



**EAST TROY COMMUNITY SCHOOL DISTRICT
AGENDA**

Ensuring and providing 21st century learning through: engaged student learning, quality teaching, strong leadership, rigorous coursework, and community service opportunities while demonstrating efficiency and effectiveness for the betterment of the students and community.

District Goals:

- Ensuring a year to a year plus of learning growth for each child, each year.
- Ensuring programming opportunities through systems and practices that develop the talents of each child in an era of globalization.
- Ensuring individualized learning by empowering students with a personalized learning environment.
- Employing the highest quality professional staff.
- Adapting facilities for current and future educational needs.
- Demonstrating fiscal responsibility through efficiency and effectiveness.

**REGULAR MEETING OF THE BOARD OF EDUCATION
EAST TROY HIGH SCHOOL - LIBRARY
APRIL 8, 2024 AT 6:00 P.M.**

- I. Call to Order
- II. Pledge of Allegiance
- III. Open Meeting Statement – This meeting of the East Troy School District Board of Education, and all other meetings of the Board, are open to the public in compliance with state statute. Notice of the meeting has been sent to the media and/or has been publicly posted, in an attempt to make the citizens of the district aware of the time, place and agenda of this meeting.
- IV. Approval of Agenda as Posted
- V. Approval of Minutes on March 18, 2024 (Regular Board Meeting), March 20, 2024 (Special Meeting), and April 4, 2024 (Special Meeting)
- VI. Public Participation Per Board Policy (187)
 - A reminder for any citizen that is speaking during public input, to complete the sign in sheet by the door to accurately provide administration with name, address, phone number, email (if available), and topic / suggestion / gratitude / concern. This will help the administration with any follow-up if needed. Finally, the public comment period is an important time for the Board of Education to hear concerns, gratitude, etc. of its constituents. That said, prior to making a statement, please be aware that each speaker bears the personal risk if anything he/she says during public comment of the School Board meeting is defamatory, slanderous or otherwise harmful to another individual.
- VII. Financial Report – None
- VIII. Discussion / Action Items:
 - A. Staffing retirement(s) – (discussion / action)
 - B. Staffing resignation(s) – (discussion / action)
 - C. Health insurance benefits for 2024-2025 school year – (discussion / action)



- D. Administration budget proposals for 2024-2025 school year – (discussion / action)
 - E. Discussion and action, if appropriate, regarding Community Survey Proposal per School Perceptions – (discussion / action)
 - F. Overnight field trip request(s) – (discussion / action)
 - G. Administration and Supervisory contracts per Statute 118.24(6) – (discussion / action)
 - H. Professional staff employment – contract renewal / nonrenewal – (discussion / action)
 - I. Employee leave of absence request – (discussion / action)
- IX. Administrative Reports:
- A. District Administrator Report: CFAC (Citizens Facilities Advisory Committee) update
 - B. Business Manager Report: None
 - C. Director of Teaching and Continuous Improvement of Student Learning: None
 - D. Director of Pupil Services: None
 - E. School Board President’s Report:
- X. Policy Review and Development:
- A. *2nd Reading of New Policy* – Care of District Property
 - B. *2nd Reading of Policy 829* – Naming of School Facilities
 - C. *2nd Reading of Policy 840* – Gifts, Grants, and Bequests
 - D. *2nd Reading of Policy 851* – Advertising in the Schools
- XI. Communications / Announcements:
- XII. Board of Education – Future Items:
- XIII. Adjourn to Executive Session: Discussion of administration and supervisory contracts per Statute 118.24(6), professional staff employment – contract renewal / nonrenewal, and employee leave of absence request as provided under s.s.19.85(1)(b), 19.85(1)(c), and 19.85 (1)(f).
- XIV. Reconvene to Open Session: Take action based upon discussion in executive session as per 19.85(1)(b), 19.85(1)(c), and 19.85(1)(f).
- XV. Adjournment



Ensuring and providing 21st century learning through: engaged student learning, quality teaching, strong leadership, rigorous coursework, and community service opportunities while demonstrating efficiency and effectiveness for the betterment of the students and community.

District Goals:

- Ensuring a year to a year plus of learning growth for each child, each year.
- Ensuring programming opportunities through systems and practices that recognize and develop the talents of each child in an era of globalization.
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- Employing the highest quality professional staff.
- Adapting facilities for current and future educational needs.
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**EAST TROY BOARD OF EDUCATION
NOTICE OF SPECIAL MEETING
THURSDAY, APRIL 4, 2024
AT 5:30 P.M.
DISTRICT OFFICES – DOUBEK BUILDING**

- I. Call to Order
- II. Open Meeting Statement – This meeting of the East Troy School District Board of Education, and all other meetings of the Board, are open to the public in compliance with state statute. Notice of the meeting has been sent to the media and/or has been publicly posted in an attempt to make the citizens of the district aware of the time, place and agenda of this meeting.
- III. Approval of Agenda as Posted
- IV. Discussion / Action Item: Negotiations pertaining health insurance renewals for 2024-2025 school year – (discussion/action)
- V. Adjourn to Executive Session: Contemplated motion for closed session; pursuant to Wis. Stat. 19.85(1)(e), regarding deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session; specifically, to consider the health insurance policy costs, terms, and benefits for 2024-2025 school year.
- VI. Reconvene to Open Session: Take action based upon upon discussion in executive session as per s.s. 19.85(1)(e).
- VII. Adjournment

**EAST TROY COMMUNITY SCHOOL DISTRICT
BOARD OF EDUCATION
Regular Meeting Minutes –March 18, 2024**

The East Troy Community School District Board met in regular session on March 18, 2024. The meeting was called to order by President Ted Zess at 6:00 p.m followed by the Pledge of Allegiance. Board members also present were Anna Janusz, Adam Witkiewicz, Dale Ames, and Steve Lambrechts. Also present were Dr. Christopher Hibner, Amy Foszpanczyk, Amy Jenquin, Amanda Jones, administrators, and supervisors. Eighteen guests were in attendance. Ted Zess read the open meeting statement indicating that the meeting is open to the public as required by state statute and that notice of the meeting had been sent to the media and/or posted.

IV. APPROVAL OF AGENDA AS POSTED

A motion was made by Steve Lambrechts and seconded by Anna Janusz for the approval of the agenda as posted. Motion carried unanimously.

V. APPROVAL OF MINUTES

A motion was made by Steve Lambrechts and seconded by Adam Witkiewicz for the approval of the regular board meeting minutes from February 12, 2024. A revision request was made to change Anna Janusz’s title in the February minutes from President to Vice-President. Motion carried unanimously.

VI. PUBLIC PARTICIPATION PER BOARD POLICY

Jinnesa Pluess, a community member and parent, addressed the athletic side of the facilities discussions that are currently taking place. From the perspective of youth football, the top priority is the condition of the field. The field is covered with clover and has many holes throughout. Additionally, the lights on the football field are in dire need of attention. The track also has holes and requires repair. Lastly, the soccer team does not have lights on the soccer field. While this isn’t everything, addressing these areas would definitely be a start.

Gene Rozmarynowski, a resident in the village of East Troy and a member of the Community Facilities Advisory Committee (CFAC), addressed concerns regarding the process the CFAC followed. Tours were provided in each facility after the meetings. However, proposed maintenance needs were not pointed out during these tours. Perhaps the process should have started with a tour of each facility that

allowed time to point out maintenance needs, identify repairs and/or replacements, and provide a detailed cost of each item. The information that was provided included a range of costs for groups of items and did not specify if the cost was for a replacement or a repair. It seems as if replacements are considered when a repair may be sufficient. Improvements were to be identified as high, medium, or low priority. This task was frustrating as a clear understanding of the details for each maintenance project was not provided. East Troy cannot afford optimal learning environments and will have to settle for something less. Finally, Mr. Rozmarynowski suggested that having PSI perform these studies and make these proposals is a conflict of interest as they will be a beneficiary of the maintenance contracts.

Joe Jones, a taxpayer, a grandfather with grandchildren in East Troy Schools, and a member of the Community Facilities Advisory Committee (CFAC), stated that some valid needs were presented. While he is in support of some improvements, Mr. Jones explained that East Troy and enrollment throughout the country is on a steady decline for at least the next ten years. Our pursuit as a community and a Board should be to create the best possible learning environment for our East Troy children that can be afforded. According to the November 2023 DPI Report Card, the district received a score of 70% which barely falls within the exceeds expectations category. Mr. Jones strongly values education but struggles with the focus on offering a lot of technical programs when we can't achieve some of the basic education. We need to do both and must do something different to elevate those numbers. The CFAC met five times to review the needs of the district's facilities. He felt the process drove the committee to semi-predetermined outcomes. Many members of the committee were very willing to dig into the details and look at things from a cost efficiency versus best outcome perspective. The objective is to achieve the best possible outcome at the lowest possible cost. The Board should consider a more holistic approach to address the needs of our school district. There are individuals and companies in the community willing to contribute their time and talent as they have a vested interest in the outcome. A community-based committee could look at the needs of the school district well into the future and formulate a long-term vision or plan. The committee could propose creative, innovative, incremental investments over many years to achieve this collective vision. If we hope to pass a referendum, taxpayers need to believe there is a plan and know that taxpayer dollars are used frugally for the best possible outcomes.

Bob Rice, a member of the Community Facilities Advisory Committee (CFAC), shared that the conditions of the track and fields need to be addressed. The district needs adequate facilities which can help to limit liability. Mr. Rice questioned some of the items that were identified as high priority needs

including sod and irrigation at Little Prairie and Prairie View and some ceiling tile replacement at Prairie View. There is deferred maintenance like leaking roofs that need to be done before the nice to have items are addressed. We still need to meet as a committee and hone this in so that an overwhelming majority of the people who participate feel confident that this can be passed.

VII. FINANCIAL REPORT

A motion was made by Dales Ames and seconded by Steve Lambrechts for the approval of January 2024 payments in the amount of \$1,874,565.56 and receipts in the amount of \$6,395,607.60 as reflected on the financial statements. Motion carried unanimously.

A motion was made by Dale Ames and seconded by Steve Lambrechts for the approval of February 2024 payments in the amount of \$1,709,574.54 and receipts in the amount of \$7,094,287 as reflected on the financial statements. Motion carried unanimously.

VIII. DISCUSSION/ACTION ITEMS

- A. Staffing retirement(s): Ted Zess made a motion to approve the retirements of Sandy Kraklow and Claudia Felske. Adam Witkiewicz seconded the motion. Motion carried unanimously.
- B. Staffing resignation(s): Adam Witkiewicz made a motion to approve the resignations of Deb Leising and Cindy Borkenhagen. Ted Zess seconded the motion. Motion carried unanimously.
- C. Approval of donation(s): Ted Zess made a motion to accept the donations as presented. The motion was seconded by Adam Witkiewicz. Motion carried unanimously.
- D. (Co)Operation Learn presentation: Christine Hamele, school counselor from Little Prairie Primary, provided an overview and shared the promotional video for (Co)Operation Learn. With a theme of Wonderful Wisconsin, the event will take place on Thursday, May 2nd from 5:00 - 7:30 at Little Prairie. Mrs. Hamele thanked the PTO for their ongoing support. Additionally, she recognized First Citizens Bank for a \$500 donation and Citizens Bank for a \$250 donation.. Lastly, Mrs. Hamele thanked members of the board for continuing to put students first.
- E. O.A.K. Boxes presentation: Savannah Kawleski, a junior at ETHS, presented information regarding the installation of an Overdose Aid Kit (O.A.K. Box) at East Troy High School. As part of the presentation, Savannah described the contents of the O.A.K. Box and identified village, town, county, and state statistics that contribute to the need for this project. Additionally, Savannah highlighted the partnerships with HOSA and the Start Healing Now Foundation that

will allow for ongoing management of the kit. A motion was made by Ted Zess and seconded by Anna Janusz to install an O.A.K Box at East Troy High School. Motion carried unanimously.

- F. Community Facilities Advisory Committee (CFAC) process/feedback/scenarios: Lauren Wanner, Craig Stranathan, and Chris Gerrity from PSI facilitated a presentation to highlight the process that has been followed to address the district's need to properly maintain and upkeep facilities while lacking sustainable, predictable funding within the state-established revenue limits leading to the deferment of large-scale repairs and replacements. The presentation highlighted the timeline, facility conditions assessment, capital improvement planning, and the creation of the Community Facilities Advisory Committee (CFAC.). The purpose of the CFAC was to provide meaningful input as the Board of Education and administration analyze potential solutions to address facilities issues. In order to provide input, the CFAC was presented with potential improvements identified through a facility study and then worked in small groups to determine priorities. Using the themes identified by the committee, scenarios were then developed. Again, these are simply starting points for much more further discussion and additional information obtained - such as repair and or replacement pertaining to certain identified areas within the scenarios. These six scenarios were introduced and will be revisited in depth at the Board Workshop session which will be held on Wednesday, March 20th at 5:30 in the high school library.
- G. Discussion and action, if appropriate, regarding Community Survey Proposal per School Perceptions: Anna Jausz made a motion to table the survey discussion and action until after the working session and bring this item back at the meeting on April 8th. The motion was seconded by Dale Ames. Motion carried unanimously.
- H. IGET Annual Report presentation: Martha Bresler and Lloyd Sineni from the Intergenerational East Troy Community Center (IGET) provided a look back on the last five years and highlighted the program and events, the space, annual activities, participants, milestones, and goals. Additional information is available through a monthly newsletter that is available on the center's website and social media pages.
- I. Discussion and action, if appropriate, regarding impact needs for the 2024 - 2025 school year: Administrators presented the following impact needs: Act 20 professional learning, a 1.0 FTE elementary reading interventionist, a 1.0 FTE middle school agriculture teacher, a 1.0 FTE middle school / high school Spanish teacher, a reconfiguration of the Teaching & Learning Department, an increase of 18 current special education paraprofessionals from part-time status to 36.25 hours, and a 1.0 FTE special education teacher. It should be noted that additional needs

were presented including an update to the wireless infrastructure at the middle and high school, the purchase of network switches for a partial infrastructure refresh, a 1.0 FTE community liaison custodian, a reconfiguration of the special education program support teacher into a special education coordinator position, and a Human Resources professional. The wireless infrastructure and network switches will be purchased using this year's budget. The 1.0 FTE community liaison custodian and HR professional have been put on hold per the directive of Dr. Hibner. The reconfiguration in special education will be funded using Transfer of Service dollars and, as a result, has no direct financial impact on the district's budget. Dr. Hibner described how these impact needs can be addressed for the 2024-2025 school year per utilization of Fund Balance while attempting to maintain the current dollar amount within the Fund Balance per positive variance from the 2022-2023 school year and the projected 2023-2024 school year and possible plans into the 2025-2026 school year. A motion was made by Ted Zess and seconded by Dales Ames to approve the recommended impact needs. Motion carried unanimously.

- J. Approval of Early College Credit and Start College Now applications for Fall 2024: A motion was made by Anna Janusz and seconded by Adam Witkiewicz to approve the Start College Now and Early College Credit applications as presented. Motion carried unanimously.
- K. Approval of Social Studies Resource adoption: A motion was made by Anna Janusz and seconded by Adam Witkiewicz for approval of new social studies curriculum through TCI and DBQ. Motion carried unanimously.
- L. Overnight field trip request(s): Stacey Kuehn presented the following overnight field trips: FBLA State Conference in Green Bay, FFA Annual Retreat in Wisconsin Dells, HOSA State Leadership Conference in Wisconsin Dells, East Troy FFA to Atlanta, and a trip to Costa Rica during Spring Break of 2026. It should be noted that the cost of the trip to Atlanta is increasing the likelihood that East Troy students will not attend. Additionally, the trip to Costa Rica is still in the planning stages. A motion was made by Ted Zess and seconded by Dale Ames for the approval of overnight field trips as requested. Motion carried unanimously.
- M. Recommended protocol for district/schools related to State athletics: A motion was made by Adam Witkiewicz and seconded by Dale Ames to approve the post-season protocols as presented with updated verbiage that a 2nd place finisher is aligned with a 1st place finisher. Motion carried unanimously.
- N. Policy 411.1 - Student Bullying / Harassment / Hazing: A motion was made by Anna Janusz and seconded by Dale Ames for the approval of Policy 411.1 - Student Bullying, Harassment, and Hazing. Motion carried unanimously.

- O. Policy 453.6 - Medication Administration: A motion was made by Anna Januz and seconded by Ted Zess for the approval of Policy 453.6 - Medication Administration.. Motion carried unanimously.
- P. Notice of School Board Election: Dr. Hibner read the notice of election.
- Q. Choose Board of Canvassers for election in April: A motion was made by Anna Janusz and seconded by Adam Witkiewicz for the approval of the Board of Canvassers - Steve Lambrechts, Ted Zess, and Stacey Kuehn. Motion carried unanimously.
- R. Summer course offerings: Amy Foszpanczyk presented the Summer School 2024 Course Guidebook. Course offerings will be sent to families on Wednesday, March 20th. Registration will open on April 8th and will run through April 19th. Registration is first come, first served. Families who are interested in enrolling students are encouraged to do so early in the registration window as courses are expected to fill up quickly.
- S. Athletic Hall of Fame: On behalf of Brian O’Leary, Aaron Judd provided details regarding the creation of the Athletic Hall of Fame Committee. The current plan is to induct 3 to 5 members per year and hold an annual induction dinner or ceremony the week of Homecoming. The first induction will be held during Homecoming 2024 which falls on the weekend of September 27th.
- T. Evaluation of District Administrator: Moved to executive session.
- U. Preliminary staffing proposals - from time to time, the board needs to adjourn to executive session to address specific personnel regarding budgetary implications for future years: Moved to executive session.
- V. Employee leave of absence request: Moved to executive session.
- W. Personnel - updates related to professional staff employment: Moved to executive session.
- X. Update regarding former employee alleged misconduct: Moved to executive session.
- Y. Update related to multiple student behavioral issues: Moved to executive session.

IX. ADMINISTRATIVE REPORTS

- A. District Administrator Report: None
- B. Business Manager Report: None.
- C. Director of Teaching and Continuous Improvement of Student Learning Report: Amy Foszpanczyk reviewed minutes from the February Student Learning Subcommittee meeting. Minutes included the following topics: Act 20 legal updates and a review of the work completed by the Social Studies Curriculum Review Committee.
- D. Director of Pupil Services: None

E. School Board President's Report: None

X. POLICY REVIEW AND DEVELOPMENT

- A. *1st Reading of New Policy*: Care of District Property
- B. *1st Reading of Policy 829* - Naming School Facilities
- C. *1st Reading of Policy 840* - Gifts, Grants, and Bequests
- D. *1st Reading of Policy 851* - Advertising in the Schools

XI. COMMUNICATION / ANNOUNCEMENTS

The Board will have an open workshop session on Wednesday, March 20th at 5:30 in the library at East Troy High School to address the various scenarios regarding capital improvements and a closed session pertaining to the bids and timelines of resurfacing of the track and lights for the football and soccer fields.

The Board will also meet in closed session on Thursday, April 4th at 5:30 with USI to discuss health insurance rates.

XII. BOARD OF EDUCATION – FUTURE ITEMS

Anna Janusz requested an update regarding Clockworks.

XIII. ADJOURN TO EXECUTIVE SESSION

A motion was made by Ted Zess and seconded by Adam Witkiewicz to adjourn to executive session for the discussion of staffing proposals, evaluation of district administrator, employee leave of absence request, updates regarding professional staff employment, former employee alleged misconduct, and an update related to multiple student behavioral issues as provided under s.s.19.85(1)(b), 19.85(1)(c), and 118.125. Roll call vote to adjourn to executive session: Steve Lambrechts-Yes, Adam Witkiewicz - Yes, Dale Ames - Yes, Anna Janusz - Yes, Ted Zess - Yes. Motion carried unanimously and the Board moved to executive session at 9:22 p.m.

XIV. RECONVENE TO OPEN SESSION

At 11:44 p.m., a motion was made by Ted Zess and seconded by Anna Janusz to resume to open session to take action based upon discussion in executive session as per s.s. 19.85(1)(b), 19.85(1)(c), and 118.125. Motion carried unanimously.

A motion was made by Ted Zess and seconded by Anna Janusz to accept the employee leave of absence request as presented by administration. Motion carried unanimously.

XV. ADJOURNMENT

A motion was made by Ted Zess and seconded by Dale Ames to adjourn. Motion carried unanimously. The meeting adjourned at 11:45 p.m.

Respectfully submitted,

Steve Lambrechts

**EAST TROY COMMUNITY SCHOOL DISTRICT
BOARD OF EDUCATION
Special Meeting Minutes – March 20, 2024**

The East Troy Community School District Board met in a special open session on March 20, 2024. The meeting was called to order by Vice-President Anna Janusz at 5:30 p.m. Board members also present were Dale Ames, Steve Lambrechts, and Adam Witkiewicz. Also present were Dr. Christopher Hibner, Jake Hernandez, Amy Foszpanczyk, Taylor Baumeister, Brian O’Leary and eleven guests. Anna Janusz read the open meeting statement indicating that the meeting is open to the public as required by state statute and that notice of the meeting had been sent to the media and/or posted.

III. APPROVAL OF AGENDA AS POSTED

A motion was made by Steve Lambrechts and seconded by Dale Ames for the approval of the agenda as posted. Motion carried unanimously.

IV. PUBLIC PARTICIPATION PER BOARD POLICY

Cari McBurney, a taxpayer, East Troy parent, and a member of the Community Facilities Advisory Committee (CFAC), expressed her gratitude for the opportunity to learn and to provide input and feedback. While she wasn’t thrilled with the outcome of the committee’s work, she stated that she does not harbor any harsh feelings. Mrs. McBurney communicated that the committee needed more time to brainstorm as innovative ideas were just beginning to be shared at the end of the last meeting. She indicated that a few members of the committee do not feel like their work is done and have continued the conversation. They are interested in exploring additional options and ideas. Mrs. McBurney struggles with the idea of putting millions of dollars into repairs when the community cannot see the results of their financial support. She suggested that the district consider building something new and cautioned a vote to move forward with an option that doesn’t encompass everything that is hoped for.

Joe Jones, a member of the CFAC, addressed the idea of repairs versus replacements. He suggested that there are instances where repairs can save money that could either be left off of a referendum or applied toward a different project. Mr. Jones indicated that there is a lot of energy among committee members and there is a willingness to continue meeting. He also discussed the flaw that exists in school budgets and suggested that budgets should include dollars designated for capital projects. We cannot control DPI or the legislature, so we must focus on what we can control. Until this is fixed, Mr. Jones feels that we are destined to repeat the referendum process until the community is exhausted and shuts down. To

address this concern, Mr. Jones suggested pursuing a more permanent and maybe even radical solution. This could include forming a political action group, right sizing, or taking our school private.

Bob Rice, a member of the CFAC, expressed an interest in continuing the work of the committee. While he is not interested in “keeping up with the Joneses,” Mr. Rice does believe that the district needs to work on maintaining the facilities. He reminded the Board that credibility is lost when they return from a failed referendum with a lower cost option.

Gene Rozmarynowski, a member of the CFAC, reminded the community of the last capital referendum in 2015 and expressed concern that, when the current operational referendum expires, the district will need to ask for more. Mr. Rozmarynowski shared that there are many citizens who simply cannot afford additional tax increases.

Erin Halkin, a member of the CFAC, expressed appreciation for the diverse group that came together to discuss the facilities. Ms. Halkin expressed the need for a strategic long,-term plan that provides a vision, plan of action and related milestones. She believes that an athletic complex will provide several benefits as it will allow the community to see their money, will serve as a source of pride, and will provide an opportunity to bring in revenue. Additionally, Ms.Halkin discussed the work that needs to be done at the middle school and identified two safety concerns: the middle school traffic pattern and access that is provided at the main entrance of the middle school. She suggested looking at technology options and ideas that could assist with providing greater safety and security at the entrance. Perhaps there would be an option that would be lower on the cost scale than rearranging the entrances. Lastly, Ms. Halkin discussed the state of the transportation facility describing it as “in rough shape.” .

John Steffen, a member of the CFAC with a background in facility management, addressed the need for the justification of projects. While he recognizes that the school district will have to spend some money on facilities, he believes that there are some lower cost options that could address and improve the condition of the facilities. Additionally, Mr. Steffen suggested that the district might be missing some ideas that the students would really benefit from and people could see when they visit the schools.

V. DISCUSSION / ACTION ITEMS

- A. Board of Education workshop session regarding CIP (Capital Improvement Plan) pertaining to facilities: Representatives from PSI led a presentation that addressed the following: introduction and goal, assessment process (facility study), CFAC charge and process, six scenarios (A - F), CFAC survey results, and potential next steps. It should be

noted that the results of the facility study can be found on the district website. Questions to prompt discussion were provided including: What additional information would you like in order to move forward? What do we want to accomplish? How do we get there? What do we need to learn from the community? After discussion, next steps were identified including: 1.) a guided tour provided to the Board and members of the CFAC to see the condition of the facilities and to identify maintenance needs in each building, 2.) the CFAC to reconvene to get down to two or three scenarios, 3.) additional information to the district's website to continue to assist the community on the current condition of our facilities, 4.) a rationale for the needed projects, and 5.) a cost comparison and pros and cons of repair versus replace related to switchgear at ms/hs which is currently being done, generator, HVAC, and roofs which also is in the investigatory stages of determining..

- B. Discussion and approval of bids as related to scope for East Troy High School stadium lights and resurfacing of track: Moved to executive session.

VI. ADJOURN TO EXECUTIVE SESSION

Anna Janusz made a motion to move to closed session; pursuant to Wis. Stat. 1985(1)(e), regarding deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed; specifically, to consider the bids related to East Troy High School stadium lights and resurfacing of track. Steve Lambrechts seconded the motion. Roll call vote to adjourn to executive session: Adam Witkiewicz-Yes, Steve Lambrechts-Yes, Dale Ames-Yes, Anna Janusz-Yes. Motion carried unanimously and the Board moved to executive session at 7:59 pm.

VII. RECONVENE TO OPEN SESSION

At 8:47 p.m., Anna Janusz made a motion to reconvene to open session to take action based upon discussion in executive session as per s.s.19.85(1)(e). Steve Lambrechts seconded the motion. Motion carried unanimously.

Adam Witkiewicz made a motion to accept the stadium lighting project to include the football and soccer field and resurfacing of the track and approve bids from AFS as the track contractor, Pieper as the electrical contractor, and Musco as the light supplier. Steve Lambrechts seconded the motion. Motion carried unanimously.

VIII. ADJOURNMENT

A motion was made by Anna Janusz and seconded by Adam Witkiewicz to adjourn. Motion carried unanimously. Meeting adjourned at 8:48p.m.

Respectfully submitted,

Steve Lambrechts

**EAST TROY COMMUNITY SCHOOL DISTRICT
BOARD OF EDUCATION
Special Meeting Minutes – April 4, 2024**

The East Troy Community School District Board met in a special open session on April 4, 2024. The meeting was called to order by President Ted Zess at 5:30 p.m. Board members also present were Anna Janusz, Dale Ames, and Adam Witkiewicz. Also present were Dr. Christopher Hibner, Amy Jenquin, Jill Collins, and USI representatives. Ted Zess read the open meeting statement indicating that the meeting is open to the public as required by state statute and that notice of the meeting had been sent to the media and/or posted.

III. APPROVAL OF AGENDA AS POSTED

A motion was made by Anna Janusz and seconded by Adam Witkiewicz for the approval of the agenda as posted. Motion carried unanimously.

IV. DISCUSSION / ACTION ITEM:

Negotiations pertaining health insurance renewals for 2024-2025 school year.

V. ADJOURN TO EXECUTIVE SESSION

Ted Zess made a motion to adjourn to executive session for the discussion of competitive or bargaining reasons; specifically, to consider the health insurance policy costs, terms and benefits for 2024-2025 school year as provided under s.s. 19.85(1)(e). Anna Janusz seconded the motion. Roll call vote to adjourn to executive session: Dale Ames - Yes, Adam Witkiewicz-Yes, Anna Janusz-Yes, and Ted Zess – Yes. Motion carried unanimously and moved to executive session at 5:34 p.m.

VII. ADJOURNMENT

A motion was made by Ted Zess and seconded by Anna Janusz to adjourn. Motion carried unanimously. Meeting adjourned at 7:25 p.m.

Respectfully submitted,

Ted Zess

March 26, 2024

Dear Dr. Christopher Hibner,

Please accept this letter as my formal resignation as elementary reading interventionist at East Troy Community School District, effective for the 2024-2025 school year. This was not an easy decision for me, and is made with a great deal of sadness. However, as I continue to grieve the tragedy of losing my newborn son unexpectedly and learn to navigate this new chapter in my life, I think this is the right decision at this time.

It's important for me to express that I wholeheartedly care so much for all my students, teammates, and our staff. East Troy deserves a colleague that can fulfill all the important duties of a reading interventionist next school year. I know with Act 20 in place at the start of the 2024-2025 school year, I cannot fully commit to the responsibilities of my position.

I want to thank you for the opportunity to start my career as a reading interventionist at East Troy. I am honored to have worked for such an amazing district. I am hopeful that down the road, when the time is right, that there will be an opportunity to rejoin the team. If you have any questions or concerns, you may contact me via email or by phone at any time.

Sincerely,

Allison Vallee

avallee1996@gmail.com

262-825-2571

W8866 Cemetery Rd.
Sharon WI 53585
April 4, 2024

Dear East Troy Community School District Board of Education,

Please accept my resignation as a special education teacher effective April 8, 2024 due to the uncertainty about when I'll be able to return to work because of complications from a broken ankle/leg and subsequent open reduction internal fixation surgery.

Thank you for the opportunity to teach alongside dedicated and talented educators who were eager to make me feel welcome. The culture in the District is amazing--everyone truly cares about the success and wellbeing of each individual in the school and in the community!

I will contact Lindsey Harris to return District items (Chromebook, key, etc.) and pick up my personal belongings.

If you have any questions, feel free to contact me at 262-215-6480.

Sincerely,


Laura Vander Veen

2024-2025 BUDGET PLANNING

Assumptions:

3% Health Ins; 0% dental; 4% Salaries; 2% Other
 Roll forward method enrollment
 OE Out & In trend over 5 years (In +5. Out +13)
 Rev Limit: \$325
 Per Pupil: no change;

24-25:

Current Budget Surplus (Based on Baird Budget Model)

\$ 281,314

ASSUMPTION CHANGES:

FTE Impact Needs:

| | | | | | | | |
|--|-----------|---------------------|--|--|--|--|--|
| Act 20 Professional Learning | | | | | | | |
| 1 Reading Interventionist - Elementary | \$ | (37,500.00) | | | | | |
| 2 MS Agriculture 1.0, MS/HS Spanish Teacher 1.0 | \$ | (85,000.00) | | | | | |
| Teaching & Learning Reconfiguration | \$ | (160,000.00) | | | | | |
| SPED Paraprofessionals (36 hr/week) (Single Health Coverage or cash in lieu) | \$ | (25,000.00) | | | | | |
| 1 Special Education Teacher | \$ | (132,513.00) | | | | | |
| | \$ | (90,000.00) | | | | | |
| Impact Needs Total: | \$ | (530,013.00) | | | | | |

Other Changes:

| | | | | | | | |
|-------------------------------|-----------|------------------|--|--|--|--|--|
| A. Anticipated retirements: | | | | | | | |
| B. Salary Schedule Adjustment | \$ | 58,603.00 | | | | | |
| Other Changes Total: | \$ | 58,603.00 | | | | | |

| | | | | | | | |
|--|-----------|---------------------|--|--|--|--|--|
| Total of Changes | | | | | | | |
| | \$ | (471,410.00) | | | | | |
| New Projected Surplus / (deficit) | \$ | (190,096.00) | | | | | |



Dorreen Dembski Communication Services, LLC

ddcommunicationservices.com

262.689.9891

dorreendembski@gmail.com

To: Dr. Chris Hibner, Superintendent

From: Dorreen Dembski

Re: Next Steps – Community Engagement

Date: April 5, 2024

As you know, I facilitated the community engagement phase of the District's efforts to determine a plan that will address its capital improvement needs.

The problem facing East Troy Community School District is that it **does not have sustainable, predictable, stable funding** within the state-established revenue limits, causing large-scale facility repairs/replacements to be deferred. A solution is necessary to properly maintain and upkeep the buildings.

During the Citizen's Facility Advisory Committee (CFAC) meetings, it was clear that there are two main perspectives within the group:

1. Focus on meeting the current essential capital needs of the District by thoroughly evaluating each item before recommending repair or replacement, addressing immediate needs.
2. Meet the current essential capital needs of the District, and also delve deeper into the capital improvement solutions to plan for current and future educational enhancements.

This was reported to the Board at a recent meeting and discussed at the Board workshop.

In response, the Board's requests at the last workshop were:

- Invite CFAC to help limit the developed CFAC A-F scenarios to 2 or 3 scenarios for the Board to consider.

- Offer tours to anyone interested in building tours related to the identified capital improvement plan (CIP).
- Continue developing pros and cons associated with the repair and replacement of switchgear at MS/HS, generator, HVAC, and roofs.

I recommend the following community engagement action plan to respond to the first two Board's requests to continue community involvement in this process:

April 8: Seek Board approval and begin writing and implementing a community-wide survey. A survey of the broader community will:

- Provide more finite direction for further planning.
- Help the Board, administration and CFAC learn from the broader community's perspective.
- Assess what level of support the District has for a capital referendum.
- Test the tax tolerance of respondents and set a cost parameter for a final scope.

April 9 – May 13: Survey development, staff, and community update on the process

The survey should be created by experts, with direction provided by a committee composed of approximately five to seven people, including at least two representatives of the Board, two volunteer representatives of CFAC, and an appointed community member (possibly a former board member), a PSI representative and me, if desired.

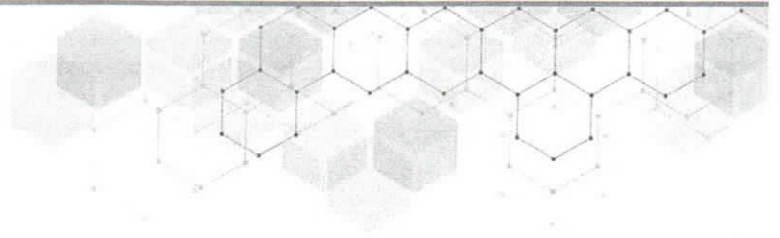
This committee will support you and School Perceptions develop the content for the survey to ensure its results are valued by all. It is important to update staff and community on your progress and plans.

May 15-June 15: Board approval of developed survey. During the survey window, offer live tours, and staff and community information.

While the survey is being printed, distributed, and collected, the District could offer live tours to interested people about the CIP. These would be led in-house. Information should be provided on the website. I recommend an online "video tour" and web pages with information for those who cannot attend live events.

July 2024: After the survey results are presented to the Board of Education, reconvene the CFAC to discuss the results, and consider the survey results to narrow the scope of scenarios to assist with the direction and scope for a draft proposal. Another option for broader community input would be to host "Community Conversations" to uncover any objections to the draft proposal.

August 2024: Decide on the timing and scope of the proposed solution.



Community School District
Community Survey Timeline

| Date | Task |
|--|---|
| April 10 | Kickoff meeting/develop overall project strategy |
| April 15 | Secure the printer and mailing list |
| April 17 | District team reviews the timeline and survey strategy |
| April 24 | Survey review with the core team |
| May 13 | Survey review with the school board |
| May 14 | Finalize survey |
| 1 day | Send survey to an outside proofer and printer |
| 3 weeks | Print/mail survey |
| [1 week before surveys landing in mailboxes] | Email survey to staff |
| June 6 | Survey lands in mailboxes* (<i>date approximate; see below</i>) |
| [when surveys land] | Email survey to parents (<i>when surveys land</i>) |
| During survey window | Send reminder emails to non-responding staff and parents |
| June 24 | Survey Deadline |
| 2-3 weeks | School Perceptions creates reports |
| July TBD | Survey results presentation for the school board |
| August | Board decision on resolution (August 26 deadline) |
| November 5 | Referendum (if pursued) |

**Please note that we cannot control the printer's production schedule nor the delivery schedule of the U.S. Post Office, so we cannot guarantee delivery of the survey on a specific day.*

East Troy Community School District

COMMUNITY SURVEY PROPOSAL

March 8, 2024

Contact:

Bill Foster
262.299.0329
bfoster@schoolperceptions.com

Daren Sievers
262.299.3177
dsievers@schoolperceptions.com

SCH^oL
PERCEPTIONS
Measuring what matters

262.644.4300 | schoolperceptions.com



Project Overview

The East Troy Community School District serves approximately 1,500 students in prekindergarten through 12th grade. The District is interested in surveying parents, staff, and the community as they explore options to update schools, which may include pursuing a capital referendum.

To accomplish these goals, we do not advocate random sampling, a process that, by definition, excludes most members of the community. Instead, School Perceptions specializes in a process that includes every member of the community. With this approach, each community member is educated about the needs and challenges of the District. We have found that a community survey is a critical first step. By administering a community survey, your district will be able to:

- ✓ Educate your community members on the needs of your district.
- ✓ Gather data on community members' educational priorities.
- ✓ Understand the tax tolerance associated with the potential projects.

Our process begins with the mailing of a paper survey to all district households. A cover letter explains the nature of the survey and encourages the respondent to participate either online or on paper. Additionally, our methodology supports survey administration in multiple languages.

Our proprietary software generates a one-time use access code, which ensures no one can take the survey more than once. The paper survey can be completed and mailed back to School Perceptions for data entry. Once the survey process is completed, our software will break down the results based on key community subgroups.

After completing more than 900 community projects over the past 20 years, the School Perceptions methodology has proven to be highly predictive.

About Us

School Perceptions LLC is a Wisconsin-based, independent educational research firm that works with school districts, regional service agencies, as well as state and national organizations. Over 10,000 schools have used School Perceptions to collect millions of survey responses from students, staff, parents, non-parents, and community stakeholders.

For 20 years, our mission has never changed:
We help educational leaders gather, organize, and use data to make strategic decisions.

Meet Your Account Team

Bill Foster will work with you to develop and deploy your community survey.

Bill graduated from the University of Wisconsin-Platteville with dual degrees in Engineering and Business Administration. Early in his career, he served the Kelch Corporation as Vice President and General Manager. During this time, Bill volunteered at a local high school, first working with special needs students and later designing and teaching an entrepreneurship class for high school seniors. It was during these experiences that Bill developed an appreciation and passion for education.



Daren Sievers will also work with you to develop and deploy your community survey. Daren worked for the Slinger School District for the past 27 years in a variety of roles, including the last nine as Superintendent of Schools. Under Daren's leadership, the Slinger School District consistently ranked in the top 10% in Wisconsin academically and in the bottom 10% in terms of spending on a cost-per-student basis. Daren has bachelor degrees in Business Management and Psychology and master's degrees in K-12 School Counseling, K-12 School Leadership, and District Administration.



Cari Udermann is a Project Implementation Manager and works with you to coordinate survey administration. She attended St. Cloud State University and Syracuse University, earning degrees in Psychology and Nursing, respectively. Cari has worked in both the medical and education fields. While working in schools, she became aware of the importance a healthy school climate has on students' ability to learn.



Beverly Zukowski is a Project Implementation Manager and works with you to coordinate printing and mailing. Beverly pursued a degree in Early Childhood Education and earned an Administrative Credential.

Beverly's most recent work experience was at the Slinger School District as an administrative assistant and open enrollment coordinator. Before that she was a director of a local child development center and worked as a Program Coordinator for Kohls' Corporate Child Development Center.



Why School Perceptions?

Over the past 20 years, School Perceptions has developed a reputation for excellence and reliability. The following is a summary of factors that uniquely position School Perceptions to meet the needs of the East Troy Community School District.

- 1) **An objective and unbiased process:** Often, surveys designed and administered by a district are perceived as biased by survey-takers. Consequently, results are questioned, trust is broken, and the entire process is undermined. By using School Perceptions, an objective, independent firm, your approach, results, and plans moving forward are viewed credibly.
- 2) **An emphasis on you:** Every school district has unique challenges. Therefore, we never treat a project with a cookie-cutter approach. We listen to you, we work with you, and we customize your project to meet your needs.
- 3) **Cost-effective:** School districts use community surveys to help shape plans that will impact their communities for generations – plans that often amount to millions of dollars. School Perceptions understands the resource challenges schools face. We are confident that our services will be a good investment as you develop your long-term, continuous improvement projects.
- 4) **Research-based and applicable:** The quality of our work will never waver. We combine extensive research reviews with our decades of experience to help you get accurate, trustworthy, and dependable data.
- 5) **Comparison data:** If 80% of your community believes you are keeping the public informed, is that good? Or do you have a problem? By using our benchmarks, we can provide satisfaction question-level comparisons to similar schools. Rest assured; individual school names are never shared. Our software also calculates longitudinal changes to quantify growth on a year-over-year basis.
- 6) **Proprietary survey software:** Our survey system is custom designed to meet the unique needs of schools and proven to be extremely user-friendly and reliable. We continually review security protocols to ensure that your data is always protected and backed up. Additionally, our system includes a survey access control system to ensure that an individual can only take the survey once. A paper version of the survey is also available for those without internet access.
- 7) **Stakeholder engagement:** Our work together has a twofold purpose. Surveys help you collect the perceptions data you need for continuous improvement and serve as a tool to help the community understand your needs. Our experience has shown that asking the *right* questions in the *right* way is central to the success of a project.
- 8) **Ongoing support:** Gathering good data is only half of the challenge. Our team of experts will help you make sense of your data and develop a realistic plan of action.
- 9) **Dedication to service:** Technology and information specialists are available Monday-Friday, 8 am-5 pm CT. We also provide 24-hour, 365-days-per-year real-time monitoring of company servers. Our staff is dedicated and ready to help your team through each step of the process.

Process & Investment

Phase 1 – Strategy Development: \$1,500

- ✓ Identify overall project goals
- ✓ Define options for testing support (if applicable)
- ✓ Develop the project timeline with key milestones and assignments
- ✓ Assist with pre-survey communications planning

Phase 2 – Survey Design: \$2,700

- ✓ Gather key district stakeholder input in the planning process
- ✓ Draft the survey with content specific to your project/community
- ✓ Facilitate survey approval process with district leadership
- ✓ Send the draft to a professional proofreader and generate a print-ready version of the survey
- ✓ Program customized content into the School Perceptions proprietary software system

Phase 3: Survey Administration: \$2,900

- ✓ Secure mailing lists
- ✓ Assist in sourcing the cost-effective survey printer option
- ✓ Coordinate printing and mailing logistics *
- ✓ Assist with communications plan to promote awareness and participation per district plans
- ✓ Coordinate production and distribution of each survey instrument to target groups
- ✓ Generate unique survey access codes or kiosk codes
- ✓ Launch electronic survey to staff and parent groups
- ✓ Send staff and parent survey reminders via email
- ✓ Monitor live survey data, systems and perform daily data and software back-up

Phase 4: Results Reporting: \$2,400

- ✓ Provide access to all data through the secure School Perceptions password-protected portal
- ✓ Produce and present a formal analysis report (includes one site visit for results presentation)
- ✓ Assist in understanding the data and providing realistic next steps based on the items tested

* Administration costs do not include printing or postage.

Policies:

The School Perceptions Privacy Policy ensures that all email addresses provided will only be used for your district's contracted services. Our entire privacy policy can be found at www.schoolperceptions.com/files/SchoolPerceptionsPrivacystatement.pdf.

Data access is granted to the District's Custodian of Records with the ability to disaggregate all compiled data and authorize access to other district staff. Unless otherwise noted, School Perceptions will designate the Custodian of Records to be the signer of this proposal.

400 STUDENTS

Care of District Property(Vandalism)

Basic to the philosophy of respecting the rights of others, students are also urged to exercise this respect toward the belongings of others, including District property. Each student should realize that vandalism to District property is costly to repair.

Acts resulting in damage to, destruction of, District property is a matter of concern to the School Board because such acts:

- (a) Represent a breakdown of the educational process which instills the principals of respect for the property of others, and;
- (b) Results in unnecessary expense to restore, or to replace the damaged property.

When such acts occur those involved in the education of children, parents/guardians, school personnel, and police department personnel, should ensure that in the investigation and eventual resolution of the problems, the welfare of the person(s) involved be of primary concern. At all steps, a positive educational experience should result.

In accordance with law, students who cause damage to District property shall be subject to disciplinary measures including suspension and expulsion. Also, their parents shall be financially liable for such damage to the extent of the law except that students over eighteen (18) years of age or older shall be liable for damage they cause. Exceptions may be made to monetary compensation based on the economic status of the family or student responsible for damage to District property. These exemptions will be handled on a case by case basis and will not eliminate the need for restitution to the District. Alternate forms of restitution will be implemented and would take the form of community service projects.

It is the view of the School Board that obtaining restitution for physical damage done has a positive educational value to the person(s) who were involved in causing the damage and to the other students in the school system by a demonstration that such acts are deemed undesirable and unacceptable behavior.

The Board authorizes the imposition of fines for the loss, damage, or destruction of District-owned, borrowed or leased equipment, computing devices, school records, apparatus, musical instruments, library materials, textbooks, and for damage to District buildings or facilities.

The building Principal may report to the appropriate authorities any student whose damage of District property has been serious or chronic in nature.

Ref: 446

Draft changes proposed 2/24

829 NAMING SCHOOL FACILITIES 196

- I. The major focus of school property should be toward the achievements of the students. That being said, in recognition of the visibility and importance of district facilities in the communities served by the district, and the community pride of identity and association made with such facilities, the following procedures and criteria shall be used in selecting the name of any district facility.
- II. As a general policy, the Board of Education will maintain the current names of each school building, while any future school buildings would be named in accordance with the name of the District (East Troy) or the name of the geographic location and or section they serve.
- III. The Board recognizes that it would be financially beneficial to allow the sponsorship of various facilities. Sponsorships are defined as a person, company, business, corporation, non-profit organization or other entity providing money, goods and/or services to support the District, its school, school activities, etc. in return for the sponsor receiving an acknowledgment in the form of **naming rights to a facility** or a given portion of a facility. However, such sponsorship shall not be contrary to the District's mission, conflict with Board Policy, or undermine the District's educational objectives. No sponsorship shall be construed as or constitute endorsement by the District, Board or school of the sponsor or its product, service, or program, and the Board and the schools reserve the right to refuse or decline the offer of any sponsor for any reason. ~~The minimum sponsorship level as defined with naming rights is \$50,000.~~ Sponsorships, by federal tax code, may not be granted on spaces currently under bond financing for organizations including companies, businesses, corporations, and non-profit organizations. Sponsorships on spaces currently under bond financing may only be granted to individuals.
- IV. If the Board of Education chooses to name a school or any other facilities after an individual, it should be someone that has made an extraordinary contribution to the East Troy School District or the community and should be a rare occurrence. ~~The Board of Education would only consider this request of naming after an individual has been deceased for at least two years. The Board of Education may consider naming the facility after an individual still living, if he or she grants permission to do so. If this individual were to become deceased during the process, the clause referencing that the individual must be deceased for two years would be waived.~~
- V. Each naming request, with or without significant financial offer, will be considered on a case-by-case basis, unless part of a planned donation fundraising effort in which case the parameters for naming shall be predetermined. All naming requests or offers made should be made to the superintendent of schools, which will then be brought before the Board of Education for consideration.
- VI. The Board of Education shall have the responsibility and authority to name or rename facilities in the East Troy Community School District. Also, any naming of school facilities must have a super majority of the Board in order to establish the name of a facility as requested. Finally, the Board of Education may elect to hold a public hearing on any proposed name of a facility.

196 Approved: 5/12/14

Revised: 1/26/16

Draft changes proposed 3/2024

840 GIFTS, GRANTS, AND BEQUESTS 203

- I. Employees and students ~~are generally discouraged from soliciting~~ **may solicit** community agencies or other school organizations for contributions to offset costs of equipment or supplies for established curricular programs and courses. Such solicitation shall be done only with the approval of the school principal, **or his/her designee**, who shall make such solicitation known to the District Administrator.
- II. Community agencies or individuals desiring to assist the School District through the allocation of financial or other resources may be allowed to do so by conforming to the following procedures:
- A. Initial proposal should be presented to a representative of the school division or service most likely to be affected, such as building Principal, Choral Director, Librarian, etc.

B. After such group has developed a proposal subsequent to the contact in A, a specific proposal shall be prepared by the Principal and submitted to the District Administrator.

C. Gifts or donations having a total value of less than ~~\$100.00~~ \$250.00 can be made directly to and accepted by the building Principal, who will in turn inform the School Board, of such gift. These minor gifts must conform to all the conditions outlined in this policy.

D. Donations or gifts in excess of \$100.00 shall be submitted to the building principal who will submit the information to the District Administrator for consideration by the School Board. In determining whether or not acceptance shall be made on behalf of the School District, the Board shall consider the following criteria:

1. Acceptance shall not be construed as testimonial or endorsement.
2. The effect of the gift must be consistent with the objectives and philosophy of the School District.
3. Acceptance of the gift shall not require additional staffing or other significant capital operational or maintenance costs.
4. It shall not initiate a program which the School Board would be unwilling or unable to continue.
5. The donor or group represents an organization whose general aims and purposes are consistent with the philosophy of the School District.

E. Following Board action, subsequent communication between the School District and the donor shall be through the District Administrator.

F. Whenever initial purchases are to be involved, such donation may be effected through a cash transmittal to the School District to facilitate the proper tax advantages.

G. It is understood that all such donations and gifts, once accepted by the School District, become the sole property of the District and will be utilized for the purposes indicated by the original donor. Any subsequent utilization shall be at the discretion of the School Board.

III. The East Troy Community School District, pursuant to Wisconsin State Statutes Section 118.12, and PI 9, shall not refuse gifts, grants or bequests or discriminate on the use or awarding of such gifts on the basis of sex, race, national origin, ancestry, religion, pregnancy, marital or parental status, sexual orientation, or physical, mental, emotional or learning disability.

203 Legal Reference:

Sections 118.13, 118.27

Wisconsin Statutes Cross Reference: 411 – Rule, Student Discrimination Complaint Procedures

Approved: 1/8/01 **Draft changes 3/2024**

851 ADVERTISING IN THE SCHOOLS 204

I. The School Board endorses the concept of community partners in education. It shall be the policy of the East Troy Community School District to encourage student activities conducive to good health, effective citizenship, high morale, effective learning and exemplary moral and ethical standards.

II. Various non-school organizations, private and public, profit and nonprofit, often seek to have materials distributed to students and staff for charitable events, fund-raising, advertising, contests and other such activities. The following guidelines govern the distribution of such materials:

A. Equipment or materials containing advertising of a service or product may be approved for school use by the District Administrator or his/her designee, if the educational value or savings to District taxpayers warrant such approval.

B. Use of the East Troy Community School District name or a derivative of it may be approved for use in conjunction with a commercial product by the School Board if the educational value or savings to District taxpayers warrant such approval.

C. To ensure that student or school personnel are not exploited in efforts to gain financial support by these organizations, the District shall not permit direct solicitations. Charitable fund-raising organizations may seek exception through Board authorization.

D. Announcements of activities that are cultural or recreational and sponsored by school-related organizations or non-commercial organizations may be made on the school public address system, or be posted or disseminated with the principal's approval.

E. Vending machines dispensing food or beverages to students are permitted at the discretion of the school principal provided the vending program is not competing with the school food service program. Machine proceeds will accrue to designated student activity funds.

F. The District will allow contractual relationships with vendors to merchandise products to students and personnel for the purpose of facilitating group purchasing. Examples might be class rings, yearbooks, photographs and other group purchase of products and services.

G. School publications may accept and publish paid advertising under established procedures.

H. The District will review all advertisements and reject any advertisement that it determines to be inconsistent with the educational mission or is inappropriate based on the following criteria or for other legitimate reasons consistent with the law. The District will review advertisements based on the following criteria:

1. No advertisements may be permitted which result in a violation of any state or federal laws or regulations.
2. No advertisements may be permitted which promote drug use, tobacco products, vaping products, alcoholic beverages, gambling, obscene, sexual, or pornographic materials, weapons, or any products, services or activities which are illegal or inappropriate for minors or a school community audience. This policy does not prohibit advertisements from establishments that sell products or services listed above but whose business is not solely dependent on the sale of products or services listed above. The name of the business shall not be determinative with regard to the application of this policy.
3. Schools will restrict food and beverage marketing to only those foods and beverages that meet the nutrition standards set forth by USDA's Nutrition Standards for All Foods Sold in Schools (Smart Snacks) rule and/or per the guidelines in the next paragraph. Marketing includes brand names, trademarks, logos, or tags. This section does not apply to local restaurants or businesses (i.e. Gus's) as food choice at restaurants can still be healthy, but rather to specific foods and beverages (i.e. Snickers, Pepsi, etc.).
Non-Smart Snacks food may be sold per Smart Snacks guidelines after the end of the school day, or as an exempt fund-raiser. In such cases, marketing that occurs directly with the sale of such food is allowed. Examples of allowed marketing include but are not limited to: exteriors of vending machines, food and beverage containers, posters reflecting the fund raiser, etc. Marketing not directly associated with the allowable sale of a non-smart snacks food will not be allowed. Examples of marketing of non-smart snacks food not allowed included but are not limited to: school supplies, education materials, food service equipment, school equipment, message boards, scoreboards, sign, uniforms, advertisements in school publications/mailings, sponsorship of school activities or sports teams, educational incentive programs such as contests or programs, and free samples or coupons displaying advertising of a product.

I. No advertisements as defined by this policy shall be allowed unless it fits one or more of the following categories and is approved by the principal, district administrator or designee:

1. paid advertisements in school newspapers, yearbook or other publications
2. instructional aids furnished by private sources
3. signs on athletic fields/courts that meet the city's sign code
4. advertisement on programs for music, athletics, drama and other extra-curricular activities
5. a pro-school advertisement for an organization approved by the school board
6. the display of product names on vending machines that have been approved to be placed in the schools for use by students, staff, and the public
7. incidental advertisements that appear when students are using various Internet services

J. Sponsorships

1. The Board encourages sponsorships to help support district programs and services, ~~but no sponsorship shall require that the district's programs and services be delivered in a specific manner.~~ but no sponsorship has the right to require that the district's programs and services be delivered in a specific manner.
2. The applicant shall choose a package that they feel meets their need or they may make a proposal for a sponsorship that better suits their desires. The funds associated with the package may be designated by the applicant as "Reserved" or "Unreserved" as follows:

- a. Reserved – Applicant desires that the funds from the sponsorship be used only for the program or facility associated with the sponsorship (i.e. Funds from a sponsorship on a softball scoreboard would be used to benefit the softball facility and scoreboard maintenance).
 - b. Unreserved – Applicant has no desire to designate how the funds from the sponsorship be used. These funds would then be distributed for projects or programs throughout the district via an application process from the site or program that desires to use the funds (i.e. Barrie school would like new playground equipment, so they would submit an application to use some of the unreserved funds for that purpose).
3. The applicant shall complete the application form and submit it to the Athletic Director/Activities Coordinator.
- a. Applications must be submitted by either June 1st or December 1st to be considered. The sponsor may be asked to meet with the Athletic Director/Activities Coordinator to gain a better understanding of the sponsors proposal and intentions prior to presentation to the Board of Education.
 - b. A copy of the advertisement, logo, or sample marketing materials must be submitted along with the application to be considered.
 - c. Applications will be submitted to the Board of Education for approval upon the recommendation of the Athletic Director/Activities Coordinator. The District Administrator will be consulted if unique considerations exist regarding the application. Should multiple applications be submitted for the same venue, the applications will be considered on a first come first serve basis if all other factors are equal.
 - d. Once applications are reviewed and accepted by the Athletic Director/Activities Coordinator, applications will be presented to the school board for approval at either the July or January school board meeting.
 - e. Once the application has been reviewed and accepted by the Board of Education, the applicant will be contacted to execute the agreement, to pay all deposits or fees due, and to provide any other materials or information that may be needed by the committee to implement the sponsorship. The sponsor is responsible for the cost of the signage to name the facility.
 - f. Once the agreement has been executed and all fees have been received, the District will begin the process of implementing the agreed upon sponsorship.
 - g. Sponsorship Opportunities:
 - i. **NORTH OUTDOOR ATHLETIC FACILITY NAMING RIGHTS**
 - 1. Fee: \$50,000
 - 2. Venue named after sponsor
 - 3. Signage at Entry to Stadium/Field
 - 4. Three (3) Year agreement
 - 5. 8 Tickets Per District Regular Season Game for Sponsor Representatives
 - ii. **SOUTH BASEBALL ATHLETIC FACILITY NAMING RIGHTS**
 - 1. Fee: \$15,000
 - 2. Venue named after sponsor
 - 3. Signage at Entry to Field
 - 4. Three (3) Year agreement
 - iii. **INDOOR GYMNASIUM FACILITY NAMING RIGHTS (Bret Miller Gym Exempt)**
 - 1. Fee: \$15,000
 - 2. Venue named after sponsor
 - 3. Signage at Entry to Field
 - 4. Three (3) Year agreement
 - 5. 6 Tickets Per District Regular Season Game for Sponsor Representatives

- iv. **FOOTBALL PRESS BOX ADVERTISING SLOTS**
 - 1. Fee: \$5,000
 - 2. 3'x5' advertisement affixed to press box (5 slots available)
 - 3. Three (3) Year agreement
- v. **SOCCER SCOREBOARD ADVERTISING SLOT**
 - 1. Fee: \$5,000
 - 2. 1' x 8' advertisement affixed to scoreboard (1 slot available)
 - 3. Three (3) Year agreement
- vi. **FOOTBALL, SOCCER OR BASEBALL FENCE ADVERTISING**
 - 1. Fee: \$750
 - 2. Two 3'x5' advertisements affixed to the inside and outside of the fence around the desired field
 - 3. One (1) Year agreement
- vii. **INDOOR ACADEMIC FACILITIES**
 - 1. Fee: \$5,000
 - 2. Venue named after sponsor
 - 3. Plaque on wall outside venue.
 - 4. Three (3) Year agreement

K. Exclusive Rights Contract

- 1. The School Board may consider the approval of exclusive rights contracts if it will result in a substantial benefit to its schools, and respective students, and it is not inconsistent with the district's mission, policies, and goals. The Board's consideration of such benefit may include but is not limited to the impact on students as well as the amount of funds that will be generated, how the funds will be used, and what alternative sources of funding are available

Cross Ref: 829

SPONSORSHIP APPLICATION

| | | |
|---|---|-------------------|
| ORGANIZATION OR INDIVIDUALS NAME | AUTHORIZED CONTACT | TELEPHONE |
| STREET ADDRESS | EMAIL | |
| TYPE OF ORGANIZATION (CHECK ONE): <input type="checkbox"/> CORPORATION <input type="checkbox"/> LLC <input type="checkbox"/> SOLE PROPRIETOR <input type="checkbox"/> INDIVIDUAL <input type="checkbox"/> TRUST | | |
| PLEASE LIST/DESCRIBE THE SPONSORSHIP OPPORTUNITY YOU ARE APPLYING FOR (ATTACH ADDITIONAL PAGES IF NEEDED) | | |
| PLEASE LIST/DESCRIBE THE MEDIA (I.E. LOGO) INTENDED TO BE USED IN THIS SPONSORSHIP(ATTACH ADDITIONAL PAGES IF NEEDED) *FINAL DIGITAL VERSION OF THE LOGO WILL BE REQUESTED UPON SPONSORSHIP APPROVAL. | | |
| PLEASE LIST HERE IF THE FUNDS ASSOCIATED WITH THE SPONSORSHIP ARE TO BE RESERVED FOR A SPECIFIC PURPOSE OR PROGRAM. IF THEY ARE NOT RESERVED HERE THEY WILL BE CONSIDERED UNRESERVED AND SHALL BE ACCESSIBLE FOR USE BY THE DISTRICT. (ATTACH ADDITIONAL PAGES IF NEEDED) | | |
| PLEASE ANSWER THE FOLLOWING QUESTIONS BY INITIALING NEXT TO "YES" OR "NO" | | |
| 1. HAVE YOU FULLY READ AND UNDERSTAND THE SPONSORSHIP POLICY? | | YES ___ NO ___ |
| 2. ARE YOU THE AUTHORIZED PARTY PERMITTED TO ENTER INTO A LEGAL BINDING FINANCIAL AGREEMENT? | | YES ___ NO ___ |
| 3. DOES YOUR COMPANY OR PRODUCT(S) MEET ALL SCHOOL DISTRICT ADVERTISING QUALIFICATIONS AND ARE THEY FREE FROM ANY DISCRIMINATING CONTENT? | | YES ___ NO ___ |
| 4. HAVE YOU PROVIDED A SAMPLE COPY OF THE LOGO OR MEDIA TO BE ADVERTISED? | | YES ___ NO ___ |
| 5. DO YOU FULLY AGREE THAT THIS SPONSORSHIP PROGRAM DOES NOT CONSTITUTE AN ENDORSEMENT OF YOUR BUSINESS, PRODUCTS, OR VIEWS OF THE APPLICANT? | | YES ___ NO ___ |
| 6. DO YOU AGREE AND UNDERSTAND THAT YOU MAY NOT USE DISTRICT BUILDINGS OR GROUNDS, OR DISTRICT EMPLOYEES TO ADVERTISE OR ENDORSE THE PRODUCTS AT ANY TIME OTHER THAN THE LOCATIONS APPLIED FOR IN THIS APPLICATION, AND THAT FAILURE TO DO SO IS GROUNDS FOR IMMEDIATE TERMINATION OF THE SPONSORSHIP AND YOU AGREE TO WAIVING ALL RIGHTS AND FINANCIAL COMPENSATION FOR FAILURE TO COMPLY? | | YES ___ NO ___ |
| AUTHORIZED REPRESENTATIVE SIGNATURE | | DATE |
| FOR OFFICE USE ONLY RECEIVED BY | DATE RECEIVED | PAYMENTS RECEIVED |
| DATE REVIEWED BY ADVISORY COMMITTEE | <input type="checkbox"/> APPROVED <input type="checkbox"/> DENIED | |
| NOTES REGARDING DECISION | | |
| Athletic Director/Activities Director | | DATE |

SPONSORSHIP AGREEMENT - TEMPLATE FOR NAMING SCHOOL FACILITIES ONLY

THIS AGREEMENT, is made on this ____ day of _____, 20 ____, by and between _____ (hereinafter the "Sponsor") and the School District of East Troy, a political subdivision of the State of Wisconsin (hereinafter the "School district").

THE PARTIES AGREE AS FOLLOWS:

I. Objective of the Agreement

The Sponsor has expressed its desire to sponsor _____. The sponsorship shall be operated and shown in accordance with this agreement and the School District policies, procedures and guidelines. In consideration for said sponsorship, Sponsor shall pay School district the sum of \$ _____, in accordance with Section II(a) herein.

II. Performance, Role and Responsibility of the Sponsor

a. Fee Arrangement – Sponsor shall pay School District in accordance with the following schedule:

| Date Due | Amount |
|-----------------------------|----------|
| Upon Signing of Agreement | \$ _____ |
| June/December ____, 20 ____ | \$ _____ |
| June/December ____, 20 ____ | \$ _____ |
| June/December ____, 20 ____ | \$ _____ |
| June/December ____, 20 ____ | \$ _____ |
| June/December ____, 20 ____ | \$ _____ |
| June/December ____, 20 ____ | \$ _____ |
| June/December ____, 20 ____ | \$ _____ |

b. Should the sponsor choose to advertise the sponsorship, sponsor shall prepare and provide to School district all necessary media to execute this Agreement at no cost to the School District. All media is subject to review and approval of the School district in accordance with the terms of this agreement and related policies, procedures and guidelines. Sponsor shall directly pay for, or reimburse the School District for the cost of the signage necessary to execute this Agreement in addition to the overall sponsorship amount.

c. Sponsor understands and agrees that Board of Education Policies including but not limited to #840, 850, and 851 regarding gifts, public solicitations, and advertising – and all rules and regulations contained therein are incorporated herein by this reference and shall be a part of this agreement and must be complied with by Sponsor.

III. Performance, Role and Responsibility of the School District

In consideration of the payment of the sponsorship fee, School district shall provide the coordination of the installation of signage, if appropriate. In addition, the district shall provide website presence and recognition of the sponsorship. In accordance with School Board Policy 851, the sponsor is responsible for the cost of the signage to name the facility.

IV. Term

The term of this Agreement shall be from _____, 20 ____ through _____, 20 ____. However, the parties reserve the right to cancel this Agreement, with or without reason or cause, on thirty (30) days written notice to the other party. Should this agreement be terminated without cause, the School District shall return to Sponsor a prorated amount of the sponsorship fee paid by sponsor.

V. Indemnifications

Sponsor hereby agrees to hold harmless, defend and indemnify the School District, its officers, agents and employees from and against any and all claims, liability, demands, causes of action, damages, costs and attorney fees arising from

this Agreement, and to the delivery of sponsorship hereunder, except to the extent that any such claim or demand arises from or is caused by the negligence or willful misconduct of the District, its agents, or employees.

VI. No-Endorsement/No Agency

Sponsor agrees that all written material and items in connection with this Agreement does not imply that Sponsor is endorsed by the School District or any of its agents or employees and will not communicate that the School District is endorsing Sponsor or its products or services in any way.

Sponsor further agrees that it has no right to act on behalf of School District in any way as a result of entering into this agreement.

VII. Miscellaneous

- a. Modifications. Except as may otherwise be expressly stated in this Agreement, all modifications to this Agreement shall be in writing and signed by both parties.
- b. Waiver. The waiver of any term, provision or condition of this Agreement by either party shall not be construed to be a waiver of any other term, provision or condition.
- c. Assignability. Neither party's rights nor obligations under this Agreement may be transferred, conveyed or assigned without the express prior written consent of the other party.
- d. Severability. In the event that any portion of this Agreement is held to be contrary to the law or otherwise unenforceable, it shall be severed from the remaining provisions of this Agreement which shall continue to remain in full force and effect.
- e. Governing Law. This Agreement shall be governed by the laws of the State of Wisconsin with regard to formation, construction and performance.
- f. Notices. Any notice required or permitted to be given under this Agreement shall be sufficient if in writing and if sent by mail to the home office of the Sponsor or the School district, as appropriate.
- g. District Influence. Sponsor shall not have any right or expectation of right to control or influence any district operations or decisions as a result of this agreement.
- h. "Make Good Activity". If any of the recognition activities identified in Section III hereof do not occur as contemplated due to unforeseen circumstances, beyond the control of the School District, the parties may mutually agree upon a "make good activity" to compensate for the non-occurrence of the scheduled activity. Any such "make good activity" must be scheduled to occur during the term hereof.
- i. Complete Agreement. This agreement is the complete agreement between the parties hereto. This agreement supersedes any and all prior agreement, discussions or other communications of any kind.

IN WITNESS WHEREOF, the parties have executed the foregoing Agreement:

SPONSOR SCHOOL DISTRICT

By: _____ By: _____

Authorized Representative District Administrator

Printed Name: _____ Date: _____

Title: _____ Date: _____

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Press Release: Gov. Evers, DWD Announce More Than \$495,000 in Technical Education Equipment Grants

State of Wisconsin sent this bulletin at 04/03/2024 06:00 AM CDT

Share Bulletin



Tony Evers

Office of the Governor | State of Wisconsin

FOR IMMEDIATE RELEASE: April 3, 2024

Contact: GovPress@wisconsin.gov

Gov. Evers, DWD Announce More Than \$495,000 in Technical Education Equipment Grants to Serve Nearly 3,000 Students

Students at 17 Wisconsin school districts across the state will benefit from new advanced manufacturing training for high-demand jobs

MADISON — Gov. Tony Evers, together with the Wisconsin Department of Workforce Development (DWD), today announced that 2,927 students in 17 school districts statewide will benefit from advanced manufacturing training in preparation for high-demand job opportunities thanks to grants from the Wisconsin Fast Forward Program.

“There’s no denying the role of advanced manufacturing in the future of our economy and workforce right here in Wisconsin, and ensuring our kids have access to high-demand, high-skill job training opportunities is critical if we want to prepare our future workforce for the 21st Century,” said Gov. Evers. “By investing in technical education in school districts across the state, we are connecting the dots and expanding career opportunities for thousands of students while positioning our manufacturers for success.”

The current round of Wisconsin Fast Forward grants from DWD totals \$495,106 for school districts across the state to train students for career paths involving robotics, welding, plasma cutting, 3D printing, drones, and more. These grants reimburse school districts for the costs of purchasing and installing technical education equipment used for vocational training and technical education in advanced manufacturing fields. This includes the purchase of new equipment such as computer numerical control machines, robotic welders, fiber laser cutting machines, 3D printers, and more.

“Fast Forward grants accelerate advanced manufacturing training and equipment to better prepare our future workforce for careers in this high-demand, high-skill industry,” said DWD Secretary Amy Pechacek. “The state-of-the-art equipment, including robotic welders, laser cutters, 3D printers, and other high-tech tools, will enable schools to provide coursework that aligns with industry standards and requirements.”

High school students will train in advanced manufacturing fields to prepare for stable careers while they obtain dual enrollment credits, industry-endorsed certificates, and technical endorsements on high school diplomas. Advanced manufacturing refers to a family of manufacturing activities that depend on the use and coordination of information, automation, computation, software, sensing, and networking, and/or use of cutting-edge materials and emerging production capabilities enabled by the physical and biological sciences (e.g., nanotechnology, chemistry, and biology). This involves both new ways of manufacturing existing products and manufacturing new products emerging from advanced technologies.

The awards announced today include:

School District of Nekoosa, Wood County | \$14,425

The school district will use grant funds to buy equipment and software, including an Epilog Fusion Maker Laser Engraver and Corel Draw, to enhance the technical education infrastructure.

School District of Jefferson, Jefferson County | \$48,210

The school district will use grant funds for an Acer 3VS Vertical E-Milling Machine and a Badger/Miller Welder to modernize the manufacturing lab and better align with industry standards to teach skills needed in the trades.

Muskego-Norway School District, Waukesha County | \$37,997

The school district will use grant funds to purchase a Laguna Industrial Planer, Laguna Widebelt Sander, and Oscillating Spindle Sander. The equipment will help students prepare for careers in precision manufacturing with various materials.

West Bend School District, Washington County | \$7,367

The school district will use grant funds for two Markforged 3D Printing Platforms that print with a variety of substrates to align the school’s engineering and manufacturing programs with industry standards.

Pulaski Community School District, Brown County | \$50,000

The school district will use grant funds for an OMTECH CNC Fiber Laser Cutting Machine FC-105CFC, which will prepare students for careers in advanced manufacturing.

East Troy Community School District, Walworth County | \$29,103

The school district will use grant funds for an Amatrol Industry 4.0 Advanced Manufacturing Learning System to facilitate a new course and support current courses.

Whitehall School District, Trempealeau County | \$50,000

The school district will use grant funds for a ShopBot Max CNC router, Markforged Mark II 3D Printer Platform, and related software to help students create and fabricate prototypes and final product solutions.

St. Croix Central School District, St. Croix County | \$50,000

The school district will use grant funds to acquire a Fanuc Robotic Weld Cell ARC Mate for hands-on experiential learning on equipment in technical college and industry businesses.

Chilton School District, Calumet County | \$17,235

The school district will use grant funds for an Epilog Fusion Laser Engraver, Engraver Air Pump, Rim-Drive Rotary Attachment, and Vector grid and Filter system, providing students with more realistic production and manufacturing experiences.

School District of Monroe, Green County | \$50,000

The school district will use grant funds for Multiprocess Miller Welders XMT 350, Millermatic 252 wire feed welders, and Dynasty 210 TIG Welders, enabling the school district to work with employers and the technical college to provide manufacturing courses, certifications, mentorship, and career exploration.

Fort Atkinson School District, Jefferson County | \$10,011

The school district will use grant funds for a 770M CNC Mill to teach students how to set up, program, and use the machine for program design, preparing students for careers in manufacturing.

Prairie du Chien Area School District, Crawford County | \$50,000

The school district will use grant funds for Industry 4.0 Fundamentals Learning Systems to prepare students for careers in manufacturing processes, automation, and robotics.

Wausau School District, Marathon County | \$12,062

The school district will use grant funds for an Afinia Dobot Bundle and FANUC ER-4iA Fenceless Robot CERT Cart, allowing students to use authentic industrial technology.

Hartford Union High School District, Washington County | \$14,166

The school district will use grant funds for a FANUC ER-4iA Fenceless Robot CERT Cart to deliver more industry-defined certifications and Waukesha County Technical College credits.

School District of Lomira, Dodge County | \$24,751

The school district will use grant funds for a FANUC ER-4iA Fenceless Robot CERT Cart, which is expected to double enrollment in advanced manufacturing courses.

School District of Milton, Rock County | \$19,615

The school district will use grant funds to purchase a Boss Table 4'x4' CNC Plasma Table and Hypertherm Powermax 45xp plasma cutter, giving students hands-on experience with relevant industry equipment.

Wittenberg-Birnamwood School District, Shawano County | \$10,164

The school district will use grant funds for electrical and plumbing work to purchase a VC999 Horizontal Thermal Form Packing Machine, creating a hands-on manufacturing experience.

An online version of this release is available [here](#).

###

Office of the Governor • 115 East Capitol, Madison, WI 53702

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