

SCHOOL DISTRICT OF WEST DE PERE
REGULAR BOARD MEETING
West De Pere High School- 665 Grant St.
Library
June 19, 2024
5:30 p.m.

- I. Call meeting to order
- II. Pledge of Allegiance
- III. Consider approval of the agenda
- IV. Recognition of District Students and Staff
- V. Open meeting to floor for fifteen minutes to enable district residents to bring items of general concern to the attention of the Board
- VI. Consider approval of the minutes of the May 15, 2024 regular meeting
- VII. Consider approval of the Treasurer's Report
- VIII. Consider previously paid bills as presented for payment approval
- IX. Old Business
 - A. Consider adoption of the following as previously presented:
 - 3240 Tuition Fees (reviewed- no changes)
 - 3522 Energy Management (reviewed-no changes)
 - 4218.9 Student Transportation Vehicle Driver (new policy)
- X. New Business
 - A. Finance Committee Report
 - B. Curriculum and Policy Committee Report and First Readings
 - 1321 Student Performance and Production of Goods and Services (reviewed-no changes)
 - 1440 Federal Government (reviewed-no changes)
 - 8400 Board Meetings (reviewed-no changes)
 - C. High School Tech Ed Project Update
 - D. Strategic Plan Monitoring Report
 - E. Consider Capital Improvement Plan
 - F. Consider the Rate of Pay for Substitute Teachers for the 2024-2025 School Year
 - G. Consider Approval of 2024-2025 CESA 6 Contract
 - H. Consider School Fees for the 2024-2025 School Year
 - I. Consider Liability, Auto, and Worker's Comp Insurance Renewals
 - J. Consider Preliminary Approval of 2024-2025 Budget
 - K. Consider Staffing Items

XI. Reports and Communication

XII. Consider adjourning into closed session as provided under Section 19.85 (1)(c) Wisconsin Statutes for the purpose of personnel issues. Further take notice that pursuant to Section 19.85(2) the Board may reconvene in regular session to consider matters discussed in closed session and other matters on the agenda.

XIII. Reconvene into open session

XIV. Consider matters discussed in closed session

XV. Adjourn meeting

NOTICE

The School District of West De Pere Board meeting will be available in person and via Zoom.

If you have any need for special accommodations related to accessing the meeting, please contact Stacy Schaez at 920-337-1393 x8025.

Join Zoom Meeting: <https://zoom.us/j/93491788550?pwd=MHdFbWJOZ1pJb2xaLzNLMmEzdHZBQT09>

By Phone: 312-626-6799

Meeting Id: 93491788550

Passcode: 479123

SCHOOL DISTRICT OF WEST DE PERE
REGULAR BOARD MEETING
WEST DE PERE HIGH SCHOOL
May 15, 2024
5:30 PM

Board members present: Fuss, Borley, Van Den Heuvel, Dorn, Van Deurzen
Board members excused: None

The meeting was called to order at 5:30 PM by Board President Fuss followed by the Pledge of Allegiance. President Fuss stated that the area news media had been notified of the meeting as required by open meeting law and state statutes.

It was moved by Barbara Van Deurzen and seconded by Scott Borley to accept the agenda. Voting Yes: 5 Voting No: 0 Motion carried.

The Board recognized Karen Van Deurzen and Chris Steier, West De Pere Booster Club members, for the club's generous donation to install handrails on the bleacher in the High School field house. The Board also recognized Ezra Pantzlaff, 3rd grade student at Westwood Elementary School, he recently published his first book. Erza's book is called *The Welcome Drink* and available on Amazon. The Board applauded his outstanding accomplishment.

The meeting was opened to the floor to enable district residents to bring items of general concern to the attention of the Board. No concerns were expressed.

It was moved by Barbara Van Deurzen and seconded by Scott Borley that the April 15, 2024 regular meeting minutes be approved as presented. Voting Yes: 5 Voting No: 0 Motion carried.

It was moved by Scott Borley and seconded by Ryan Van Den Heuvel that the Treasurer's Report be approved. Voting Yes: 5 Voting No: 0 Motion carried.

It was moved by Barbara Van Deurzen and seconded by Scott Borley that previously paid bills to Vos Electric, VDH Electric, and Best Built be approved. Motion carried. Voting Yes: 4 Voting No: 0 Ryan Van Den Heuvel abstained. Motion carried.

It was moved by Barbara Van Deurzen and seconded by Ryan Van Den Heuvel that previously paid bills be approved excluding bills from Vos Electric, VDH Electric, and Best Built. Voting Yes: 5 Voting No: 0 Motion carried.

Old Business

It was moved by Barbara Van Deurzen and seconded by Scott Borley to adopt the following policies as previously presented:

- 1000 School District Legal Status (reviewed-no changes)
- 2350 Elementary School Principal
- 8200 School Board Member's Code of Ethics (reviewed-no changes)

Voting Yes: 5 Voting No: 0 Motion carried.

New Business

Committee Chair, Scott Borley gave a verbal update regarding the Finance Committee Meeting.

Committee Chair, Barbara Van Deurzen reviewed the May 9, 2024 Curriculum and Policy Committee report.

Superintendent Krueger conducted the nominations for the president process.

Barbara Van Deurzen nominated Jenni Fuss for President. There being no further nominations, it was moved by Barbara Van Deurzen and seconded by Scott Borley to elect Jenni Fuss President. Voting Yes: 4 Voting No: 0 Motion carried.

Jenni Fuss assumed control of the meeting as Board President.

Barbara Van Deurzen nominated Ryan Van Den Heuvel for Vice-President. There being no further nominations, it was moved by Barbara Van Deurzen and seconded by Scott Borley to elect Ryan Van Den Heuvel Vice-President. Voting Yes: 4 Voting No: 0 Motion carried.

Scott Borley nominated Barbara Van Deurzen for Clerk. There being no further nominations, it was moved by Scott Borley and seconded by Ryan Van Den Heuvel to elect Barbara Van Deurzen Clerk. Voting Yes: 4 Voting No: 0 Motion carried.

Ryan Van Den Heuvel nominated Scott Borley for Treasurer. There being no further nominations, it was moved by Barbara Van Deurzen and seconded by Ryan Van Den Heuvel to elect Scott Borley Treasurer. Voting Yes: 4 Voting No: 0 Motion carried.
Discussion centered on committee appointments.

President Fuss agreed to serve as delegate and legislative contact to the Wisconsin Association of School Boards and Barbara Van Deurzen agreed to serve as alternate delegate.

President Fuss appointed Scott Borley to continue as the CESA 7 Representative.

Board committee appointments were made as follows:

Budget/Finance Review

Scott Borley (Chair)

Jason Dorn

Policy & Curriculum

Barbara Van Deurzen (Chair)

Ryan Van Den Heuvel

It was moved by Ryan Van Den Heuvel and seconded by Barbara Van Deurzen to confirm Renning, Lewis, & Lacy [Robert Burns] as our legal firm for the 2024-2025 and (CLA) CliftonLarsonAllen LLP as our auditors for 2024-2025. Voting Yes: 4 Voting No: 0 Scott Borley abstains. Motion carried.

It was moved by Scott Borley and seconded by Jason Dorn that the Press Times be named as the official newspaper for the posting of legal notices and minutes. Voting Yes: 5 Voting No: 0 Motion carried.

It was moved by Barbara Van Deurzen and seconded by Ryan Van Den Heuvel to approve the presented financial depositories for 2024-2025. Voting Yes: 5 Voting No: 0 Motion carried.

It was moved by Ryan Van Den Heuvel and seconded by Scott Borley to approve the renewal of the vision and dental insurance as recommended by administration. Voting Yes: 5 Voting No: 0 Motion carried.

It was moved by Barbara Van Deurzen and seconded by Ryan Van Den Heuvel to approve all applications of resident students to attend a nonresident district and deny all 4K-12 applications to attend the School District of West De Pere for the 2024-2025 school year due to no space available with the exception of those siblings guaranteed enrollment per Board policy #5008. Voting Yes: 5 Voting No: 0 Motion carried.

It was moved by Scott Borley and seconded by Ryan Van Den Heuvel to approve (2) Foreign Exchange students at the High School for the 2024-2025 school year as presented by administration. Voting Yes: 5 Voting No: 0 Motion carried.

It was moved by Ryan Van Den Heuvel and seconded by Jason to approve the school nutrition prices for the 2024-2025 school year as recommended by administration. Voting Yes: 5 Voting No: 0 Motion carried.

It was moved by Ryan Van Den Heuvel and seconded by Scott Borley to approve staffing items as presented. Voting Yes: 5 Voting No: 0 Motion carried.

The Board was presented with various reports and communications: such as updates, various thank you's, invitations, and calendar items. Discussion Followed.

The Board toured the High School Tech Education facilities. The Board asked for further information regarding potential upgrades/expansion and also requested to move the June 19, 2024 regular board meeting to the High School.

It was moved by Barbara Van Deurzen and seconded by Scott Borley at 7:08 PM that the Board adjourn into closed session as previously stated. Voting Yes: 5 Voting No: 0 Motion carried.

The Board reconvened at 7:18 PM.

It was moved by Ryan Van Den Heuvel seconded by Scott Borley to hire Jay O'Konski as the Westwood Elementary School Associate Principal effective July 1, 2024 as discussed in closed session. Motion carried.

It was moved by Scott Borley and seconded by Ryan Van Den Heuvel at 7:22 PM that the meeting be adjourned. Voting Yes: 5 Voting No: 0 Motion carried.

Barbara Van Deurzen
Clerk

TUITION FEES

The West De Pere Schools shall be tuition free to all persons of school age that reside in the school district. The Board may admit nonresident students who meet the entrance requirements of the district. Nonresident students shall have the same rights and privileges as resident students and shall be subject to the same rules and regulations as resident students. The Board shall charge tuition for each nonresident student. This does not apply to students who have been accepted through the Open Enrollment Program or approved for tuition waiver due to move.

LEGAL REFERENCE: Wis Statutes 121.77,-.84

CROSS REFERENCE:

5005 - Student Admission

5006 - Student Residency

5008 - Open Enrollment

ADOPTED: 11/20/72

REVISED: 11/19/80, 2/27/90, 3/18/99, 4/14/03, 5/19/03

SCHOOL DISTRICT OF WEST DE PERE
ENERGY MANAGEMENT

3522

Energy management is necessary in order for the District to minimize the impact energy cost increases have on the budget, to maintain a reliable supply of energy, to meet the functional needs of the District, and to ensure that energy is used efficiently.

A strong commitment on the part of the Board and the administration is important to an effective energy management program. It shall be the responsibility of each District employee to actively participate in conservation efforts in order to reduce consumption to levels prescribed by state, federal, and local rules. In turn, it shall be the responsibility of the District to ensure that staff receives information regarding energy conservation.

All operations of the District facilities shall be governed by established energy management guidelines for all staff of the School District of West De Pere. Instituted as part of the District's plan to save energy, the guidelines are designed to save scarce resources without infringement of the educational mission of the District. The building principal and building custodians and their supervisors shall share the accountability for ensuring that the guidelines are followed. The Business Manager and the Maintenance Manager shall implement, direct, monitor, evaluate, and report District energy conservation efforts to the Superintendent who shall communicate these efforts to the Board of Education.

ADOPTED: 7/15/09

SCHOOL DISTRICT OF WEST DE PERE
STUDENT TRANSPORTATION VEHICLE DRIVER

4218.9

QUALIFICATIONS:

1. Valid driver's license with a clean driving record.
2. Completion of any required training or certification for school vehicle drivers.
3. Ability to pass a background check and drug screening.
4. Excellent driving skills, with a strong focus on safety.
5. Strong communication and interpersonal skills.
6. Ability to remain calm and composed in stressful situations.
7. Physical ability to assist students with boarding and disembarking from the vehicle if needed.
8. Prior experience in student transportation or a related field is preferred but not required.

REPORTS TO: Director of Student Services and District Business Manager

JOB GOAL: As a Student Transportation Vehicle Driver, you will be responsible for ensuring the safe and timely transportation of students to and from school, field trips, and other educational events. Your primary duty will be to operate a school vehicle adhering to all traffic laws and safety regulations while maintaining a high standard of care for the students entrusted to you.

PERFORMANCE RESPONSIBILITIES:

1. **Safe Transportation:** Safely operate a designated school vehicle, ensuring the well-being of students during transit.
2. **Adherence to Regulations:** Follow all traffic laws and regulations, as well as school district policies and procedures related to student transportation.
3. **Route Management:** Efficiently navigate assigned routes, ensuring timely pickup and drop-off of students.
4. **Vehicle Maintenance:** Perform pre-trip and post-trip inspections of the vehicle to ensure it is in good working condition. Report any maintenance or safety concerns promptly.
5. **Student Supervision:** Maintain order and discipline among students during transit, ensuring a safe and respectful environment at all times.
6. **Communication:** Communicate effectively with school administrators, parents, and students regarding transportation schedules, changes, or concerns.
7. **Emergency Response:** Respond calmly and effectively to emergencies or incidents that may arise during transit, following established procedures and protocols.
8. **Record Keeping:** Maintain accurate records of daily routes, mileage, and any incidents that occur during transportation.
9. **Training:** Participate in required training sessions related to student transportation, safety procedures, defensive driving techniques, and training specific to student needs.
10. **Professionalism:** Represent the school district positively in all interactions with students, parents, and the community.

SCHOOL DISTRICT OF WEST DE PERE
STUDENT TRANSPORTATION VEHICLE DRIVER

4218.9 cont'd

11. **Professionalism:** Represent the school district positively in all interactions with students, parents, and the community.

ADOPTED:

New Policy

SCHOOL DISTRICT OF WEST DE PERE
CURRICULUM and POLICY MEETING
West De Pere District Office-400 Reid St, Suite W
June 13, 2024
7:30 a.m.

I. Call meeting to order- 7:30 a.m.

II. Curriculum items

UWGB Dual Enrollment Opportunities for Oneida Nation Students

- **Opportunity 1:** Dual enrollment - starting in fall 2024, Oneida Nation students are eligible to have their tuition covered for all UWGB dual enrollment including CCIHS.
- **Opportunity 2:** Rising Phoenix Early College Program <https://www.uwgb.edu/rising-phoenix/oneida-nation/>

Amy LaPierre, Director of Curriculum, reviewed the curriculum item

III. Review the following for Board adoption:

- 3240 Tuition Fees (reviewed-no changes)
- 3522 Energy Management (reviewed-no changes)
- 4218.9 Student Transportation Vehicle Driver (new policy)

Reviewed for Adoption on 6/19/2024

IV. Review the following:

First Reads:

- 1321 Student Performances and Production of Goods and Services (reviewed-no changes)
- 1440 Federal Government (reviewed-no changes)
- 8400 Board Meetings (reviewed-no changes)

Committee discussed recommended revisions Present for First Reading on 6/19/2024

V. Next meeting date: July 11, 2024

VI. Adjourn meeting-7:33 a.m.

STUDENT PERFORMANCES AND PRODUCTION OF GOODS AND SERVICES

The Board believes in, and encourages, district student groups to be active in community service. Such service may include performances, service projects, or production of services and materials for a variety of community groups and businesses.

The Board also believes that the administration should exercise extreme care and discretion in interpreting this policy so as to avoid pupil exploitation. Principals shall approve such involvement with such in mind, and shall also ensure that the primary purpose of the student participation furthers educational development.

Such services should come without cost to the District. Reimbursement shall be determined in advance of involvement and be based on the nature of the activity and agency served.

ADOPTED: 8/17/95

REVISED: 2/26/98, 3/18/98

REVIEWED: 4/11

SCHOOL DISTRICT OF WEST DE PERE
FEDERAL GOVERNMENT

1440

Funds for educational purposes made available by the federal government will be accepted by the district so long as the conditions of their availability are in harmony with the purposes and policies of the district and the state statutes. All applications for federally funded programs shall have prior Board approval.

ADOPTED: 3/21/72

REVISED: 11/19/80

REVIEWED: 7/9/98, 12/20/11

SCHOOL DISTRICT OF WEST DE PERE
BOARD MEETINGS

8400

The business of the school district can legally be transacted only when school board members are meeting together in a legal session.

School board meetings are held annually in common school districts. All qualified electors of the district are eligible to attend these meetings and vote on matters relating to the affairs of the district.

School board meetings are meetings of the duly elected governing body of the district. While anyone may attend school board meetings, only members of the school board may vote on the business at hand.

ADOPTED: 11/17/88



School District of West De Pere

Monitoring Report

Strategic Plan: 2021-26

June 2024

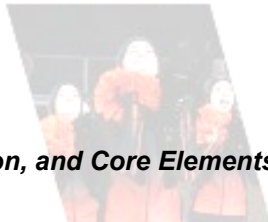
PRIORITIES

PRACTICES
AND
PATHWAYS

RECRUIT.
RETAIN.
AND
DEVELOP
STAFF

GROWTH

Vision, Mission, and Core Elements



We prioritize strategies to recruit and retain all exceptional staff, as well as empower them to lead their learning toward enhanced professional



CORE ELEMENTS

STUDENT ACHIEVEMENT

We strive to create environments that prioritize the needs of all students so that they can realize their own success.

STAFF CAPACITY

We understand that staff members are our most important conduit to assist students, our most valuable resource, to become successful.

SUSTAINABLE PRACTICES

We focus on practices that promote long-term viability which influence success for all.



VISION | A Vision of Pride and Excellence

MISSION

The mission of the School District of West De Pere is to create a safe comprehensive educational and social environment for students and staff which will produce life-long learners with the capacity to succeed in the local and global community.

Priority 1

Practices and Pathways

We acknowledge the diverse needs of our students by emphasizing instructional practices that prioritize student needs, with a focus on diversified practices and pathways to student success and wellness.



Indicators

- 1.a Develop and implement equitable instructional practices that focus on the individual needs of our students

Actions

Additional Information

<ul style="list-style-type: none"> All schools have data review teams and student study teams that continue to regularly look at student data trends and specific student needs based on the data. 	<p>Second year using EduClimber as our data warehouse for student academic data https://www.illuminateed.com/products/educlimber/</p>
<ul style="list-style-type: none"> Completing the first year of implementation of the academic portion of the MLSS framework as drafted last year in the MLSS (Multi-Level Systems of Support) Guidebook. Intensive work on the behavior portion of the guidebook has occurred this year, with plans to complete it during the 2024-25 school year. 	<p>MLSS Guidebook</p> <p>Tier II instruction has become a focus when looking at schedules and professional development.</p>
<ul style="list-style-type: none"> A team of 13 individuals representing grades 4K-2 wrapped up Year 2 of the Early Literacy Academy through CESA 6 to examine early literacy practices. This work will position us well for the requirements of Act 20. A team is also registered to begin the Intermediate Literacy Academy (also a two-year commitment) focusing on literacy in grades 3-5 next year. 	<p>Flier about Early Literacy Academy</p> <p>DPI website about Act 20</p> <p>Flier about Intermediate Literacy Academy</p>
<ul style="list-style-type: none"> K-6 teachers completed their first year of implementation of Illustrative Math. 	<p>Math Cabinets from WW, HC, and IS are meeting together monthly to discuss best practices, implementation processes, and assessment practices.</p>
<ul style="list-style-type: none"> Update based on information from Corey Wollin, emailed on 5/23/24. The Youth Apprenticeship program has 64 enrollees this year in a wide range of interest areas including agriculture, construction, health, manufacturing, marketing and education 	<p>Estimated wages that will be earned is just over \$300,000 and students are obtaining real life experience with the possibility of life long career options. Our apprenticeships partner our students with 50 different local businesses</p>
<ul style="list-style-type: none"> Functional classrooms were established at all buildings this year. 	<p>Currently using an alternative curriculum focused on functional academic, adaptive, and socio-emotional skills for 6.7% of students with disabilities</p>
<ul style="list-style-type: none"> The Intermediate School has continued instructional rounds, where staff members visit each other's classrooms looking for ways to improve their own instruction and to find themes for improvement in the building. 	<p>4 sets of rounds were completed, 2 with the literacy cabinet and 2 with any interested staff.</p>
<ul style="list-style-type: none"> Parent conferences with school counselors occurred for all freshmen and juniors. These conferences focus on academic planning. 	<p>Junior conferences had an 82% parent participation rate.</p>

<ul style="list-style-type: none"> We utilized a new math screening process at grades K-1 which allowed for consistent screening data across both schools, less classroom disruption, and more readily accessible data for teachers and interventionists. 	Spring screening dates: May 20 and 21
<ul style="list-style-type: none"> Multiple curriculum teams met this year. 	Science, English Language Arts, Health, Math, Digital Learning, Music, Business/Marketing, World Language
<ul style="list-style-type: none"> There was an increased focus on creating a more successful testing environment for students across the district, including small group testing, student videos, student incentives, parent communication, teacher expectations, study sessions, etc. 	Wisconsin Forward, FastBridge, ACT
<ul style="list-style-type: none"> Two new courses offered at the high school this year (Medical Terminology and Student Success) were highly successful. Bellin College provided professors to co-teach the courses with our WDP teacher. 	66 students successfully completed each of those two courses.
<ul style="list-style-type: none"> Scholarship night recognized the achievements of many high school seniors 	84 students from the class of 2024 collectively earned \$2,668,840 in scholarships

- 1.b Develop and implement physical, emotional, social, and mental wellness practices that allow students to develop into well adjusted individuals



Actions

Additional Information

<ul style="list-style-type: none"> Clubs and activities are promoted for all students and new opportunities for students based on their interests are continually investigated. 	Another new offering at the MS: Tech Ed Club/eSports
<ul style="list-style-type: none"> The district continues to partner with various community organizations to provide mental health services/support groups to students 	Current community partners include Unity Hospice, Rawhide, Bellin, Foundations and Family Services.
<ul style="list-style-type: none"> In conjunction with the Unified School District of De Pere, we utilized Care Solace this year as a way to provide increased mental health support for all members of the De Pere community. 	<p>Care Solace Website In three months time, we have over 100 different contacts with Care Solace resulting in 33 individuals being connected with supports outside of school. In February, March and April, there were 169 different contacts resulting in 25 individuals being connected with outside support.</p>
<ul style="list-style-type: none"> School nutrition options were enhanced at the elementary schools. 	A salad bar was added back into the options for lunch at both elementary schools.
<ul style="list-style-type: none"> A grant was secured to increase counseling services at our elementary schools beginning in the 2024-25 school year 	Stronger Connections grant
<ul style="list-style-type: none"> A variety of opportunities across the district allowed students the opportunity to focus on physical, emotional, social and mental wellness practices. 	Examples include: Love the Skin You're In, Career Day, Every 15 Minutes, Pulaski Goody Duathlon, Sting Cancer Walk, PBIS monthly focus areas

- 1.c Create a learning culture that values the interests and passions of students in curricular and extracurricular settings



Actions	Additional Information
<ul style="list-style-type: none"> A variety of events to involve the community and to recognize and encourage student interests have been offered. 	STEAM night, Literacy Night, Activity Nights, grade level field trips, Reading Month activities, Math Carnival, Senior Grad Bash, Fine Arts Night, Jazz Night, Bellin Run
<ul style="list-style-type: none"> Students continue to be regularly recognized and celebrated throughout the district in a variety of ways. 	18 students attended Nationals for DECA Students participated in the state competition at Madison for forensics, One Act Play received 7 awards at State MathCounts students recognized
<ul style="list-style-type: none"> A variety of assemblies, spirit weeks, and/or other student opportunities have taken place throughout the district 	Examples: Pep Assembly at MS, members of the Oneida Nation came to speak to 3rd grade students to kick off their First Nations unit, concerts, Hemlock Creek Happenings
<ul style="list-style-type: none"> 150 Advanced Placement tests were administered this year 	Scores will be released in July

Priority 2

Recruit, Retain, and Develop Staff

We prioritize strategies to recruit and retain all exceptional staff, as well as empower them to lead their learning toward enhanced professional practices, organizational processes, and well-being.

Indicators

- 2.a Develop staff by providing meaningful, high-quality, and relevant professional learning



Actions	Additional Information
<ul style="list-style-type: none"> The administrative team completed a book study focusing on the book Visible Learning: The Sequel by John Hattie and had ongoing PD about AI (Artificial Intelligence) from the library media specialists 	Visible Learning: The Sequel Resources
<ul style="list-style-type: none"> Literacy and library media/instructional technology coaching is always available for teachers 	Literacy: J. Budek, T. Kempen, H. White Technology: J. Goodman, J. Gossen, A. Knapp, N. Verbeten, J. Wathke
<ul style="list-style-type: none"> The district supports the individual learning needs of various staff members and departments through conference attendance 	Examples include: Wisconsin Math Conference, literacy training, fishing unit training for PE teachers, book/podcast studies within the buildings, Lake Ontario Shipboard Science Workshop

<ul style="list-style-type: none"> Ongoing professional development is being provided for special education staff 	<p>Examples: Using Augmentative and Alternative Communication Devices, Supporting Neurodiverse Students, N2Y curricular resources, collaboration time, Functional-Behavioral assessments and behavioral intervention plans</p>
<ul style="list-style-type: none"> Continued our 3 year mentor program for staff members in their first years of teaching 	<p>Program information</p>
<ul style="list-style-type: none"> Completed the first year of our new mentor program for support staff 	<p>Program information</p>
<ul style="list-style-type: none"> A plan for the required training associated with Act 20 has been developed and communicated with staff. 	<p>3 cohorts - Cohort 1 completes training this summer</p>

- 2.b Support a workplace culture that fosters engagement and promotes employee health, wellness, and relationships



Actions	Additional Information
<ul style="list-style-type: none"> Regular staff recognition (i.e. food, apparel, etc.) 	<p>We regularly show appreciation for our staff both at the district and building level in a variety of ways.</p>
<ul style="list-style-type: none"> Recognition of staff for specific accomplishments, as well as, participating in formal recognition days. 	<p>Many accomplishments: (i.e. Herb Kohl, Golden Apple, WI Teacher of the Year, etc.)</p>
<ul style="list-style-type: none"> Fitness opportunities across the district with multiple options 	<p>Staff Fitness Opportunities -pelotons, cross fit, weight rooms, athletic events, etc. -informal athletic activities for staff (i.e. MS evening Pickleball league)</p>
<ul style="list-style-type: none"> On site and near site clinics 	<p>Participation</p>
<ul style="list-style-type: none"> Culture building activities held in each building. 	<p>Each building has in place a variety of practices that promote positive culture and relationships. (For example: a family first approach, mobile snack cart, trivia, tournaments/contests, exercise, culture and climate committee, team building activities, fitness promotion, games, etc.)</p>
<ul style="list-style-type: none"> Part-time staff members are able to utilize our on-site clinic and access the on-site nurse at no cost 	<p>Began 2023-24 school year</p>
<ul style="list-style-type: none"> Continue to offer wellness initiatives through Bellin 	<p>Staff are sent weekly emails that provide access to webinars, information, and training regarding mental health and wellness.</p>

<ul style="list-style-type: none"> Employee groups continue to meet regularly to share ideas for continued improvement, dialogue, and gain further understanding of our current state related to processes and practices. 	Ongoing dialogue with the various groups further enhances awareness and builds relationships.
<ul style="list-style-type: none"> Refined our reunification process in the event of a crisis situation 	Worked with the Unified School District of De Pere and community emergency response professionals

- 2.c Attract and retain talented staff members through regionally competitive salary and benefits



Actions	Additional Information
<ul style="list-style-type: none"> Hiring the new principal and associate principal 	Both individuals emerged from a competitive process inclusive of external candidates.
<ul style="list-style-type: none"> Track: reasons staff come and/or leave 	Summary Document
<ul style="list-style-type: none"> We continue to be able to fill the large majority of our positions during our current staffing shortage in education. 	Posting in multiple places in addition to WECAN
<ul style="list-style-type: none"> Continued high level of health care while maintaining not increasing costs. <ul style="list-style-type: none"> Part-time staff members continue to be able to utilize our on-site clinic at no cost 	Utilization by part-time staff is very limited
<ul style="list-style-type: none"> Hired an intern that later became a successful applicant. 	In addition to student teachers, we are sometimes able to hire interns in certain situations.
<ul style="list-style-type: none"> Utilization of an online substitute teacher calling system. 	Red Rover was inceptioned in the Fall of 2023 and is working very well.
<ul style="list-style-type: none"> Participated in another CESA staff recruitment event along with three other school districts. 	This provided an opportunity to connect with other districts and generate further potential applicants/staff/substitutes.

Priority 3

Growth

We continue to monitor growth and educational trends to plan and communicate future needs while maintaining and upgrading facilities and programming in a fiscally responsible manner.

GROWTH

Indicators

- 3.a Monitor community and enrollment growth for future planning

Actions	Additional Information
<ul style="list-style-type: none"> Continue to monitor current growth and make comparisons to our most recent studies. 	<p>We are growing, however, not at the rate suggested in the 2022 Roffers report. As always, we also monitor individual grade level/classroom enrollment.</p>
<ul style="list-style-type: none"> Continue participation on the City of De Pere Comprehensive Planning Committee, Town of Lawrence Comprehensive Planning, and WI DOT Interstate 41 project meetings. 	<p>Link to City of De Pere plan Link to Town of Lawrence plan Link to WI DOT Interstate 41 project</p>
<ul style="list-style-type: none"> Communication continues with municipalities on vision for future development and updates with regard to new developments being constructed. 	<p>Ongoing conversations with Town of Lawrence representatives as well as individuals from De Pere take place in order to maintain awareness of subdivisions and planning. There continues to be a lot of current and future planned construction taking place.</p>
<ul style="list-style-type: none"> Constantly monitor class sizes and student needs 	<p>This ensures appropriate staffing to meet the needs of all students.</p>

- 3.b Provide resources to meet the changing needs of students and the community

GROWTH

Actions	Additional Information
<ul style="list-style-type: none"> Begin process for consideration of expanding/improving opportunities for student experiences in the trades 	<p>Have been researching and discussing at the last few Board meetings and will continue</p>
<ul style="list-style-type: none"> Care Solace continues to be utilized 	<p>Care Solace provides assistance with access to mental health services for students, staff, and all West De Pere community members</p> <p>Report link</p>
<ul style="list-style-type: none"> Continue providing resources for children and families in need. 	<p>Hands Across De Pere, The Hanger- a room at the High School to help students in need, participation in benefits, etc.</p>

<ul style="list-style-type: none"> Continue providing resources for families outside of the school day. 	<p>There are a variety of events and drives throughout the district for families to participate in. Examples include things like literacy nights, math nights, digital safety nights, book fairs, learning events, food drives, and other engaging opportunities for students and families.</p>
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3.c Continue practicing fiscal responsibility

Actions	Additional Information
<ul style="list-style-type: none"> Focus on energy savings and tracking results 	2023 data
<ul style="list-style-type: none"> Track and forecast district maintenance/facility needs to ensure strategic fiscal planning. 	District Capital Improvement Plan
<ul style="list-style-type: none"> Conduct a regular cost reduction analysis process with the Admin. team. 	<p>Format established to conduct targeted discussions throughout the year in order to ensure lean practices. Identified significant savings during the 2023-24 school year.</p>
<ul style="list-style-type: none"> Operate within budget while meeting needs of students and staff 	<p>Board approved 23-24 budget</p>
<ul style="list-style-type: none"> Look for potential savings with each contract renewal 	<p>Negotiate contracts with vendors and consider proposals as appropriate</p>

3.d Utilize communication practices that enhance connections

Actions	Additional Information
<ul style="list-style-type: none"> Continue utilizing the District Newsletter, social media, School Messenger, building/program newsletters/updates, Google Classroom, and shared drives for staff. Move more toward digital communication where appropriate. 	<p>Examples include: Facebook Page District Newsletter Google Classroom</p>
<ul style="list-style-type: none"> Continue to nurture connections with organizations to provide experiences for students (i.e. Involvement in: De Pere Chamber of Commerce, Greater Green Bay Area Chamber of Commerce, Optimists, Friends of Fallen Timbers, Rawhide, local businesses, etc.) 	<p>We deliberately nurture existing connections and continue to foster new connections as we seek opportunities for students.</p>
<ul style="list-style-type: none"> Employee groups continue to meet regularly to share ideas for continued improvement, dialogue, and gain further understanding of our current state related to processes and practices. 	<p>Multiple meetings have taken place this year and are planned to continue.</p>



BUSINESS OFFICE

Date: June 13, 2024

To: West De Pere School Board Members
Dennis Krueger, Superintendent

From: Jill Bodwin, Business Manager - Interim
Terry Vande Hey, Building and Grounds Maintenance Coordinator

Subject: Four Year Capital Improvement Plan

Attached is our recommendation for the Four Year Capital Improvement Plan for the District. There are two items on the list that are currently in process at the High School. 1. The Data Room at the high school overheated during a critical student testing time this spring. This room houses our computer servers for the district and could result in a serious impairment for us if everything were to shut down. We are installing new Liebert units that will make sure the room remains within a set temperature range and will send a warning alarm notice to the cell phone of individuals designated by the District if the equipment overheats. 2. Approximately 40 tables in the commons area have been replaced over the last two years with 20 additional remaining on the replacement list.

We are requesting that you approve the Four Year Capital Improvement Plan so that we can continue to keep our facilities and equipment in good working order going forward.

You may recall that the District established a Fund 46 Capital Projects account on April 12, 2021. These funds will be accessible on 4/12/2026. I would encourage the District to continue to contribute to Fund 46 in years that general fund revenues exceed expenses. The District can deposit funds after April 12, 2026 without having to wait to access the funds. Contributions to Fund 46 are considered shared costs and are aidable. The current balance in our Fund 46 account is \$1,159,436.16.

This list will continue to be updated and submitted to the Board on an annual basis for approval.



BUSINESS OFFICE

Date: May 29, 2024

To: School Board Members
Dennis Krueger, Superintendent

From: Jill Bodwin, Business Manager - Interim

Subject: 2024-25 Substitute Teacher Daily Rate

The School District of West De Pere currently pays substitute teachers \$175/day (the rate increases to \$210 on day 11 if they sub long term, consecutive days for the same teacher.)

Ashwaubenon and Green Bay currently pay \$175/day.

De Pere has not replied to my inquiry of their substitute teacher pay rates.

I recommend that the School District of West De Pere increase the substitute teacher pay rate to \$180/day so that we remain competitive with our neighboring districts. I recommend that we leave the long term rate sub rate at \$210/day.



MEMO

TO: Board of Education

FROM: Jill Bodwin, District Business Manager

SUBJECT: School Fees for the 2024-2025 School Year

DATE: May 29, 2024

We will not be making any changes to the school fee structure for the 2024-2025 school year for 4K-8th grade. The High School went from \$70 to \$53, due to the Phantom Card now being optional. The fees for the 2024-2025 school year are as follows:

<u>Grade(s)</u>	<u>Fee</u>
4K	\$15
Kindergarten-1st Grade	\$40
2nd Grade-4th Grade	\$45
5th Grade-6th Grade	\$53
7th Grade-8th Grade	\$53
9th Grade-12th Grade	\$53

Thank you,

Jill Bodwin
District Business Manager



BUSINESS OFFICE

Date: June 13, 2024

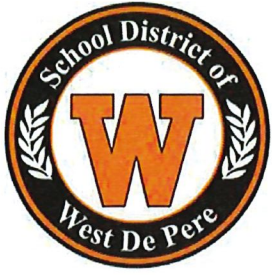
To: West De Pere School Board Members
Dennis Krueger, Superintendent

From: Jill Bodwin, Business Manager - Interim

Subject: 2024-25 Business Insurance Renewal

I recommend renewing the District's General Liability, School Board Legal Liability, Auto, Cyber and Commercial Crime insurance policies for 2024-25 per the selections that I have accepted on the attached document. We are still waiting for the quotes on our property insurance and hope to have those by the end of June. As you will recall, the property renewal came in at a 35% increase so we have sent out an RFP to a number of different carriers and are hopeful that we will secure coverage at an increase of 30% or less. The number of catastrophic events that have happened over the last year (wildfires, tornadoes, hurricanes, etc) have sent property insurance premiums skyrocketing for both homeowners and commercial properties.

Our Workers Compensation insurance coverage is increasing from \$117,972 to \$161,567 due to our experience modification going up from 0.63 to 0.68. In 2023-2024 we had losses of \$194,179 on the \$117,972 paid premium which equaled a loss ratio of 164.6%.



BUSINESS OFFICE

Date: June 13, 2024

To: West De Pere School Board Members
Dennis Krueger, Superintendent

From: Jill Bodwin, Business Manager - Interim

Subject: 2024-25 Preliminary Budget Approval

We have used the following assumptions to develop the preliminary 2024-25 budget including:

1. Enrollment increase of 30 fte
2. 4.12% salary increase
3. 3% increase on other expenses
4. Revenue cap per member increase of \$265.70 for 24-25 (\$325 revenue cap increase + \$115.70 low revenue increase - \$175 CCDEB value)
5. Special Ed state aid reimbursement 33%
6. No increase to health and dental premiums
7. October 1, 2024 we will make the final payment of \$172,635 on our Fund 38 Non Referendum debt (\$170,000 principal \$2,635 interest)
8. Move Middle School athletic costs and district newsletter costs to fund 80



School District of West De Pere

Board Update

A Vision of Pride and Excellence

June 2024

MS Math Masters

16 Middle School students traveled to UW-Oshkosh to compete in a math competition. They took away many awards, but most notable was taking 2nd place overall in the Middle School division out of 34 teams! Impressive work by all!



HS Scholarship Night

84 students from the class of 2024 have collectively earned \$2,668,840 in scholarships.



HS Senior Mentors

The 2024-2025 Senior Mentors participated in their training to prepare for their roles as mentors. Students had great discussions and completed a series of team building and leadership activities



HS DECA

20 members of DECA attended the International Career Development Conference in Anaheim California.

They competed against the best students in the world.



Congratulations to David Whipp who became our chapter's first medal winner at ICDC!

HC Chickens

Mrs. Erdmann's first grade class hatched chickens this year. The students were so excited to be able to see the whole process occur.



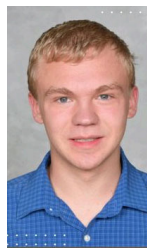
HS Girls Soccer

The girls soccer team are conference champs 3 years in a row! Great job ladies. What an amazing season!



Perfect ACT Score

David Whipp has earned the highest possible ACT composite score of 36. David will have earned 47 credits for college through College Credit Courses and/or Advanced Placement testing during his High School career.



HS Athletics Compete at State

The High School had several teams and individuals compete at state. Track and Field, Tennis, and Golf. Great job by all.



MS Golf

Congratulations to the Middle/Intermediate School Golf Team. They were named Middle School State Champions!



PK Service Learning

Phantom Knight Charter School students did service learning at Paul's Pantry. What a great opportunity to give back to the community.



DOT I-41 Project Update

See the attached project timeline.



HC PBIS Celebration

3rd and 4th graders at Hemlock Creek had fun in the sun for our PBIS Celebration! There were bouncy houses, an inflatable obstacle course, water fight, and teachers in the dunk tank!



WW Play 60 Day

Westwood students took part in Play 60 day. There was a DJ, obstacle courses, water fun, and even the principal in the dunk tank.



IS Dodgeball Tournament

5th and 6th graders at the Intermediate School at house vs house dodgeball tournaments.



Technical Incentive Grant

Once again, our district received the CTE Incentive Grant based on 2023 graduates who earned industry-recognized certifications. The maximum funding is \$1000/student, but it was prorated based on all eligible claims received across the state. West De Pere had 65 approved claims at the prorated amount of \$713.71/student for a total grant award of \$46,391.15.



Upcoming Events

