

Monday, March 31, 2025  
Board of Education Meeting

APPLETON AREA SCHOOL DISTRICT  
BOARD OF EDUCATION MEETING  
Scullen Leadership Center-Community Room  
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](mailto:malottkayla@asd.k12.wi.us) or (920) 852-5300 ext.60111, at least 24-hours in advance of the meeting.

## 1. Meeting Opening

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Subject : A. Roll Call  
Meeting : Mar 31, 2025 - Board of Education Meeting  
Category : 1. Meeting Opening  
Type : Procedural

## Public Content

Subject : B. Pledge of Allegiance  
Meeting : Mar 31, 2025 - Board of Education Meeting  
Category : 1. Meeting Opening  
Type : Procedural

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

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Subject : A. Board Member Request to Remove Consent Agenda Item(s) for Separate Consideration  
Meeting : Mar 31, 2025 - Board of Education Meeting  
Category : 2. Approval of Agenda (GC-2: Governing Commitments)  
Type : Procedural  
Subject : B. Approval of Agenda  
Meeting : Mar 31, 2025 - Board of Education Meeting  
Category : 2. Approval of Agenda (GC-2: Governing Commitments)  
Type : Action, Procedural

## 3. Special Presentation

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Subject : A. Student School Board Representative

Report

Meeting : Mar 31, 2025 - Board of Education Meeting  
Category : 3. Special Presentation  
Type : Discussion, Information, Presentation

## Public Content

Student School Board Representative, Olivia Fengwill provide updates from North High School.

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

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Subject : A. Public Input  
Meeting : Mar 31, 2025 - 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 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](#)

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

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Subject : A. None

Meeting : Mar 31, 2025 - 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.)**

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Subject : A. Business Services Update(s): None  
Meeting : Mar 31, 2025 - 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**

Subject : B. School/Student Services Update(s): None  
Meeting : Mar 31, 2025 - 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**

Subject : C. Personnel Services Update(s): Professional Educator New Hire(s), Contract Change(s), Rescinding of Retirement, and Resignation(s)  
Meeting : Mar 31, 2025 - 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 3-31-25.pdf \(152 KB\)](#)

[IFC Professional Educator Contract Changes 3-31-25.pdf \(106 KB\)](#)

[IFC Professional Educator Rescinding of Retirement 3-31-25.pdf \(134 KB\)](#)

[IFC Professional Educator Resignations 3-31-25.pdf \(80 KB\)](#)

## **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.)**

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Subject : A. Board Meeting Minutes from March 10, 2025  
Meeting : Mar 31, 2025 - 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.

Subject : B. Expulsion Meeting Minutes from March 10, 2025  
Meeting : Mar 31, 2025 - 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.

Subject : C. Expulsion Meeting Minutes from March 18, 2025  
Meeting : Mar 31, 2025 - 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.)**

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Subject : A. Professional Educator New Hire(s)  
Meeting : Mar 31, 2025 - 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 3-31-25.pdf \(152 KB\)](#)

Subject : B. Professional Educator Contract Change(s)  
Meeting : Mar 31, 2025 - 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 3-31-25.pdf \(106 KB\)](#)

Subject : C. Professional Educator Rescinding of Retirement  
Meeting : Mar 31, 2025 - 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 Rescinding of Retirement 3-31-25.pdf \(134 KB\)](#)

Subject : D. Professional Educator Resignation(s)  
Meeting : Mar 31, 2025 - 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 Resignations 3-31-25.pdf \(80 KB\)](#)

## 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.)

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Subject : A. Business Services Report: None  
Meeting : Mar 31, 2025 - 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, Report

## Public Content

Subject : B. School/Student Services Report: Columbus/Edison Transition Update  
Meeting : Mar 31, 2025 - 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, Report

## Public Content

Assistant Superintendent, Nan Bunnow, will report on the Columbus/Edison Transition updates.

Subject : C. Personnel Services Report: None  
Meeting : Mar 31, 2025 - 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, Report

## 10. Board Business

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Subject : A. Updates: OE-12 Facilities  
Meeting : Mar 31, 2025 - Board of Education Meeting  
Category : 10. Board Business  
Type : Discussion, Information

## Public Content

Executive Director of Operations, Ray Przekurat, will present the updates from OE-12 Facilities.

### File Attachments

[OE-12 Updates- BOE 3.31.25.pdf \(466 KB\)](#)

Subject : B. Resolution Awarding the Sale of \$25,000,000 G.O. Promissory Notes, Series 2025  
Meeting : Mar 31, 2025 - Board of Education Meeting  
Category : 10. Board Business  
Type : Action

### File Attachments

[IFC-Resolution Debt Issuance 2025.pdf \(58 KB\)](#)

Subject : C. Policy Update: Policy 151- Adoption, Revision, Maintenance & Dissemination of Board Policies (Board Policy Development)  
Meeting : Mar 31, 2025 - Board of Education Meeting  
Category : 10. Board Business  
Type : Action

### File Attachments

[IFC - Policy 151-Board Policy Development.pdf \(89 KB\)](#)

[FINAL-Adoption, Revision, Maintenance & Dissemination of Board Policies, 151.pdf \(90 KB\)](#)

Subject : D. Policy Update: Policy 154- School Board Advocacy  
Meeting : Mar 31, 2025 - Board of Education Meeting  
Category : 10. Board Business  
Type : Action

### File Attachments

[IFC - 154 & Rule- School Board Advocacy .pdf \(82 KB\)](#)

[FINAL School Board Advocacy 154 AND 154-RULE.docx.pdf \(65 KB\)](#)

Subject : E. Monitoring Report: OE-7 Asset

Protection

Meeting : Mar 31, 2025 - Board of Education Meeting  
Category : 10. Board Business  
Type : Action

## File Attachments

[FINAL OE-7 Asset Protection.docx.pdf \(671 KB\)](#)

Subject : F. Consent Agenda Item(s) Removed for Separate Consideration  
Meeting : Mar 31, 2025 - Board of Education Meeting  
Category : 10. Board Business  
Type : Action, Discussion

## 11. Items of Information

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Subject : A. BoardDocs transition to Granicus Peak  
Meeting : Mar 31, 2025 - Board of Education Meeting  
Category : 11. Items of Information  
Type : Information

## Public Content

We are currently in the process of transitioning to a new system for managing Board meetings. This will be our final meeting utilizing the BoardDocs system. Beginning tomorrow, we will launch a new platform called Granicus Peak, that will be accessible through our district website, under Board of Education. This system will provide a streamlined experience where you can view live meeting videos, access future agendas, and review meeting minutes all in one location.

## 12. Future Meetings

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Subject : A. Board of Canvassing: Monday, April 7, 2025 11:00AM  
Meeting : Mar 31, 2025 - Board of Education Meeting  
Category : 12. Future Meetings  
Type : Information  
Subject : B. Board Work Session: Monday, April 14, 2025 4:00PM  
Meeting : Mar 31, 2025 - Board of Education Meeting  
Category : 12. Future Meetings  
Type : Information



Subject : C. Board Meeting: Monday, April 14, 2025 6:00PM  
Meeting : Mar 31, 2025 - Board of Education Meeting  
Category : 12. Future Meetings  
Type : Information  
Subject : D. Board Work Session: Wednesday, April 23, 2025 7:30AM  
Meeting : Mar 31, 2025 - Board of Education Meeting  
Category : 12. Future Meetings  
Type : Information

## **13. Adjourn**

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Subject : A. Motion to Adjourn the Meeting  
Meeting : Mar 31, 2025 - Board of Education Meeting  
Category : 13. Adjourn  
Type : Action,Procedural

## ITEM FOR CONSIDERATION

**Topic:** Professional Educator New Hire(s)

**Background  
Information:**

The Professional Educators listed below are recommended for a contractual position for the 2025-2026 school year (effective August 25, 2025), with the exception of Jessica Broadhurst (effective September 29, 2025):

<u><i>Name</i></u>	<u><i>Position</i></u>	<u><i>Location</i></u>	<u><i>FTE</i></u>
Cambria R. Behrendt	Grade 4 or 5	Berry	100%
Rachel R. Bock	Library Media Specialist	Dunlap/Johnston	100%
Jessica E. Broadhurst	Grade 3	Houdini	100%
Caylee A. Carlos	Kindergarten	Highlands	100%
Hannah M. Carter	Math/Science	Madison	100%
Jacob D. Foate	Elementary-STEM	Highlands/Sandy	100%
Mikayla R. Kewley	Grade 4/5	Jefferson	100%
Jeffry T. Lawrence	Special Ed-Cross Cat	Ferber	100%
Bethany L. Nelson	World Language-Spanish	North	100%
Kari L. Noskowiak	Special Ed-IDS	Berry	100%
Olivia F. Schwarm	Kindergarten	Richmond	100%
Amber K. Trilling	Kindergarten	McKinley	100%
Sophie C. Ulman	Grade 1	Horizons	100%
Alise Van Dyke	Kindergarten	Jefferson	100%
Joshua T. Walker	Business/Marketing	Wilson	68%
Carrie L. Walkup	Special Ed-Cross Cat	Madison	100%
Olivia A. Woodlief	Grade 5	Houdini	100%

**Instructional**

**Impact:** The candidates listed above are recommended by the administrator to whom they will report as the best candidates for the position.

**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 changes are recommended for the 2025-2026 School Year:

<u><i>Name</i></u>	<u><i>Position</i></u>	<u><i>Location</i></u>	<u><i>FTE</i></u>
Rebecca L. Buechler	Speech & Language	Berry	100% to 80%
Bryan W. Lemke	World Language-French	Wilson/North	77% to 100%
Madelyn G. Wagner	Art	East	84% to 100%
Toni K. Weijola	Music-General	Dunlap	100% to 90%
Margie G. Westmoreland	Computer Science	East	30% to 60%

**Fiscal Note:** As indicated above.

**Administrative Recommendation:** Approval

**Instructional Impact:** These assignment adjustments will meet student needs.

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

## ITEM FOR CONSIDERATION

**Topic:** Professional Educator Rescinding of Retirement

**Background Information:** The Board of Education approved professional educator retirements on February 24, 2025. The following professional educator has submitted a letter requesting the approval of their retirement be rescinded:

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>FTE</u>	<u>Effective Date</u>
Margaret M. LaFleur	Music-Band Director	East	100%	8/25/25

**Instructional Impact:** None

**Fiscal Impact:** None

**Administrative Recommendation:** Approval

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

## ITEM FOR CONSIDERATION

**Topic:** Professional Educator Resignation(s)

**Background  
Information:**

The following Professional Educators have submitted a letter of resignation effective at the end of the 2024-2025 school year, unless otherwise noted:

**Braden R. Foss** has been with the District for three years, most recently as a Special Education Teacher at West High School.

**Jennifer L. Oatman** has been with the District for four years, most recently as a District Math Interventionist at Badger, Franklin, and Highlands Elementary Schools. Jennifer's resignation is effective at the close of the workday on Friday, March 21, 2025.

**Amanda L. Wayner** has been with the District for three years, most recently as a Special Education Teacher at West High School.

**Laura J. Westfall** has been with the District for nine years, most recently as a Grade 4 Teacher at Johnston Elementary School.

**Instructional**

**Impact:** Qualified replacements will be procured.

**Fiscal Impact:** Dependent upon replacements

**Administrative**

**Recommendation:** Approval

**Contact**

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

# **OE-12 Facilities Updates 24/25**

**Board of Education Meeting**

**March 31, 2025**



# 5-Year Facilities Capital Improvement Plan

<b>FUND 41 CAPITAL PROJECTS</b>	<b>Budget</b>	<b>2025/2026</b>	<b>2026/2027</b>	<b>2027/2028</b>	<b>2028/2029</b>	<b>2029/2030</b>
Authorized Budget - Fund 41	\$ 2,460,000.00	\$ 2,460,000.00	\$ 2,460,000.00	\$ 2,460,000.00	\$ 2,460,000.00	\$ 2,460,000.00
Fund 41 Carryover	as of 3/20/2025	\$ 4,404,873.85	\$ 874,873.85			
Referendum Commitment	\$1.5M/year	\$ 4,500,000.00				
Fund 41 Budget Total		\$ 2,364,873.85	\$ 3,334,873.85	\$ 2,460,000.00	\$ 2,460,000.00	\$ 2,460,000.00
Project Category Totals	\$ 2,460,000.00	\$ 1,490,000.00	\$ 1,100,000.00	\$ 2,460,000.00	\$ 2,460,000.00	\$ 2,460,000.00
<b>BALANCE</b>		\$ 874,873.85	\$ 2,234,873.85	\$ -	\$ -	\$ -
<b>Project Category</b>						
ASBESTOS ABATEMENT	\$ 50,000.00		\$ -	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00
ASPHALT REPLACEMENT	\$ 300,000.00	\$ 890,000.00	\$ 300,000.00	\$ 300,000.00	\$ 300,000.00	\$ 300,000.00
BATHROOM REMODELS	\$ 100,000.00	\$ -	\$ -	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00
CONTINGENCY	\$ 50,000.00	\$ 100,000.00	\$ 100,000.00	\$ 60,000.00	\$ 60,000.00	\$ 60,000.00
CEILING REPLACEMENT	\$ 15,000.00	\$ -	\$ -	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00
CLOCK SYSTEM UPGRADE / REPLACEMENT	\$ 25,000.00	\$ -	\$ -	\$ 15,000.00	\$ 15,000.00	\$ 15,000.00
CONCRETE REPLACEMENT	\$ 65,000.00	\$ -	\$ -	\$ 40,000.00	\$ 40,000.00	\$ 40,000.00
DOOR REPLACEMENT	\$ 75,000.00	\$ -	\$ -	\$ 75,000.00	\$ 75,000.00	\$ 75,000.00
EQUIPMENT & FURNITURE	\$ 200,000.00	\$ -	\$ -	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00
FIRE ALARM UPDATE / REPLACEMENT	\$ 100,000.00	\$ -	\$ -	\$ 150,000.00	\$ 150,000.00	\$ 150,000.00
FLOORING REPLACEMENT	\$ 75,000.00	\$ -	\$ -	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00
GENERATOR UPGRADES / INSTALLS	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
HVAC (Boilers, DDC, AC)	\$ 110,000.00	\$ -	\$ -	\$ 200,000.00	\$ 200,000.00	\$ 200,000.00
LIGHTING UPGRADE PROJECTS	\$ 75,000.00	\$ -	\$ -	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00
MISC. CAPITAL PROJECTS	\$ 275,000.00	\$ 50,000.00	\$ -	\$ 300,000.00	\$ 300,000.00	\$ 300,000.00
PA SYSTEM UPGRADE / REPLACEMENT	\$ 35,000.00	\$ -	\$ -	\$ 35,000.00	\$ 35,000.00	\$ 35,000.00
PLAYGROUND EQUIPMENT REPLACEMENT	\$ 50,000.00	\$ -	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00
PROFESSIONAL SERVICES - DESIGN & ENGINEERING	\$ 85,000.00	\$ -	\$ -	\$ 85,000.00	\$ 85,000.00	\$ 85,000.00
ROOF REPAIR / REPLACEMENT	\$ 600,000.00	\$ 225,000.00	\$ 550,000.00	\$ 600,000.00	\$ 600,000.00	\$ 600,000.00
SECURITY SYSTEMS UPGRADE / REPLACEMENT (ENTRANCES, CAMERAS, CARD ACCESS, ALAR	\$ 50,000.00	\$ -	\$ -	\$ -	\$ -	\$ -
TUCKPOINTING / MASONRY REPAIR	\$ 50,000.00	\$ 225,000.00	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00
UPS REPLACEMENTS	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
WATER/SEWER LATERAL REPLACEMENTS	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
WINDOW REPLACEMENTS	\$ 75,000.00	\$ -	\$ -	\$ -	\$ -	\$ -



## ITEM FOR CONSIDERATION

**Topic:** Resolution Authorizing the Issuance and Sale of \$25,000,000 G.O. Promissory Notes, Series 2025

### **Background**

**Information:** This resolution is an official action to authorize the issuance and sale of \$25,000,000 in G.O. Promissory Notes, Series 2025 pursuant to section 67.12(1)(b) Wisconsin Statutes.

The District is authorized to issue and sell general obligation bonds or promissory notes (Securities) in an amount not to exceed \$129,800,000 to provide permanent financing for the referendum approved "Project". This is the final issuance of Securities as two previous issuances had been approved in 2023 and 2024 in the amounts of \$90 million and \$14.8 million, respectively. All funds will be used to pay a portion of the cost of the Project authorized by the Initial Resolution and the Referendum.

### **Instructional**

**Impact:** Allow for completion of the approved referendum construction projects for instructional spaces.

### **Financial**

**Impact:** Delivery of the Notes would be on or about April 21, 2025.

### **Administrative**

**Recommendation:** The administration recommends approval of the Resolution Awarding the Sale of \$25, 000,000 General Obligation Promissory Notes, Series 2025

### **Contact**

**Person:** Executive Director of Finance, Holly Burr, 920-852-5305, burrholly@asds.k12.wi.us



## ITEM FOR CONSIDERATION

**Topic:** District Policy - 151 Adoption, Revision, Maintenance, and Dissemination of Board Policies (Board Policy Development)

**Background Information:**

Earlier last year, the Wisconsin Association of School Boards (WASB) was contracted to conduct a comprehensive policy audit. The audit identified policies that require creation or revision. Responsibility for this work is assigned to administrators overseeing the respective policy areas, with the board of education retaining the authority to revise policies as appropriate. These administrators rely on WASB's recommended sample policies, conduct research on practices in other districts, or seek legal counsel when necessary, depending on the complexity of the policy.

As policies are created or revised, they will be Items of Information at Board of Education meetings for discussion and then be scheduled for a future meeting as an Item for Consideration.

The District currently has Policy 151 and Rule (Board Policy Development), Policy 151.1 (Policy Revision or Retirement), and Policy 151.3 (Policy Dissemination). It is recommended to consolidate these three into a single policy with an updated name and language in accordance with WASB guidelines.

**Instructional**

**Impact:** Accurate and current Board policies are critical to school operations, establishing a safe and welcoming school environment, and providing high-quality instruction for our staff and students.

**Fiscal**

**Note:** N/A

**Administrative**

**Recommendation:** Approval as submitted.

**Contact**

**Person(s):** Superintendent, Greg Hartjes, (920) 852-5300, ext. 60111, [superintendent@asds.k12.wi.us](mailto:superintendent@asds.k12.wi.us)

**BOE:** March 31, 2025

## **ADOPTION, REVISION, MAINTENANCE, AND DISSEMINATION OF BOARD POLICIES**

### **Initiation of Policy Proposals and Related Responsibilities**

The School Board recognizes its responsibility to establish and modify the Board's formal, written policies by taking official action as a governmental body, as appropriately documented in the minutes of its meetings. The Board, the District Superintendent and (for those policy topics that are relevant to their operational and programmatic areas) the District's other administrators and supervisors share a joint and continual responsibility to review and evaluate policies and to recommend possible additions and/or modifications as may be required by law or as may be otherwise beneficial to the District.

At the direction of the Board or by a request of the District Superintendent or an administrative-level designee, proposed changes to Board policy and any requests for the development of one or more policy options or recommendations on a specific topic may initially be referred to a committee that is a subunit of the Board or to some other designated advisory committee for timely review and evaluation. Subject to any applicable Board directives, established committees may also elect to take up policy topics within the general scope of the committee's charge at their own initiative.

The Board President shall ensure that any formal recommendations to the Board on proposed policy changes are promptly presented to the Board at a Board meeting. In all other respects, the inclusion of possible policy changes as subject matter for Board meetings shall follow the agenda-setting procedures that apply to any other substantive matters of Board business. Proposals for changes to Board policy should normally be presented to the Board accompanied by actual sample policy language that reflects the proposal/recommendation.

### **Board Consideration and Voting on Proposals to Adopt, Amend, or Retire Board Policies**

Except as otherwise required by law in a specific context and except to the extent a different voting standard is identified below for adopting policy changes at a first meeting/presentation, the Board may approve a change to Board policy by a majority vote of a quorum.

Normally, the procedure for making changes to Board policy will involve the presentation and discussion of the subject matter of the relevant policy proposal at two separate Board meetings, with final, official action on the possible adoption of

any policy change(s) normally occurring at the second meeting. In the absence of any affirmative advancement vote or other directive from the Board, the Board President may use his or her judgment and discretion to interpret the Board's intent regarding the advancement of consideration of proposed policy changes to an additional meeting.

A specific proposed policy change that has been introduced for consideration may be amended (i.e., prior to any final vote on official adoption of the policy change) at any meeting at which the subject matter of the possible policy change is being considered. In addition, the Board may direct or request any agent of the Board to prepare proposal revisions or alternative proposals between meetings.

As exceptions to the typical two-meeting process:

1. The Board may choose to defer taking final action on a proposed change to Board policy to a third or any later meeting.
2. Provided that the action would be consistent with the Open Meetings Law, the Board may, at its discretion, waive the use of a second meeting and proceed to consider official action on the approval of a proposal to change Board policy at the first meeting at which the relevant subject matter is considered. Regarding this exception:
  - a. The Board President may initiate or any other Board member may demand a separate vote on the question of waiving the use of a second meeting, and the question of such waiver shall require a majority vote of a quorum to carry. However, if no such demand is made and no such separate vote is taken, then waiver will be implied by a Board decision that takes official action to adopt a policy change.
  - b. Official action on the approval of a proposal to change Board policy at the first meeting shall require a majority vote of a quorum.
  - c. The adoption of a policy change at the first meeting at which the subject matter of the possible policy change is presented/considered might occur, for example, (1) when there is a concern with achieving prompt legal compliance; (2) when other material timing considerations would be jeopardized if a vote on adoption is deferred to the next regular Board meeting; or (3) when the policy change under consideration involves the retirement of obsolete policy language, changes that are non-discretionary in nature, or changes that are in the nature of stylistic edits or minor corrections or clarifications.

Changes to Board policy shall take effect immediately upon the vote of the Board except (1) as required pursuant to any applicable law, (2) as specified in the policy itself, or (3) as otherwise directed by a decision of the Board (e.g., as part of the relevant motion adopting a policy change). Except as otherwise directed by a

decision of the Board, the repeal of a Board policy (or any portion of a policy) shall not revive any predecessor policy (or applicable portion of a predecessor policy).

### **Suspension of the Application of a Board Policy**

Provided that the decision would be consistent with applicable law (e.g., the decision would not violate a statute, regulation, or the legal rights of any person), the Board may, at its discretion, vote to temporarily suspend, in whole or in part, the application of an established Board policy (or a Board-adopted rule/guideline that accompanies a Board policy) to a specific situation without amending or repealing the otherwise-applicable policy and without otherwise affecting the application of such policy to other situations. A Board policy may be suspended as described in this paragraph by unanimous consent or by a motion that is supported by at least a majority vote of a quorum except to the extent that either of the following applies:

1. The policy in question expressly provides for its own suspension (whether in whole or in part), and, in doing so, the policy establishes a specific voting standard to apply to such suspension decisions.
2. An applicable law mandates the application of a different voting standard.

### **Policy Manual Maintenance and Policy Dissemination**

On behalf of and, as needed, working in direct coordination with the school district clerk (e.g., to capture the exact wording of any Board-adopted amendments to a proposed policy), the District Superintendent or a designee shall be responsible for promptly incorporating Board-approved policy changes in the Board's official, coded policy manual. Board policies and any related Board-adopted rules/guidelines/procedures or administrative rules/guidelines/procedures shall be further disseminated through appropriate means as required by law, as directed by the Board, or as additionally determined at the discretion of the District Superintendent or a designee.

### **Scope of Application**

This policy applies to the School Board policies that are (or that, upon adoption, are proposed to be) systematically coded, titled, and maintained in the formal Board policy manual, as well as any similarly coded Board-adopted rules/guidelines/procedures that accompany such coded policies within the manual. In this policy, the phrases "policy change(s)" and "changes to Board policy" encompass the adoption of new Board policies and the amended or retirement of existing policies (as well as any similarly coded Board-adopted rules/procedures to which this policy applies). Subject to any applicable Board directives, the District Superintendent may separately adopt/approve written administrative rules, guidelines, or procedures to assist with the implementation of Board policies. The administrative adoption, amendment, or retirement of such administrative rules, guidelines, or procedures does not require any Board action.

**Cross Reference:** GC 3 and 5

**Legal Reference:** Wisconsin State Statutes 120.13

**Adopted Date:** March 31, 2025

## ITEM FOR CONSIDERATION

**Topic:** District Policy - 154 and Rule-School Board Advocacy

### **Background**

**Information:** Earlier last year, the Wisconsin Association of School Boards (WASB) was contracted to conduct a comprehensive policy audit. The audit identified policies that require creation or revision. Responsibility for this work is assigned to administrators overseeing the respective policy areas, with the board of education retaining the authority to revise policies as appropriate. These administrators rely on WASB's recommended sample policies, conduct research on practices in other districts, or seek legal counsel when necessary, depending on the complexity of the policy.

As policies are created or revised, they will be Items of Information at Board of Education meetings for discussion and then be scheduled for a future meeting as an Item for Consideration.

The District currently has Policy 154, School Board Advocacy and Rule 154, therefore it is recommended to update the language per WASB and remove Rule 154.

### **Instructional**

**Impact:** Accurate and current Board policies are critical to school operations, establishing a safe and welcoming school environment, and providing high-quality instruction for our staff and students.

### **Fiscal**

**Note:** N/A

### **Administrative**

**Recommendation:** Approval as submitted.

### **Contact**

**Person(s):** Superintendent, Greg Hartjes, (920) 852-5300, ext. 60111, [superintendent@aasd.k12.wi.us](mailto:superintendent@aasd.k12.wi.us)

## SCHOOL BOARD ADVOCACY

One of the School Board's important functions is to serve as an advocate for the District and all of its students, and, more generally, as an advocate for public education and educational excellence. The Board's advocacy role encompasses intra-district and local community responsibilities, and it also extends beyond the District to include regional, state, and even national concerns.

Advocacy activities are attempts to engage and communicate effectively with others. Advocacy activities have varied purposes and include activities that aim to collaborate, promote, influence, persuade, listen, problem-solve, or simply inform.

The Board intends to work with the District Superintendent on identifying and implementing advocacy initiatives that foster:

- Student engagement
- Parent engagement
- Staff engagement
- Community engagement
- Institutional engagement (e.g., businesses, other schools, institutions of higher education, etc.)
- Legislative/public policy engagement (e.g., connecting with elected representatives, the Department of Public Instruction, relevant state and federal agencies, other units of local government, etc.)

The Board encourages the District Superintendent and Board President to structure portions of Board meetings as advocacy opportunities, such as showcasing particular student accomplishments, District programs, and District partnerships and by using meeting time to identify and address legislative and other advocacy opportunities. The Board will also consider the extent to which ad hoc committees might be utilized to further the Board's advocacy and engagement goals.

Specifically related to legislative and public policy issues, the Board seeks to both proactively and reactively engage and advocate on behalf of the District and its students with lawmakers, agency personnel, and other government officials. On matters of common concern, the Board will leverage the resources and activities of interest-based collaborations and of regional and state-wide associations that are pursuing shared interests and objectives.

All Board members are encouraged to engage in advocacy efforts. Any positions communicated should represent those approved by the Board. If not approved, Board members should clarify that the positions are their own.

Periodically, the board may authorize an individual board member, in addition to the board president, to act as spokesperson for the express purpose of advocating District interests and Board positions to lawmakers, agency personnel, and other government officials. The authorized spokesperson shall convey such interests and positions in a manner that are consistent with any specific or general direction that

has been given by the Board. The authorized spokesperson shall adhere to any limitations on their authority as may be specified by the Board.

In pursuing the Board's legislative and public policy advocacy goals, the Board may not (1) campaign for or against any particular candidate(s) in an election; (2) use District funds to make contributions to any candidate or political committee; or (3) use any public resources for any other political purpose that is prohibited by law.

**Cross References:** Board Member Authority and Responsibility, 161  
Meetings of the School Board, 170  
Agenda Preparation and Dissemination, 171.2  
GC 2, 3, and 7

**Legal References:** Wisconsin State Statutes: 13.61 to 13.65; Section 120.13

**Adoption Date:** April 22, 2019

**Amended Date:** March 24, 2025



Success for  
Every Student,  
Every Day



**Appleton Area School District  
Operational Expectations Monitoring Report  
OE-7 Asset Protection**

**SUPERINTENDENT CERTIFICATION:**

With respect to Operational Expectations Policy 7, Asset Protection, I certify the proceeding interpretations and indicators to be accurate and complete, and that the District is:

**Compliant**

**Compliant with the exceptions noted**

**Non-Compliant**

Compliant Indicators	Noncompliant Indicators
19	1
<b>Total Indicators: 20</b>	

**Executive Summary/Analysis:**

We do have additional comments regarding 7.4.3. This indicator states: Disaster recovery and network penetration testing has not been performed annually.

While we have not completed any formal Penetration Testing, we have completed the National Institute of Standards and Technology Cybersecurity Framework Rubric using a contracted 3rd party. We have had successful recoveries of non-functional applications and use 3rd party scanners to monitor our network vulnerability. A summary report of tests showing that no security concerns were found will be made available to the Board upon request.

**Notes or exceptions, if any:**

Because of the ever-evolving nature of cybersecurity, we do not believe we will ever have a report that shows “no security concerns”. The recommendation is to change the language of the indicator 7.4.3 to say “A summary report of all Cybersecurity Audits will be made available to the Board upon request”.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_  
Superintendent

**BOARD ACTION:**

With respect to Operational Expectations Policy OE-7, Asset Protection, the Board finds that the District is:

- \_\_\_ **Compliant**
- \_\_\_ **Compliant with the exceptions noted**
- \_\_\_ **Non-Compliant**

**Summary Statements of the Board, if any:**

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Signed: \_\_\_\_\_ Date: \_\_\_\_\_  
Board President

Document submitted: \_\_\_\_\_ Re-submitted: \_\_\_\_\_

**OE-7: Asset Protection**

The Superintendent will assure that all district assets are adequately protected, properly maintained, appropriately used and not placed at undue risk.

**SUPERINTENDENT Interpretation:**

The Board values good stewardship including the care for, use of, and protection of district property and therefore expects the superintendent to proactively ensure that this occurs.

- **District assets** shall mean all tangible personal property and intellectual property (including information technology systems) having a useful life of more than one (1) year and a per-unit acquisition cost which equals or exceeds \$10,000 unless purchased with federal dollars, then the per-unit acquisition cost equals or exceeds \$5,000.
- **Adequately protected** shall mean insured for 100% replacement value.
- **Properly maintained** shall mean serviced and repaired on a regular basis to remain in good operating condition.
- **Appropriately used** shall mean in compliance with operating guidelines established by the manufacturer.
- **Not placed at undue risk** shall mean safe from actions that would cause District assets to be harmed or damaged or create an unsafe environment.

**OE – 7.1** The Superintendent will maintain property and casualty insurance coverage on district property with limits equal to 100% of replacement value.

**SUPERINTENDENT Interpretation:**

- **Property** shall mean facilities, vehicles, equipment, and materials with an insurable risk.
- **Casualty insurance** shall mean coverage to protect the District and its employees resulting from an accident, mishap, or disaster.
- **100% of replacement value** shall mean the ability to replace and make whole property losses experienced by the District subject to any and all deductibles.

**SUPERINTENDENT Indicators of Compliance:**

We will know we are compliant when:

**7.1.1-** Copies of invoices and payments reflect that the District purchased and received the coverage declarations for property and casualty insurance equal to 100% of replacement value.

In Compliance	Not in Compliance
X	

**SUPERINTENDENT Evidence of Compliance:**

- Attached [here](#) is a summary of our property and liability insurance.

**OE - 7.2** The Superintendent will maintain both Errors and Omissions and Comprehensive General Liability insurance coverage protecting board members, staff and the district itself in an amount that is reasonable for school districts of comparable size and character.

**SUPERINTENDENT Interpretation:**

- **Errors and Omissions insurance** shall mean protection for board members and staff who make a mistake in performing their duties in good faith and results in harm to the District.
- **Comprehensive General Liability insurance** shall mean protection for the district against claims by third parties.
- **Amount that is reasonable** shall mean in accordance with amounts recommended by insurance carrier and verified by a second carrier or consultant.
- **Comparable size and character** shall mean other school districts with a similar setting (urban/suburban), numbers of students, and demographics.

**SUPERINTENDENT Indicators of Compliance:**

We will know we are compliant when:

**7.2.1-** Copies of invoices and payments reflect that the district has purchased and received the coverage declarations for Errors and Omissions and Comprehensive General Liability insurance coverage at the recommended levels.

**In Compliance**

**Not in Compliance**

**X**

**SUPERINTENDENT Evidence of Compliance:**

- Attached [here](#) is a summary of our property and liability insurance and the Educator's Legal Liability declarations pages.

**OE - 7.3** The Superintendent will adequately protect the District against theft or misappropriation of funds by any personnel who have access to material amounts of district or school funds.

**SUPERINTENDENT Interpretation:**

- **Misappropriation of funds** shall mean the unauthorized, improper, or unlawful use of funds or other property for purposes other than that for which intended.
- **Any personnel** shall mean any district employee or volunteer.
- **Material amounts** shall mean more than \$1,000, which is equivalent to the deductible.

SUPERINTENDENT Indicators of Compliance:	In Compliance	Not in Compliance
<p>We will know we are compliant when:</p> <p><b>7.3.1-</b> Copies of invoices and payments reflect that the District has purchased and received the coverage declarations for crime coverage and the policy has been received.</p>	X	

**SUPERINTENDENT Evidence of Compliance:**

- Attached [here](#) is a summary of our property and liability insurance and the Crime declarations pages.

**OE - 7.4** The Superintendent will protect intellectual property, information, files, records and fixed assets from loss or significant damage.

**SUPERINTENDENT Interpretation:**

- Intellectual property** shall mean creations of the mind: inventions, literary and artistic works, and symbols, names, images, and designs used in commerce.
- District intellectual property** shall mean original curriculum, teaching materials, or other documents created by district employees as part of their job for use by the District or its employees.
- Information, files and records** shall mean paper, and electronic data on district servers, deemed critical (Finance, Human Capital, Student Support and Data, Research & Accountability) to the operations of the District.
- Fixed assets** shall mean property and equipment having a useful life of more than one (1) year and a per-unit acquisition cost which equals or exceeds \$10,000 unless purchased with federal dollars, then the per-unit acquisition cost equals or exceeds \$5,000.
- With regard to fixed assets, **significant damage** shall mean harm or destruction requiring more than \$5,000 or more of unplanned repair or maintenance including labor, material, and equipment rental costs.

SUPERINTENDENT Indicators of Compliance:	In Compliance	Not in Compliance
<p>We will know we are compliant when:</p> <p><b>7.4.1-</b> The District receives no legal complaints that any of its employees has violated intellectual property rights or that their intellectual property has been stolen.</p> <p><b>7.4.2-</b> Information, files, and records are backed up each night by Tech Services and there was no loss of these files and records during</p>	X	

<p>this fiscal year. Records are backed up on a second server that functions independently to our main server.</p> <p><b>7.4.3-</b> Disaster recovery and network penetration testing will be performed annually. A summary report of tests showing that no security concerns were found will be made available to the Board upon request.</p> <p><b>7.4.4-</b> The District has no significant damage to fixed assets due to circumstances within its control during the school year. Damage to fixed assets is tracked and reported by the Business Services Department for audit purposes and made available to the Board upon request.</p> <p><b>7.4.5-</b> The District has a recovery plan for loss of information, files and records deemed to be critical to the operations of the District. A log of requests to retrieve information, files, or records is updated as needed by Tech Services staff and made available to the Board upon request.</p>	<p style="text-align: center;"><b>X</b></p>	<p style="text-align: center;"><b>X</b></p>
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**SUPERINTENDENT Evidence of Compliance:**

**7.4.1-** We have not received any legal complaints of employees violating intellectual property rights or that property has been stolen.

**7.4.2-** Information, files, and records are backed up each night by Tech Services and there was no loss of these files and records during this fiscal year. Records are backed up on a second server that functions independently to our main server.

**7.4.3-** Although a formal Penetration Test has not yet been completed, a third-party cybersecurity assessment utilizing the National Institute of Standards and Technology (NIST) Cybersecurity Framework Rubric has been completed. Furthermore, critical applications have been successfully restored during practical recovery exercises, and third-party scanning tools are employed to provide continuous surveillance for security vulnerabilities.

**7.4.4-** The District has no significant damage to fixed assets due to circumstances within its control during the school year. Damage to fixed assets is tracked and reported by the Business Services for audit purposes and made available to the Board upon request.

**7.4.5-** The District has offsite storage and a recovery plan for loss of information, files and records deemed to be critical to the operations of the District. A log of requests to retrieve information, files, or records is updated as needed by Tech Services staff and made available to the Board upon request.

- Full off-network backups are completed weekly (tape drive).
- Tapes are stored off-site.

**OE - 7.5** The Superintendent may not permit facilities and equipment to be subject to improper use or insufficient maintenance.

**SUPERINTENDENT Interpretation:**

- **Facilities and equipment** shall mean assets having a useful life of more than one (1) year and a per-unit acquisition cost which equals or exceeds \$10,000 unless purchased with federal dollars, then the per-unit acquisition cost equals or exceeds \$5,000.
- **Improper use** shall mean inappropriate operation or treatment, or utilization in a manner or for a purpose contrary to what was intended.
- **Insufficient maintenance** shall mean inadequate or unreasonable repair, cleaning, inspection, or upkeep as recommended by manufacturer specifications as applicable.

**SUPERINTENDENT Indicators of Compliance:**

We will know we are compliant when:

- 7.5.1- No person is injured in a District facility, or when using District equipment, as a result of insufficient maintenance of the facility or equipment, as shown in records kept by the District’s Safety Coordinator. Such records are made available to the Board upon request.
- 7.5.2- Worker’s compensation claims filed as a result of the improper use of equipment do not exceed five claims in the school year, as shown in records kept by the District’s Safety Coordinator. Such records are made available to the Board upon request.
- 7.5.3- The District has an active safety program for investigating accidents to identify insufficient maintenance or improper use of facilities and equipment. The District’s Safety Coordinator documents any occurrences, as well as the corrections that were made to ensure further accidents do not occur. This documentation is made available to the Board upon request.
- 7.5.4- The District maintains and adheres to a long-range capital preventative maintenance plan to help guide the prioritization of Capital Projects Fund appropriations. The District’s AkitaBox system generates reports that are made available to the Board upon request.

In Compliance	Not in Compliance
X	
X	
X	
X	

**SUPERINTENDENT Evidence of Compliance:**

- 7.5.1-The District maintains thorough records of facility and equipment maintenance through the Akita Box facilities management software to ensure a safe environment. All injuries are reported through the EMC accident reporting system. These records indicate that no injuries have occurred due to insufficient maintenance. These records are available to the Board upon request.
- 7.5.2-The District closely monitors worker’s compensation claims related to the improper use of equipment through records maintained by the Safety Coordinator and Human Resources

Department. As of now, the number of such claims does not exceed five for the school year. These records are available to the Board upon request.

**7.5.3** - The District maintains an active safety program to investigate accidents and identify issues related to insufficient maintenance or improper use of facilities and equipment. The Safety Coordinator documents all occurrences and the corrective actions taken to prevent future incidents. This documentation is available to the Board upon request.

**7.5.4**- The District maintains and follows a long-range capital preventative maintenance plan to guide the prioritization of Capital Projects Fund appropriations. This Capital Projects list is tracked and prioritized by the F&O department and is coordinated through the AkitaBox system.

**OE - 7.6** The Superintendent may not recklessly expose the district, the Board or staff to legal liability.

**SUPERINTENDENT Interpretation:**

- **Recklessly expose** shall mean to commit an offense that is grossly negligent putting the District in a legally untenable position which cost the District more than \$10,000.
- **Legal liability** shall mean litigation with another party where attorney fees are incurred.

**SUPERINTENDENT Indicators of Compliance:**

We will know we are compliant when:

**7.6.1**- The District incurs no legal costs or damage awards as a result of careless and reckless acts by the Superintendent.

In Compliance	Not in Compliance
X	

**SUPERINTENDENT Evidence of Compliance:**

- The District has incurred no legal costs as a result of careless and/or reckless acts by the Superintendent. All billing for legal services is reviewed as part of the annual audit.

**OE - 7.7** The Superintendent may not invest funds in investments that are not secured or that are not authorized by law.

**SUPERINTENDENT Interpretation:**

- **Funds** shall mean money or capital.



- **Investments** shall mean the commitment of district money or capital to the purchase of financial instruments or other assets so as to gain profitable returns in the form of interest, income, dividend, or appreciation of the value of the instrument.

<b>SUPERINTENDENT Indicators of Compliance:</b>	In Compliance	Not in Compliance
We will know we are compliant when:		
7.7.1- All investments are in compliance with Wisconsin State Statutes and the auditor’s management letter makes no comment in regards to investments.	X	
7.7.2- The District has only deposited funds with entities governed by Public Depository Protection Act and included in the annual Authorized Depository Resolution.	X	

**SUPERINTENDENT Evidence of Compliance:**

7.7.1- Cash and investments (pages 33-34) of the annual Financial Statements ([audit report](#)) discusses investments and risk of all cash and investments of the District. All cash and investments are FDIC insured or secured by the investment organization.

7.7.2- The District is in compliance with section 7.7.2 in that all deposits are with organizations that are approved with the annual Authorized Depository [Resolution](#).

**OE - 7.8** The Superintendent may not purchase or sell real estate, including land and buildings, or enter into a property lease without Board approval.

**SUPERINTENDENT Interpretation:**

- **Purchase** shall mean to obtain ownership of an asset in exchange for money or value.
- **Sell** shall mean to surrender ownership of an asset in exchange for money or value.
- **Property Lease** shall mean a contract outlining the terms under which the District agrees to rent property owned by another party.

<b>SUPERINTENDENT Indicators of Compliance:</b>	In Compliance	Not in Compliance
We will know we are compliant when:		
7.8.1- All dispositions and acquisitions of land and buildings are approved by board resolution.	X	
7.8.2- There is no finding by the independent external auditors in reference to disposition and acquisition of land and buildings.	X	
7.8.3- All property leases are approved by the Board.	X	

**SUPERINTENDENT Evidence of Compliance:**

7.8.1- There have been no purchases or dispositions of real property since April of 2024, the purchase of which was included in the OE last year.

7.8.2- All purchases and dispositions are recorded as part of the annual audit. [Copy of Audit](#)

7.8.3- All real estate purchases and leases are approved at regular meetings of the board.

**OE - 7.9** The Superintendent may not act or fail to act in any manner that damages the district's public image or credibility.

**SUPERINTENDENT Interpretation:**

- **Damages the District's public image or credibility** shall mean placing at risk the reputation and trustworthiness of the District in the mind of the average citizen in the Appleton Area School District.

**SUPERINTENDENT Indicators of Compliance:**

We will know we are compliant when:

7.9.1- We have no litigation regarding careless acts by the Superintendent.

7.9.2- 70% of respondents to our annual survey express support for the direction of the District.

In  
Compliance

Not in  
Compliance

X

X

**SUPERINTENDENT Evidence of Compliance:**

7.9.1 - The AASD had no litigation regarding careless acts by any staff member, including the Superintendent, in the past year.

7.9.2 - The results of the community survey from the summer of 2024 showed that 82.4% of respondents responded "Yes" or "Somewhat" to the question, "In general, do you support the direction of the AASD?" We received 318 responses to this survey question.