

Monday, September 9, 2024
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

Some participants may join remotely, and both members of the media and the public can attend the meeting in person or watch the live stream on the Appleton Area School District YouTube Channel:
<https://www.youtube.com/channel/UChO-l09YGgt4uKnCWYvt8Pw>

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 : Sep 9, 2024 - Board of Education Meeting
Category : 1. Meeting Opening
Type : Procedural

Public Content

Subject : B. Pledge of Allegiance
Meeting : Sep 9, 2024 - 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
Meeting : Sep 9, 2024 - Board of Education Meeting
Category : 2. Approval of Agenda (GC-2: Governing Commitments)
Type : Procedural
Subject : B. Approval of Agenda
Meeting : Sep 9, 2024 - Board of Education Meeting
Category : 2. Approval of Agenda (GC-2: Governing Commitments)
Type : Action, Procedural

3. Special Presentation

Subject : A. None
Meeting : Sep 9, 2024 - Board of Education Meeting
Category : 3. Special Presentation
Type : Presentation

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

Subject : A. Public Input
Meeting : Sep 9, 2024 - Board of Education Meeting
Category : 4. Public Input (GC-3.3: Initiate and maintain effective communication with the citizens.)
Type : Procedural

Public Content

Public Input:

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 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](#)

5. 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 : Sep 9, 2024 - Board of Education Meeting
Category : 5. 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

6. 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): AP Check Register- August 2024
Meeting : Sep 9, 2024 - Board of Education Meeting
Category : 6. 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

Public Content

Executive Director of Finance, Holly Burr, will report on the Business Services item for consideration.

Subject : B. School/Student Services Update(s): AP ELA Materials Purchase (1120); ELA 12 Course Curriculum (1060)
Meeting : Sep 9, 2024 - Board of Education Meeting
Category : 6. 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

Public Content

Assistant Superintendent Mark McQuade and Director of ELA Kelly Leopold will report on the School /Student Services items for consideration.

File Attachments

[IFC- AP English Lang and Comp \(1120\) Materials Purchase.pdf \(49 KB\)](#)
[KWKT- AP English Lang & Comp 9.9.24.pdf \(86 KB\)](#)
[Public Input Received - AP English Lang & Comp 9.9.24.pdf \(64 KB\)](#)
[IFC- ELA 12- 21st Century Literacy 9.9.24.pdf \(42 KB\)](#)
[KWKT- ELA 12 9.9.24.pdf \(76 KB\)](#)

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

Meeting : Sep 9, 2024 - Board of Education Meeting
Category : 6. 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

Public Content

Chief Human Resources Officer, Julie King will report on the Personnel Services items for consideration.

File Attachments

[IFC Professional Educator New Hires 9-9-24.pdf \(160 KB\)](#)
[IFC Professional Educator Contract Changes 9-9-24.pdf \(172 KB\)](#)
[IFC-Internship\(s\) 9.9.24.pdf \(149 KB\)](#)

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 26, 2024
Meeting : Sep 9, 2024 - 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

Public Content

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. AP ELA Materials Purchase (1120)
Meeting : Sep 9, 2024 - 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

[IFC- AP English Lang and Comp \(1120\) Materials Purchase.pdf \(49 KB\)](#)

[KWKT- AP English Lang & Comp 9.9.24.pdf \(86 KB\)](#)

[Public Input Received - AP English Lang & Comp 9.9.24.pdf \(64 KB\)](#)

Subject : B. ELA 12 Course Curriculum (1060)

Meeting : Sep 9, 2024 - 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

[IFC- ELA 12- 21st Century Literacy 9.9.24.pdf \(42 KB\)](#)

[KWKT- ELA 12 9.9.24.pdf \(76 KB\)](#)

Subject : C. Professional Educator New Hire(s)

Meeting : Sep 9, 2024 - 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

[IFC Professional Educator New Hires 9-9-24.pdf \(160 KB\)](#)

Subject : D. Professional Educator Contract Change(s)

Meeting : Sep 9, 2024 - 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

[IFC Professional Educator Contract Changes 9-9-24.pdf \(172 KB\)](#)

Subject : E. Internship(s)

Meeting : Sep 9, 2024 - 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

[IFC-Internship\(s\).pdf \(149 KB\)](#)

9. 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: Summary of the 23/24 Fiscal Year
Meeting : Sep 9, 2024 - Board of Education Meeting
Category : 9. 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

Public Content

Executive Director of Finance, Holly Burr, will report and present the Summary of the 23/24 Fiscal Year.

File Attachments

[Year end Budget Presentation 2023-2024 for BOE.pptx.pdf \(1,681 KB\)](#)

Subject : B. School/Student Services Report: Scorecard Update
Meeting : Sep 9, 2024 - Board of Education Meeting
Category : 9. 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

Public Content

Superintendent, Greg Hartjes will report on the Scorecard Update.

File Attachments

[Scorecard data for BOE - Sept 2024.pdf \(817 KB\)](#)

Subject : C. Personnel Services Report: None

Meeting : Sep 9, 2024 - Board of Education Meeting
Category : 9. 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

10. Board Business

Subject : A. AP Check Register- August 2024
Meeting : Sep 9, 2024 - Board of Education Meeting
Category : 10. Board Business
Type : Action
Fiscal Impact : Yes
Budgeted : Yes
Subject : B. 2024-2025 Superintendent Compensation increase
Meeting : Sep 9, 2024 - Board of Education Meeting
Category : 10. Board Business
Type : Action, Discussion

Public Content

Chief Human Resources Officer, Julie King, will present the 2024-2025 Superintendent compensation increase item for consideration.

File Attachments

[IFC-Superintendent's Compensation \(9-9-24\).pdf \(113 KB\)](#)

Subject : C. Consent Agenda Item(s) Removed for Separate Consideration
Meeting : Sep 9, 2024 - Board of Education Meeting
Category : 10. Board Business
Type : Action, Discussion, Procedural

11. Items of Information

Subject : A. None
Meeting : Sep 9, 2024 - Board of Education Meeting
Category : 11. Items of Information
Type : Information

12. Future Meetings

Subject : A. Board Work Session: Wednesday, September 18,

2024, 8:00 AM

Meeting : Sep 9, 2024 - Board of Education Meeting
Category : 12. Future Meetings
Type : Information
Subject : B. Board Meeting: Monday, September 23, 2024, 6:00 PM

Meeting : Sep 9, 2024 - Board of Education Meeting
Category : 12. Future Meetings
Type : Information
Subject : C. Board Work Session: Monday, October 14 2024, 4:00 PM

Meeting : Sep 9, 2024 - Board of Education Meeting
Category : 12. Future Meetings
Type : Information
Subject : D. Board Meeting: Monday, October 14, 2024, 6:00 PM

Meeting : Sep 9, 2024 - Board of Education Meeting
Category : 12. Future Meetings
Type : Information

13. Adjourn

Subject : A. Motion to Adjourn the Meeting
Meeting : Sep 9, 2024 - Board of Education Meeting
Category : 13. Adjourn
Type : Action, Procedural

ITEM FOR CONSIDERATION

Topic: **English Language Arts:** Materials Purchase- *English Language and Composition, Advanced Placement Edition (Perfection Learning)* by Abdon, Freitas, Peterson; AP English Language and Composition (1120).

Background Information: The AP English Language and Composition - grade 11 course is a standards-based course (SBC); however, to also remain in compliance with the College Board, our textbook resource must remain current. There were changes to the AP exam, and this textbook has all the new necessary components. The framework in the textbook provides a description of what students should know and be able to do to qualify for college credit or placement.

Fiscal Note: The cost is estimated at \$30,000.00, for a classroom set of texts for all three high school instructors, as well as online resources for the teachers. The cost is within the dollars allocated in the 2024-2025 AC&I budget. All instructional materials will be implemented during the 2024-25 school year.

Instructional Impact: This textbook will prepare students for the AP exam by engaging them in reading and writing skill development throughout nine thematic chapters that include a wide variety of text. This textbook offers diversity in voice, differentiation to support varying learners, as well as modeling and revision guidance for essay writing, while guiding students in interpreting, analyzing, and composing.

Administrative Recommendation: Approve as submitted

Contact Person(s): Kelly Leopold, 920-832-6157 x60172 , leopoldkelly@aasd.k12.wi.us
Mark McQuade, Ed.D., 920-852-5300 x60121, mcquademark@aasd.k12.wi.us

BOE: September 9, 2024



English Language Arts: Materials Purchase- *English Language and Composition, Advanced Placement Edition (Perfection Learning)* by Abdon, Freitas, Peterson; AP English Language and Composition (1120).

<p>WHY will this new edition be an appropriate instructional resource for the AP English Language and Composition teachers?</p>	<p>The textbook offers:</p> <ul style="list-style-type: none"> ● Anchor texts from an array of diverse authors to foster rereading and critical analysis ● Anchor student drafts to develop skills in evaluating writing ● Multiple choice and free-response questions based on the updated AP question styles ● A practice exam ● Close reading activities ● Essential questions ● Prompts (argumentative essays, rhetorical analysis essays, synthesis) ● Engaging nonfiction readings (both classical and contemporary) ● Scaffolded activities ● Differentiation to address students' needs ● Full alignment to the new AP Course and Exam ● Reading and writing skills development
<p>WHAT are the skills and knowledge scaffolded throughout the text?</p>	<p>The skills include:</p> <ul style="list-style-type: none"> ● Rhetorical analysis ● Selecting evidence ● Connecting an argument ● Structuring and organizing arguments ● Supporting coherent arguments ● Synthesizing perspectives and refining arguments ● Using style strategically ● Contributing to the conversation ● Evaluating writing
<p>HOW was public input solicited prior to making the administrative recommendation to the Board?</p>	<p>Copies of proposed instructional materials were made available to the public for over 30 days in order to submit written public input. Notification of requested feedback also publicized through the AASD website as well as through the superintendent's family communication letter.</p>
<p>HOW will this resource help to prepare students for the AP exam?</p>	<p>The textbook provides:</p> <ul style="list-style-type: none"> ● Scaffolded step-by-step instruction ● AP Tips ● Guidance for revising ● Modeled student essays ● Multiple-choice Practice ● Correlations for each question to the College Board Curriculum Framework ● Preparation that mirrors directions, timing, question formats and content scope of the AP exam

English Language Arts: Materials Purchase- *English Language and Composition, Advanced Placement Edition (Perfection Learning)* by Abdon, Freitas, Peterson; AP English Language and Composition (1120).

Time Period of Public Input
07/03/24 - 08/15/24
Number and Breakdown of Responses Received (Supportive/Unsupportive)
0 Total Responses: 0 Supportive Responses/ 0 Responders Unsupportive
Overall Themes Identified From Responses
Responses:

ITEM FOR CONSIDERATION

Topic: ELA 12 Course Curriculum (1060).

**Background
Information:**

As a reminder, the ELA department made some changes to course offerings at the twelfth grade level. The discussion for these additional courses began when Fox Valley Technical College communicated we would need to run Senior Communication as a semester instead of a full year. The new Written Communications course will be similar in topics and application to Senior Communications, but differ in rigor. In the future, Written Communication, running as a semester course, will not allow time for a literature component. With the proposed Written Communications course being offered in the future as a semester course, students will have the opportunity for choice in any of the current ELA elective courses (now to include Creative Writing 3 for students that have expressed an interest/passion.)

In addition, we proposed an alternative full-year course, English Language Arts 12, that would include a combination of elements of Written Communication, World Literature, and the former Senior Projects course, that incorporated other real life applications skills. In working with a team of teachers (who will all be teaching ELA 12 this school year at the three high schools) on the unit overview development, further decisions were made to remove the written communication business components and to change the world literature to contemporary literature in order to offer a course that will best meet the needs and interests of our students. We are proposing a new title along with these changes. The new course overview is linked below for your perusal.

**Fiscal
Note:**

There is no additional cost associated with these changes. The title and course description will be changed in the course planning guide. The Canvas course (units of instruction, priority standards, and common assessments) has been designed to reflect these changes for the 24-25 school year.

**Instructional
Impact:**

Students have further choice in their course selections for meeting their fourth required ELA credit for graduation. These options assist students in their varying needs no matter their plans for post-graduation. All ELA 12th grade courses instruct and assess students using the Wisconsin State Standards for writing, reading, speaking, listening, and Conventions of Standardized English.

Course Overview Documents: [21st Century Literacy](#)

**Administrative
Recommendation:**

Approve as submitted.

**Contact
Person(s):**

Kelly Leopold, 920-832-6157 ext. 60172, leopoldkelly@asds.k12.wi.us
Mark McQuade, Ed.D., 920-852-53007 x60121, mcquademark@asds.k12.wi.us

BOE: September 9, 2024



English Language Arts: ELA 12 Curriculum- 21st Century Literacy (1060).

<p>WHY are we proposing to change the course title and description?</p>	<p>A team of high school ELA department teachers and curriculum support specialists discussed:</p> <ul style="list-style-type: none"> ● NCAA clearinghouse implications ● incoming enrollment (sequencing of courses) ● Which demographic groups we are serving/not serving ● The need for choice ● ACP Components that can be taught throughout the varying 12th grade ELA course offerings ● Incorporated Changes <ul style="list-style-type: none"> ○ Title- demonstrating life skills that will help students to be a productive, effective member of society (ELA 12: Reading and Writing for the Workplace, Community, and Personal Growth) ○ Personal experiences guiding the writing ○ Determining credible sources ○ Effective and professional communication ○ Envisioning new life to an existing piece ○ Developing a love of reading ○ Analyzing varying literacy modes ○ Contemporary Literature
<p>WHAT are the components that will be included in the course?</p>	<p>The components include:</p> <ul style="list-style-type: none"> ● Reading different styles of published memoirs ● Resume updates ● Narrative (College Essay) ● Professional Email ● Novel Study and collaborative discussions ● Different modes of literacy <ul style="list-style-type: none"> ○ Poetry, music lyrics, speeches, art, film ● Research & Informative presentations ● Offering and receiving constructive feedback ● Creating a portfolio of writing ● Social Media Etiquette ● AI Usage
<p>HOW will we assess the students in each of the varying courses?</p>	<p>The assessed standards will include:</p> <ul style="list-style-type: none"> ● 11-12 grade band Wisconsin State Standards <ul style="list-style-type: none"> ○ Production of Writing ○ Reading <ul style="list-style-type: none"> ■ Key Ideas and Details ■ Craft and Structure ■ Integration of Knowledge and Ideas ○ Speaking and Listening ○ Language <ul style="list-style-type: none"> ■ Knowledge of Language ■ Conventions of Standardized English

ITEM FOR CONSIDERATION

Topic: Professional Educator New Hire(s)

**Background
Information:**

The Professional Educators listed below are recommended for contractual positions for the 2024-2025 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>FTE</u>	<u>Effective Date:</u>
Christina M. Brazeau	Spec. Ed-ECSE/I4K	Community 4K	100%	9/9/24
Melanie D. Cable	Math/Science	Kaleidoscope	50%	9/9/24
Megan O. Krueger	Grade 4	Franklin	100%	8/26/24
Jane A. Savatski	STEM	Johnston	50%	8/30/24
Thai Xiong	Impact Director	HAIS	100%	9/16/24

**Instructional
Impact:**

The candidates listed above are recommended by the administrator to whom they will report as the best candidates for the positions.

Fiscal Impact: Salary will be commensurate with education and experience.

**Administrative
Recommendation:** Approval

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

ITEM FOR CONSIDERATION

Topic: Professional Educator Contract Change(s)

Background

Information: The following contract change is recommended for the 2024-2025 school year:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>FTE</u>	<u>Effective Date</u>
Michelle Anderson	SAPAR	West	100% to 120%	8/26/24-6/6/25
Tiffany Bauman	Science	WCA	100% to 120%	8/26/24-1/17/25
Teri Berlowski	FCS	Leadership	100% to 120%	8/26/24-6/5/25
Katherine Busch	FCS	Einstein	100% to 108%	1/31/25-3/14/25
William Busch	STEM	Einstein	100% to 108%	8/26/24-10/31/24
Kirsten Cline-Schubbe	Attendance Support	West	100% to 120%	8/26/24-6/6/25
Scott Clough	Physical Education	North	100% to 120%	1/21/25-6/6/25
Jonathan Doden	Math	WCA	100% to 120%	8/26/24-1/17/25
Jennifer Flannery-Bosin	FCS	East	100% to 120%	8/26/24-1/17/25
Darrell Fralin	Special Ed-Cross Cat	PRIDE	100% to 120%	8/26/24-6/6/25
Nickolas Giese	Math	WCA	100% to 120%	8/26/24-1/17/25
Stephanie Gorges	Social Studies	West	100% to 120%	8/26/24-6/6/25
Nathan Hazen	Social Studies	WCA	100% to 120%	8/26/24-1/17/25
Jacob Heinemeyer	Attendance Support	West	100% to 120%	8/26/24-6/6/25
Stephanie Hooyman	World Language-French	eSchool	100% to 120%	8/26/24-1/17/25
John Cormac Joyce	World Language-French	East	100% to 120%	8/26/24-1/17/25
John Cormac Joyce	World Language-French	Wilson	100% to 116%	1/21/25-6/6/25
Melanie Malm	Art	Kaleidoscope	100% to 108%	8/26/24-6/6/25
Nicole McCurdy	Art	Omolade	100% to 120%	8/26/24-6/6/25
Abraham Nelson	Math	WCA	100% to 120%	8/26/24-1/17/25
Jennifer Nygard	World Lang-Spanish	Classical	100% to 120%	8/26/24-6/6/25
Shaya Ottestad-Vallafskey	Social Studies	West	100% to 120%	8/26/24-6/6/25
Alexis Platt	Curriculum Support Spec.	East	80% to 100%	8/26/24-6/6/25
Margaret Scheffler	Special Ed-Cross Cat	PRIDE	100% to 120%	8/26/24-6/6/25
Bryce Verheyen	Physical Education	Highlands	100% to 110%	8/26/24-6/6/25

Fiscal Note: As indicated above.

Administrative

Recommendation: Approval

Instructional

Impact: This assignment adjustment will meet student needs.

Contact

Person: Julie King, (920) 852-5302

BOE: September 9, 2024

ITEM FOR CONSIDERATION

Topic: Internship(s)

Background Information:

The Appleton Area School District has applied annually for multiple internship positions to the Department of Public Instruction (DPI). The Wisconsin Internship Program (WIP) governed by DPI is an effective strategy to develop talent for future positions. Interns are provided on-the-job training with cooperating teacher supervision and are compensated in the form of a stipend in accordance with DPI guidelines. The following internship is recommended for the first semester of the 2024-2025 school year effective August 26, 2024:

<u>Name</u>	<u>Position</u>	<u>Location</u>
Cyan H Hite	Science	North High

Instructional Impact:

This intern will learn teaching skills while providing students with quality instruction.

Fiscal Impact:

The total cost of the internship is \$5,000, which includes a \$4,500 compensation stipend to the intern and a \$500 professional development fee to DPI.

Administrative

Recommendation:

It is recommended that this individual is approved for internship positions for the first semester of the 2024-2025 school year.

Contact

Person(s): Julie King (920) 852-5302

2023–2024 Year–End Budget Presentation



Success for Every Student, Every Day

Agenda

- **Summary of 2023-2024 Fiscal Year**
- **What changed from the original budget**
- **Expected ending Fund balance**

2023 – 2024 Fiscal Summary

Fund 10 - Revenues

- Total budget
 - Original = \$208.0 million
 - Revised = \$209.3 million
- Actual year end (unaudited) total = \$209.3 million



2023 – 2024 Fiscal Summary

Fund 10 - Expenditures

- Total budget
 - Original = \$211.2 million
 - Revised = \$214.9 million
- Actual year end (unaudited) total = \$217.8 million



2023-2024 Expense Changes Budget to Actual

- Employee Health Plan - **\$2.9 million**
- Staffing/Compensation increases - **\$1.8 million**
- Purchase of condo - **\$900,000**
- Purchase of new ELA materials - **\$1 million**



2023-2024 Fund Balance

Fund Balance (General Fund 10)

Ending Balance for 2022-2023	\$62,538,776	
• Restricted/Assigned		<u>\$44,062,713</u>
• Unassigned		\$18,476,063
Revenues - Expenses 2023-2024	-\$8,421,543	
Ending Balance for 2023-2024	\$54,117,233	
• Restricted/Assigned		<u>\$38,852,043</u>
• Unassigned		\$15,265,190



APPLETON AREA
— SCHOOL DISTRICT —

Questions?



Appleton Area School District 2023-24 Scorecard

[2022-23 District Scorecard](#)
[PDSA for 2023-24 District Scorecard](#)

Site Scorecards:
[Link to AASD 4K/Elementary Scorecards - 2023-24](#)
[Link to AASD Middle School Scorecards - 2023-24](#)
[Link to AASD High School Scorecards - 2023-24](#)

[Link to 2023-24 Department Scorecards](#)

Key: Targeted Goal Achieved / Did not reach end of year Key Measure/Target

Pillar	Inclusive & Engaging Culture To Support Teaching and Learning	Student Success	Family & Community Partnerships	Resources & Operational Excellence
Descriptor	Ensure a safe, healthy, and welcoming school environment for ALL.	Ensure every student is academically, socially, and emotionally successful and graduates ready for college, career, and their community.	Create and maintain strong family, community, and business partnerships to accelerate our collective impact on student success.	Align resources and operations directly with our District priorities to ensure the success of all students with maximum efficiency and excellence.

Key Measures/Targets	Inclusive & Engaging Culture To Support Teaching and Learning	Student Success	Family & Community Partnerships	Resources & Operational Excellence																		
	<p>1. Increase the Staff Engagement Survey mean score: 3.82 (2023) to 3.87 (2024)</p> <p>2024 Actual = 3.98</p> <p>2. Decrease the percentage of chronically absent students (missing 10% or more of the school year) by 3%.</p> <ul style="list-style-type: none"> Elementary 14.0% to 11.0% 23-24 Rate = 10.9% Middle 17.6% to 14.6% 23-24 Rate = 16.3% High School 25.5% to 22.5% 23-24 Rate = 25.8% <p>3. Reduce the district risk ratio for out-of-school suspensions (OSS) for Black/African American students by 2</p> <p>2022-2023 Black and AA at 3.5</p> <p>Goal: Reduce ratio from 3.5 to 1.5</p> <p>23-24 ratio = 3.4</p>	<p>1. Reduce the test score gaps in ELA and mathematics on the i-Ready (5K-8) and the WI Forward (3-8) assessments by 3% from 2023 to 2024</p> <ul style="list-style-type: none"> Between Black and White students Between Hispanic and White, Non-Hispanic students Between English Learners and non-English Learners Between Students with Disabilities and Students without Disabilities (CG Policies: R.2.1.1, R.2.1.2) <p>2. Increase the overall four-year graduation rate (certified) by 1% from 2023 to 2024 (CG Policy: R.1)</p> <p>Data Source: WISEdash</p> <table border="1"> <thead> <tr> <th>4-Year</th> <th>2022-23</th> <th>2023-24</th> </tr> </thead> <tbody> <tr> <td></td> <td>62.9% (Black)</td> <td>71.4% (Black)</td> </tr> <tr> <td></td> <td>75.4% (Hispanic)</td> <td>79.4% (Hispanic)</td> </tr> <tr> <td></td> <td>61.3% (EL)</td> <td>71% (EL)</td> </tr> <tr> <td></td> <td>64.3% (SWD)</td> <td>65.8% (SWD)</td> </tr> <tr> <td></td> <td>86.3% (All)</td> <td>88.0% (All)</td> </tr> </tbody> </table>	4-Year	2022-23	2023-24		62.9% (Black)	71.4% (Black)		75.4% (Hispanic)	79.4% (Hispanic)		61.3% (EL)	71% (EL)		64.3% (SWD)	65.8% (SWD)		86.3% (All)	88.0% (All)	<p>1. Increase the Family Engagement Survey district mean score: 4.09 (2023) to 4.14 (2024)</p> <p>2024 Actual = 4.16</p> <p>2. Increase the Family Engagement Survey district mean score related to the frequency of feedback to families from school staff on how well their child is learning: 3.72 (2023) to 3.77 (2024)</p> <p>2024 Actual = 3.74</p> <p>3. Increase the number of Business & Community Partners by 10% (overall) among the following categories through a points-based model:</p> <ul style="list-style-type: none"> Community (1pt) - 190 to 209 2023-24 Actual = 189 Contributor (2 pts) - 40 to 44 2023-24 Actual = 44 Advocate (3 pts) - 15 to 17 2023-24 Actual = 36 Ambassador (4 pts) - 26 to 28 2023-24 Actual = 39 	<p>1. Increase the District Services Survey (DSS) mean score from 4.38 (2023) to 4.43 (2024) Departments Included in DSS:</p> <p>2024 Actual = 4.28</p> <ul style="list-style-type: none"> Business Services Facilities and Operations Human Resources Office of the Superintendent School Services (Offices of Assist. Supts.) Special Education Student Services Assessment, Curriculum, and Instruction Technology Services <p>2. Spend between 101% and 103% of revenue by the end of the 2023-2024 fiscal year.</p> <p>3. 85% of ESSER III funding will be allocated to evidence-based interventions aimed specifically at addressing the interruption to student learning that occurred during the 2020-2021 school year.</p>
4-Year	2022-23	2023-24																				
	62.9% (Black)	71.4% (Black)																				
	75.4% (Hispanic)	79.4% (Hispanic)																				
	61.3% (EL)	71% (EL)																				
	64.3% (SWD)	65.8% (SWD)																				
	86.3% (All)	88.0% (All)																				

Pillar 2 - Goal: Reduce the test score gaps in ELA and Math on the I-Ready (5K-8) and the WI Forward (3 - 8) assessments by 3% from 2023 to 2024

Demographic	ELA - Forward	
	2022 - 2023	2023- 2024
SWOD	46.0%	59.6%
SWD	12.0%	18.0%
gap	33.7%	41.6%
Not EL	45.5%	58.3%
EL	8.9%	13.1%
gap	36.6%	45.2%
White	47.8%	61.2%
Black	14.0%	23.1%
gap	33.8%	38.1%
White	47.8%	61.20%
Hispanic	24.8%	35.8%
gap	23.0%	25.4%

Demographic	Math - Forward	
	2022 - 2023	2023- 2024
SWOD	48.1%	61%
SWD	16.3%	21.6%
gap	31.8%	39.4%
Not EL	47.0%	59.30%
EL	11.7%	18.10%
gap	35.5%	41.2%
White	51.5%	63.50%
Black	12.8%	20.80%
gap	38.7%	42.7%
White	51.5%	63.50%
Hispanic	23.2%	34.30%
gap	27.3%	29.2%

Demographic	Spring 2023 - Reading % students scoring On or Above Grade Level (Mid-year or higher)	Spring 2024 - Reading % students scoring On or Above Grade Level (Mid-year or higher)
SWOD	42%	42%
SWD	18%	17%
gap	24%	25%
Not EL	42%	43%
EL	10%	11%
gap	32%	32%
White	46%	46%
Black	19%	18%
gap	27%	28%
Not Hispanic	41%	41%
Hispanic	23%	23%
gap	18%	18%

Demographic	Spring 2023 Math % students scoring On or Above Grade Level (Mid-year or higher)	Spring 2024 Math % students scoring On or Above Grade Level (Mid-year or higher)
SWOD	39%	37%
SWD	19%	19%
gap	20%	18%
Not EL	39%	38%
EL	10%	10%
gap	29%	28%
White	43%	43%
Black	13%	11%
gap	30%	32%
Not Hispanic	38%	37%
Hispanic	20%	18%
gap	18%	19%

Pillar 2 - Goal: Increase the overall four-year graduation rate by 1% from 2023 to 2024

4-Year	2022-23	2023-24
	62.9% (Black)	71.4% (Black)
	75.4% (Hispanic)	79.4% (Hispanic)
	61.3% (EL)	71% (EL)
	64.3% (SWD)	65.8% (SWD)
	86.2% (all)	88.0% (all)

ITEM FOR CONSIDERATION

Topic: Superintendent Compensation Adjustment for 2024-2025

**Background
Information:**

On June 24, 2024, the Board concluded the approval of the compensation increases for the 2024-2025 school year for all regular employee groups, apart from the superintendent.

Annual salary adjustments, to be determined by the Board of Education, are included in the Superintendent's employment contract. The Superintendent currently has a contract through 2025. The Superintendent's contract language would remain unchanged with the exception of the annual salary and tax shelter annuity for the second year of the contract (2024-2025 school year).

Consideration for the compensation adjustment is based on the following:

1. Internal equity – The 2024-2025 compensation increases for other regular employee groups was 3.11% salary/wage including level movement.
2. Comparability of compensation for Superintendents of other similar-sized school districts in Wisconsin and local school districts as well adjustments to total compensation for the 2024-25 school year.
3. Performance – Given the superintendent has had a successful year of experience.

Instructional

Impact: Maintaining competitive compensation is essential to retaining and attracting high-quality administrators.

Fiscal Impact:

For the 2024-25 the total compensation adjustment of 3.11% would cost \$6,775. This amount would be distributed as a \$6,500 salary increase and a \$275 Tax-shelter Annuity increase.

**Administrative
Recommendation:**

Approval

Contact Person(s):

Julie King 920-852-5302