

BOARD MEETING AGENDA
REGULAR BOARD MEETING
HIGH SCHOOL CONFERENCE ROOM
www.oostburg.k12.wi.us
August 17, 2022, at 6:00 pm

MISSION STATEMENT: "The mission of the School District of Oostburg is to prepare students to be positive contributors to our society and the world."

REGULAR BOARD MEETING AGENDA

I. Call meeting to order

- A. Pledge
- B. Roll Call
- C. Certify posting
- D. Approve Agenda

II. Public letters / comments: Members of the public wishing to address the board on any topic are requested to complete a public input form prior to the beginning of the meeting

III. School Board President / Admin Team Reports

- A. Board President
- B. Superintendent
- C. High School Principal
- D. Middle School Principal
- E. Elementary School Principal
- F. Director of Special Education
- G. Director of Finance/Personnel
- H. Buildings and Grounds Coordinator
- I. Technology Coordinator

IV. Approval of Consent Agenda Items – Recommend approval of consent items below:

- A. Minutes of the following school board meetings:
 1. Monthly board meeting of July 20, 2022
- B. Personnel
 1. Approval of the resignation of Bradley Doro as high school math teacher
 2. Approval of the resignation of Jodi Dowe as elementary school teacher
- C. Finance
 1. Approval of July Expenditures of \$1,080,275.02
 2. Approval of July Revenue of \$244,095.86
 3. Approval of July computer check numbers 10014448 - 10014465, wire numbers 202200001 - 202200022, and ACH numbers 222300001 - 222300047

V. Action Items

- A. Consider approval of student code of conduct for high school, middle school and elementary school
- B. Consider approval of alternative open enrollment applications into and out of the district for 2022-23
- C. Consider approval of alternative substitute daily rate for high school Math teaching position
- D. Consider approval of agreement with the Village of Oostburg for crossing guards

VI. Topics for Discussion

- A. Legislative Report
- B. Finance Committee Report
- C. Buildings & Grounds Report
- D. Transportation Committee Report
- E. Negotiations Committee Report
- F. Policy Committee Report
- G. OCEF Report
- H. Long Range Planning Committee

VII. Adjourn to Closed Session per state statutes 19.85(1)(d) and (f)

- A. Consider approval of annual bullying report per policy 5517.01

VIII. Future Board Meeting Dates: Regular Board Meeting – September 21, 2022, in the High School Conference Room

IX. Adjourn

Wendy DenBoer, Clerk

IT IS THE POLICY OF THE SCHOOL DISTRICT OF OOSTBURG TO COMPLY WITH REQUIREMENTS OF THE AMERICANS WITH DISABILITIES ACT. IF YOU HAVE A DISABILITY COVERED UNDER THE ACT, AND REQUIRE AN ACCOMMODATION TO ATTEND OR PARTICIPATE IN THIS MEETING, PLEASE CONTACT THE DISTRICT OFFICE AT 920-564-2346. THIS MEETING IS A MEETING OF THE BOARD OF EDUCATION IN PUBLIC FOR THE PURPOSE OF CONDUCTING THE SCHOOL DISTRICT'S BUSINESS AND IS NOT TO BE CONSIDERED A PUBLIC HEARING. THERE MAY BE A TIME FOR PUBLIC COMMENT DURING THE MEETING AS INDICATED IN THE AGENDA. NO PERSON MAY BE DENIED ADMISSION TO ANY PUBLIC SCHOOL IN THE DISTRICT OR BE DENIED PARTICIPATION IN, BE DENIED THE BENEFITS OF, OR BE DISCRIMINATED AGAINST IN ANY CURRICULAR, CO-CURRICULAR, STUDENT SERVICES, RECREATIONAL OR OTHER PROGRAM OR ACTIVITY BECAUSE OF THE PERSON'S SEX, RACE, COLOR, NATIONAL ORIGIN, ANCESTRY, CREED, RELIGION, PREGNANCY, MARITAL OR PARENTAL STATUS, SEXUAL ORIENTATION, HANDICAP OR PHYSICAL, MENTAL, EMOTIONAL OR LEARNING DISABILITY IN THE EDUCATIONAL PROGRAMS OR ACTIVITIES OPERATED BY THE SCHOOL DISTRICT OF OOSTBURG.

Board Update



To: Board Members and Administration

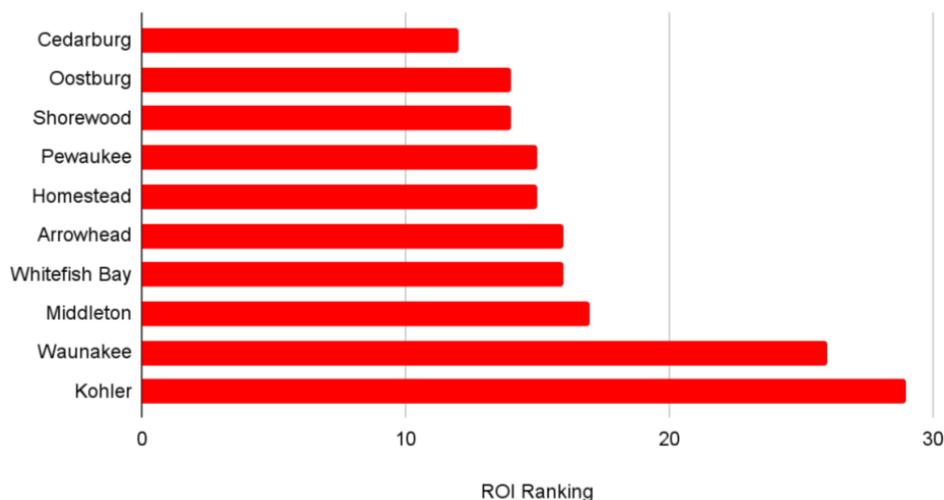
From: Kevin Bruggink

Date: August 12, 2022

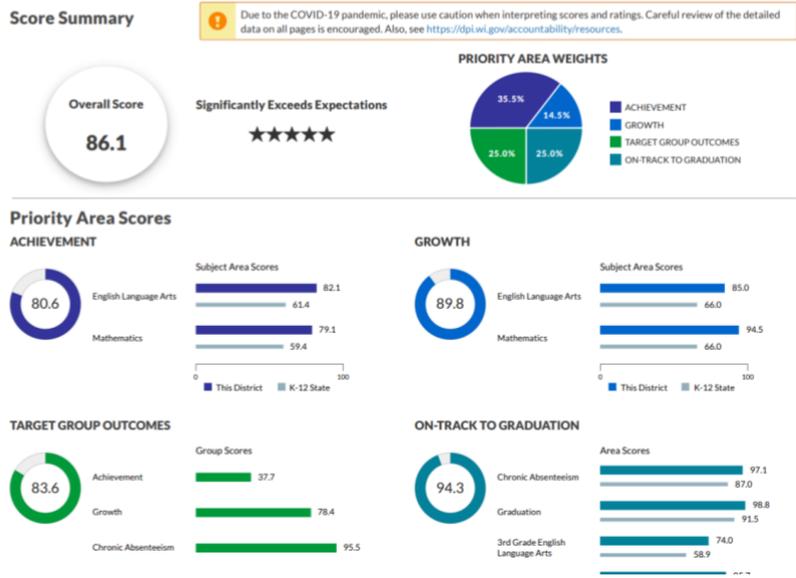
- OSD hosted the Oostburg Chamber of Commerce quarterly meeting on Wednesday, August 11. In addition to the Chamber’s regular agenda, Ashley Hinze was able to highlight our transition program and the opportunities it allows for our students through volunteer work partnerships with local businesses. I was then provided an opportunity to provide a district update before taking our guests on a facilities tour. My update highlighted our position as one of the highest performing districts in Wisconsin. I shared not only our academic results but also our position as one of the lowest spending districts in Wisconsin. The chart below compares school districts with the highest ACT composite scores while factoring in the socioeconomic status of the community and the overall cost per student for the education provided. We know that socioeconomic status is the primary determinant of student achievement. We have worked to overcome that determinant, and it can be argued that our return on community investment (ROI) is in the top few in Wisconsin. This reality not only is great for the learning of our students, but also benefits Oostburg as a whole as our businesses seek to attract and retain talent. With a new subdivision opening on the Southeast end of town, a strong school district is a key community asset. That’s good for students, staff, families, and our business community.

ACT Rank / Free & Reduced Lunch / Cost per Pupil

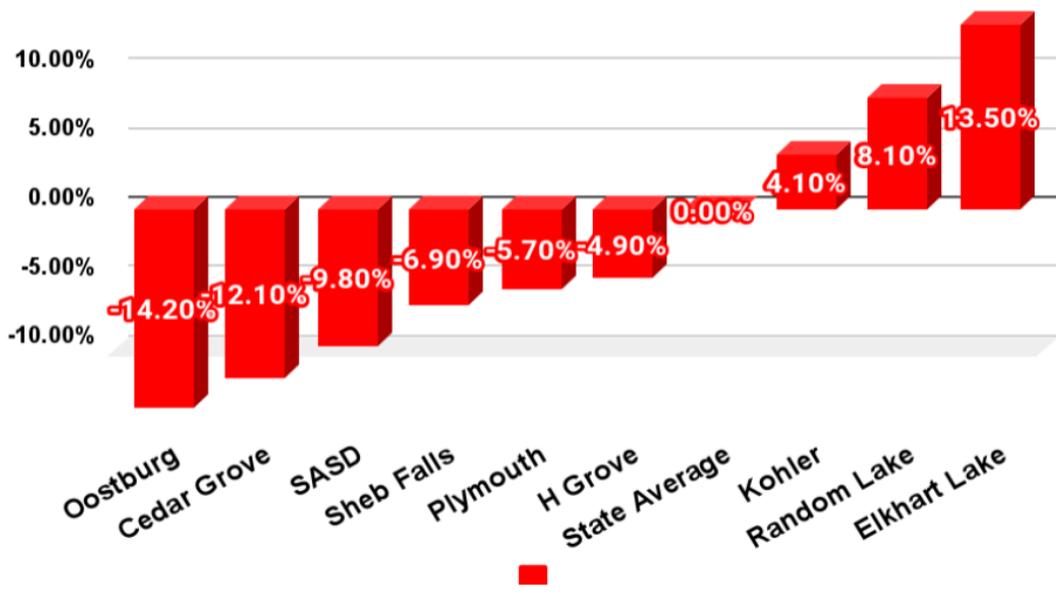
ROI Ranking



OSD & Kohler - only 5 Star districts (*some 5 star schools)

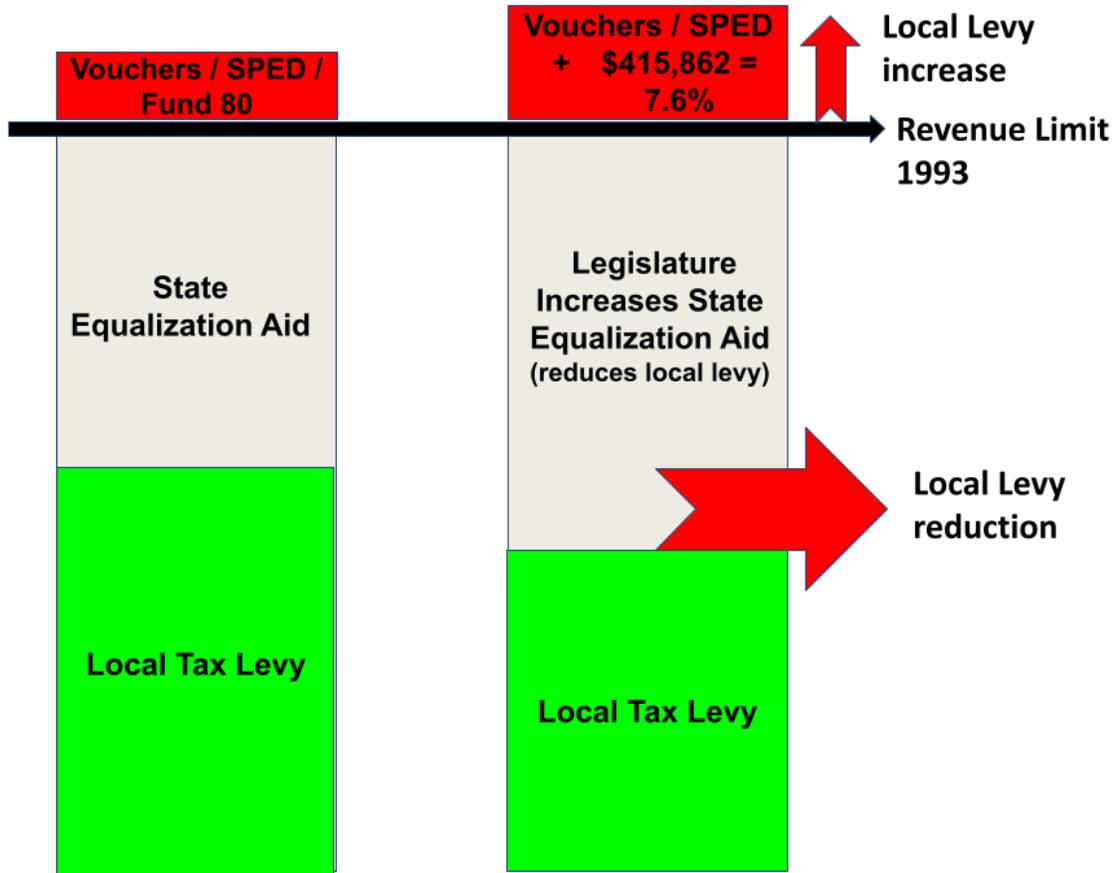


Total Cost Per Pupil Compared to State Ave '20-'21 Data County Comparables



- In addition to a discussion of ROI, the Chamber meeting also provided the opportunity to discuss a few of the intricacies of school finance. I shared the graph below in an attempt to show an overview of school funding. The black line represents revenue limits which were put in place in 1993 and limit school (and municipalities like the Village of Oostburg) to a specific amount of revenue. The grey and green boxes show that the two primary portions of school funding come from state aid (grey box labeled "state equalization aid") and our local taxes (green box labeled "local tax levy"). When we hear about record increases in state support for education, those increases make the grey box bigger. The result of that increased state funding makes the green box (local tax bill) smaller. The increase does not provide additional revenue to the district unless the

revenue limit (black line) is raised. The second point in the graph is represented by the red box above the black revenue limit line. This box shows that areas like special education and private school vouchers are above the revenue line. I shared with the Chamber that we would like to see the private school voucher amount (\$415,862 last year) removed from the line on resident's tax bill connected with Oostburg School District. This amount comes entirely from our local tax levy and represented 7.6% of the Oostburg School District line on each resident's bill.



- Annual board review and approval of our district bullying report per policy 5517.01 will be included in closed session on this month's agenda.
- Our administrative team meeting this week focused on refining our process in relation to grade level student growth goals. This process uses the board approved College & Career Readiness Standards and assesses student growth toward those standards 3x per year. In addition to the overall ACT composite district goal which will come before the board during our annual meeting, we will also be bringing forward a goal which targets growth at 10% above national benchmarks. Each grade level will be asked to review their cohort of students and set their goal with a focus on increasing the number of students achieving their individual growth goal. This aligns tightly with the "all students" language in our mission / purpose statement.
- This time of year brings energy as students are back in our buildings for fall sports and summer school and many staff are around working in their classrooms and meeting in vertical teams. We appreciate current staff members who are giving their time to help with the transition for new staff who are joining us this year. Of the 14 positions which were open, 8 of them have been filled by Oostburg graduates who are "coming back home." Hiring is certainly challenging across our region, yet we are excited with the potential for our new group to contribute to our impact on student learning.

Board Update

Oostburg School District: Finance

August

To: School Board Members, Administrators

From: Kris De Bruine

Date: 8/3/2022

Cash Position:

	Current Year 7/31/22		Prior Year	
	Balance	Interest Rate	Balance	
OSB - Checking	\$129,899.03	0.35%	\$427,504.27	0.35%
OSB - Credit Card clearing	\$13,149.08	0.00%	\$26,158.03	0.00%
Cash Boxes / Petty Cash	\$150.00	0.00%	\$150.00	0.00%
OSB - Dental Acct	CLOSED	N/A	\$5,166.73	0.15%
OSB - Money Market	\$2,030,533.89	0.90%	\$1,690,956.54	0.65%
OSB - Bond Acct	\$713,986.25	0.75%	\$214,692.26	0.35%
OSB - Capital Imp	\$270,896.84	0.65%	\$2,141,390.57	0.45%
PMA - Capital Imp	CLOSED	N/A	\$1,348,897.97	Various
LGIP - Capital Imp	\$0.01	0.00%	\$1,990.08	0.05%
PMA - Referendum	CLOSED	N/A	\$3,927,507.41	Various
TOTAL CASH	\$3,158,615.10		\$9,784,413.86	
Fund 10/27 cash	\$1,282,910.47		\$1,653,898.68	
Fund Balance (10/27)	\$2,906,928.52		\$2,912,661.45	

- An updated (through July) report is attached as a separate document in addition to the monthly cash flow reports. Please let me know of any questions or concerns.

DPI Update:

- The School Calendar report and the School Census reports were filed by Kami, and I filed the Aid Certification report.

Finance Update:

- The audit was very positive again this year. Because of the amount of federal funding we had this year (the threshold is over \$750,000), we had to have a “single audit”, which means they choose the programs where the most federal funds were used and they scrutinize policies and procedures of those programs and funding uses and compare them to federal requirements under the Office of Budget and Management (OMB). Because this audit is much more detailed than a regular audit, it takes more time (and of course it costs more), so we are not completely finished, but from what I see now, it should be wrapped up soon.
- I continue to tweak the budget for 22-23 as things continue to change. The budget will be presented for initial approval at the September board meeting so that I can get the annual meeting booklet completed for distribution right after that.

Board Update

Oostburg Middle School

To: Board Members and Administration
From: Sherri Stengel
Date: August 11, 2022

I think I could have copied most of Terry Hendrikse's update and pasted it into mine. With the start of the 22-23 school year right around the corner, I too have been busy preparing the beginning of the year newsletters ([here's the one sent last week](#)) and there will be another with further information to start out the school year in the next week or two. I've also been preparing for our week of in-service with staff, updating the student and staff handbooks, and fine tuning schedules. It's go time!

Speaking of scheduling, I wanted to give a shout out to Michael Schnell and the hard work, time, and effort that he puts into our OMS band program. Michael's classroom instruction couples high expectations and fun. Student progress in his bands is so rewarding to watch. Momentum for band at OMS is moving forward and I'm excited to see what the future holds. This year Michael has a 6th grade band of 54 students. Going back as far as Infinite Campus would let me (which was the 14-15 school year), this is by far our largest 6th grade band. This is impressive given the fact that 6th grade only has 69 students. Thus, 78% of students chose band. Pretty impressive, and is likely correlated with word of mouth, along with the outreach that Michael does throughout the year by bringing OMS students down to the elementary school to play for students. Going back to the 14-15 school year, our 8th grade band this coming school year is also going to be the largest at 39. Sixty-three percent of 7th graders and 53% of 8th graders are in band this year.

In contrast, our Choir numbers are down this year and both Michael Travia, OMS/OHS' new choral director, and I have been trying to recruit students to be in the program. We underwent some growing pains in the program with a perfect storm of COVID and staff turnover. I'm confident that Michael Travia will turn that around and return our choral program back to what it was before and more. If you know of anyone that isn't in choir that has an interest or talent in that area, or simply wants to try something new, please encourage them to give it another chance.

Board Update

Oostburg Elementary School

To: Board Members and Administration
From: Terry Hendrikse
Date: August 11, 2022

- **Increasing Energy in the Building:** With each passing day, the level of energy at OES is increasing. More and more teachers are in their classrooms working on setup and lesson planning. Summer school starts next week and will run in the mornings from 8/15-8/19 and 8/22-8/25 in which over 100 students are currently registered, representing over 25% of our 1-5 student general school enrollment. I have been spending this week working on the welcome back to school OES staff meeting presentation, mentor handbook and introduction training presentation, student handbook, and trying to get a handle on my growing number of yellow sticky notes taped to my computer monitor. It's an exciting time and I am getting anxious for our staff and students to return for the start of the 22-23 school year.
- **Staffing:** As of early last week, OES is fully staffed. Kaiya Ramaker was hired as a supervision aide to fill the role vacated by Kelly Soerens and her move to an interventionist. Kaiya is a 2022 graduate of Oostburg High School and her time as a classroom tutor in 1st grade last year along with some VBS experience over the summer has highlighted an interest in education and inspired her to pursue this supervision role. We are excited about the enthusiasm Kaiya brings to this position and look forward to working with her next year. It's interesting to consider that in spite of a full internal and external posting with hiring committees, all four of our new hires are Oostburg Alumni. Emily Gabrielse and Emma Kolste graduated OHS in 2017, Kiara Verduzco graduated OHS in 2019 and Kaiya Ramaker in 2022.
- **Parent and Family Communication:** I have set a goal to increase the communication frequency with OES parents and families throughout the school year. Sherri Stengel has also inspired me to go beyond my default level of bullet point email communication to something a bit more creative. Combine those two ideas and the result is the [newsletter](#) I sent home to families on August 11, 2022. This communication highlights information about sneak peek, summer school, school pictures, hot lunch prices, student supply list, student drop off and pick up procedures, attendance procedures and provided a [LINK](#) to the student handbook.
- **OES Enrollment:** With 13 students joining us over the summer, our enrollment at OES has increased to a current number of 464. As a comparison, last year at this time, our enrollment was 469 and expanded throughout the year to a high of 478. We have an unusually small JK joining us this year with only 44 students compared to a typical class of around 60 students. A shift in aide support from JK to k-2 classroom support and supervision has been implemented for this year in response to the low JK numbers and the small numbers.

Board Update

Oostburg School District: Special Education

To: Board Members and Administration
From: Ashley Hinze
Date: August 11, 2022

- **Open Positions Update:**

Special Education is fully staffed for the 2022-2023 school year. I am ecstatic to welcome Lillie Dirkse to our special education team. Lillie is a graduate of Wisconsin Lutheran College where she earned her Undergraduate degree in Psychology with a minor in Communication. She is currently pursuing her Masters degree in Professional Counseling at Concordia University Wisconsin and will support our Middle School students one day a week. She has experience working with students who have Autism in an in-home-care organization and worked for 3 years at Rogers Behavioral Health Hospital with a wide variety of clients of all ages. She is excited to gain more experience working in a school and join the Oostburg team.

Lillie lives in Sheboygan with her husband, Matt, and she enjoys spending time with her family and friends by engaging in community events and having cookouts.

- **iBake Cart:**

In my last update, I mentioned that I had started to search for a contractor/woodsmith to finish the last portions of the iBake cart. I am grateful to Jim and John Swart for accepting the challenge to complete our cart. We look forward to using the finished product with students when they return in a few short weeks.

- **Chamber Meeting:**

On Wednesday, August 10, we welcomed the Oostburg Chamber of Commerce to our Masters Gallery Cafeteria. It was not only a great opportunity for local business members to see our newly renovated spaces, but also to connect around opportunities for our 18-21 year old special education population. Our program, STEP (Student Transition Education Program) is designed to enhance post-secondary success, working alongside students to assist with job training skills and prepare them physically, mentally, and socially for any tasks encountered. We are looking to partner with local businesses for students to learn important skills to be successful employees upon entering the workforce. I have attached the letter that each business received below. Should you know of any other businesses that may be interested in partnering with us, please let me know.



SCHOOL DISTRICT OF OOSTBURG

410 New York Avenue | P.O. Box 100 | Oostburg, WI 53070-0100
(920) 564-2346 | Facsimile (920) 564-6138

KEVIN BRUGGINK
District
Administrator

KRISTIN DE BRUINE
Director of Finance/
Personnel

SCOTT GREUPINK
Principal Oostburg
High School

SHERRI STENGEL
Principal Oostburg
Middle School

TERRY HENDRIXSS
Principal Oostburg
Elementary School

ASHLEY HINZE
Director of
Special Education

8/10/2022

Dear Oostburg Chamber Members,

The Oostburg School District STEP Program (Student Transition Education Program) is a program that is offered to 18-21 year old students who have been identified with a disability. To enhance post-secondary success, we are looking to partner with local businesses for students to learn important skills to be successful employees upon entering the workforce. Our program is designed to work alongside students to assist with job training skills and prepare them physically, mentally, and socially for any tasks encountered.

We are reaching out to each of you in hopes to secure simple work-related task opportunities for our students within our community. All students will be accompanied, supervised, and assisted by an Oostburg School District staff member while at your business. We are flexible and open to finding a time that works best for you and your business. The frequency of these experiences can vary as well, whether it be recurring, seasonal, or even tasks that students could complete at school for your business.

There is no monetary obligation on your part. In lieu of a paycheck, students earn life, social, and vocational benefits that will last a lifetime. Students will be assessed on their performance toward their yearly goals. We are grateful for any opportunity.

Please contact either myself, Ashley TeBeest at ashley.tebeest@oostburg.k12.wi.us or 224-383-4186, or our Director of Student Services, Ashley Hinze Ashley.hinze@oostburg.k12.wi.us or 920-564-2346 X4151, if you are interested or have further questions..

Ashley TeBeest
Transition Teacher

No person may be denied admission to any public school in the district or be denied participation in, be denied the benefits of, or be discriminated against in any curricular, co-curricular, student services, recreational, or other program or activity because of the person's sex, race, color, national origin, ancestry, creed, religion, pregnancy, marital or parental status, sexual orientation, handicap or physical, mental, emotional or learning disability in the educational programs or activities operated by the School District of Oostburg.

Board Update

Oostburg School District: Technology

To: Members of the Oostburg School District Board

CC: Kevin Bruggink, Scott Greupink, Terry Hendrikse, Sherri Stengel, Peter Scheppmann, Kris DeBruine, Ashley Hinze

From: Lucas Allen

Date: 8/10/22

- After one last push the website is now live. We have made some small adjustments to the content and have received some feedback. The website does look different but is intentionally designed and marketed to prospective families and prospective employees whereas our app, social media platforms and other communication tools are designed and intended existing stakeholders.
- Other things:
 - 95 MacBook Airs are enroute and we have developed a rollout plan with the technology committee
 - Chromebook repairs are in progress
 - Transition of our HR platform from onsite to a cloud hosted provider has been scheduled to occur next week
 - Investigating desktop phone replacement (Zoom Phone - Green Bay Schools) – pushed back until after Thanksgiving
 - Building 3-year plan for reducing our critical infrastructure and software

Board Update

Oostburg School District: Buildings and Grounds

To: Board of Education
From: Peter Scheppmann
Date: August 11, 2022

- Northeast Asphalt was in on Friday, August 5, and completed the paving of the high school parking lot. Asphalt Seal and Repair is scheduled to come August 26 to seal and strip the main high school parking lot.
- Jos. Schmitt & Son's was in last week and completed the additional work on the hallway behind the high school library as per the States Building inspector who requested to add a longer fire rating for emergency egress. Additional fire detectors were installed, fire caulking to the walls above the ceiling grid up to the deck also was completed. Jos. Schmitt has contacted the State to let them know that this work has been completed as requested.
- Buildings & Grounds has completed roughly 20 individual special summer projects in the district. We have just a couple more to go, with some additional painting and some plumbing work.
- We received the new powered American flag for the high school gym. We are going to install it when our State and conference championship banners come in. We will install all the items at the same time, due to the fact that we will have to rent an additional scissor lift to secure both items to the roof bar joist.
- Next week we will be working on installing 5 donated telephone poles on the edge of the elementary school playground where the asphalt paving meets the playground wood chips, this will assist in the water run-off from the asphalt area of the playground. The poles will be laid down and we will be burying all but 2 to 3 inches so not to make a tripping hazard.
- We have been shuttling the school districts vehicles to EVS in Random Lake for the annual DOT inspections, oil changes and any other service work that needs to be addressed, for another safe year driving. We count on the two special education vans daily for pick-ups and drop off of students.