Alliance. This year at the Open-Door Pride Festival in Sturgeon Bay, our Church held a Bake Sale in your honor and those of Sturgeon Bay's, GSA – Gender Sexuality Alliance; Sevastapol's, SAGA – Sexual and Gender Alliance and Southern Door's, AID – Allies in Diversity. As a result, please find enclosed our church's check in the amount of \$111 to provide ongoing support needs of your endeavors.

Please know that we welcome your participation in our Sunday morning worship in person at our 10:30 am service or via Facebook Live or [www.facebook.com/HopeUCCSturgeonBay](http://www.facebook.com/HopeUCCSturgeonBay) for recorded services.

**"All are welcome."** Next to our name, these are the boldest, most prominent words on the sign outside of Hope UCC. That simple statement holds the breadth and depth of Hope's most fundamental core values and greatest strength: We are a community that embraces diverse spiritual journeys and inclusivity through respect and fellowship. The people of Hope identify with the tenets of progressive Christianity. In short, for us that means that we are open and affirming, non-dogmatic, and supportive of individual freedom of thought. We are lifelong learners who affirm that the teachings of Jesus are but one of many sources of wisdom.

With warmest regards and love,

Handwritten signature of Jeanne Harris in black ink.

Jeanne Harris and Marsie Hartman  
Co-Chairs of the Board of Mission and Action  
Hope UCC

Handwritten signature of Marsie Hartman in black ink.

July 18, 2023

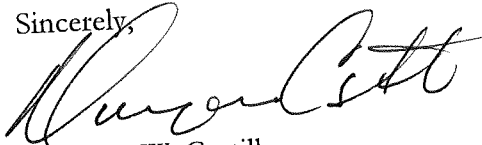
Sturgeon Bay School District  
1230 Michigan Ave  
Sturgeon Bay, WI 54235

**Re: Gift - Virtual Mental Health Services Program**

To Whom It May Concern

Enclosed is a check in the amount of \$3,000.00 from Werner W. Krause. The donated funds are to support the Virtual Mental Health Services Program.

Sincerely,



Monique W. Castillo  
Client Assistant  
920-803-4441  
Robert W. Baird & Co.

cc: Werner W. Krause



Ann Demeuse <ademeuse@sbsdmail.net>

---

## Fwd: JV volleyball coach

1 message

---

**Todd Meikle** <tmeikle@sbsdmail.net>

Mon, Jul 24, 2023 at 10:27 AM

To: Ann Demeuse <ademeuse@sbsdmail.net>, Keith Nerby <knerby@sbsdmail.net>

Hi Ann,

Please use the email from Dena as her letter of resignation as JV 2 VB coach for the board to approve.

Thank you,  
Todd

----- Forwarded message -----

From: **DENA BARGANZ** <barganz@sbcglobal.net>

Date: Mon, Jul 24, 2023 at 10:24 AM

Subject: JV volleyball coach

To: <knerby@sbsdmail.net>, <tmeikle@sturbay.k12.wi.us>

Mr. Meikle,

I am resigning as the JV 2 volleyball coach. I really enjoyed it and would consider doing it again in the future, but it does not work out currently with my role as a parent.

Thank you,  
Dena Barganz

Sent from my iPhone

--

Providing an athletic experience that will be conducted in an environment that teaches values and ethics, strengthens the community, promotes competition without conflict and enriches the lives of our athletes.

Todd Meikle

Sturgeon Bay High School

HS/MS Athletic Director

High School PE

(920)746-1830



3/13/2023

To Keith Nerby:

I am resigning from my positions at the end of this school year from Educators Rising (formally known as Future Teachers of America), Service Club, and as the Flashes Yearbook advisor.

I am more than willing to help another staff member with the transition if needed.

Sincerely,

Nicole Herbst  
SBHS Art Teacher

# 2023-2024 Strategic Action Plan & Priorities

*Updated on 7-24-2023*

These three identified priority areas are from ongoing work which originated at the 2017 Annual Board of Education and Administrative Team Retreat. The strategic action plan process is intended to provide clarity through annual priority areas, give us targeted items to monitor throughout the year, and provide a document for annual review so adjustments can be made for the following year.

## Teaching & Learning

- **4K-12 Literacy Growth**
  - **4K-5** Foundational Literacy with a focus on data-driven foundational skills instruction.
  - **6-8** Literacy instruction supporting content writing and tiered reading intervention.
  - **9-12** Literacy Instruction with an emphasis and focus on specific disciplinary literacy strategies.
- **Utilize DuFour’s guiding questions to challenge and support “every student every day”—focusing on the PLC questions to continue to guide our work.**
  - What do we want our students to learn? How will we know? How will we respond if they did not learn it OR have already demonstrated proficiency?
  - Implement Co-Teaching Model in select 4K-12 classrooms.
  - Continue use of unit planning templates; begin to utilize lesson planning templates in support of Co-Teaching Model.
- **Quality Instructional Practices**
  - **Engage all students** in a robust learning process that leads to academic and social-emotional growth.
  - **Responsive data-driven practices** provide equitable services that include intervention and enrichment.

## Community Engagement

- Update stakeholders regarding school and district operations through continued use of social media, regular school and district communications including but not limited to school and district newsletters, and updates through local media partners.

## Finance, Facilities, & Operations

- Continue short and long-term budget planning processes as part of the operational referendum cycle to continue the educational programming, appropriate staffing, and responsible capital utilization that the community has come to expect as we enter a new Biennial State Budget and exhaust one-time federal dollars.
- Attract and retain quality staff by supporting growth, continual improvement, and leadership opportunities, as well as addressing various aspects of compensation.



Outside of getting ready for the pre-meeting budget talk and wrapping up year end, there hasn't been a whole lot going on but I wanted to make sure to hit on a couple important things going on. One of them a bit more fun than the other but, again, both important.

### **1. Annual Audit**

Our auditors are scheduled to be on site August 29<sup>th</sup> and 30<sup>th</sup>. We've already begun to turn things in for them in our online portal so, everything should go relatively easy and quick. We also already have our post-employment benefit actuarial study done and into them this year so, we won't have to wait on that again, like we did last year.

As far as year-end numbers, nothing major has changed from last month's report. As expected, we did end up making a transfer to Fund 46, for \$55,000. In the long run, this will help with both our long-term maintenance projects, most notably our roofing schedule. I am expecting that this would leave us with a surplus of about \$75,000 at the end of the year.

### **2. ESSER Funds**

As part of the year-end process I have made our ESSER claims and wanted to include some notes with that. First, ESSER II is now closed out. We had until 9/30/23 to claim all of that money again, we have now done that. Second, I believe we have officially fulfilled our obligation to set aside 20% of our ESSER III funds to 'address the impact of lost instructional time...' This was done through our literacy initiative that has been ongoing over the past few years. All-in this leaves us with about \$865,000 of ESSER III allocations for our budget in 23-24, which I know we'll cover a bit in our budget meeting prior to the regular meeting.

### **3. Sizable Donation for low-income meal assistance**

This past Spring, Ivy Barlament (the amazing TJ Walker Secretary) let me know we received a package informing us that TJ Walker middle school was named in someone's will (their wishes was for it to not be publicized so I won't include a name in this report). We filled out the paperwork that Edward Jones requested and sent it in without much expectation. A few weeks ago we received a statement of the trust and I was floored. If we are correct, we are in line to receive a very large amount. When I saw the amount, I informed Mike and Roger both as the president and treasurer of the board but also men much smarter than I when it comes to various implications and options with donations like this.

To be specific, the person who left us this money wishes for it to go to 'TJ Walker Middle School for low-income family meal assistance'. So, while the amount is equal to about a fifth of our annual food service expenses, we can't just throw it all at operations this year.

Our next step is to set up a meeting with Edward Jones to make sure we know exactly what next steps available to us are and then proceed from there. At this point, I believe the leading idea is to set up an endowment fund that would allow these funds to produce revenues for the children of TJ Walker Middle School long term. I'm sure we'll have more, though, in the coming months.



# SCHOOL DISTRICT OF STURGEON BAY

## ANCHORED IN EXCELLENCE

1230 Michigan Street | Sturgeon Bay, WI 54235

Phone: 920-746-2800 | Fax: 920-746-3888

### **August 16, 2023, Board of Education Meeting Superintendent Report**

Prepared by Dan Tjernagel, Superintendent of Schools

*Updated for the meeting packet on August 8, 2023; Additional updates added later are in section four*

#### **1. Teaching & Learning**

##### **a. In-service 2023 & Back to School for the 2023-2024 Year**

New Teacher In-service runs from August 22 – 24. Board members are invited to the New Teacher Welcome Breakfast at 7:30 A.M. on Tuesday, August 22 in the SBHS Commons.

Regular In-service runs from August 29 – 31. Board members are invited to help serve staff (and then enjoy some breakfast) at the Welcome Back breakfast at 7:30 A.M. on Wednesday, August 30 in the SBHS Commons.

Classes begin on the morning of Tuesday, September 5.

#### **2. Community Engagement**

**a. DCEDC Board** - The monthly DCEDC Board meeting is on Monday, August 21.

**b. YMCA Board meeting** – The regular monthly YMCA Board meeting is Thursday, August 17. Prior to the monthly meeting, we will have a Board Governance Retreat throughout the afternoon.

**c. WDOR Preview** – On Tuesday, August 22 I will join Eddie Allen for the district's monthly radio spot and a "preview" of the upcoming year.

**d. Mass Communication System Update** – After using a product called School Messenger for mass communication purposes the past decade or so, we have switched to a product called Bright Arrow. In a nutshell as I recall what Casey Manders (our former data specialist) shared with the team this past year, School Messenger was becoming cumbersome and was not working well with Power School where the various individual and family contacts are pulled from.

Bright Arrow is an alternative that should interface with Power School better. Thanks to the Tech Department and office secretaries among others who are working through the change and fine-tuning things for the upcoming year. The email address the message comes from—at least based on what our families and staff see—is one issue that has been identified early in the transition, as well as changes we can make to that, tempered by how potential changes impact the backend reporting so school offices can know which families are receiving

messages and which are not. Stay tuned. I'm sure there will be some updates and tweaks as we navigate the year.

- e. **Website Update** – While I'm on the communication topic, I want to acknowledge the behind-the-scenes work some of our staff members have been involved with to make the shift to a new school district website with updated pages for our schools, departments, etc. In essence, this should be both updated and much more user friendly on smart phones and tablets.

While summer is a good time for this work, we also don't want the "switch" to the new website to throw off families or staff as we start a new school year. As of the most recent updates I heard on August 8, what seems to make the most sense is to continue the updates, keep the current website active, and then switch to the new website after school has begun, likely sometime in mid to late September. This approach would also allow our principals to preview the change in their newsletters for families and then communicate further once the change has occurred in their October newsletter. As with anything involving technology, the time line could change, but this makes sense based on what we know at this time. The Core Admin Team will also talk about this in our August 16 meeting.

- f. **Potential Communications Plan/Marketing Discussions** – I shared information about this in my report in recent months. I have nothing new to add, but will keep it in my report as a reminder of future Board-level discussions about topics ranging from newsletter to communication plans and more this coming fall and/or winter.

### 3. Finance, Facilities, & Operations

- a. **Local Compensation Topics pertaining to Professional Staff and Ongoing Conversations** - I'll include the list I've shared in recent months to keep this on our radar now that the Biennial State Budget has been approved, as well as the cost summary information I included in the July report:

- **Teacher Salary Ladder** - *Jake has assembled a couple of scenarios the Board has now seen this month and last month. Alternate Scenario A updates salary ladder percentage increases to try to reflect the original percentage throughout the ladder. Alternate Scenario B updates salary ladder percentage increases in the bottom half of the ladder. Further discussion at the Board level would have to occur for these or any other potential updates to the ladder to occur.*

*Jake has also been in contact with the compensation committee after talking with some staff members about the strategy/idea of awarding a longevity pay stipend for professional staff that recognizes staff with x number of dollars for teachers who have been here 10 years, for example, and increase the number at 15 years, 20 years, and so forth. Again, nothing is set in stone, but it would be another way to look at compensation for staff and would certainly align with the retention concept as part of the "attract and retain" wording we've had on our strategic action plan and priorities document.*

- **Appendix D/Curriculum Writing, etc. Rate** - *Jake has assembled a couple of scenarios and the Board looked at these last night. In a nutshell, one scenario*

*utilizes the formula from the last master agreement which would result in updated rates of \$23.20 and \$26.15. The other scenario utilizes an inflation-related calculator which would result in updated rates of \$22.25 and \$25.10. No vote was taken of course, but there were board members who preferred the version with the higher rates dating back to the calculation used at one point. Again, we'll await the state budget news.*

- ***PTO time & starting some sort of incentive for unused days*** - Jake priced out some substitute costs for PTO usage, as well as the cost of we would provide an incentive for an unused PTO day (ex. \$75) payable into a person's 403b account, etc. The Board understands that this has been a priority of the last couple compensation annual review meetings and wants to be able to try something for next year. Based on the various conversations and suggestions thus far, it wouldn't surprise me if we talk more about providing two PTO days as part of the annual allotment, move away from the two sub-deduct days for reasons pointed out when we met March 14, and continue to provide the additional paid personal days after the particular numbers of years in the district as we have been doing. Again, this or anything along these lines would need further discussion once more is known on the state budget front, but I wanted to give you a decent sense of where things would appear to be at least right now. (I'll also note that we did talk about any potential changes being for the majority of the group and "grandfathering" the small group of teachers who have been here long enough to be part of the years of health insurance with an incentive for unused sick days already.)

Jake has costed out these various items going back to the spring learning session conversations and has included the information and visuals in the summer, and I can summarize them again below:

- Salary Ladder - Scenario A Total Cost: \$105,099.28
- Salary Ladder – Scenario B Total Cost: \$55,100.42
- Longevity Supplemental Pay Total Cost: \$100,843.75
- Appendix D/Curriculum Writing, etc. Rate Total Cost: Range of \$21,766.48 to \$25,834.77
- PTO day(s) & Incentive for Unused day(s): Range of \$7,992.75 to \$16,061.16 for one PTO day; range of \$15,985.50 to \$32,122.32 for two PTO days.
- *Reminder: Even though we have not included it in the various notes since higher summer school pay rates were approved as part of the Summer School 2023 Pilot, we will want to look at the actual summer school numbers and then consider summer school pay rate on an ongoing basis (which could then be updated in the pay guide document).*

As communicated in July, our intent is that the Board can consider the information along with the total district budget implications based on the State Budget and be able to take action on one or more of these items no later than the September 20 regular Board meeting, since we'll need to focus on the overall budget adoption and tax levy in the October 25 regular Board meeting.

- b. **Summer “Thank You” message** – While we typically do this as part of our various Back-to-School sessions in August, I still want to take the opportunity in my August report to pass along some “thank you” messages.
  - i. Thank you to everyone who engaged in summer training, curriculum-related projects, and more.
  - ii. Thank you to everyone involved in supporting kids, families, and the community through our expanded summer school programming.
  - iii. Thank you to all our maintenance staff, tech department staff, and other year round staff who helped in one way or another getting work done and things as ready as possible for the return of our staff and students.

Thank you, all!

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