



**Monday, September 13, 2021
Board of Education Meeting**

**APPLETON AREA SCHOOL DISTRICT
BOARD OF EDUCATION MEETING**

Time: 6:00 PM

The Board of Education will be meeting in the Scullen Leadership Center, 131 E. Washington Street, Suite 1A. Some individuals will be joining via zoom and the meeting will be livestreamed on YouTube.

In-person public attendance (other than registered on-site public input) is suspended until further notice. ****Limited registration is available for on-site public input (additional information can be found on the District's website).**** Members of the media or general public may access the meeting via the live stream broadcast on the Appleton Area School District YouTube Channel:

<https://www.youtube.com/channel/UChO-I09YGgt4uKnCWYvt8Pw>.

For remote attendance via telephone, please dial: 1-312-626-6799 Meeting ID: 952 7180 7558

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is a time for public participation during the meeting as indicated in the agenda. Members of the public wishing to address the Board may speak during public input or provide written comments in accordance with the procedures posted on the District's website (http://www.aasd.k12.wi.us/district/board_of_education/public_input) and state law. The Wisconsin Open Meetings Law allows only brief discussion of topics that are not listed on the agenda. Therefore, the Board may not be able to fully address comments made during public input. When appropriate the Board may request the administration to reach out to a citizen regarding a concern they may have.

Any special needs or any requests for accommodations related to accessing the meeting should be sent to Clara Kopplinger, at kopplingerclar@asd.k12.wi.us or (920) 832-6126, at least 24-hours in advance of the meeting. This would include any person for whom it would be burdensome or infeasible to use the primary method(s) of remote access established by the District.

1. Meeting Opening

Subject	A. Roll Call
Meeting	Sep 13, 2021 - Board of Education Meeting
Category	1. Meeting Opening
Type	Procedural

Subject	B. Pledge of Allegiance
Meeting	Sep 13, 2021 - Board of Education Meeting
Category	1. Meeting Opening
Type	Procedural

Subject	C. Official Oath - Newly Appointed Board Members
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Meeting Sep 13, 2021 - Board of Education Meeting

Category 1. Meeting Opening

Type Procedural

Board President Kay Eggert will affirm that appointed Board members James Bacon and Amanda Stuck have taken and filed the Oath of Office.

2. Approval of Agenda (GC-2: Governing Commitments)

Subject A. Board Member Request to Remove Consent Agenda Item(s) for Separate Consideration

Meeting Sep 13, 2021 - Board of Education Meeting

Category 2. Approval of Agenda (GC-2: Governing Commitments)

Type Procedural

Subject B. Approval of Agenda

Meeting Sep 13, 2021 - Board of Education Meeting

Category 2. Approval of Agenda (GC-2: Governing Commitments)

Type Action, Procedural

3. Public Input (GC-3.3: Initiate and maintain effective communication with the citizens.)

Subject A. Public Input

Meeting Sep 13, 2021 - Board of Education Meeting

Category 3. Public Input (GC-3.3: Initiate and maintain effective communication with the citizens.)

Type Procedural

Public Input:

Members of the public wishing to address the Board may speak during public input or provide written comments in accordance with the procedures posted on the District's website and state law. The Wisconsin Open Meetings Law requires that Board of Education members do not discuss topics or respond to questions that are not listed on the agenda. The practice of the Board is to not respond to public comments during the meeting; however, when appropriate the Board may request the administration to reach out to a citizen regarding a concern they may have. Speakers will be bound by the guidelines and responsibilities outlined on the District's [website](#) and established in policy. The Board reserves the right to terminate remarks of any individual who does not adhere to established rules, whose comments are unduly repetitive of previous comments, who makes comments that are obscene, threatening, harassing, or defamatory, or whose conduct is otherwise disorderly. Comments that introduce complaints or concerns that are directed toward and that identify individual staff members or individual students are not permissible.

The Board reserves the right to amend and adjust processes and procedures relating to public input as necessary to accomplish the business of the Board, which includes the ability of the Board to limit (in a viewpoint-neutral manner) the total time allotted for public input or the amount of time allotted to individual topics.

Policy References:

[Board Policy and Rule 187 - Public Input at School Board and Board Subcommittee Meetings](#)

[Board Policy 189 - Virtual Board Meetings in Emergency Situations](#)

Subject B. On-site Speakers (Registration Required)

Meeting Sep 13, 2021 - Board of Education Meeting
Category 3. Public Input (GC-3.3: Initiate and maintain effective communication with the citizens.)
Type Procedural

Individuals wishing to provide on-site public input are required to register in advance during the registration window. Registrations will be accepted beginning at 9:00 AM on the Friday before the meeting and closing at 12:00 PM on the Monday of. For additional information or to register, please visit our website at http://www.aasd.k12.wi.us/district/board_of_education/public_input.

Subject C. Virtual Speakers (Registration Required)

Meeting Sep 13, 2021 - Board of Education Meeting
Category 3. Public Input (GC-3.3: Initiate and maintain effective communication with the citizens.)
Type Procedural

Individuals wishing to provide virtual public input are required to register in advance during the registration window. Registrations will be accepted beginning at 9:00 AM on the Friday before the meeting and closing at 12:00 PM on the Monday of. For additional information or to register, please visit our website at http://www.aasd.k12.wi.us/district/board_of_education/public_input.

Subject D. Written Comments (Posted as Attachment)

Meeting Sep 13, 2021 - Board of Education Meeting
Category 3. Public Input (GC-3.3: Initiate and maintain effective communication with the citizens.)
Type Procedural

Written comments submitted as public input will not be read aloud during the meeting; rather, they will be shared publicly as a BoardDocs attachment prior to the meeting start time. Individuals wishing to provide written public input should submit their comments via the form available on the website. The comment form is available beginning at 9:00 AM on the Friday before the meeting and closing at 12:00 PM on the Monday of. Written comments received via email or outside of the comment window will still be shared with the Board; however, they may not be included in the published comments. For additional information or to submit your comments, please visit our website at http://www.aasd.k12.wi.us/district/board_of_education/public_input.

4. Special Presentation

Subject A. None

Meeting Sep 13, 2021 - Board of Education Meeting
Category 4. Special Presentation
Type

5. Reports (OE-8.4: Assure that the Board has adequate information from a variety of internal and external viewpoints to assure informed Board decisions.)

Subject A. Superintendent's Report: The District Leadership Team will provide a brief report on the new AASD COVID-19 Dashboard. Public health and medical advisors will also provide updates related to current community data and research.

Meeting Sep 13, 2021 - Board of Education Meeting
Category 5. Reports (OE-8.4: Assure that the Board has adequate information from a variety of internal and external viewpoints to assure informed Board decisions.)

Type Discussion, Information, Report

Subject B. Policy Review Report: Proposed Policy Revisions to OE-3 - Treatment of Community Stakeholders and OE-4 - Personnel Administration

Meeting Sep 13, 2021 - Board of Education Meeting

Category 5. Reports (OE-8.4: Assure that the Board has adequate information from a variety of internal and external viewpoints to assure informed Board decisions.)

Type Discussion, Information, Report

Superintendent Judy Baseman will report on Proposed Policy Revisions to OE-3 - Treatment of Community Stakeholders and OE-4 - Personnel Administration.

Subject C. School Services Report: Overnight Travel

Meeting Sep 13, 2021 - Board of Education Meeting

Category 5. Reports (OE-8.4: Assure that the Board has adequate information from a variety of internal and external viewpoints to assure informed Board decisions.)

Type Discussion, Information, Report

Assistant Superintendent Mike Hernandez will report on an application for overnight travel for the 2021-2022 school year.

File Attachments
[North High Girls Volleyball Trip.pdf \(117 KB\)](#)

Subject D. School Services Report: ELA and AP History Materials Purchases

Meeting Sep 13, 2021 - Board of Education Meeting

Category 5. Reports (OE-8.4: Assure that the Board has adequate information from a variety of internal and external viewpoints to assure informed Board decisions.)

Type Discussion, Information, Report

Kelly Leopold, Director of 7-12 ELA, Social Studies, & World Language/LMS Coordinator, will report on proposed materials purchases for ELA and AP History.

Subject E. Student Services Report: Seclusion and Physical Restraint, 2020-21 School Year

Meeting Sep 13, 2021 - Board of Education Meeting

Category 5. Reports (OE-8.4: Assure that the Board has adequate information from a variety of internal and external viewpoints to assure informed Board decisions.)

Type Discussion, Information, Report

Assistant Superintendent Polly Vanden Boogaard will report on Seclusion and Physical Restraint incidents for the 2020-21 school year.

File Attachments
[IOI - SR 2020-21.pdf \(52 KB\)](#)
[Summary Doc - SR 20-21.pdf \(60 KB\)](#)

Subject **F. Personnel Services Report: Personnel Services Updates**

Meeting Sep 13, 2021 - Board of Education Meeting

Category 5. Reports (OE-8.4: Assure that the Board has adequate information from a variety of internal and external viewpoints to assure informed Board decisions.)

Type Discussion, Information, Report

Chief Human Resources Officer Julie King will report on Personnel Services updates.

Subject **G. Business Services Report: 2021-2022 Preliminary Budget**

Meeting Sep 13, 2021 - Board of Education Meeting

Category 5. Reports (OE-8.4: Assure that the Board has adequate information from a variety of internal and external viewpoints to assure informed Board decisions.)

Type Discussion, Information, Report

Director of Business Services, Holly Burr will report on the 2021-2022 Preliminary Budget.

6. Board Business

Subject **A. Board's Annual Work Plan - Revision - for Consideration**

Meeting Sep 13, 2021 - Board of Education Meeting

Category 6. Board Business

Type Action, Discussion, Information

File Attachments
[BOE Annual Workplan 2021-2022.pdf \(71 KB\)](#)

Subject **B. Proposed Policy Revision to OE-3 - Treatment of Community Stakeholders - for Consideration**

Meeting Sep 13, 2021 - Board of Education Meeting

Category 6. Board Business

Type Action, Discussion

File Attachments
[OE-3 Treatment of Community Stakeholders.pdf \(139 KB\)](#)

Subject **C. Proposed Policy Revision to OE-4 - Personnel Administration - for Consideration**

Meeting Sep 13, 2021 - Board of Education Meeting

Category 6. Board Business

Type Action, Discussion

File Attachments
[OE-4 Personnel Administration .pdf \(234 KB\)](#)

Subject **D. OE-3 Treatment of Stakeholders - Interpretation and Indicators - for Consideration**

Meeting Sep 13, 2021 - Board of Education Meeting

Category 6. Board Business

Type Action, Discussion, Information

File Attachments
[DRAFT OE-3 Treatment of Community Stakeholders \(I\).pdf \(63 KB\)](#)

Subject **E. OE-8 Communicating with and Support for the Board - Interpretation and Indicators - for Consideration**

Meeting Sep 13, 2021 - Board of Education Meeting

Category 6. Board Business

Type Action, Discussion, Information

File Attachments
[DRAFT OE-8 Communicating With and Support for the Board \(I\).pdf \(115 KB\)](#)

7. Board's Consent Agenda (GC-2.4: The Board will use a consent agenda as a means to expedite the disposition of routine matters and dispose of other items of business it chooses not to discuss.)

Subject **A. Board Meeting Minutes from August 23, 2021**

Meeting Sep 13, 2021 - Board of Education Meeting

Category 7. Board's Consent Agenda (GC-2.4: The Board will use a consent agenda as a means to expedite the disposition of routine matters and dispose of other items of business it chooses not to discuss.)

Type Action, Minutes

Minutes aren't official until they are approved at the Board meeting.

Subject **B. Special Board Meeting Minutes from August 26, 2021**

Meeting Sep 13, 2021 - Board of Education Meeting

Category 7. Board's Consent Agenda (GC-2.4: The Board will use a consent agenda as a means to expedite the disposition of routine matters and dispose of other items of business it chooses not to discuss.)

Type Action, Minutes

Minutes aren't official until they are approved at the Board meeting.

8. Superintendent's Consent Agenda (OE-8.10: Provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board)

Subject **A. 2021-22 Approval of an Application for an Overnight Trip Within the Contiguous 48 States and DC**

Meeting Sep 13, 2021 - Board of Education Meeting

Category 8. Superintendent's Consent Agenda (OE-8.10: Provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board)

Type Action

File Attachments

[Item for Consideration ~ 2021-22 Approval of an Application for an Overnight Trip Within the Contiguous 48 States and DC.pdf \(296 KB\)](#)

Subject **B. Proposed ELA 10 (#1020) Materials Purchase: 'Ashfall' by Mike Mullen, 'Dry' by Neal Shusterman & Jarrod Shusterman**

Meeting Sep 13, 2021 - Board of Education Meeting

Category 8. Superintendent's Consent Agenda (OE-8.10: Provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board)

Type Action

File Attachments

[Item for Consideration _ ELA 10 \(1020\) Materials Purchase.pdf \(38 KB\)](#)

Subject **C. Proposed AP World History (#3150) Materials Purchase: Amsco Advanced Placement Edition: World History (Modern 1200-Present)**

Meeting Sep 13, 2021 - Board of Education Meeting

Category 8. Superintendent's Consent Agenda (OE-8.10: Provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board)

Type Action

File Attachments

[Item for Consideration _ AP World History \(3150\) Materials Purchase.pdf \(33 KB\)](#)

Subject **D. AP Check Register August 2021**

Meeting Sep 13, 2021 - Board of Education Meeting

Category 8. Superintendent's Consent Agenda (OE-8.10: Provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board)

Type Action (Consent)

Fiscal Impact Yes
Budgeted Yes
Business Services

Subject E. Grants 2021-2022

Meeting Sep 13, 2021 - Board of Education Meeting

Category 8. Superintendent's Consent Agenda (OE-8.10: Provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board)

Type Action (Consent)

Fiscal Impact Yes

Budgeted Yes

Business Services

File Attachments
[2021-2021 Grants - September 13, 2021.pdf \(114 KB\)](#)
[Grant Supporting Documentation 9-13-21.pdf \(450 KB\)](#)

Subject F. Professional Educator New Hire(s)

Meeting Sep 13, 2021 - Board of Education Meeting

Category 8. Superintendent's Consent Agenda (OE-8.10: Provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board)

Type Action (Consent)

File Attachments
[IFC Professional Educator New Hires 9-13-21.pdf \(24 KB\)](#)

Subject G. Professional Educator Contract Change(s)

Meeting Sep 13, 2021 - Board of Education Meeting

Category 8. Superintendent's Consent Agenda (OE-8.10: Provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board)

Type Action (Consent)

File Attachments
[IFC Professional Educator Contract Changes 9-13-21.pdf \(28 KB\)](#)

Subject H. Professional Educator Resignation(s)

Meeting Sep 13, 2021 - Board of Education Meeting

Category 8. Superintendent's Consent Agenda (OE-8.10: Provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board)

Type Action (Consent)

File Attachments
[IFC Professional Educator Resignations 9-13-21.pdf \(10 KB\)](#)

9. Items of Information

Subject A. None

Meeting Sep 13, 2021 - Board of Education Meeting

Category 9. Items of Information

Type Information

10. Board Meeting Debrief (GC-2.2: The Board is responsible for its own performance and commits itself to continuous improvement.)

Subject A. Discussion of the Board's Work at the Meeting

Meeting Sep 13, 2021 - Board of Education Meeting

Category 10. Board Meeting Debrief (GC-2.2: The Board is responsible for its own performance and commits itself to continuous improvement.)

Type Discussion, Procedural

11. Future Meetings

Subject A. Next Board Meeting: Monday, September 27, 2021, 6:00 PM

Meeting Sep 13, 2021 - Board of Education Meeting

Category 11. Future Meetings

Type Information

Subject B. Board Work Session: Thursday, September 30, 2021, 7:30 AM

Meeting Sep 13, 2021 - Board of Education Meeting

Category 11. Future Meetings

Type Information

12. Adjourn

Subject A. Motion to Adjourn the Meeting

Meeting Sep 13, 2021 - Board of Education Meeting

Category 12. Adjourn

Type

Action, Procedural

ITEM FOR CONSIDERATION

Topic: 2021-22 Approval of an Application for an Overnight Trip Within the Contiguous 48 States and DC

Background Information: Overnight trips, excursions and other travel are considered logical extensions of the educational experiences provided for students. These trips will be planned and conducted in accordance with procedures listed in the Field Trips, Co-Curricular Trips, and Excursions policy 352 and 352-Rule.

School	Staff Member(s)	Class or Group	Destination	Dates of Trip	School Days Missed	Approx. Cost Per Student
North High School	Steve Scheuerell	Girls Varsity Volleyball	Omaha, Nebraska	10/08/21 – 10/09/21	.5	\$0

Fiscal Note: Fees for trips will vary from school-to-school. In most cases, parents, fundraising, grants, PTA, and scholarships will help pay for costs.

Administrative Recommendation: Approval of the attached application for an overnight trip within the contiguous forty-eight states and DC.

Instructional Impact: Trips must substantially contribute to the learning objectives of the curriculum or stated objectives of the group. The students will experience learning opportunities unavailable in the classroom.

Contact Person: Mike Hernandez, hernandezmicha@asd.k12.wi.us, 997-1399 ext. 2027

ITEM OF INFORMATION

Topic: Seclusion and Physical Restraint, 2020-21 School Year

**Background
Information:**

Wisconsin Act 118 went into effect on March 4, 2020 and replaces Act 125 which placed a general prohibition on the use of physical restraint and seclusion and defines the conditions under which use is permitted. Act 118 continues to ensure that the use of physical restraint and/or seclusion is only used when there is a clear, present and imminent danger to safety of self or others and is used as a last resort.

Seclusion and physical restraint are defined as follows:

Seclusion: the involuntary confinement of a student, apart from other students, in an area from which the student is *physically prevented* from leaving.

Physical restraint: a restriction that immobilizes or reduces the ability of a student to freely move his or her torso, arms, legs, or head.

Act 118 also enhanced requirements as it relates to training, notification and reporting. Act 118 requires that an annual report must be submitted to the district's school board by October 1st. The report must include the following:

- * The number of incidents of seclusion during the previous school year
- * The total number of students who were involved in incidents of seclusion during the previous school year
- * The number of students with disabilities who were involved in incidents of seclusion during the previous school year
- * The number of incidents of physical restraint during the previous year
- * The total number of students who were involved in incidents of physical restraint during the previous school year
- * The number of students with disabilities who were involved in incidents of physical restraint during the previous school year

The Appleton Area School District takes steps to assure proper training is provided to the appropriate staff. Resources are also provided to building administration and special education staff regarding documentation requirements, checklists and guidelines.

Instructional**Impact:**

Creating a safe and welcoming environment for all is critical to learning. Behavior is a form of communication. At times student behaviors do interfere with learning opportunities and can pose a threat to the safety of students and staff. Efforts to de-escalate volatile situations may lead to the use of seclusion and/or restraint as a last resort to assure safety. When this occurs, reporting and notification procedures serve to inform parents and staff and post-vention reviews seek to identify less restrictive intervention alternatives.

Contact**Person(s):**

Polly Vanden Boogaard, 997-1399 ext. 2028, vandenboogaard@asd.k12.wi.us

BOE: 9/13/2021

Seclusion and Physical Restraint Reporting, 2020-21 School Year

Act 118 prohibits the use of seclusion and physical restraint except when a student’s behavior presents a **clear, present, and imminent risk to the physical safety of the student or others and is the least restrictive intervention feasible**. Seclusion and physical restraint are defined as follows:

Seclusion: the involuntary confinement of a student, apart from other students, in an area from which the student is *physically prevented* from leaving.

Physical restraint: a restriction that immobilizes or reduces the ability of a student to freely move his or her torso, arms, legs, or head.

Data, as required by Act 118 is provided for **2020-21 school year:**

	Number of incidents of seclusion only	Number of students who were involved in incidents of seclusion	Number of incidents of physical restraint only	Number of students who were involved in incidents of physical restraint
Students with Disabilities	98	40	37	21
Students without Disabilities	4	4	5	5
Total	102	44	42	26

Data reported under Act 118 in the **2019-20 school year:**

	Number of incidents of seclusion only	Number of students who were involved in incidents of seclusion	Number of incidents of physical restraint only	Number of students who were involved in incidents of physical restraint
Students with Disabilities	304	83	94	57
Students without Disabilities	17	10	16	13
Total	321	93	110	70

AASD Process:

Prior to a school year starting, our AASD administrators attend a presentation and are provided with a refresher of the law and the requirements around seclusion and/or restraint. Emphasis is placed on reducing the amount of seclusion and/or restraint by reinforcing what “clear, present and imminent” danger means. In addition, the Associate Directors of Special Education in the 20-21 school year completed a walk through of the buildings with our building principals to assure our classrooms are in compliance with Act 118. Moving forward, this will become part of the walk thru / sign off process for our building principals when they complete their safety checks at the beginning of the school year. This way it is a systematized process that occurs on a yearly basis. It is also important that our staff hear this information on a yearly basis and more frequently depending on their position. AASD has required all staff to review our seclusion and restraint policy as part of the yearly mandatory trainings. In addition, staff who are serving as case managers for our students with disabilities also review, discuss and provide understanding at least two times per year in department meetings. Lastly, AASD also requires at least three times per year “refresher” trainings are held, where a certified Nonviolent Crisis Intervention (NCI) trainer comes to the school building to review our policy, expectations and address any questions/scenarios that may be taking shape in the building.

The Associate Directors of Special Education and Program Support Teachers in the department continue to put an emphasis on training, modeling and effective behavior management. When a student with a disability shows a pattern of behavior (or after two incidents of seclusion and/or restraint), the IEP team is reconvened to review/revise the Behavior Intervention Plan (BIP). If a student does not have a BIP, a Functional Behavioral Analysis (FBA) is completed in order to develop a BIP. The key is to make sure the student has a plan in place to teach the skills needed in order to reduce the seclusion and restraint and display appropriate social/emotional learning commensurate to their peers. Like academics, we need to teach skills in order for a student to know and demonstrate the expectations of behavior.

Post-vention is a critical step to the process that assures teams are meeting after an incident to debrief in order to analyze what occurred prior to, during and after the incident. As educators, we are always reflecting and refining and this is no exception.

Nonviolent Crisis Intervention Training

Nonviolent Crisis Intervention (NCI) training is provided to District staff as a means of developing the skills and awareness needed to de-escalate challenging circumstances and avoid threats to safety. The table below represents the number of District personnel trained in NCI over the past four years. The district currently has five certified nonviolent crisis intervention trainers on staff.

Trends continue to show that new hires are coming in with NCI training and are certified upon time of hire.

NCI Training Participants

	2017-18	2018-19	2019-20**	2020-21
Teachers / Student Services Staff	183	161	95	138
Paraprofessionals	104	118	98	113
Administrators /Non-Teaching Leadership (PST, Deans, etc)	29	38	4	40
Secretaries	0	0	0	0
4K Community Providers	11	4	10	6
Totals	327	321	207	297

**2019-20: There were no NCI trainings held between March and June due to COVID-19.

Appleton Area School District Annual Work Plan 2021-2022

RI: Reasonable Interpretation	T: Targets	DI: Direct Inspection
RI/I: Reasonable Interpretation/Indicators	E: External Monitoring	RM: Re-Monitoring
B: Baseline, Year One	I: Internal Monitoring	

	Policy Review					Community Connections		
Month	Student Results	Operational Expectations	Board-Superintendent Relations	Governance Culture	Board Development	Linkages	Advocacy	Board AdHoc Committees
May 2021						HS Graduations		
June 2021				Adopt Governance Policies / Adopt Annual Work Plan		Educator Retirement Event		
July 2021		1: Global Operational Expectation (RI/I) 5: Financial Planning (RI/I) 6: Financial Administration (RI/I) 7: Asset Protection (RI/I)			Potential BOE Work Session 1/2 Day Training Approve Academic Standards (OE 11)			
August 2021	District Scorecard Review (DI)	9: Communicating with the Public (RI/I) 3: Treatment of Stakeholders (RI/I) 8: Communicating with and Support For the Board (RI/I)				Back to School Events New Teacher Orientation Welcome		
September 2021	1: Mega-Result (RI) 2.1.1: ELA (RI/I)	4: Personnel Administration (RI/I) 2: Superintendent Succession (RI/I)		Approve District Goals (District Scorecard Review)	WASB Regional Meetings CG Wisdom Sharing Conference			
October 2021	2.1.1: ELA (RI/I) 2.1.2: Mathematics (RI/I) 2.1.3: Science (RI/I)	10: Learning-Environment/Student Behavior (RI/I)				Annual Budget Hearing / Presentation		

Appleton Area School District Annual Work Plan 2021-2022

RI: Reasonable Interpretation	T: Targets	DI: Direct Inspection
RI/I: Reasonable Interpretation/Indicators	E: External Monitoring	RM: Re-Monitoring
B: Baseline, Year One	I: Internal Monitoring	

	Policy Review					Community Connections		
Month	Student Results	Operational Expectations	Board-Superintendent Relations	Governance Culture	Board Development	Linkages	Advocacy	Board AdHoc Committees
November 2021	2.1.4: Civics and Social Studies (RI/I) 2.1.5: Health and Human Performance (RI/I) 2.1.6: Fine Arts (RI/I)	12: Facilities (RI/I)		Notice of Spring Election				
December 2021	2.1.7: World Languages (RI/I) 2.1.8: Career and Technical Education (RI/I) 2.1.9: Financial Literacy (RI/I)						WASB Resolutions	
January 2022	3.1 Cognitive Development (RI/I) 3.2 Physical Wellness Development (RI/I) 3.3 Communications Development (RI/I) 3.4 Social Development (RI/I) 3.5 Moral and Ethical Character Development (RI/I) 3.6 Psychological Development (RI/I) 3.7 Career Development (RI/I)	11: Instructional Programming (RI/I)	Supt Evaluation (B/SR 5)		Board Self-Assessment Wisconsin State Education Conference	MLK Jr. Day Event		
February 2022	1: Mega Result (RI) Mid-year District Scorecard Review (DI)	10: Learning Environment/Student Behavior (RI/I)						

Appleton Area School District Annual Work Plan 2021-2022

RI: Reasonable Interpretation	T: Targets	DI: Direct Inspection
RI/I: Reasonable Interpretation/Indicators	E: External Monitoring	RM: Re-Monitoring
B: Baseline, Year One	I: Internal Monitoring	

	Policy Review					Community Connections		
Month	Student Results	Operational Expectations	Board-Superintendent Relations	Governance Culture	Board Development	Linkages	Advocacy	Board AdHoc Committees
March 2022								
April 2022				Board Reorganization Board Committees	WASB Regional Board Development Spring Election New Board Member Orientation			
May 2022								
June 2022						HS Graduations		

Policy Type: Operational Expectations**Treatment of Community Stakeholders**

The Superintendent shall maintain an organizational culture that treats parents/guardians and citizens with respect, dignity and courtesy.

The Superintendent will:

1. Protect confidential information.
2. Effectively handle **formal** complaints.
3. Create and maintain organizational commitment to:
 - a. Individual differences of opinion
 - b. Including people in decisions that affect them
 - c. Open and honest communication at all levels
 - d. ~~Predominant focus on achieving the Board's **Results** policies~~
 - e. Open, responsive and welcoming conditions throughout the district.

Adopted: June 14, 2021

Revised: August 23, 2021

September 13, 2021

Monitoring Method: Internal Report

Monitoring Frequency: Annually

Appleton Area School District Board of Education

AGI Aspen Group International LLC©

Policy Type: Operational Expectations

Personnel Administration

The Superintendent shall assure the recruitment, employment, development, evaluation and compensation of district employees in a manner necessary to enable the district to achieve its **Results** policies.

The Superintendent will:

1. Assure that no person is employed by the district without first clearing thorough background inquiries and checks.
2. Assure that no volunteer has unsupervised contact with students without first clearing reasonable background inquires and checks.
3. Select only highly qualified and the best-suited candidates for all positions.
4. Actively recruit employees who reflect the diversity of the student population.
5. Administer clear personnel rules and procedures for employees.
6. Effectively handle **formal** complaints and concerns.
7. Maintain adequate job descriptions for all staff positions.
8. Protect confidential information.
9. Assure that compensation and benefit plans attract and retain high quality employees by compensating employees, within available resources, in a manner consistent with the applicable marketplace, including but not limited to organizations of comparable size and type.
10. Consistent with the Superintendent's own evaluation, evaluate all employee performance according to their contribution toward achieving the Board's **Results** policies and their compliance with the Board's **Operational Expectations** policies.
11. Assure that all staff members are qualified and trained to perform the responsibilities assigned to them.
12. Maintain an organizational culture that positively impacts the ability of staff to responsibly perform their jobs and allows them to work in an environment of professional support and courtesy.
13. Reasonably include personnel in decisions that affect them.
14. Establish reduction in force policies that provide for attrition as the first line of staff reduction, provided that essential programs are not negatively impacted.

The Superintendent may not:

15. Retaliate against any employee for initiating a legitimate complaint based upon an alleged violation of Board governing policy.

Adopted: June 14, 2021

Revised: September 13, 2021

Monitoring Method: Internal report

Monitoring Frequency: Annually

Appleton Area School District Board of Education

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Appleton Area School District
Operational Expectations Interpretation & Indicators Document
OE-3 Treatment of Community Stakeholders

SUPERINTENDENT CERTIFICATION:

With respect to Operational Expectations Policy OE-3, Treatment of Community Stakeholders, I certify the proceeding interpretations and indicators to be accurate and complete and reasonable.

Executive Summary/Analysis:

The interpretations and indicators, as submitted below, will provide the basis for generating evidence to the Board that the District's culture supports consistent treatment of parents/guardians and citizens that is professional, respectful, and courteous. Indicators are informed by best practice, follow all legal requirements, and align with other applicable OE and Results policies.

Signed: _____ Date: _____
Superintendent

BOARD ACTION:

With respect to Operational Expectations Policy OE-3, Treatment of Community Stakeholders, the Board:

- _____ **Accepts the Superintendent's interpretation and indicators as reasonable**
- _____ **Accepts the Superintendent's interpretation and indicators as reasonable, with noted exceptions**
- _____ **Finds the Superintendent's interpretation and indicators to be not reasonable**

Commendations and/or Recommendations, if any:

Signed: _____ Date: _____
Board President

Document submitted: _____

Re-submitted: _____

OE – 3 Treatment of Community Stakeholders	Superintendent	
The Superintendent shall maintain an organizational culture that treats parents/guardians and citizens with respect and courtesy.	In Compliance	Not In Compliance
<p>SUPERINTENDENT Interpretation: The Board values having an organization where parents/guardians and citizens are treated in a professional manner whenever they interact with district staff, and their concerns are addressed with empathy and sincere consideration.</p> <ul style="list-style-type: none"> ● Organizational culture shall mean the professional expectations and practices as outlined in the employee handbook and district/school policies that guide staff interactions and decisions. ● Parents/guardians and citizens shall mean persons who have an interest in the success of their children and/or the overall success of the District. ● Respect shall mean acting in ways that show individuals that they and their opinions are valued. ● Courtesy shall mean speaking and behaving toward others in a polite and professional manner. 		
OE – 3.1 The Superintendent will protect confidential information.	In Compliance	Not In Compliance
<p>SUPERINTENDENT Interpretation:</p> <ul style="list-style-type: none"> ● Protect shall mean to prevent unapproved access to confidential student information under the custody and control of the District. ● Confidential information shall mean protected District or personal information related to students not typically expected to be shared for any reason. 		

<p>SUPERINTENDENT Indicators of Compliance:</p> <p>We will know we are compliant when:</p> <ul style="list-style-type: none"> • Internal reports generated by the Technology Services Department document that there are no breaches of our data systems that result in an outside entity gaining unauthorized access to confidential student information under the custody and control of the District. • There is no unauthorized release of confidential student information in the District as evidenced by the lack of formal written complaints resulting from such release as documented through records kept by the Office of the Superintendent or designee. • There is no favorable (Claimant prevails over District) grievance or legal action for unauthorized release of confidential student information as documented through records kept by the Office of the Superintendent or designee. <p>SUPERINTENDENT Evidence of Compliance:</p>		
<p>Board Comments:</p>		
<p>OE – 3.2 Effectively handle formal complaints.</p>	In Compliance	Not In Compliance
<p>SUPERINTENDENT Interpretation:</p> <ul style="list-style-type: none"> • Effectively handle shall mean to abide by established procedures as outlined in applicable district/school policies to address concerns as necessary and resolve such concerns with a defined course of action. • Formal complaint shall mean a formal written statement of a concern for discrimination and/or harassment received by administration or concerns handled through the Department of Public Instruction and/or the Office of Civil Rights. 		
<p>SUPERINTENDENT Indicators of Compliance:</p> <p>We will know we are compliant when:</p> <ul style="list-style-type: none"> • Formal complaints received from parents or guardians involving students are resolved appropriately as documented in records kept by the Student Services Office, per the requirements of the Wisconsin 		

<p>Department of Public Instruction’s Pupil Nondiscrimination and Education Equity Report, which takes into account the nature of the complaint.</p> <ul style="list-style-type: none"> Formal complaints involving students received by the Wisconsin Department of Public Instruction or the Office of Civil Rights are resolved with no corrective action required by the District as documented by the Student Services Office. If the District is directed to take corrective action by the Department of Public Instruction or the Office of Civil Rights, completion of the requirement(s) will be documented by the Student Services Office. <p>SUPERINTENDENT Evidence of Compliance:</p>		
<p>Board Comments:</p>		
<p>OE – 3.3 Create and maintain organizational commitment to:</p> <ol style="list-style-type: none"> Individual differences of opinion Including people in decisions that affect them Open and honest communication at all levels Open, responsive and welcoming conditions throughout the district. 	In Compliance	Not In Compliance
<p>SUPERINTENDENT Interpretation:</p> <ul style="list-style-type: none"> Create and maintain shall mean faithfully encourage and foster. Organizational commitment shall mean staff consistently follow the professional expectations and practices as outlined in the employee handbook and district/school policies that guide staff interactions and decisions. Individual differences of opinion shall mean input from stakeholders with differing perspectives. Including people shall mean staff use reasonable means to seek input from others. Decisions that affect them shall mean decisions that could impact people directly or indirectly. Open and honest shall mean that staff will not knowingly hide information from or provide misinformation to stakeholders. Open, responsive and welcoming conditions shall mean parents/guardians and citizens will experience a sense of belonging within a safe and inclusive environment. 		

<ul style="list-style-type: none"> ● Throughout the District shall mean all classrooms, programs, facilities, and events held within or sponsored by the District. 		
<p>SUPERINTENDENT Indicators of Compliance:</p> <p>We will know we are compliant when:</p> <ul style="list-style-type: none"> ● Family Engagement Survey results show that 70% of family respondents agree that their family is treated with respect. ● Results from a random annual survey sample of District residents will show that a majority of respondents who interacted with District staff indicated that they felt welcomed and were treated with respect. <p>SUPERINTENDENT Evidence of Compliance:</p>		
<p>Board Comments:</p>		

**Appleton Area School District
Operational Expectations Interpretation & Indicators Document
OE-8 Communicating with the Board**

SUPERINTENDENT CERTIFICATION:

With respect to Operational Expectations Policy OE-8, Communicating with the Board, I certify the proceeding interpretations and indicators to be accurate and complete and reasonable.

Executive Summary/Analysis:

The interpretations and indicators, as submitted below, will provide evidence to the Board that the Superintendent provides adequate information and support for members of the Board of Education to complete their responsibilities to the District. Indicators are informed by best practice, follow all legal requirements, and align with other applicable OE and Results policies.

Signed: _____ Date: _____
Superintendent

BOARD ACTION:

With respect to Operational Expectations Policy OE-8, Communicating with the Board, the Board:

- _____ **Accepts the Superintendent's interpretation and indicators as reasonable**
- _____ **Accepts the Superintendent's interpretation and indicators as reasonable, with noted exceptions**
- _____ **Finds the Superintendent's interpretation and indicators to be not reasonable**

Commendations and/or Recommendations, if any:

Signed: _____ Date: _____
Board President

Document submitted: _____

Re-submitted: _____

OE – 8 Communicating with the Board	Superintendent	
<p>The Superintendent shall assure that the Board is fully supported and adequately informed about matters relating to Board work and significant district concern.</p>	In Compliance	Not In Compliance
<p>SUPERINTENDENT Interpretation: The Board values comprehensive information in a reasonable timeframe on notable issues and happenings in the District and on issues that are relevant to its role and responsibilities as defined by Board policy.</p> <ul style="list-style-type: none"> ● Fully supported and adequately informed shall mean that the amount of information and the timing and manner in which information is communicated to the Board shall be such that each Board member will have the necessary information to be able to fulfill his or her responsibilities and will receive relevant information in a timely manner. ● Matters relating to Board work shall mean items related to the Board’s job description as defined in GC-3. ● Significant district concern shall mean matters that impact a large number of employees, students, or stakeholders or matters that may gain large media attention or matters that may have significant cost to the District, financial or otherwise. 		
<p>Board Comments:</p>		
<p>OE – 8.1 The Superintendent will submit required monitoring data (see policy B/SR-5–Monitoring Superintendent Performance) in a thorough, accurate and understandable fashion, according to the Board’s annual work plan schedule, and including both Superintendent interpretations and relevant data to document compliance or reasonable progress.</p>	In Compliance	Not In Compliance
<p>SUPERINTENDENT Interpretation:</p> <ul style="list-style-type: none"> ● Monitoring data shall mean evidence provided by the Superintendent and staff to support accomplishment of the indicators of compliance and reasonable progress. ● Thorough, accurate, and understandable fashion shall mean that the evidence is comprehensive, that it is correct and reported in a manner that promotes transparency, and that the Board is able to consume the information readily. ● Annual work plan shall mean the schedule of indicator reports and monitoring reports outlined by the Board. 		

<ul style="list-style-type: none"> ● Document compliance or reasonable progress shall mean to determine whether the Superintendent or District has accomplished the measurable goals or objectives outlined in the OE indicators and Results. 		
<p>SUPERINTENDENT Indicators of Compliance:</p> <p>We will know we are compliant when:</p> <ul style="list-style-type: none"> ● The District submits 100% of the monitoring data per the Board’s annual work plan for all OE Policies and Results. ● A survey of the Board indicates that monitoring data is readily consumable and that the reports are comprehensive and accurate. <p>SUPERINTENDENT Evidence of Compliance:</p>		
<p>Board Comments:</p>		
<p>OE – 8.2 The Superintendent will provide for the Board, in a timely manner, information about trends, facts and other information relevant to the Board’s work.</p>	In Compliance	Not In Compliance
<p>SUPERINTENDENT Interpretation:</p> <ul style="list-style-type: none"> ● Timely manner shall mean appropriate relative to the urgency or uniqueness of the situation. ● Trends, facts and other information shall mean information that supports the Board’s understanding of educational and governance issues, shifts in circumstances that may impact the District (such as teacher shortages, funding, legislative matters, etc.). ● Relevant to the Board’s work shall mean regarding items related to the Board’s job description as defined in GC-3. 		

<p>SUPERINTENDENT Indicators of Compliance:</p> <p>We will know we are compliant when:</p> <ul style="list-style-type: none"> • In a survey of Board members each April and November, a majority of Board members agree that they have been provided information relevant to the Board’s work in a timely manner (within 24 hours for urgent issues, at least three (3) business days in advance of a Board work session or regular meeting for Board Business items requiring discussion and/or action, and in advance of the Board work session or regular meeting for non-urgent, information and consent agenda items). • In a survey of Board members each April and November, a majority of Board members agree that they have been provided with trends, facts or other information relevant to the Board’s work. <p>SUPERINTENDENT Evidence of Compliance:</p>		
<p>Board Comments:</p>		
<p>OE – 8.3 The Superintendent will inform the Board of significant transfers of money within funds or other changes substantially affecting the district’s financial condition.</p>	In Compliance	Not In Compliance
<p>SUPERINTENDENT Interpretation:</p> <ul style="list-style-type: none"> • Significant transfers of money shall mean any movement of money in budgeted line items over \$500,000 from one-line item to another. • Substantially affecting the district’s financial condition shall mean contrary to the indicators and interpretations outlined in OE-5 and OE-6. 		
<p>SUPERINTENDENT Indicators of Compliance:</p> <p>We will know we are compliant when:</p> <ul style="list-style-type: none"> • The annual audit of the District’s finances (Comprehensive Annual Financial Report) reveals no instance in which a significant amount of money was transferred from one-line item to another without having informed the Board and that no other changes substantially affecting the District’s financial condition were made without having informed the Board. <p>SUPERINTENDENT Evidence of Compliance:</p>		

Board Comments:		
OE – 8.4 The Superintendent will assure that the Board has adequate information from a variety of internal and external viewpoints to assure informed Board decisions, including matters related to charters.	In Compliance	Not In Compliance
SUPERINTENDENT Interpretation: <ul style="list-style-type: none"> ● Adequate information shall mean sufficient data, documentation, communications and reports for each Board member to fulfill his or her responsibilities. ● Variety of internal and external viewpoints shall mean opinions and perspectives from multiple and diverse representative sources and shall include sources both within and outside of the District (such as the Superintendent, Leadership Team, District surveys, individual stakeholders, etc.). 		
SUPERINTENDENT Indicators of Compliance: We will know we are compliant when: <ul style="list-style-type: none"> ● In a survey of Board members each April and November, a majority of Board members believe they have been provided with <ul style="list-style-type: none"> ○ Adequate information from a variety of viewpoints. ○ An annual overview of district survey results. ○ An annual overview of District Scorecard results. SUPERINTENDENT Evidence of Compliance:		
Board Comments:		
OE – 8.5 The Superintendent will inform the Board of anticipated significant media coverage.	In Compliance	Not In Compliance
SUPERINTENDENT Interpretation: <ul style="list-style-type: none"> ● Anticipated shall mean reasonably predictable or probable. ● Significant shall mean topics that could impact a majority of stakeholders, at the school or District level. 		

<ul style="list-style-type: none"> ● Media coverage shall mean reports, stories or commentary that may appear in the local print, television or online recognized news outlets. 		
<p>SUPERINTENDENT Indicators of Compliance:</p> <p>We will know we are compliant when:</p> <ul style="list-style-type: none"> ● In a survey of Board members each April and November, all Board members agree that they have been informed by the Superintendent or designee with regard to significant reports, stories or commentary that may appear in local or national media ahead of the appearance or within 24 hours of breaking news. <p>SUPERINTENDENT Evidence of Compliance:</p>		
<p>Board Comments:</p>		
<p>OE – 8.6 The Superintendent will inform the Board, the Board President or individual members if, in the Superintendent’s opinion, the Board or individual members have encroached into areas of responsibility assigned to the Superintendent or if the Board or its members are non-compliant with any Governance Culture or Board/Superintendent Relations policies.</p>	In Compliance	Not In Compliance
<p>SUPERINTENDENT Interpretation:</p> <ul style="list-style-type: none"> ● Encroached into shall mean taking action, making requests of staff, or otherwise getting involved in the work of the Superintendent or District as described by the Governance policies or State law. ● Non-compliant with any Governance Culture or Board/Superintendent Relations shall mean contrary to the policies outlined by the Board’s Coherent Governance policies. 		
<p>SUPERINTENDENT Indicators of Compliance:</p> <p>We will know we are compliant when:</p> <ul style="list-style-type: none"> ● The Superintendent reports the specifics of any non-compliance by Board members to the Board President. <p>SUPERINTENDENT Evidence of Compliance:</p>		

<p>Board Comments:</p>		
<p>OE – 8.7 The Superintendent will present information in simple and concise form, indicating clearly whether the information is incidental, intended for decision preparation, or for formal monitoring.</p>	<p>In Compliance</p>	<p>Not In Compliance</p>
<p>SUPERINTENDENT Interpretation:</p> <ul style="list-style-type: none"> ● Clear and concise shall mean using succinct language that is not industry specific and can be understood by people without an educational background. ● Information is incidental, intended for decision preparation or for formal monitoring shall mean identifying the use of the information that is provided so Board Members can respond appropriately. 		
<p>SUPERINTENDENT Indicators of Compliance:</p> <p>We will know we are compliant when:</p> <ul style="list-style-type: none"> ● In a survey of Board members each April and November, a majority of Board members indicate that they have been given information in a way they could understand. ● In a survey of Board members each April and November, a majority of Board members believe they understood the intent of the information they received. <p>SUPERINTENDENT Evidence of Compliance:</p>		
<p>Board Comments:</p>		
<p>OE – 8.8 The Superintendent will treat all members impartially and assure that all members have equal access to information.</p>	<p>In Compliance</p>	<p>Not In Compliance</p>

<p>SUPERINTENDENT Interpretation:</p> <ul style="list-style-type: none"> ● Treat all members impartially shall mean to interact with every Board member in a professional and respectful manner, and to communicate with each one in the amount and manner necessary for each Board member to fulfill his or her responsibilities, duties, and Board-assigned tasks. ● Equal access to information shall mean that every Board member shall receive the same communications and documents on matters that are of concern to the Board as a whole and upon which the board makes decisions. 		
<p>SUPERINTENDENT Indicators of Compliance:</p> <p>We will know we are compliant when:</p> <ul style="list-style-type: none"> ● In a survey of Board members each April and November, a majority of Board members believe they have been treated equally and have equal access to information. ● Documents for meetings and work sessions for Board members are distributed equally and at the same time 100% of the time as evidenced by records kept by the Superintendent's Office. <p>SUPERINTENDENT Evidence of Compliance:</p>		
<p>Board Comments:</p>		
<p>OE – 8.9 The Superintendent will inform the Board in a timely manner of any actual or anticipated noncompliance with any Board Operational Expectations policy or any anticipated failure to achieve reasonable progress toward any Results policy.</p>	In Compliance	Not In Compliance

<p>SUPERINTENDENT Interpretation:</p> <ul style="list-style-type: none"> • In a timely manner shall mean at the next scheduled work session or Board meeting after the time when the Superintendent has confirmed with staff that the District is likely to be "noncompliant" with regard to any OE policy or when the Superintendent determines that the District has failed to make reasonable progress toward the Results policy. • Actual noncompliance shall mean failure to meet the indicators of compliance as outlined in the OEs. • Anticipated noncompliance shall mean likely failure to meet the indicators of compliance as outlined in the OEs as determined by the Superintendent and his/her staff after review of relevant data or information. • Reasonable progress shall mean sufficient achievement gains to achieve the targets outlined in the Results policies. 		
<p>SUPERINTENDENT Indicators of Compliance:</p> <p>We will know we are compliant when:</p> <ul style="list-style-type: none"> • The Superintendent brings to the Board 100% of the instances he/she anticipates noncompliance with Board Operational Expectations or Results policies at the next scheduled work session or Board meeting after the time when the Superintendent has confirmed with staff that the District is likely to be "noncompliant" with regard to any OE policy or when the Superintendent determines that the District has failed to make reasonable progress toward a Results policy as shown in a record of board communication dates kept by the Superintendent or designee. <p>SUPERINTENDENT Evidence of Compliance:</p>		
<p>Board Comments:</p>		
<p>OE – 8.10 The Superintendent will provide for the Board adequate information about all administrative actions and decisions that are delegated to the Superintendent but required by law to be approved by the Board.</p>	In Compliance	Not In Compliance
<p>SUPERINTENDENT Interpretation:</p> <ul style="list-style-type: none"> • Adequate shall mean sufficient communication and information that will allow the Board to fulfill its responsibilities as described by state law. 		

<ul style="list-style-type: none"> • Administrative actions and decisions shall mean steps taken by the Superintendent to manage the day-to-day operation of the District and meet the responsibilities outlined in the OE policies. • Delegated to the Superintendent shall mean specifically (in either District or Board policy) assigned as a responsibility of the Superintendent by the Board. 		
<p>SUPERINTENDENT Indicators of Compliance:</p> <p>We will know we are compliant when:</p> <ul style="list-style-type: none"> • The Superintendent brings to the Board 100% of the decisions required by law to be approved by the Board as documented by minutes of meetings of the Board of Education. • In a survey of Board members each April and November, all Board members believe that they have been provided adequate information regarding administrative decisions that are delegated to the Superintendent, but required by law to be approved by the Board. <p>SUPERINTENDENT Evidence of Compliance:</p>		
<p>Board Comments:</p>		
<p>OE – 8.11 Inform the Board in a timely manner of the administrative disposition of complaints referred to the Superintendent by the Board.</p>	In Compliance	Not In Compliance
<p>SUPERINTENDENT Interpretation:</p> <ul style="list-style-type: none"> • In a timely manner shall mean by the next work session or regular meeting of the School Board. • Administrative disposition shall mean how the complaint was handled or resolved. • Complaints shall mean any concern or issue that is disruptive to operations or student learning and is presented to the Superintendent by the Board. 		
<p>SUPERINTENDENT Indicators of Compliance:</p> <p>We will know we are compliant when:</p>		

<ul style="list-style-type: none"> The Superintendent responds to every Board complaint that is assigned to the Superintendent with an explanation of how the situation/complaint has been addressed as documented by board review of a record of complaints, dispositions, and board communication dates kept by the Superintendent's Office. <p>SUPERINTENDENT Evidence of Compliance:</p>		
<p>Board Comments:</p>		
<p>OE – 8.12 Inform the Board in advance of any deletions of, additions to, or significant modifications of any District policies, instructional programs, or the employee handbook.</p>	In Compliance	Not In Compliance
<p>SUPERINTENDENT Interpretation:</p> <ul style="list-style-type: none"> Deletions, additions, significant modifications shall mean removal or editing of learning opportunities that require considerable professional development or resources to change. District policies shall mean all operational policies maintained by the District and under the direction of the Superintendent for his/her use in the day-to-day operation of the District. Instructional programs shall mean the teaching practices and classroom instruction that have valuable learning opportunities in the District's schools. Employee handbook shall mean the manual provided to all staff members which outlines and describes the professional expectations and necessary conditions related to their employment with the District. 		
<p>SUPERINTENDENT Indicators of Compliance:</p> <p>We will know we are compliant when:</p> <ul style="list-style-type: none"> A review of board meeting or work session minutes or Board communications will show that the Board was informed of 100% of any significant changes to District policies, instructional programs, or the employee handbook prior to the implementation of the change. <p>SUPERINTENDENT Evidence of Compliance:</p>		
<p>Board Comments:</p>		

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ITEM FOR CONSIDERATION

Topic: 2021-22 Approval of an Application for an Overnight Trip Within the Contiguous 48 States and DC

Background Information: Overnight trips, excursions and other travel are considered logical extensions of the educational experiences provided for students. These trips will be planned and conducted in accordance with procedures listed in the Field Trips, Co-Curricular Trips, and Excursions policy 352 and 352-Rule.

School	Staff Member(s)	Class or Group	Destination	Dates of Trip	School Days Missed	Approx. Cost Per Student
North High School	Steve Scheuerell	Girls Varsity Volleyball	Omaha, Nebraska	10/08/21 – 10/09/21	.5	\$0

Fiscal Note: Fees for trips will vary from school-to-school. In most cases, parents, fundraising, grants, PTA, and scholarships will help pay for costs.

Administrative Recommendation: Approval of the attached application for an overnight trip within the contiguous forty-eight states and DC.

Instructional Impact: Trips must substantially contribute to the learning objectives of the curriculum or stated objectives of the group. The students will experience learning opportunities unavailable in the classroom.

Contact Person: Mike Hernandez, hernandezmicha@asd.k12.wi.us, 997-1399 ext. 2027

APPLETON AREA SCHOOL DISTRICT

Application for

OVERNIGHT TRIPS WITHIN CONTIGUOUS 48 STATES AND DC

*Insert answers in **green** shaded areas only.*

School:	Appleton North High School	
Date of Application: (00/00/00)	09/07/21	
Staff member conducting the trip:	Steve Scheuerell	
1. Name of class or group:	Girl's Varsity Volleyball	
2. Grade level(s):	Freshmen-Senior	
3. Destination:	Omaha, Nebraska (Skutt Catholic High School)	
4. AASD curriculum standards that are addressed: <i>(please state clearly and specifically)</i>	N/A	
5. Departure Date: (00/00/00)	10/08/21	
<i>Place of Departure:</i>	Appleton North	
6. Return Date: (00/00/00)	10/09/21	
<i>Place of Return:</i>	Appleton North	
7. Total number of school days to be missed, if any:	0.5	
8. Will any substitutes be required because of the trip? <i>(Yes or No)</i>	No	
<i>If so, how many substitutes?</i>		
<i>How many days?</i>		
9. PROGRAM FEES PER PARTICIPANT:	List total/actual costs of each fee before factoring in donations, fundraising monies, etc.	List participant fee after factoring in donations, fundraising monies, etc.
<i>(Please break down by category.)</i>		
<i>Transportation</i>	\$48.00	\$0.00
<i>Lodging</i>	\$50.00	\$0.00
<i>Meals</i>	\$20.00	\$0.00
<i>Other expenses</i> <i>(explain below)</i>	\$0.00	\$0.00
<i>Additional monies needed</i> <i>(explain below)</i>	\$0.00	\$0.00
TOTAL PER PARTICIPANT:	\$118.00	\$0 (fundraisers will cover cost of trip)

10. Please list the names of those adults who will receive free transports, tickets, and/or meals:	
	Coaches-Steve Scheuerell, Brittany Scheuerell and Luke Lavarda
11. Will student fees subsidize adult expenses? (Yes or No)	No
12. Is fundraising being used? (Yes or No) Explain:	Yes <i>We will be doing a fundrasier in our community that our administration has already okayed.</i>
13. How are costs for needy students going to be addressed?	N/A
14. Travel arrangements by (name of agency) : Regular Carrier (Yes or No) Charter Carrier (Yes or No)	Les Stumpf Ford
15. Anticipated number of students participating in the trip:	15
16. Anticipated number of chaperones:	
Staff-	3 Coaches listed above
Volunteers	
Total Male Chaperones:	2
Total Female Chaperones:	1
TOTAL CHAPERONES:	3
17. Attach complete itinerary of student time. Indicate any times students will be unsupervised.	
18. Attach any information you will use to communicate to parents and students to inform them of this trip.	

A photocopy of each student's Student Health Certificate/Permission for Medical Care will be attached and taken on the trip.

The foregoing information is correct and I have read and agree to follow the Appleton Area School District Guidelines and Procedures for Overnight Trips, Policy 352.

SIGNATURES:

Staff Member Conducting Trip (electronic signature)	<i>Steve Scheuerell</i>
<i>Date of application</i>	<i>09/07/21</i>
Principal (electronic signature)	<i>Ryan Peterson</i>
<i>Date of approval</i>	<i>09/08/21</i>
Assistant Superintendent	<i>Mike Hernandez</i>
<i>Date of approval</i>	<i>9/8/2021</i>

Date of School Board Action (office use only)

Nebraska Trip
10/8-10/9

10/8-Noon-Leave from Appleton North in Vans rented from Les Stumpf Ford and head to Nebraska Hotel

-Arrive at Hotel and check into rooms for the night

10/9-8am-Drive to Skutt Catholic HS and participate in the SkyHawk Invite

-End times should be around 4pm.

-Hop into vans and head back to Appleton North

-Return time should be between midnight and 1 in the morning.

**If the drive back is too much we may have a back up hotel stay for the night and return by noon on Sunday.

ITEM FOR CONSIDERATION

Topic: ELA 10 (#1020) Materials Purchase- *Ashfall* by Mike Mullen, *Dry* by Neal Shusterman & Jarrod Shusterman

Background Information: The English Language Arts- 10 course has been a standards-based course (SBC) since 2018. As part of course instruction, students analyze how two or more texts address similar themes or topics to build knowledge or to compare the author's approach in using text to embed research. The Science Fiction unit lends itself to the C3 (College, Career, and Civic Life) framework, and these new novels will provide relevance to real-life natural disasters and how they impact other parts of the nation/world.

Fiscal Note: The cost is \$2,602.80 for 120 copies of each novel to be distributed at Appleton East, North, and West and is within the dollars allocated in the 2020-2021 AC&I budget. All instructional materials will be implemented during the 2021-22 school year.

Instructional Impact: In this Science Fiction unit, students in grade 10 will learn and be assessed in the English Language reading, writing, speaking and listening, and language standards. Speculative fiction allows students to imagine and make inferences, while reflecting upon how the individual and societal choices we make today influence everyone's tomorrow. In the course, students will read in literature circles and make text-to-text, text-to-research, and text-to-world connections. Additionally, students will engage in collaborative discussions.

Administrative Recommendation: Approve as submitted.

Contact Person(s): Kelly Leopold, 920-832-6157 ext. 2179, leopoldkelly@asds.k12.wi.us
Steve Harrison, 920-832-6157 x2177, harrisonstepha@asds.k12.wi.us

BOE: 09/13/21

ITEM FOR CONSIDERATION

Topic: AP World History (#3150) Materials Purchase- Amsco Advanced Placement Edition: World History (Modern 1200-Present)

Background Information: The AP World History course is a Social Studies option for sophomore students in the Appleton Area School District. As the PLC team of teachers continue refining their standards-based course (SBC) instruction, this textbook fits the needs of the nine units of study, 1) The Global Tapestry, 2) Networks of Exchange, 3) Land-Based Empires, 4) Transoceanic Interconnections, 5) Revolutions, 6) Consequences of Industrialization, 7) Global Conflict, 8) Cold War and Decolonization, and 9) Globalization. Not only does the text include essential content, it will be a resource for teachers in preparing students for the AP World History: Modern exam by exploring key historical events. The text is written to the new exam framework and includes long essay questions and document-based questions, along with a complete practice exam.

Fiscal Note: The cost is \$5,512 for the bundle including soft cover text and interactive online edition. The cost is within the dollars allocated in the 2020-2021 AC&I budget. All instructional materials will be implemented during the 2021-22 school year. The online interactive piece will be a recurring annual purchase.

Instructional Impact: Students in grade 10 selecting AP World History will learn Social Studies standards that include correlations to the College Board Curriculum Framework. The text includes short, focused sections offering opportunities for students to explore and develop the skills and practices of historians.

Administrative Recommendation: Approve as submitted.

Contact Person(s): Kelly Leopold, 920-832-6157 ext. 2179, leopoldkelly@aasd.k12.wi.us
Steve Harrison, 920-832-6157 x2177, harrisonstepha@aasd.k12.wi.us

BOE: 09/13/21

ITEMS FOR CONSIDERATION

Topic: 2021-2022 Grants

Background Information: The Appleton Area School District has been awarded various grants for the 21-22 fiscal year. The name and amount of each grant is listed below:

Fund 11

Carl Perkins – Career and Technical Education Grant	\$ 115,561.00
School Based Mental Health Services Grant	\$ 65,000.00
Elementary and Secondary School Emergency Relief Fund II (ESSER II)	\$6,688,989.00

Fund 21

Special Needs Playground	\$ 2,000.00
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Fund 29

Indian Education Grant	\$ 27,642.00
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Fund 50

Fresh Fruit and Vegetable Program	\$ 16,005.00
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Administrative Recommendation: Approval

Special Needs Playground – The Appleton Area School District – Huntley Elementary School has been awarded a grant in the amount of \$2,000 from the *Appleton Education Foundation*. The grants purpose is to create a playground for students who are unable to use the regular playground

Carl Perkins/Career and Technical Education (CTE) – The *Department of Public Instruction* has awarded the Appleton Area School District a grant in the amount of \$115,561.00 for the 2021-2022 school year. This grant is to assist in improving secondary and postsecondary-level career and technical education programs.

School Based Mental Health Services – The *Wisconsin Department of Public instruction* has awarded the AASD a grant in the amount of \$65,000 to provide school-based mental health Services. The funds will be used for projects that involve collaboration with community mental health providers to create support systems for children, youth and families.

Indian Education Grant – The *US Department of Education* has approved continued funding for the Native American Education Grant in the amount of \$27,642 for the Appleton Area School District.

Elementary and Secondary School Emergency Relief Fund II (ESSER II) – The Department of Public Instruction awarded the AASD a grant in the amount of \$6,688,989 for the purpose of providing local educational agencies (LEAs), including charter schools that are LEAs, with emergency relief funds to address the impact that COVID-19 has had, and continues to have, on elementary and secondary schools across the State.

Fresh Fruit and Vegetable Program – The *Department of Public Instruction* has awarded Part A of the Fresh Fruit and Vegetable Program funding in the amount of \$16,005 to the Appleton Area School District. These funds permit the purchase of allowable food, supplies and labor for the period of July – September, 2021.

Contact:
Board Action:

Greg Hartjes, 997-1399 ext. 2029
September 13, 2021



August 19, 2021

Sara Smet
AASD-Huntley Elementary School
2224 N. Ullman St.
Appleton, WI 54911-3243

MISSION
To creatively enhance
education in our community.

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Julie Krause

Dear Sara:

The Appleton Education Foundation's board of directors has reviewed your grant application for *Special Needs Playground*. We are pleased to inform you that a grant has been approved as follows:

- Grant Amount:** \$2,000.00; check has been forwarded to the AASD Business Office per district policy
- Grant Purpose:** Create a playground for students who are unable to use the regular playground
- Grant Start Date:** August 19, 2021
- Final Report Due:** June 1, 2021

- **The funded program may be modified only with the Foundation's prior written approval.**
- Expenses charged to this grant may not be incurred prior to the start date or after the end date above.
- **The grantee shall return to the Foundation any unused funds at the grant end date.**

A final report is required as an additional condition of this grant. To complete, you may login to the AEF Grants Portal (apply.appletoneducationfoundation.org), click on Grant Applicant > My Awards. Open your proposal, click the Final Report link toward bottom of the page. The Foundation will send you a reminder with these instructions closer to the due date. Consideration for future funding from AEF is conditional upon receipt and acceptance of the final report.

For your publications and correspondence, please refer to this award as a grant from the Appleton Education Foundation. If you would like assistance in publicizing your project to the local media and/or if there are opportunities for the AEF to photograph your project in progress, please contact me at 832-1517 or jkrause@appletoneducationfoundation.org.

Thank you for your application and interest. We wish you every success as you implement this project.

Sincerely,

Julie Krause
Executive Director

122 E. College Ave., Ste. 1B
Appleton, WI 54911
920-832-1517
AppletonEducationFoundation.org

66862

NOTIFICATION OF FEDERAL GRANT SUBAWARD

PI-1138 (Rev. 07-16)

General Subaward Information (2 CFR §200.331(a))

SUBAWARD INFORMATION				
DPI Grant Name Carl Perkins CTE				
Subrecipient Information			Agency Code 440147	
Agency Name Appleton Area School District			DUNS No 106638786	
DUNS Name Appleton Area School District				
Amount of Federal Funds Obligated By This Action \$4,467.00	Total Amount of Federal Funds Obligated \$115,561.00 (8/24/2021) \$111,094.00 (7/1/2021)		Total Approved Cost Sharing or Matching \$0.00	
DPI Contact Information		Email Address		Phone Area Code/No
Contact Name <i>First & Last</i> Timothy Fandek		timothy.fandek@dpi.wi.gov		(608) 267-9253
Team Christine Lenske, CTE Team		DPI Grant Number 2022 - 440147 - DPI - CTE - 400		
DPI Source Code 713	DPI Project Code 400	Research & Development Grant <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes		
Subaward Date Mo/Day/Yr 8/24/2021	Subaward Period of Performance		Indirect Rate Type	Subrecipient's Indirect Rate 3.48%
	Start Date Mo/Day/Yr 7/1/2021	End Date Mo/Day/Yr 6/30/2022	<input checked="" type="checkbox"/> Restricted <input type="checkbox"/> Unrestricted	

RECIPIENT INFORMATION*Recipient Name, Mailing Address, City, State, Zip*

Appleton Area School District
 122 E. College Ave. Suite 1A
 Appleton, WI 549122019

ADDITIONAL SUBAWARD INFORMATION

Other information pertaining to the subrecipient

FEDERAL AWARD INFORMATION

Federal Award Name Vocational Education - Basic		Name of Federal Agency U.S. Department of Education
Federal Award Identification Number (FAIN) V048A210049		Federal Award Date 7/1/2021
Current Total Federal Award Amount \$9,754,949.00		Expected Total Federal Amount \$9,754,949.00
CFDA Number 84.048	CFDA Name Career and Technical Education - Basic Grants to States	CFDA Amount Made Available \$9,754,949.00

Federal Award Project Description

The purpose of this Act is to develop more fully the academic knowledge and technical and employability skills of secondary education students who elect to enroll in career and technical education programs and career pathways, through -

- (1) the development of challenging academic and technical standards and to assist students in meeting such standards, including preparation for high skill, high wage, or in-demand occupations in current or emerging professions;
- (2) the development of services and activities that integrate rigorous and challenging academic and career and technical instruction, and that link secondary education for participating career and technical education students;
- (3) providing services and activities designed to develop, implement, and improve CTE;
- (4) supporting partnerships among secondary schools, postsecondary institutions, baccalaureate degree granting institutions, area career and technical education schools, local workforce investment boards, business and industry, and intermediaries;
- (5) increasing opportunities for special populations (those who are chronically unemployed or underemployed, including individuals with disabilities, individuals from economically disadvantaged families, youth who are in, or have aged out of, the foster care system, and homeless individuals).



WISCONSIN DEPARTMENT OF
Public Instruction

Jill K. Underly, PhD, State Superintendent

August 18, 2021

Judith Baseman
District Administrator
Appleton Area School District
P.O. Box 2019
Appleton, WI 54912-2019

Dear Judith Baseman:

The Department of Public (DPI) Instruction recently reviewed the School-Based Mental Health Services Grant Program applications. I am pleased to inform you that the Appleton Area School District has been recommended for funding in the amount of \$65,000. This recommendation is contingent on working with the DPI project coordinator to get an approved budget. Once your budget has been approved, you will receive a Grant Sub-Award giving you spending authority to claim these funds. If you have summer grant activities included in your budget, please speak with the grant coordinators to ensure your summer activities are fundable through this grant.

This has been a very competitive process, with the largest number of applications submitted in the grant history. The interest in this grant funding speaks to the immense needs schools and districts are experiencing regarding student mental health and a growing awareness that school mental health systems play an essential role in advancing educational equity. We intend to not only fund this work but to support the implementation of your plan so you can achieve the outcomes you desire. The work you are embarking on is so important to your students and families. We intend to make a similar award for the 2022-23 school year, depending upon satisfactory progress towards grant goals in 2021-22, completion of a renewal plan and budget, and continued availability of funding from the state of Wisconsin. Congratulations on being selected as a School-Based Mental Health Grantee for the 2021-23 cohort.

As a grant recipient, you and your grant coordinator will receive follow-up contact from the DPI project coordinators, informing you of the actions required to get an approved budget. Please note all grantees will be required to submit a Letter of Commitment or a Memorandum of Understanding from your community mental health provider partner.

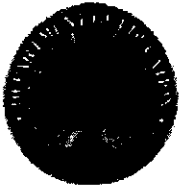
If you have any questions, please contact Liz Krubsack at (608) 264-6719 or elizabeth.krubsack@dpi.wi.gov.

Sincerely,

Jill K. Underly, PhD
State Superintendent

JKU: ep

cc: Polly Vanden Boogaard, Appleton Area School District



**US Department of Education
Washington, D.C. 20202**

S060A210747

GRANT AWARD NOTIFICATION

1 RECIPIENT NAME Appleton Area 131 E. Washington St., Ste. 1A, P.O. Box 2019 Appleton, WI 54911	2 AWARD INFORMATION PR/AWARD NUMBER S060A210747 ACTION NUMBER 1 ACTION TYPE New AWARD TYPE Formula																				
3 PROJECT STAFF RECIPIENT STATE DIRECTOR Pa Lee Moua (920) 997-1399 <u>mouapalee@asds.k12.wi.us</u> EDUCATION PROGRAM CONTACT Annabelle M Toledo (202) 260-1581 <u>annabelle.toledo@ed.gov</u> EDUCATION PAYMENT HOTLINE G5 PAYEE HELPDISK 888-336-8930 <u>edcaps.user@ed.gov</u>	4 PROJECT DESCRIPTION 84.060A Indian Education Formula Grants to LEAs																				
5 KEY PERSONNEL N/A																					
6 AWARD PERIODS BUDGET PERIOD 07/01/2021 - 06/30/2022 FEDERAL FUNDING PERIOD 07/01/2021 - 06/30/2022 FUTURE BUDGET PERIODS N/A																					
7 AUTHORIZED FUNDING CURRENT AWARD AMOUNT \$27,642.00 PREVIOUS CUMULATIVE AMOUNT \$0.00 CUMULATIVE AMOUNT \$27,642.00																					
8 ADMINISTRATIVE INFORMATION DUNS/SSN 106638786 REGULATIONS CFR PART Not Available EDGAR AS APPLICABLE 2 CFR AS APPLICABLE ATTACHMENTS 3 , 8 , 9 , 11 , 12 , 13 , 14 , GE3 , GE4 , GE5 , OIE - N																					
9 LEGISLATIVE AND FISCAL DATA AUTHORITY: PL PL 107-110 VII ESEA AS AMENDED BY THE NO CHILD LEFT BEHIND ACT OF 2001 PROGRAM TITLE: INDIAN EDUCATION - GRANTS TO LOCAL EDUCATIONAL AGENCIES CFDA/SUBPROGRAM NO: 84.060A <table border="1"> <thead> <tr> <th>FUND CODE</th> <th>FUNDING YEAR</th> <th>AWARD YEAR</th> <th>ORG. CODE</th> <th>CATEGORY</th> <th>LIMITATION</th> <th>ACTIVITY</th> <th>CFDA</th> <th>OBJECT CLASS</th> <th>AMOUNT</th> </tr> </thead> <tbody> <tr> <td>0101A</td> <td>2021</td> <td>2021</td> <td>ES000000</td> <td>B</td> <td>E10</td> <td>000</td> <td>060</td> <td>4101A</td> <td>\$27,642.00</td> </tr> </tbody> </table>		FUND CODE	FUNDING YEAR	AWARD YEAR	ORG. CODE	CATEGORY	LIMITATION	ACTIVITY	CFDA	OBJECT CLASS	AMOUNT	0101A	2021	2021	ES000000	B	E10	000	060	4101A	\$27,642.00
FUND CODE	FUNDING YEAR	AWARD YEAR	ORG. CODE	CATEGORY	LIMITATION	ACTIVITY	CFDA	OBJECT CLASS	AMOUNT												
0101A	2021	2021	ES000000	B	E10	000	060	4101A	\$27,642.00												



**US Department of Education
Washington, D.C. 20202**

S060A210747

GRANT AWARD NOTIFICATION

**Ian Rosenblum
Acting Assistant Secretary**

07/07/2021

AUTHORIZING OFFICIAL

DATE

NOTIFICATION OF FEDERAL GRANT SUBAWARD

PI-1138 (Rev. 07-16)

General Subaward Information (2 CFR §200.331(a))

SUBAWARD INFORMATION				
DPI Grant Name Elementary and Secondary School Emergency Relief Fund II				
Subrecipient Information			Agency Code	
Agency Name Appleton Area School District			440147	
DUNS Name Appleton Area School District			DUNS No 106638786	
Amount of Federal Funds Obligated By This Action (\$16,764.00)	Total Amount of Federal Funds Obligated \$6,688,989.00 (7/20/2021) \$6,705,753.00 (4/14/2021)		Total Approved Cost Sharing or Matching \$0.00	
DPI Contact Information		Email Address		Phone Area Code/No
Contact Name <i>First & Last</i> Michael Dennison		michael.dennison@dpi.wi.gov		(608) 264-6717
Team Title I And School Support		DPI Grant Number 2022 - 440147 - DPI - ESSERFII - 163		
DPI Source Code 730	DPI Project Code 163	Research & Development Grant <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes		
Subaward Date Mo/Day/Yr 7/20/2021	Subaward Period of Performance		Indirect Rate Type	Subrecipient's Indirect Rate 11.50%
	Start Date Mo/Day/Yr 3/13/2020	End Date Mo/Day/Yr 9/30/2023	<input type="checkbox"/> Restricted <input checked="" type="checkbox"/> Unrestricted	

RECIPIENT INFORMATION

Recipient Name, Mailing Address, City, State, Zip

Appleton Area School District
122 E. College Ave. Suite 1A
Appleton, WI 549122019

ADDITIONAL SUBAWARD INFORMATION

Other information pertaining to the subrecipient

FEDERAL AWARD INFORMATION

Federal Award Name Elementary and Secondary School Emergency Relief Fund II (ESSER Fund II)		Name of Federal Agency US Dept. of Education
Federal Award Identification Number (FAIN)		Federal Award Date 1/1/0001
Current Total Federal Award Amount \$0.00		Expected Total Federal Amount \$0.00
CFDA Number 84.425D	CFDA Name Education Stabilization Fund	CFDA Amount Made Available \$0.00

Federal Award Project Description

Education Stabilization Fund

84.825D

NOTIFICATION OF FEDERAL GRANT SUBAWARD


PI-1138 (Rev. 07-16)

General Subaward Information (2 CFR §200.331(a))

SUBAWARD INFORMATION

DPI Grant Name Fresh Fruit and Vegetable Program July - Public				
Subrecipient Information			Agency Code 440147	
Agency Name Appleton Area School District			DUNS No 106638786	
DUNS Name Appleton Area School District				
Amount of Federal Funds Obligated By This Action \$16,005.00	Total Amount of Federal Funds Obligated \$16,005.00 (8/16/2021)		Total Approved Cost Sharing or Matching \$0.00	
DPI Contact Information		Email Address		Phone Area Code/No
Contact Name <i>First & Last</i> Claire Koenig		claire.koenig@dpi.wi.gov		(608) 266-3079
Team School Nutrition Team		DPI Grant Number 2022 - 440147 - DPI - FFVP-July - 594		
DPI Source Code 730	DPI Project Code 594	Research & Development Grant <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes		
Subaward Date Mo./Day/Yr 8/16/2021	Subaward Period of Performance		Indirect Rate Type <input checked="" type="checkbox"/> Restricted <input type="checkbox"/> Unrestricted	Subrecipient's Indirect Rate 3.48%
	Start Date Mo./Day/Yr 7/1/2021	End Date Mo./Day/Yr 9/30/2021		

APPROVAL SIGNATURES

Senior Grant Management Accountant, School Management Services Team Daniel Bush	Date Signed Mo./Day/Yr. 8/17/2021
Division Administrator Tricia Collins	Date Signed Mo./Day/Yr. 8/25/2021
State Superintendent 	Date Signed Mo./Day/Yr. 8/31/2021

RECIPIENT INFORMATION*Recipient Name, Mailing Address, City, State, Zip*

Appleton Area School District
 122 E. College Ave. Suite 1A
 Appleton, WI 549122019

ADDITIONAL SUBAWARD INFORMATION

Other information pertaining to the subrecipient

Badger EI \$2,010; Columbus EI \$867; Edison EI \$867; Franklin EI \$867; Highlands EI \$3,233; Horizons EI \$1,773; Jefferson EI \$1,773; Lincoln EI \$1,863; McKinley EI \$2,752

FEDERAL AWARD INFORMATION

Federal Award Name Fresh Fruit and Vegetable Program		Name of Federal Agency USDA - Food and Nutrition Services
Federal Award Identification Number (FAIN) 212WI063L1603		Federal Award Date 11/17/2020
Current Total Federal Award Amount \$905,921.49		Expected Total Federal Amount \$905,921.00
CFDA Number 10.582	CFDA Name Fresh Fruit & Vegetable Program	CFDA Amount Made Available \$905,921.00

Federal Award Project Description

CNP GRANTS TO ST.FRUIT

10.582

ITEM FOR CONSIDERATION

TOPIC: Professional Educator New Hires

BACKGROUND INFORMATION: The professional educators listed below are recommended for contractual positions for the 2021-2022 school year.

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>FTE</u>	<u>Salary</u>	<u>Effective Date</u>
Joanna K. Dane	Special Ed-EBD	West	100%	\$42,892	9/1/21
Rebecca N. Graham	English Learner	East/Wilson	80%	\$43,734	9/7/21
Nickolas J. Herrmann	Science/Social Studies	Wilson	100%	\$41,243	9/13/21
Tamara G. Hoffmann-Kuske	Special Ed-AUT	Madison	100%	\$54,972	9/13/21
Rachel M. Kohler	Special Ed-AUT	Richmond	100%	\$42,189	9/13/21
Matthew Z. Lederer	Grade 4-6	Appleton Public Montessori	100%	\$43,600	8/25/21
Pa Stacie Lor	English Learner	Kaleidoscope	100%	\$57,344	9/8/21
Brittany E. Morien	Special Ed-I4K	Community 4K-Bridges	100%	\$43,725	9/22/21
Nickolas M. Mueller	Music-Choir/Strings	Badger/Madison	37%	\$15,870	9/1/21
Daniel A. Penkala	Physical Education	Franklin/Horizons	100%	\$41,478	9/10/21
Gina L. Plosczynski	School Social Worker	APM/Einstein	50%	\$27,103	8/31/21
Sarah J. Sharpe	Special Ed-AUT	Ferber	100%	\$41,714	9/9/21

Joanna K. Dane received her Bachelor of Science degree from UW-Madison with a major in Zoology. Ms. Dane is being hired under a one-year license with stipulations as a “Temporary Employee” for the 2021-2022 school year. Most recently, she served the Neenah Joint School District as an Educational Assistant.

Rebecca N. Graham received her Master of Science in Education degree from University of Southern Maine with a major Literacy Education with a concentration in English as a Second Language. Ms. Graham is being hired as a “Temporary Employee” for the 2021-2022 school year. Most recently, she served Nazarbayev University in Kazakhstan as an English Teaching Fellow.

Nickolas J. Herrmann received his Bachelor of Science degree from UW-Stevens Point with a major in Broadfield Social Science. Mr. Herrmann is being hired under a one-year license with stipulations as a “Temporary Employee” for the 2021-2022 school year. Most recently, he served the Neenah Joint School District as a Substitute Teacher.

Tamara G. Hoffmann-Kuske received her Master of Arts in Education degree from Northern Michigan University with a major Reading Specialist. Ms. Hoffmann-Kuske is being hired as a “Temporary Employee” for the 2021-2022 school year. Most recently, she served the Clintonville Public School District as a Substitute Teacher.

Rachel M. Kohler received her Bachelor of Science in Education degree from UW-Stevens Point with a major in Elementary Education. Ms. Kohler is being hired under a one-year license with stipulations as a “Temporary Employee” for the 2021-2022 school year. Most recently, she served the Weyauwega-Fremont School District as a Special Education Teacher.

Matthew Z. Lederer received his Bachelor of Science degree from UW-Madison with a major in Zoology. He continued his education to receive his teaching certification from UW-Oshkosh. Mr. Lederer is being hired under a one-year license with stipulations as a “Temporary Employee” for the 2021-2022 school year. Most recently, he served the Little Chute Area School District as a Substitute Teacher.

Pa Stacie Lor received her Master of Science in Education degree from UW-Oshkosh with a major Curriculum & Instruction. Ms. Lor is being hired as a “Temporary Employee” for the 2021-2022 school year. Most recently, she served the Green Bay Area School District as an Elementary Teacher.

Brittany E. Morien received her Bachelor of Arts degree from UW-Stevens Point with a dual major in Early Childhood Education and Early Childhood Special Education. Ms. Morien is being hired as a “Temporary Employee” for the 2021-2022 school year. Most recently, she served Brown County as an Early Childhood Special Education Teacher at Syble Hopp.

Nicholas M. Muellner received his Bachelor of Music degree from Lawrence University with a major in Music Education and Performance. Mr. Muellner is being hired under a one-year license with stipulations as a “Temporary Employee” for the 2021-2022 school year. Most recently, he served the Hortonville Area School District as a Substitute Teacher.

Daniel A. Penkala received his Bachelor of Science in Education degree from UW-Oshkosh with a major in Physical Education. Mr. Penkala is being hired as a “Temporary Employee” for the 2021-2022 school year. Most recently, he served the District as a Substitute Teacher.

Gina L. Plosczynski received her Master of Social Work degree from UW-Green Bay with a major Social Work. She continued her education to receive her School Social Worker certification through UW-Green Bay. Ms. Plosczynski is being hired as a “Temporary Employee” for the 2021-2022 school year. Most recently, she completed her School Social Work Internship with the Neenah Joint School District.

Sarah J. Sharpe received her Bachelor of Science degree from UW-Oshkosh with a major in Human Services Leadership. Ms. Sharpe is being hired under a one-year license with stipulations as a “Temporary Employee” for the 2021-2022 school year. Most recently, she served the Unified School District of De Pere as a Substitute Teacher.

FISCAL NOTE: As indicated above.

ADMINISTRATIVE RECOMMENDATION: Approval.

INSTRUCTIONAL IMPACT: The candidates listed above have been recommended by the administrators to whom they will report as the best candidates for the positions.

CONTACT PERSON: Julie King, (920) 997-1399 (ext. 2042)

9/13/21

ITEM FOR CONSIDERATION

TOPIC: Professional Educator Contract Change

BACKGROUND INFORMATION: A contract change for the following individual is recommended for the 2021-2022 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>FTE</u>	<u>Effective Date</u>
Michelle S. Anderson	SAPAR	West	100% to 110%	8/25/21
Teri A. Berlowski	Family & Consumer Science	eSchool/North	100% to 120%	8/25/21
Rosamond J. Birch	Family & Consumer Science	West	100% to 120%	8/25/21-1/14/22
Jennifer K. Boyd	Science	North	100% to 120%	8/25/21
Laurie L. Brewton	World Language-Spanish	East	40% to 60%	8/25/21
David W. Cash	Technology Education	West	100% to 120%	1/18/22-6/3/22
Suzanne Chang	W Lang-French	eSchool	100% to 120%	8/25/21
Kirsten O. Cline-Schubbe	Health	West	60% to 80%	8/25/21-1/14/22
Jessica E. Crownhart	English Language Arts	Classical	100% to 120%	8/25/21
Amy G. Crum	Business/PFM	eSchool	80% to 100%	8/25/21-1/14/22
Leah E. Dreyer	English Language Arts	FCLA	60% to 80%	8/25/21
Michelle L. Ehlers	World Language-German	East/North/West	100% to 120%	8/25/21
Martha H. Frega	Dean of Students	Highlands	50% to 60%	8/25/21
Melissa M. Grover	Music-Choir/General	Classical	100% to 90%	8/25/21
Craig A. Heckner	Music-Strings	Einstein	100% to 110%	8/25/21
Chris A. Heller	Math	West	100% to 120%	1/18/22-6/3/22
Maxwell T. Herrmann	English Language Arts	East	100% to 120%	8/25/21
James A.C. Kane	Math	North	100% to 120%	8/25/21
Katherine C. Kinzenbaw	English Language Arts	West	100% to 120%	8/25/21
Brian J. Kurth	Digital Literacy/History	eSchool	100% to 120%	8/25/21-1/14/22
Debra A.F. Loesche	Social Studies	East	100% to 120%	8/25/21
Hannah M. Malone	Music-Strings	Classical	100% to 108%	8/25/21
Norma Meidl	W Lang-Spanish	eSchool	100% to 120%	8/25/21-1/14/22
Kristie L. Moder	Lead	FCLA	100% to 120%	8/25/21-1/14/22
Patricia K. Murphy	Health	East	100% to 120%	8/25/21
Amanda C. Nilsson	English Language Arts	East	100% to 120%	8/25/21
Courtney D. Pierce	Marketing	West	100% to 120%	1/18/22-6/3/22
Jean A. Pynenberg	Lead	FCLA	100% to 120%	1/18/22-6/3/22
Jessica L. Rauth	Speech & Language	TBD	70% to 80%	8/25/21
Rachel A.M. Richards	Music-Strings	Wilson	100% to 111%	8/25/21
Phillip Reisweber, IV	Technology Education	East	100% to 120%	8/25/21

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>FTE</u>	<u>Effective Date</u>
Aaron J. Roecker	Music-General	Huntley	100% to 110%	8/25/21-6/3/22
Daniel J. Shimek	Alternative Ed	Central	100% to 120%	1/18/22-6/3/22
Joseph T. Soddy	Math	Einstein	100% to 117%	8/25/21
Nicole L. Streck	Physical Education	West	100% to 120%	8/25/21-1/14/22
Ein L. Tiede	English Language Arts	West	100% to 120%	8/25/21
Jacci L. Vanden Heuvel	Science	eSchool	100% to 120%	8/25/21-1/14/22
Kathleen M. Vanderloop	Science	West	100% to 120%	8/25/21
Emily E. Woller	Family & Consumer Science	North	100% to 120%	1/18/22 – 6/3/22
Isaac M. Zimmermann	Technology Education	eSchool	100% to 120%	8/25/21-1/14/22
Jessica L. Zitzelsberger	Art	eSchool	100% to 120%	8/25/21-1/14/22

FISCAL NOTE: As indicated above.

ADMINISTRATIVE RECOMMENDATION: Approval.

INSTRUCTIONAL IMPACT: This assignment will meet the needs of students.

CONTACT PERSON: Julie King, (920) 997-1399 (x2042)

9/13/21

ITEM FOR CONSIDERATION

TOPIC: Professional Educator Resignations

BACKGROUND INFORMATION: The following Professional Educators have submitted letters of resignation.

Victoria Cavins has been with the District for three years, most recently as an English Learner Teacher at North High School. Ms. Cavins' resignation is effective at the end of the Thursday, August 26, 2021 workday.

Emily A. Clark has been with the District for nine years, most recently as a Grade 4 Teacher at Berry Elementary School. Ms. Clark's resignation is effective at the end of the 2021-2022 school year.

Laura A. Kauth has been with the District for seventeen years, most recently as a Special Education Teacher at McKinley Elementary School. Ms. Kauth's resignation is effective at the end of the Friday, September 10, 2021 workday.

BACKGROUND INFORMATION: The following Professional Educator has submitted a letter of resignation prior to the start of the 2021-2022 school year.

Amy B. Blanco was recently hired by the Appleton Area School District as an English Learner Instructional Coach at Houdini Elementary School and Einstein Middle School.

FISCAL NOTE: Dependent upon replacements.

ADMINISTRATIVE RECOMMENDATION: Approval.

INSTRUCTIONAL IMPACT: Qualified replacements will be procured.

CONTACT PERSON: Julie King, (920) 997-1399 (ext. 2042)

9/13/21