



Monday, September 8, 2025 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 attend remotely. Members of the media and public are welcome to attend in person or view the live stream at www.aasd.k12.wi.us/boe. Accessibility requests should be directed to Kayla Malott at malottkayla@asd.k12.wi.us or (920) 852-5300 ext. 60111 at least 24 hours before the meeting.

1. MEETING OPENING

- A. Roll Call
- B. Pledge of Allegiance

2. APPROVAL OF AGENDA (GC-2: Governing commitments)

- A. Board Member request to remove Consent Agenda Item(s) for Separate Consideration
- B. Approval of Agenda

3. SPECIAL PRESENTATION

- A. None

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

- A. Public Input

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

- A. None

6. INFORMATION FOR BOARD DECISION PREPARATION (OE-8.4: Assure that the Board had adequate information from a variety of internal and external viewpoints to assure informed Board decisions.)

- A. Business Services Update(s):
 - AP Check Register-August 2025
- B. School/Student Services Update(s):
 - None
- C. Personnel Services Update(s):
 - Professional Educator New Hire(s)

- Professional Educator Contract Changes(s)
 - Professional Educator Resignation(s)
- Attachments:* [IFC Professional Educator New Hire\(s\) 9.8.25.pdf](#)
Attachments: [IFC Professional Educator Contract Change\(s\) 9.8.25.pdf](#)
Attachments: [IFC Professional Educator Resignation\(s\) 9.8.25.pdf](#)

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.)

- A. Board Meeting Minutes from August 25, 2025
Attachments: [BOE Meeting minutes 8.25.25.pdf](#)

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.)

- A. Professional Educator New Hire(s)
Attachments: [IFC Professional Educator New Hire\(s\) 9.8.25.pdf](#)
- B. Professional Educator Contract Change(s)
Attachments: [IFC Professional Educator Contract Change\(s\) 9.8.25.pdf](#)
- C. Professional Educator Resignation(s)
Attachments: [IFC Professional Educator Resignation\(s\) 9.8.25.pdf](#)

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.)

- A. Business Services Report:
- 2024–2025 Fiscal Year Summary with AASD Budget Strategies
Attachments: [24/25Year-End Summary.pdf](#)
- B. School/Student Services Report:
- Elementary Art Curriculum Update
Attachments: [IOI - Elementary Art updates.pdf](#)
Attachments: [KWKT Updated Elementary Art Courses.pdf](#)
- C. Personnel Services Report:
- None

10. BOARD BUSINESS

- A. Potential Creation of a Board Financial Strategy Committee
 B. AP Check Register-August 2025

11. ITEMS OF INFORMATION

- A. None

12. FUTURE MEETINGS

- A. Board Work Session: Wednesday, September 17, 2025, at 7:30 AM
 B. Board Meeting: Monday, September 22, 2025, at 6:00 PM
 C. Board Work Session: Monday, October 13, 2025, at 4:00 PM
 D. Board Meeting: Monday, October 13, 2025, at 6:00 PM

13. ADJOURN



A. Motion to adjourn the meeting





ITEM FOR CONSIDERATION

Topic: Professional Educator New Hire(s)

Background Information:

The Professional Educators listed below are recommended for contractual positions for the 2025-2026 school year (effective August 25, 2025):

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>FTE</u>	<u>Effective Date:</u>
Philip G. Bowers	Special Ed.-Cross Cat.	West	100%	8/25/25
Broderick R. Kupsy	Grade 5/6	Fox River Academy	100%	9/15/25
Christina Thor	Hmong Culture & Language	HAIS	50%	9/15/25
Austin J. Werth	Technology Education	Wilson/Magellan	100%	9/15/25

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: Approve as submitted.

Contact

Person(s): Chief Human Resources Officer, 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>Name</u>	<u>Position</u>	<u>Location</u>	<u>FTE</u>	<u>Effective Date</u>
Michelle S. Anderson	SAPAR	West	100% to 110%	8/25/25-6/5/26
Tiffany A. Bauman	Science	WCA	100% to 120%	8/25/25-1/16/26
Sarah J. Bauer	English Language Arts	WCA	100% to 120%	8/25/25-6/5/26
Jennifer A. Berndt	Family & Consumer Science	West	100% to 120%	8/25/25-1/16/26
Chelsea D. Bongert	Health	Wilson	100% to 108%	8/25/25-10/31/25
Angie K. Bruner	World Language-Spanish	West	100% to 120%	8/25/25-6/5/26
Katherine M. Busch	Family & Consumer Science	Einstein	100% to 108%	3/27/26-6/5/26
Suzanne Chang	World Language-French	eSchool	110% to 120%	8/25/25-6/5/26
Niles L. Clark	Business	North	100% to 120%	8/25/25-1/16/26
Megan M. Conde	Music-Strings	Einstein	90% to 100%	8/25/25-6/5/26
Jason A. Cummings	English Language Arts	WCA	100% to 120%	8/25/25-6/5/26
Darrell J. Fralin	Special Ed.-Cross Cat.	PRIDE	100% to 120%	8/25/25-6/5/26
Carrie A. Giauque	Technology Education	A-Tech	100% to 120%	8/25/25-6/5/26
Lisa M. Groff	Special Ed.-Cross Cat.	West	100% to 120%	8/25/25-6/5/26
Nathan J. Hazen	Social Studies	WCA	100% to 120%	8/25/25-1/16/26
Eric M. Ihde	Music-Band	Johnston	100% to 120%	8/25/25-6/5/26
Stacy M. Juhl	Music-Band	Einstein	100% to 108%	8/25/25-6/5/26
Craig H. Kellenberger	Music-Strings	West	100% to 120%	8/25/25-6/5/26
Kenneth J. Krause	Math	West	100% to 120%	8/25/25-6/5/26

Robert C. Lemke	Technology Education	West	100% to 120%	8/25/25-1/16/26
Margret C. Mann	Business Ed./Comp. Sci.	Madison	63% to 76%	8/25/25
Anastassia K.L. McMonagle	Music-Strings	Madison	100% to 108%	8/25/25-6/5/26
David B. Meixl	Social Studies	North	100% to 120%	8/25/25-6/5/26
Leanna R. Miller	Library Media Specialist	Jefferson/Foster	40% to 70%	9/9/25
Kristie L. Moder	Science	FCLA	100% to 120%	8/25/25-6/5/26
Kevin P. Murphy	Health	West	100% to 120%	8/25/25-1/16/26
Mitchell D. Nichols	Art	North	100% to 120%	8/25/25-6/5/26
Liam C. Osborne	Special Ed.-Cross Cat.	RISE	100% to 110%	8/25/25-6/5/26
Margaret C. Scheffler	Special Ed.-Cross Cat.	PRIDE	100% to 120%	8/25/25-6/5/26
Michelle L. Schmitz	Special Ed.-I4K	Jefferson	40% to 50%	8/25/25
Christine A. Stickney	Computer Science	West	100% to 120%	8/25/25-1/16/26
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Michelle L. Strom	World Language-Spanish	North	100% to 120%	8/25/25-6/5/26
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Benjamin T. Vander Logt	Social Studies	WCA	100% to 120%	8/25/25-1/16/26
Kathleen M. Vanderloop	Science	West	100% to 120%	8/25/25-1/16/26
Chad D. Verboomen	Math	Einstein	100% to 120%	8/25/25-6/5/26
Jill R. Wild	Science	WCA	100% to 120%	8/25/25-1/16/26

Instructional

Impact: These assignment adjustments will meet student needs.

Fiscal

Impact: As indicated above.

Administrative

Recommendation: Approve as submitted.

Contact

Person(s): Chief Human Resources Officer, Julie King, (920) 852-5302



ITEM FOR CONSIDERATION

Topic:	Professional Educator Resignation(s)
Background Information:	<p>The following Professional Educators have submitted a letter of resignation:</p> <p>Amy L. Harrison has been with the District for eight years, most recently as a Grade 4 Teacher at Franklin Elementary School. Amy's resignation was effective at the end of the 2024-2025 school year (Friday, June 5, 2025).</p> <p>Christine M. Winkler has been with the District for seven years, most recently as a Special Education Program Support Teacher. Christine's resignation is effective at the end of the workday on Friday, September 5, 2025.</p>
Instructional Impact:	Qualified replacements will be procured.
Fiscal Impact:	Dependent on replacements.
Administrative Recommendation:	Approve as submitted.
Contact Person(s):	Chief Human Resources Officer, Julie King, (920) 852-5302

BOE: September 8, 2025



Scullen Leadership Center
131 E. Washington Street, Suite 1A
Appleton, WI

Board of Education Minutes

Monday, August 25, 2025

6:00 PM

1) MEETING OPENING

1.A) Roll Call

Present:

Kay Eggert
Kristine Sauter
Edward Ruffolo
Pheng Thao
Jason Kolpack
Nick Ross
Oliver Zornow

1.B) Pledge of Allegiance

The Pledge of Allegiance was recited by all.

2) APPROVAL OF AGENDA (GC-2: Governing commitments)

2.A) Board Member request to remove Consent Agenda Item(s) for Seperate Consideration

None

2.B) Approval of Agenda

Motion to approve the agenda as presented.

Motion by Oliver Zornow, second by Kristine Sauter.

Final Resolution: Motion Carried.

Aye: Kay Eggert, Kristine Sauter, Edward Ruffolo, Pheng Thao, Jason Kolpack, Nick Ross, Oliver Zornow

3) SPECIAL PRESENTATION

3.A) None

4) **PUBLIC INPUT (GC-3.3: Initiate and maintain effective communication with the citizens.)**

4.A) **Public Input**

The following individuals addressed the Board of Education during Public Input:

1. **Jax Anderson (Appleton, WI)**-regarding the possible truancy ticketing process
2. **Michelle Pauli (Appleton, WI)**- regarding the possible truancy ticketing process
3. **Leslie Grether (Appleton, WI)**- regarding the upcoming budget discussion on the elementary and middle school band programs
4. **Luis Fernandez (Appleton, WI)**- regarding the upcoming budget discussion on the elementary and middle school band programs

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

5.A) None

6) **INFORMATION FOR BOARD DECISION PREPARATION (OE-8.4: Assure that the Board had adequate information from a variety of internal and external viewpoints to assure informed Board decisions.)**

6.A) **Business Services Update(s):**

None

6.B) **School/Student Services Update(s):**

World History (3170) Materials Purchase

[IFC-SS World History \(3170\) Materials Purchase.pdf](#) 

[KWKT- World History.pdf](#) 

[Public Input Received - World History \(3170\).pdf](#) 

Assistant Superintendent Mark McQuade presented the School/Student Services item for consideration.

6.C) **Personnel Services Update(s):**

Professional Educator New Hire(s)

Professional Educator Contract Changes(s)

Professional Educator Resignation(s)

[IFC Professional Educator New Hire\(s\)8.25.25.pdf](#) 

[IFC Professional Educator Contract Change\(s\)8.25.25.pdf](#) 

[IFC Professional Educator Resignation\(s\)8.25.25.pdf](#) 

Chief Human Resources Officer Julie King presented the Personnel Services items for consideration.

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.)**

7.A) **Board Meeting Minutes from August 11, 2025**

[BOE meeting minutes 8.11.25 \(2\) .pdf](#) 

Motion to approve the Board's Consent Agenda, item 7.A as presented.

Motion by Pheng Thao, second by Oliver Zornow.

Final Resolution: Motion Carried.

Aye: Jason Kolpack, Nick Ross, Kay Eggert, Kristine Sauter, Edward Ruffolo, Pheng Thao, Oliver Zornow

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.)**

8.A) **World History (3170) Materials Purchase**

[IFC-SS World History \(3170\) Materials Purchase.pdf](#) 

[KWKT- World History.pdf](#) 

[Public Input Received - World History \(3170\).pdf](#) 

8.B) **Professional Educator New Hire(s)**

[IFC Professional Educator New Hire\(s\)8.25.25.pdf](#) 

8.C) **Professional Educator Contract Change(s)**

[IFC Professional Educator Contract Change\(s\)8.25.25.pdf](#) 

8.D) **Professional Educator Resignation(s)**

[IFC Professional Educator Resignation\(s\)8.25.25.pdf](#) 

Motion to approve the Superintendent's Consent Agenda items 8.A through 8.D as presented.

Motion by Edward Ruffolo, second by Jason Kolpack.

Final Resolution: Motion Carried.

Aye: Kay Eggert, Kristine Sauter, Edward Ruffolo, Pheng Thao, Jason Kolpack, Nick Ross, Oliver Zornow

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.)**

9.A) **Business Services Report:**

AASD Budget Strategy

[Budget Strategy Presentation 8.25.25.pdf](#) 

Superintendent Greg Hartjes, Chief Human Resources Officer Julie King, and Executive Director of Finance Holly Burr presented the Budget Strategy presentation.

9.B) School/Student Services Report:

Academic & Career Planning (ACP) Yearly Report

2025 ACP Education for Employment Plan.pdf 

Assistant Superintendent Mark McQuade and Coordinator of CBL/CTE/Computer Science Kristin Comerford, presented the 2025 Academic & Career Planning (ACP) Yearly Report.

9.C) Personnel Services Report:

None

10) BOARD BUSINESS

10.A) Monitoring Revisions: OE 4- Personnel Administration

(FINAL) Edits OE-4 Personnel Administration.pdf 

Motion to approve Monitoring Revisions on OE-4 Personnel Administration as presented.

Motion by Kay Eggert, second by Edward Ruffolo.

Final Resolution: Motion Carried.

Aye: Kay Eggert, Kristine Sauter, Edward Ruffolo, Pheng Thao, Jason Kolpack, Nick Ross, Oliver Zornow

10.B) Operational Expectation Revisions: OE-4 Personnel Administration

(FINAL) Expectation Revisions OE-4 .pdf 

Motion to approve Operational Expectations Revisions on OE-4 Personnel Administration as presented.

Motion by Oliver Zornow, second by Kristine Sauter.

Final Resolution: Motion Carried.

Aye: Kay Eggert, Kristine Sauter, Edward Ruffolo, Pheng Thao, Jason Kolpack, Nick Ross, Oliver Zornow

10.C) Monitoring Revisions: OE 11- Instructional Program

(FINAL) Edits OE-11 Instructional Program.pdf 

Motion to approve Monitoring Revisions on OE-11 Instructional Program as presented.

Motion by Edward Ruffolo, second by Kristine Sauter.

Final Resolution: Motion Carried.

Aye: Kay Eggert, Kristine Sauter, Edward Ruffolo, Pheng Thao, Jason Kolpack, Nick Ross, Oliver Zornow

10.D) Operational Expectation Revisions: OE-11 Instructional Program

(FINAL) Expectation Revisions OE-11 .pdf 

Motion to approve Operational Expectation Revisions on OE-11 Instructional Program as presented.

Motion by Pheng Thao, second by Oliver Zornow.

Final Resolution: Motion Carried.

Aye: Kay Eggert, Kristine Sauter, Edward Ruffolo, Pheng Thao, Jason Kolpack, Nick Ross, Oliver Zornow

11) ITEMS OF INFORMATION

11.A) None

12) FUTURE MEETINGS

- A. Board Work Session: Monday, September 8, 2025, at 4 :00 PM
- B. Board Meeting: Monday, September 8, 2025, at 6:00 PM
- C. Board Work Session: Wednesday, September 17, 2025, at 7 :30 AM
- D. Board Meeting: Monday, September 22, 2025, at 6:00 PM

13) CLOSED SESSION

13.A) Motion to go into closed session

Motion to enter closed session at 7:45 PM.

Motion by Kristine Sauter, second by Nick Ross.

Final Resolution: Motion Carried.

Aye: Kay Eggert, Kristine Sauter, Edward Ruffolo, Pheng Thao, Jason Kolpack, Nick Ross, Oliver Zornow

13.B) Wisconsin State Statute 19.85(1)(c)- Considering employment, promotion, compensation, or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility; for the purpose of discussing and reviewing the District Superintendent's Performance Evaluation.

13.C) Motion to adjourn the meeting

Motion to adjourn the meeting at 9:00 PM.

Motion by Edward Ruffolo, second by Kristine Sauter.

Final Resolution: Motion Carried.

Aye: Kay Eggert, Kristine Sauter, Edward Ruffolo, Pheng Thao, Jason Kolpack, Nick Ross, Oliver Zornow

Board President: _____



ITEM FOR CONSIDERATION

Topic: Professional Educator New Hire(s)

Background Information:

The Professional Educators listed below are recommended for contractual positions for the 2025-2026 school year (effective August 25, 2025):

<u>Name</u>	<u>Position</u>	<u>Location</u>	<u>FTE</u>	<u>Effective Date:</u>
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Broderick R. Kupsy	Grade 5/6	Fox River Academy	100%	9/15/25
Christina Thor	Hmong Culture & Language	HAIS	50%	9/15/25
Austin J. Werth	Technology Education	Wilson/Magellan	100%	9/15/25

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: Approve as submitted.

Contact

Person(s): Chief Human Resources Officer, 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>Name</u>	<u>Position</u>	<u>Location</u>	<u>FTE</u>	<u>Effective Date</u>
Michelle S. Anderson	SAPAR	West	100% to 110%	8/25/25-6/5/26
Tiffany A. Bauman	Science	WCA	100% to 120%	8/25/25-1/16/26
Sarah J. Bauer	English Language Arts	WCA	100% to 120%	8/25/25-6/5/26
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Angie K. Bruner	World Language-Spanish	West	100% to 120%	8/25/25-6/5/26
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Chad D. Verboomen	Math	Einstein	100% to 120%	8/25/25-6/5/26
Jill R. Wild	Science	WCA	100% to 120%	8/25/25-1/16/26

Instructional

Impact: These assignment adjustments will meet student needs.

Fiscal

Impact: As indicated above.

Administrative

Recommendation: Approve as submitted.

Contact

Person(s): Chief Human Resources Officer, Julie King, (920) 852-5302

BOE: September 8, 2025



ITEM FOR CONSIDERATION

Topic:	Professional Educator Resignation(s)
Background Information:	<p>The following Professional Educators have submitted a letter of resignation:</p> <p>Amy L. Harrison has been with the District for eight years, most recently as a Grade 4 Teacher at Franklin Elementary School. Amy's resignation was effective at the end of the 2024-2025 school year (Friday, June 5, 2025).</p> <p>Christine M. Winkler has been with the District for seven years, most recently as a Special Education Program Support Teacher. Christine's resignation is effective at the end of the workday on Friday, September 5, 2025.</p>
Instructional Impact:	Qualified replacements will be procured.
Fiscal Impact:	Dependent on replacements.
Administrative Recommendation:	Approve as submitted.
Contact Person(s):	Chief Human Resources Officer, Julie King, (920) 852-5302

BOE: September 8, 2025

September 8, 2025

2024-2025 Fiscal Year End Summary

Holly Burr, Executive Director of Finance



2024-2025 Budget

Fund Balance (General Fund 10)

• Ending Balance for 2023-2024	\$49,805,516
• 2024-25 Revenues – Expenses	<u>- 10,937,130</u>
• Projected 2024-25 Ending Balance	= \$38,868,386

Current model projections:

2024-25 Revenues – Expenses **- 12,504,255**

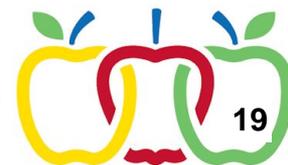


Revenues

Revenue changes for 2024-2025 - Funds 10 & 27

- Revenue Limit increased to \$11,729.33 per member
- \$325 from State budget and additional from the Operational Referendum in 2022
- State Equalization Aid increased
- Private school vouchers increased by \$843,286 to a total of \$8,304,393

Total Original Budgeted Revenues =	\$214,361,506
Projected Ending Revenues =	\$216,545,314



Expenses

Fund 10 & 27 Expenses for 2024-2025
= \$248,471,982

- **Over original budget by \$5.4 million**

This is offset by the increase in revenues.

Total variance to original budget = \$3.2 million

Variance is in these areas:

- **Staffing, Comp & Benefits \$1 million**
- **Operational Expenses \$2.2 million**



Change in Fund Balance

Funds 10 & 27

Total Revenues	\$ 234,293,804
Total Expenses	<u>-248,471,982</u>
Net 2024-25 Deficit	\$ 14,178,178

Fund Balance

• Unrestricted Balance -Beginning	\$15,208,508
• Net 2024-25 Deficit	<u>- 14,178,178</u>
• Unrestricted Balance -Ending	\$ 1,030,330

Recurring Deficit moving forward \$ 13 million



Fund Balance

Fund Balance - General Fund (10)

• Projected Ending Balance for 2024-25	\$35,628,866
• Unrestricted Balance	\$ 1,030,330
• As a percentage of Expenditures	15.44%

Current Fund Balance Goal is to maintain 20%-25%



Questions?





ITEM OF INFORMATION

Topic: Elementary Art Curriculum Update

Background

Information: The Assessment, Curriculum, and Instruction department works to update curriculum to align with state and national standards as necessary to support student success. Renee Ulman, AASD Fine Arts Coordinator, has been working with AASD elementary school arts staff to update the curriculum. Courses updated are:

- Elementary Art, grades:
 - Kindergarten
 - 1st Grade
 - 2nd Grade
 - 3rd Grade
 - 4th Grade
 - 5th Grade

Fiscal

Note: N/A

Instructional

Impact: The current curriculum supports teachers in helping maximize student success. The updated curriculum ties in with our Wit and Wisdom literacy materials.

Contact

Person(s): Renee Ulman, Fine Arts Coordinator, ulmanrenee@aad.k12.wi.us
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Updated K-5 Elementary Art Curriculum

<p>WHY did you update the curriculum for these courses?</p>	<p>The curricula for these courses were updated to....</p> <ul style="list-style-type: none"> • Align with the Standards-Based Curriculum format for all district courses. • Align with Wisconsin Art Standards. • Renew the Elementary Art Curriculum, which was last revised in 2007.
<p>WHAT does the updated curriculum do for students and teachers?</p>	<p>The updated Fine Arts course curricula.....</p> <ul style="list-style-type: none"> • It is standards-based, which allows for a guaranteed and viable curriculum for students at all schools. • Aligns with the Teacher Clarity framework, which helps teachers be explicit in their instruction in order to meet all students' needs. • Communicates to students what success looks like in these courses, helping them to take ownership of their learning.
<p>HOW will this be done?</p>	<p>The updated curriculum can be found here:</p> <ul style="list-style-type: none"> • Elementary K-5 Art: Kindergarten, 1st Grade, 2nd Grade, 3rd Grade, 4th Grade, 5th Grade <p>Teachers of these courses will also meet weekly in content PLCs to write learning targets and success criteria for students based on the updated curriculum, as well as use common assessments to calibrate and make sure grade-level expectations are being taught at all elementary schools.</p>