



**Monday, August 28, 2023
Board of Education Meeting**

**APPLETON AREA SCHOOL DISTRICT
BOARD OF EDUCATION MEETING
Scullen Leadership Center
131 E. Washington Street, Suite 1A
Appleton, WI 54911
Time: 6:00 PM**

The Board of Education will be meeting in the Scullen Leadership Center, 131 E. Washington Street, Suite 1A. Some individuals may be joining via remote technology and the meeting will be livestreamed on YouTube. Members of the media or general public may continue to access meetings in person or via a live stream broadcast on the Appleton Area School District YouTube Channel:

<https://www.youtube.com/channel/UChO-l09YGgt4uKnCWYvt8Pw>

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 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 Kayla Malott, at malottkayla@asd.k12.wi.us or (920) 852-5300 ext. 60111, at least 24-hours in advance of the meeting.

1. Meeting Opening

Subject	A. Roll Call
Meeting	Aug 28, 2023 - Board of Education Meeting
Category	1. Meeting Opening
Type	Procedural

Subject	B. Pledge of Allegiance
Meeting	Aug 28, 2023 - Board of Education Meeting
Category	1. Meeting Opening
Type	Procedural

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

Subject	A. Board Member Request to Remove Consent Agenda Item(s) for Separate Consideration
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Meeting Aug 28, 2023 - Board of Education Meeting
Category 2. Approval of Agenda (GC-2: Governing Commitments)
Type Procedural

Subject B. Approval of Agenda

Meeting Aug 28, 2023 - 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 Aug 28, 2023 - 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 188 - Virtual Board Meetings in Emergency Situations](#)

4. Board Development (GC-2.2: The Board will assure that its members are provided with training and professional support necessary to govern effectively.)

Subject A. None

Meeting Aug 28, 2023 - Board of Education Meeting
Category 4. Board Development (GC-2.2: The Board will assure that its members are provided with training and professional support necessary to govern effectively.)

Type Discussion, Information, Presentation

5. Information for Board Decision Preparation (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. Business Services Update(s): None

Meeting Aug 28, 2023 - Board of Education Meeting

Category 5. Information for Board Decision Preparation (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. School/Student Services Update(s):Monitoring Report: R-1 Mega Results

Meeting Aug 28, 2023 - Board of Education Meeting

Category 5. Information for Board Decision Preparation (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, Steve Harrison, will present the Monitoring Report: R-1 Mega Results item for consideration.

File Attachments

[R.1 Mega Result - Monitor Report.pdf \(905 KB\)](#)

Subject C. Personnel Services Update(s): Professional Educator New Hire(s), Contract Change(s) and Resignation(s)

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Category 5. Information for Board Decision Preparation (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 present the Personnel Services items for consideration.

File Attachments

[IFC Professional Educator New Hires 8-28-23.pdf \(186 KB\)](#)

[IFC Professional Educator Contract Changes 8-28-23.pdf \(146 KB\)](#)

[IFC Professional Educator Resignations 8-28-23.pdf \(104 KB\)](#)

6. 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 14, 2023

Meeting Aug 28, 2023 - Board of Education Meeting

Category 6. 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-CLOSED SESSION from August 21, 2023

Meeting Aug 28, 2023 - Board of Education Meeting

Category 6. 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 C. Special Board Meeting Minutes from August 23, 2023

Meeting Aug 28, 2023 - Board of Education Meeting

Category 6. 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.

7. 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. Professional Educator New Hire(s)

Meeting Aug 28, 2023 - Board of Education Meeting

Category 7. 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

[IFC Professional Educator New Hires 8-28-23.pdf \(186 KB\)](#)

Subject **B. Professional Educator Contract Change(s)**

Meeting Aug 28, 2023 - Board of Education Meeting

Category 7. 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

[IFC Professional Educator Contract Changes 8-28-23.pdf \(146 KB\)](#)

Subject **C. Professional Educator Resignation(s)**

Meeting Aug 28, 2023 - Board of Education Meeting

Category 7. 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

[IFC Professional Educator Resignations 8-28-23.pdf \(104 KB\)](#)

8. Reports (OE-8.2: Provide for the Board, in a timely manner, information about trends, facts and other information relevant to the Board's work.)

Subject **A. Business Services Report: None**

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Category 8. Reports (OE-8.2: Provide for the Board, in a timely manner, information about trends, facts and other information relevant to the Board's work.)

Type Discussion, Information, Presentation, Report

Subject **B. School/Student Services Report: None**

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Category 8. Reports (OE-8.2: Provide for the Board, in a timely manner, information about trends, facts and other information relevant to the Board's work.)

Type Discussion, Information, Presentation, Report

Subject **C. Personnel Services Update(s): None**

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Category

8. Reports (OE-8.2: Provide for the Board, in a timely manner, information about trends, facts and other information relevant to the Board's work.)

Type Discussion, Information, Presentation, Report

9. Board Business

Subject A. Monitoring Report: R-1 Mega Results

Meeting Aug 28, 2023 - Board of Education Meeting

Category 9. Board Business

Type Action, Discussion, Information

File Attachments

[R.1 Mega Result - Monitor Report.pdf \(905 KB\)](#)

Subject B. 2023-2024 Professional Educator Compensation increase

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Category 9. Board Business

Type Action

Chief Human Resources Officer, Julie King, will present the 2023-2024 Professional Educator Compensation increase item for consideration.

File Attachments

[IFC Compensation & Wage Settlement Professional Educator 2023-24.pdf \(113 KB\)](#)

Subject C. Consent Agenda Item(s) Removed for Separate Consideration

Meeting Aug 28, 2023 - Board of Education Meeting

Category 9. Board Business

Type Action, Discussion

10. Items of Information

Subject A. None

Meeting Aug 28, 2023 - Board of Education Meeting

Category 10. Items of Information

Type

11. Future Meetings

Subject A. Board Work Session: Monday, September 11, 2023, 4:00PM

Meeting Aug 28, 2023 - Board of Education Meeting

Category 11. Future Meetings

Type Information

Subject B. Board Meeting: Monday, September 11, 2023, 6:00PM

Meeting Aug 28, 2023 - Board of Education Meeting

Category 11. Future Meetings

Type Information

12. Adjourn

Subject A. Motion to Adjourn the Meeting

Meeting Aug 28, 2023 - Board of Education Meeting

Category 12. Adjourn

Type Action, Procedural

Success for
Every Student,
Every Day



**Appleton Area School District
Results Monitoring Report
R-1 Mega Result**

SUPERINTENDENT CERTIFICATION:

With respect to Results Policy 1 Mega Result, the Superintendent certifies that the information is accurate and complete and that the Organization is:

Making Reasonable Progress

Making Reasonable Progress with noted exception(s):

Failing to make Reasonable Progress

In the Baseline Year (the report will not be used in the superintendent's evaluation)

In addition, the proposed measures directly support the District's Continuous School Improvement Process as illustrated through the annual AASD Scorecard.

Executive Summary/Analysis:

The evidence, as submitted below, provides assurance to the Board that the District provides instructional programming that supports students in acquiring the developmental skills necessary to graduate academically, socially, and emotionally prepared for success in their personal lives, careers, and continuing education; and committed to lead, care for, and contribute to their community. In addition, the measures directly support the District's Continuous School Improvement Process as illustrated through the annual AASD Scorecard.

Notes or exceptions, if any:

Signed: _____ Date: _____

Superintendent

BOARD ACTION:

With respect to Results Policy 1 Mega Result, the Board finds that the organization is:

Making Reasonable Progress

Making Reasonable Progress with noted exception(s):

Failing to make Reasonable Progress

In the Baseline Year (the report will not to be used in the superintendent's evaluation)

Summary Statements of the Board, if any:

Signed: _____ Date: _____
Board President

Document submitted: _____ Re-submitted: _____

R-1 Mega Result

Students will graduate academically, socially, and emotionally prepared for success in their personal lives, careers, and continuing education; and committed to lead, care for, and contribute to their community.

Making Reasonable Progress

Making Reasonable Progress
with noted exceptions

Failing to Make Reasonable Progress

In the Baseline Year (the report will not be used in the superintendent's evaluation)

X

SUPERINTENDENT Interpretation:



MOTTO
 SUCCESS FOR EVERY STUDENT.
 EVERY DAY

VISION
 WORKING TOGETHER,
 STUDENTS, FAMILIES, STAFF,
 AND COMMUNITY WILL ENSURE
 THAT EACH GRADUATE IS
 ACADEMICALLY, SOCIALLY,
 AND EMOTIONALLY PREPARED
 FOR SUCCESS IN LIFE. EVERY
 STUDENT, EVERY DAY.



The Mega Result statement clarifies our definition of a student’s educational experience and is the overarching reason the Appleton Area School District exists. Representing the community’s values, the Board expects each student to graduate prepared to be successful in the next phase of life, whether that be college or career, or both. In addition, the Board desires that in addition to academic and skill readiness, students graduate with attitudes, abilities, and dispositions that will support them leading happy, productive lives and making a positive contribution to the world in which they live.

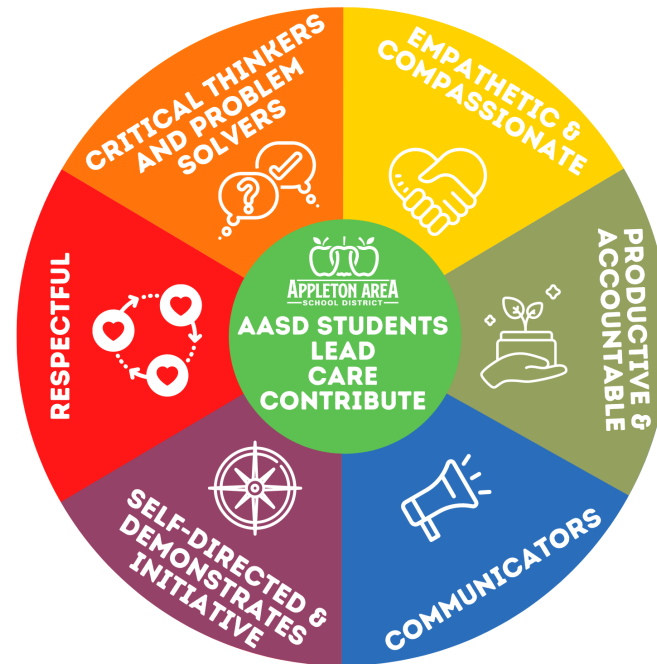
Specifically:

- **Students shall mean** every student in our district, including but not limited to: Hispanic, Black, Native American or Native Alaskan, Native Hawaiian or Other Pacific Islander, Asian, White, Two or More Races, Economically Disadvantaged, English Language Learners, and Students with Disabilities.
- **Academically prepared** shall mean readiness for post-secondary study without the need for remedial assistance upon enrollment.

- **Socially and emotionally prepared** shall mean the ability to apply the knowledge, attitudes, and skills necessary to understand and manage emotions, set and achieve positive goals, feel and show empathy for others.
- **Success in their personal lives** shall mean the ability to reach one's personal goals in life, whatever those goals may be.
- **Success in their careers** shall mean a combination of achieving a reasonable level of financial stability while doing work that one enjoys.
- **Success in their continuing education** shall mean how well students are prepared to accomplish their current and future academic, personal, and professional goals through the development of knowledge, a sense of responsibility and self-reliance, and a connection to the college and wider community.
- **Committed to lead** shall mean all AASD students will lead by example through critical thinking, problem-solving, and effective communication.
- **Committed to care for** shall mean all AASD students will show care for themselves, others, and their community through empathy, compassion, and respect.
- **Committed to contribute** shall mean all AASD students will contribute to their classrooms, schools, and communities through self-direction, productivity, and accountability.



Six Essential Traits of the AASD Portrait of a Graduate



Indicators to be Used:

- 1. AASD Academic Achievement (R.2)** - The AASD Academic Achievement Results Policies include established targets and progress monitoring measures that focus on the District goal of each student being literate, numerate, and able to integrate and apply the knowledge, skills, and competencies acquired across all academic disciplines. These policies support the goal of each student demonstrating personal growth and achievement in increasingly challenging levels of complexity, demonstrating the higher order thinking skills of knowledge, comprehension, application, analysis, synthesis, evaluation and creativity when enrolled in disciplines, including:
 - **R.2.1.1 English Language Arts**
 - **R.2.1.2 Mathematics**
 - **R.2.1.3 Science**
 - **R.2.1.4 Civics and Social Studies**
 - **R.2.1.5 Health and Human Performance**
 - **R.2.1.6 Fine Arts**
 - **R.2.1.7 World Languages**
 - **R.2.1.8 Career and Technical Education**

- **R.2.1.9 Financial Literacy**

- 2. AASD Essential Life Skills (R.3)** - The AASD Essential Life Skills Policy includes established targets and progress monitoring measures that focus on the District goal of each student acquiring the developmental skills necessary to lead healthy, satisfying, self directed, and productive lives in the following domains:
 - **Cognitive Development**
 - **Physical Wellness Development**
 - **Communications Development**
 - **Social Development**
 - **Moral and Ethical Behavior Development**
 - **Psychological Development**
 - **Career Development**
- 3. Percent of AASD Students Graduating** - In addition to enrolled students making progress, it is essential that they remain in school and graduate having successfully completed the graduation requirements defined by Board policy. This indicator also aims to reduce disparities in graduation rates among identified subgroups. While it is desirable for students to graduate “on time”, Board values indicate that it is more important that students graduate, regardless of the timeframe needed (IEP determination, etc.). Therefore, this indicator must also reflect the percentage of students who graduate, whether that was within four years or not.
- 4. Percent of AASD Students Indicating Readiness to LEAD, CARE, and CONTRIBUTE (CBL/ACP Summary)** - To ensure success for Every Student, Every Day in the Appleton Area School District, our Portrait of a Graduate brings clarity to what our community values most as outcomes of the Early Childhood through Grade 12 educational experience. We believe that graduates of the AASD should possess certain qualities that will ensure that they are college, career, and community ready. The AASD Portrait of a Graduate is a collective vision that articulates the community’s aspirations for all students. The [AASD CBL/ACP Summative Survey](#) is used to capture students’ progress specific to their individual Academic and Career Planning. This survey specifically measures grade-level [Academic and Career Planning outcomes](#) relating to career exploration, career interests, action steps taken towards completing their Academic Career Plan and participation in career planning experiences.

Definition of Terms:

- **Norm-referenced** - Assessments that are used to compare students’ progress to others in their peer group. This group may contain students in the same grade across the state or nation, or other categories such as special education, disability status, English learners, gifted students, and more. Most commonly, norm-referenced tests use a national peer group.
- **Results Policies** - The previously Board-approved Coherent Governance Policies that establish indicators of success for successfully achieving identified Board goals within the areas of Student Academic Achievement and Essential Life Skills and that are monitored annually.
- **WISEdash Portal** - a data portal that uses “dashboards,” or visual collections of graphs and tables, to provide certified multi-year education data about Wisconsin schools. Data on the portal are redacted and available by school, district, or State.

SUPERINTENDENT Evidence of Reasonable Progress:

Indicator 1: Reasonable progress on R.2.1 Academic Achievement Results Policies

We will make reasonable progress on each content area policy within the Academic Achievement Results Policy as evidenced by annual review of policies R.2.1.1 through R.2.1.9.

Academic Achievement Results Policy	Superintendent			
	Reasonable Progress	Reasonable Progress with Noted Exceptions	Reasonable Progress Not Made	Baseline Year
R.2.1.1 English Language Arts				X
R.2.1.2 Mathematics				X
R.2.1.3 Science				X
R.2.1.4 Civics & Social Studies				X
R.2.1.5 Health & Human Performance				X
R.2.1.6 Fine Arts				X
R.2.1.7 World Languages				X
R.2.1.8 Career & Technical Education				X
R.2.1.9 Financial Literacy				X

Indicator 2: Reasonable progress on R.3 Essential Life Skills Policy

We will make reasonable progress on the Essential Life Skills Results Policy as evidenced by annual review of policy R.3.

R.3 Essential Life Skills Domain	Previous Dispositions of the Board of Education			
	Reasonable Progress	Reasonable Progress with Noted Exceptions	Reasonable Progress Not Made	Baseline Year
R.3.1 Cognitive Development				X
R.3.2 Physical Wellness Development				X

R.3.3 Communications Development				X
R.3.4 Social Development				X
R.3.5 Moral & Ethical Character Development				X
R.3.6 Psychological Development				X
R.3.7 Career Development				X

Indicator 3: Graduation Rates of AASD Students

We will increase the 4-year graduation rate for all students as well as within identified demographic groups by 1% as evidenced by certified graduation data within the WISEdash portal.

	4-Year Graduation Rate	
	2021-22 Baseline	2022-23 Results (uncertified)
% of Students Graduating (All Students)	86.9%	86.2%
% of Students Graduating (Students with Disabilities)	60.1%	64.3%
% of Students Graduating (Black Students)	69.6%	62.9%

We will increase by 1% the rate of students who graduate within 7 years as evidenced by certified graduation year cohort data within the WISEdash portal.

Percent of Students (By Graduation Year Cohort) Who Completed AASD Diploma Requirements Within 7 Years

By the end of 2018-2019	By the end of 2019-2020	By the end of 2020-2021	By the end of 2021-2022	By the end of 2022-2023 (not yet certified)
84.3% (Class of 2016)	92.3% (Class of 2017)	93.9% (Class of 2018)	92.4% (Class of 2019)	94.0% (Class of 2020)

Indicator 4: Percentage of Graduates Prepared to LEAD, CARE, and CONTRIBUTE.

We will increase the percentage of 12th-grade students who indicate they are ready to independently Lead, Care, and Contribute within the CBL/ACP Summary by 3%.

	% of Graduates Ready to Lead, Care, and Contribute
	Starting in 2022-23 Baseline
% of seniors indicating they are prepared to LEAD by example through critical thinking, problem-solving, and effective communication.	56.6%
% of seniors indicating they are prepared to CARE for themselves, others, and their community through empathy, compassion, and respect.	71.8%
% of seniors indicating they are prepared to CONTRIBUTE to their classrooms, schools, and communities through self-direction, productivity, and accountability.	65.3%

Board Comments:

ITEM FOR CONSIDERATION

Topic: Professional Educator New Hire(s)

Background

Information: The Professional Educators listed below are recommended for contractual positions for the 2023-2024 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>FTE</u>	<u>Salary</u>	<u>Effective Date:</u>
Shaquese M. Clincy	Special Ed-SEBD	McKinley	100%	\$45,200	8/28/23
Nyla D. Jacobs	World Language-French	EIN/KA/WHS	90%	\$40,680	8/28/23
Shawna J. Janota	Family & Consumer Science	Kaleidoscope	34%	\$12,930	11/1/23
Taylor L. Lange	Physical Education	Ferber/Franklin	90%	\$44,950	9/14/23
Kelly N. Quiroga	Science	Kaleidoscope	100%	\$50,350	8/28/23
Luis D. Sanchez	Special Ed-AUT/EBD	Wilson	100%	\$45,200	8/28/23
Dana A. Saunders	Special Ed-EBD/ID	Horizons	100%	\$45,200	8/28/23
Karen P. Schwoerer	Special Ed-SLD	East	90%	\$44,910	8/28/23
Sean M. Sloan	Special Ed-AUT	Johnston	100%	\$45,200	8/28/23
Amanda M. Trejo	Grade 5/6	Huntley	100%	\$49,900	8/28/23
Carrie L. Walkup	Special Ed-SEBD	McKinley	100%	\$45,200	8/28/23

Shaquese M. Clincy received her Master of Arts degree from Ashford University with a major in Special Education. Ms. Clincy is being hired under a one-year license with stipulations as a “Temporary Employee” for the 2023-2024 school year. Most recently, she served the District as a Special Education Paraprofessional at Highlands Elementary School.

Nyla D. Jacobs received her Bachelor of Arts degree from UW-Eau Claire with a major in Psychology and minor in French. Ms. Jacobs is being hired under a one-year license with stipulations as a “Temporary Employee” for the 2023-2024 school year. Most recently, she served the Eau Claire Area School District as a Substitute Teacher.

Shawna J. Janota received her Master of Education degree from South Dakota State University with a major in Human Sciences/Family and Consumer Sciences. Ms. Janota is being hired as a “Temporary Employee” for the 2023-2024 school year. Most recently, she served the District as a temporary employee in a similar role at Kaleidoscope Academy.

Taylor L. Lange received her Bachelor of Arts degree from Carthage College with a major in Physical Education Sport and Fitness. Most recently, she served the Oshkosh Area School District as a Physical Education Teacher.

Kelly N. Quiroga received her Master of Arts in Education degree from Marian University with a major in Teacher Education. Most recently, she served the Oshkosh Area School District as a Grade 6 Science Teacher.

Luis D. Sanchez received his Bachelor of Science degree from William Carey University with a major in Health, Physical Education and Recreation. Mr. Sanchez is being hired under a one-year license with stipulations as a “Temporary Employee” for the 2023-2024 school year. Most recently, he served the District as a Special Education Paraprofessional at West High School.

Dana A. Saunders received her Master of Science degree from WU-Superior with a major in Interdisciplinary/Education Studies. Ms. Saunders is being hired under a one-year license with stipulations as part of the District’s Pathways Program. Most recently, she served the District as a Special Education Paraprofessional at Horizons Elementary School.

Karen P. Schwoerer received her Bachelor of Science in Education degree from Northern Michigan University with a major in Elementary Education. Ms. Schwoerer is being hired under a one-year license with stipulations as a “Temporary Employee” for the 2023-2024 school year. Most recently, she served the District as an ESSER Substitute Teacher at McKinley Elementary School.

Sean M. Sloan received his Bachelor of Science degree from UW-Milwaukee with a major in Psychology. Mr. Sloan is being hired under a one-year license with stipulations as a “Temporary Employee” for the 2023-2024 school year. Most recently, he served Dyslexia Reading Connection as a Math Tutor.

Amanda M. Trejo received her Bachelor of Science in Education degree from UW-Oshkosh with a major in Elementary Education. Most recently, she served the District as an ESSER Substitute Teacher at Franklin Elementary School.

Carrie L. Walkup received her Bachelor of Science degree from UW-Oshkosh with a major Human Services Leadership. Ms. Walkup is being hired under a one-year license with stipulations as a “Temporary Employee” for the 2022-2023 school year. Most recently, she served the District in a similar role at McKinley Elementary School.

Fiscal Note: As indicated above

Administrative Recommendation: Approval

Instructional Impact: The candidates listed above have been recommended by the administrator to whom they will report as the best candidates for the positions.

Contact Person: Julie King, (920) 852-5302

ITEM FOR CONSIDERATION

Topic: Professional Educator Contract Change(s)

Background

Information: A contract change for the following individuals are recommended for the 2023-2024 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>FTE</u>	<u>Effective Date</u>
Corrina Albright	Music-Strings	Badger	60% to 80%	8/28/23-6/7/24
Sara Aldana	World Lang. - Spanish	Einstein	100% to 117%	8/28/23-6/7/24
Sara Armstrong	ELA	West	100% to 110%	1/22/24-6/7/24
David Babcock	World Lang. – French	West	100% to 120%	8/28/23-6/7/24
Thomas Bates	Tech. Ed.	North	100% to 120%	8/28/23-6/7/24
Katherine Baumgart	Art	Jefferson	100% to 110%	8/28/23-6/7/24
Teri Berlowski	CTE Internship	North	100% to 120%	8/28/23-6/7/24
Rosamond Birch	PFM	West	100% to 120%	8/28/23-1/19/24
Julie Branner	Science	West	100% to 120%	8/28/23-6/7/24
Katherine Busch	FCS/ACP	Einstein	100% to 117%	3/21/24-6/7/24
William Busch	Tech. Ed.	Einstein	100% to 108%	11/6/23-1/19/24
Lisa Carney	Math	North	100% to 120%	8/28/23-6/7/24
David Cash	Tech. Ed.	West	100% to 120%	8/28/23-1/19/24
Katherine Chicquette	ELA	Central	100% to 120%	8/28/23-1/19/24
Niles Clark	Personal Finance	North	100% to 120%	1/22/24-6/7/24
Kirsten Cline-Schubbe	Physical Ed.	West	100% to 120%	8/28/23-1/19/24
Christina Conn	Music-Choral	Madison	100% to 108%	8/28/23-6/7/24
Mark Cross	Science	West	100% to 120%	8/28/23-6/7/24
Krista DeJarlais	World Lang.-French	Odyssey	100% to 117%	8/28/23-6/7/24
Kaelynn Disch	Math	West	100% to 120%	8/28/23-6/7/24
Lisa Goff	Special Ed-EBD	West	100% to 120%	8/28/23-6/7/24
Jennifer Flannery-Bosin	FCS	East	60% to 80%	8/28/23-1/19/24
Nicholas German	Tech. Ed	East/Tesla	100% to 120%	8/28/23-6/7/24
Matthew Hechel	Alternative Ed	North	100% to 120%	8/28/23-6/7/24
Stephanie Hooyman	World Lang. – French	Odyssey	100% to 117%	8/28/23-6/7/24
Cormac Joyce	World Lang. – French	West	100% to 120%	8/28/23-6/7/24
Jessica Lindsay	ELA	West	100% to 120%	8/28/23-1/19/24
Debra Loesche	Social Studies	East	100% to 120%	8/28/23-6/7/24
Megan Meuer	World Lang.-Spanish	Einstein	100% to 117%	8/28/23-6/7/24
Nicole McCurdy	Art	Huntley	100% to 110%	8/28/23-6/7/24
Sophia Pedroni	Art	Dunlap	100% to 110%	8/28/23-6/7/24

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>FTE</u>	<u>Effective Date</u>
Elizabeth Platten	World Lang.-French	Einstein	100% to 117%	8/28/23-6/7/24
Elizabeth Podlasek	PFM	Central	100% to 120%	8/28/23-6/7/24
Phillip Reisweber	Tech. Ed.	East/Tesla	100% to 120%	1/22/24-6/7/24
Sarah Rimmel	Special Ed-EBD	RISE	100% to 120%	8/28/23-6/7/24
Kimberly Riegert	Health	North	100% to 110%	8/28/23-1/19/24
Bethany Riley	Counselor	Ferber	20% to 80%	8/28/23-6/7/24
Robert Salm	Health	North	100% to 120%	8/28/23-6/7/24
Lynn Schadrie	Science	West	100% to 120%	8/28/23 -6/7/24
Sean Schuff	Tech. Ed.	East/Tesla	100% to 120%	8/28/23-1/19/24
Nicole Severing	World Lang. –Spanish	Kaleidoscope	100% to 108%	8/28/23-1/20/24
Daniel Shimek	Social Studies	Central	100% to 120%	8/28/23 – 6/7/24
Erin Sjostrom	Art	Highlands	100% to 110%	8/28/23 – 6/7/24
Nicole Streck	Physical Ed.	West	100% to 120%	1/22/24 – 6/7/24
Christina Stickney	Math/Computer Sci.	West	100% to 120%	8/28/23-1/19/24
Jaime Vander Heiden	Art	West	100% to 120%	1/22/24 – 6/7/24
Benjamin Vander Logt	Social Studies	WCA	100% to 120%	8/28/24-6/7/24
Abby VanderLoop	Alternative Ed.	North	100% to 120%	8/28/24-6/7/24
Katherine Vander Velden	Art	West	100% to 110%	8/28/24-6/7/24
Stephanie Vos	Special Ed.	Morgan	100% to 120%	8/28/23-6/7/24
Aaron Wegand	Tech. Ed.	East/Tesla	100% to 120%	1/19/23-6/7/24
Molly Welhouse	SAPAR	East	100% to 110%	8/28/23-6/7/24
Rebecca Whittle	Social Studies	West	100% to 120%	1/22/24-6/7/24
Sara Wilda	Art	Foster	100% to 110%	8/28/23-6/7/24
Laura Woltman	Music-General	Ferber	100% to 110%	8/28/23-6/7/24
PaNhia Yang	SAPAR	East	100% to 110%	8/28/23-6/7/24

Fiscal Note: As indicated above

Administrative

Recommendation: Approval

Instructional

Impact: These assignment adjustments will assist in retaining staff and meeting student needs.

Contact

Person: Julie King, (920) 852-5302

ITEM FOR CONSIDERATION

Topic: Professional Educator Resignation(s)

Background

Information: The following Professional Educators have submitted letters of resignation effective at the end of the 2022-2023 school year unless otherwise noted:

Jaelyn A. Brendemihl was recently hired by the District for the 2023-2024 school year as a Math/Social Studies Teacher at Madison Middle School.

Stephanie D. McGuire has been with the District for one year, most recently as a Grade 8 Science Teacher at Kaleidoscope Academy.

Jaelyn A. Brendemihl was recently hired by the District for the 2023-2024 school year as a Math/Social Studies Teacher at Madison Middle School.

Shannon M. Johnson was recently hired by the District for the 2023-2024 school year as a Physical Education Teacher at Ferber and Franklin Elementary Schools.

Laura A. Wiggins has been with the District for eight years, most recently as a Dean of Students at Ferber Elementary School.

Fiscal Note: Dependent upon replacements

Administrative

Recommendation: Approval

Instructional

Impact: Qualified replacements will be procured

Contact

Person: Julie King, (920) 852-5302

ITEM FOR CONSIDERATION

Topic: Professional Educator Wage Settlement and Compensation Increase for the 2023-2024 School Year

Background Information:

A tentative Base Wage Agreement has been reached with the Appleton Education Association (AEA). The Agreement has been reached voluntarily in a spirit of cooperation between the AEA and the District negotiators. By state law, negotiations with the AEA are limited to base wage increases. The total increase to the base wage is limited (by state law) to the increase in the Consumer Price Index (CPI), 8% for this year. The base wage for AASD is the first level of the current Compensation Framework (\$45,200). In consideration of the current competitive labor market, local comparable compensation increases, the high CPI, and the budget, a significant compensation increase for Professional Educators is recommended for the 2023-2024 school year.

Instructional Impact: A competitive compensation framework is a key component to retaining and attracting high quality professional educators.

Fiscal Impact: The total cost to the District will be approximately \$4,891,833 equal to a 6.47% of total compensation.

Administrative Recommendation: To approve a 5.31% base wage increase (4% of total compensation) and level movement for all eligible Educators, actively employed at the time of approval, for the 2023-2024 school year to be distributed as follows:

The total compensation increase would be distributed as follows:

- All eligible staff would advance a level on the Compensation Framework. The total cost of step/level increases would be approximately \$1,700,000.
- All eligible educators would receive a base wage increase costing approximately \$3,023,833 and be applied as follows:
 - Each level on the framework will increase by no less than \$2,300.
 - There would be additional adjustments to the starting and top of the Compensation Framework.
- All eligible educators who earn a District approved Master's degree in accordance with the Handbook timelines would move to the Master's level framework. The approximate cost of Master's level movement is \$168,000.

Contact Person(s): Julie King (920-852-5302) or Holly Burr (920-852-5305)

BOE: 8/28/23