

PLEASE POST



SCHOOL DISTRICT OF SHOREWOOD
Shorewood, Wisconsin
March 12, 2024 AGENDA

SCHOOL BOARD MEETING
7:00 PM
Shorewood High School Library Media Center (LMC)
1701 East Capitol Drive
Shorewood, WI 53211

To attend the School Board meeting, please enter through the Administration Building doors and take the west stairs up to the second floor to reach the Library Media Center. The building elevator can be accessed near the east stairs.

Community members can use the alternative method of School Board meeting access that the District is providing on Zoom:

Join Zoom:

<https://us02web.zoom.us/j/81599627722>

Meeting ID: 815 9962 7722

One tap mobile

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Meeting ID: 815 9962 7722

Find your local number: <https://us02web.zoom.us/u/kdeePLnyIh>

This meeting notice was posted on March 8, 2024.



I. 7 pm CALL TO ORDER

- A. Adopt the Agenda (GC2)
- B. Overarching Result for Shorewood School District (R1)
Our students are leaders who challenge themselves to grow and achieve academically, pursue their passions, navigate change, learn continuously and contribute to the common good.
- C. Awards and Recognitions

II. 7:05 pm STUDENT ACHIEVEMENT AND RESULTS (R1)

Lake Bluff Elementary School

III. 7:15 pm PUBLIC COMMENT #1 (GC3)

Initiate and maintain effective communication with the citizens and other important stakeholder groups as a means to engage them in the work of the Board and the District.

IV. 7:30 pm SUPERINTENDENT'S REPORT 3

V. 7:40 pm SUPERINTENDENT'S CONSENT AGENDA 6

- A. Approval of District Staffing Changes: Resignations, Retirements, Appointments and Leave of Absence Requests

VI. 7:45 pm BOARD BUSINESS AND POSSIBLE BOARD ACTION

- A. District Presentation of Preliminary 2024-2025 Budget Assumptions 7
- B. Student Board Representatives Discussion
- C. Board Governance 9
Public Comment Parameters

VII. 8:45 pm BOARD CONSENT AGENDA (GC2)

- A. Approval of Board Meeting Minutes
February 27, 2024 Regular Board Meeting
- B. Approval of OE 1 (Global Operational Expectations) Policy and Reporting Revisions 10
- C. Approval of District Staffing Changes: Resignations, Retirements, Appointments and Leave of Absence Requests 12

VIII. 8:50 pm PUBLIC COMMENT #2 (GC3)

Initiate and maintain effective communication with the citizens and other important stakeholder groups as a means to engage them in the work of the Board and the District.

IX. 9:05 pm BOARD MEMBER REPORTS 13

- February 20, 2024 Board Budget Workshop
- Recreation and Community Services Advisory Board
- Habitat for Humanity Workshop

X. 9:30 pm PUBLIC COMMENT #3 (GC3)

Initiate and maintain effective communication with the citizens and other important stakeholder groups as a means to engage them in the work of the Board and the District.

XI. 9:45 pm REVIEW OF 'TO DO' ITEMS

XII. 9:50 pm FUTURE AGENDA ITEMS

XIII. 10:00 pm RECESS AND DEBRIEF



**EXECUTIVE SUMMARY
FOR THE SHOREWOOD SCHOOL BOARD**

Topic: Superintendent's Report

Date: March 12, 2024

Prepared by: Laurie Burgos, Superintendent

Recommended action:

- Information only
- Presentation/discussion
- Discussion/action by School Board
- Presentation/action next meeting

Purpose:

To summarize current District education, administrative and operations priorities and provide follow up on items from prior Board meetings.

Budget Development Notes

With one Board meeting - including discussion of the District's initial 2024-2025 budget assumptions - this month, I want to begin with a brief review of the [2024 Budget Development Calendar](#) and the budget information available on the District website.

There is an important Community Budget Information Session on March 18 at 6 pm (in the Shorewood High School Library Media Center). I am pleased to share that this meeting will be preceded by a 5 pm Listening Session with State Representative Darrin Madison (Assembly District 10). This is a valuable opportunity for District families, staff and community members to hear directly from our representative about state funding for public schools and education legislation, and to discuss questions. We look forward to hosting Representative Madison's visit and welcome all to attend both the Listening Session and the Community Budget Information Session to discuss priorities and District budget work. Budget development and related action items are on the Board's April 9 and April 23 agendas.

To make access to budget information on the District website as easy as possible, a Budget widget has been added to the homepage. This link will navigate to the presentations prepared for our recent four-part *Let's Talk About: School Budgets* series, the District's Audit Reports, Annual Meeting and Budget Hearing information, and other budget documents. The 2023 Referendum FAQ can also be found in this section. We will be talking about the impact of

referendum funding on our operations, and resource allocation for the teaching and learning priorities that were identified in my Entry Plan, in our community session on March 18 and at the Board's April meetings.

District and School Updates

With Spring Break around the corner, we are looking ahead to busy weeks and months that will take us to the end of the year. Transitions for students who will be moving to Shorewood Intermediate School and to Shorewood High School next year have begun. Course selections for 2024-2025 have been submitted, and culminating projects are a focus for many moving to higher grades and new buildings. The Class of 2024 - Shorewood's 100th graduating class - will be celebrating events that will create lifelong memories for them and their families, and I will be very honored to be part of our annual Awards & Scholarships Celebration on May 14 and Graduation on June 11.

Amanda Jamerson, Associate Principal at the High School, will serve as our Summer School Principal again this year, and she has been working with the Summer School teaching team over the past several weeks. The Summer School program will be based at Lake Bluff Elementary School this year. The teaching and learning team is working with classroom teachers on recommendations for summer school, and communications to parents and guardians about Summer School will be sent by the Office of Teaching and Learning soon.

We are also focused on recruitment, as spring is a peak time for districts and schools to address vacancies and needs. We are actively recruiting for classroom vacancies, and reviewing the professional services needed that we contract through CESA 1 (e.g. physical therapy and audiology support, and educators for students with hearing and/or visual impairments), Children's Hospital of Wisconsin and other providers.

Strengthening our data systems was also an Entry Plan priority, as this is key to introducing robust progress monitoring practices across the District, and to leveraging social-emotional data and assessment information through student support plans. I reported on the District's evaluation of three data management systems vendors in previous meetings, and the District leadership team will be making a recommendation to me before Spring Break. I will present this to the School Board for discussion and any needed action in April, and share more about how these tools will be used by principals, the teaching and learning team, and our student support and academic specialists.

Finally, I will be continuing discussions with school and department leaders about important feedback we have received through our *Let's Talk About* discussion series, from the Instructional Calendar Committee and other outreach and communications. Rapid adoption of technology in education - and virtually every other aspect of our lives - is one of the lasting impacts of the pandemic, and additional review of our guidelines for student cell phone use, Google Chat, certain apps, along with increasing adoption of Go Guardian tools in our schools and classrooms, will be agenda items for District leadership team this spring. As we continue to evaluate how to harness the power of technology to benefit students, I look forward to

additional conversations with students, staff and District parents and guardians about this rapidly evolving area of education and education policy.

Other topics we will be addressing in preparation for the 2024-2025 school year include:

- updates to our student attendance procedures;
- DPI requirements related to student wellness and changes in Human Growth & Development curriculum;
- Act 20 requirements; and
- final work on our Technology & Library Media Plan.

Community Updates

There are many performing arts, athletics and other events on school calendars for students, families and community members to enjoy, and I am excited to take in as many of them as I can. Shorewood residents will be receiving the Recreation and Community Services Summer Program Guide shortly, and postcards with information about participating in our 2024 School Perceptions survey will begin arriving in residents' mailboxes at the beginning of April.

Accommodations in schools and other facilities for students and staff observing Ramadan have been made, and I want to thank our learning communities for respecting these needs during this month-long observance. I also want to thank community members for their patience as the VHE pool undergoes much needed repairs. The pool was closed on March 1, and work has begun on grouting and other resurfacing work, which will take us to late March. New equipment installation will follow, and I will provide an update at the April 9 Board meeting.

Finally, I want to follow up on the [Habitat for Humanity Housing, Race & Equity Workshop](#) that the District and our Village partners hosted on February 27. If you were unable to attend, I encourage you to visit the link to find out more about this experience, additional workshop dates, and opportunities to organize a free workshop for your organization or group.



**EXECUTIVE SUMMARY
FOR THE SHOREWOOD SCHOOL BOARD**

Topic: Resignation

Date: March 12, 2024

Prepared by: Liliana Mendoza

Recommended action: ___ Information only
 ___ Presentation/discussion
 ___ Discussion/action by committee
 X Discussion/action by board of education
 ___ Presentation/action next meeting

Recommendation(s): Approval

Purpose: Resignation

Background:

Beth Evers is resigning from her position as Speech and Language Pathologist Teacher at Lake Bluff Elementary School; her last day of work will be June 7, 2024.



EXECUTIVE SUMMARY FOR THE SHOREWOOD SCHOOL BOARD

Topic: FY25 Budget Assumptions
Date: March 8th, 2024
Prepared by: Heather Heaviland

- Information only
- Presentation/discussion
- Discussion/action by board of education
- Presentation/action next meeting

Purpose: To provide the Board with an opportunity to review and react to preliminary assumptions for the 2024-2025 budget.

Background: As part of the budget process, the District will annually review 5-year budget projections and discuss the assumptions that will guide the preliminary budget.

FY25 Budget - Preliminary Data and Considerations

Funding for public education is an ongoing challenge for public school districts throughout Wisconsin. While the biennial budget included a \$325 per pupil increase to the revenue limit, this falls far short of the growing gap and does not keep pace with current or past inflation. Shorewood's operating referendum has prevented drastic reductions in spending, but with rapidly escalating expense, the District needs to continue to exercise fiscal discipline.

Over the next five years, the District's operating margins are expected to decline. The District previously shared a slide presentation outlining the anticipated financial forecast, which shows that, even without new investments, the District's margins are dropping to nearly zero in the next four years.

For the FY25 (2024-2025) school year, the District is preparing a budget that assumes the following:

Revenue:

- \$325 Per Pupil Increase
- Grants that support special populations and categorical aid percentage stay static
- Membership for revenue limit = 1,642 (1,675 = 3-year average)
- Increased aid from open enrollment (+39 new seats)
- State aid amount static

Expenses:

- 4.6% average salary increase across all employee groups
- Preliminary allocations include increases to required fixed expenses only (i.e. utilities, insurance) and minor adjustments based on enrollment
- No net additional FTE

Based on these assumptions, the District is currently projecting that our operating margin in FY25 will be less than half of the current year's. While this was anticipated in the projections presented both last year and this year, the margin is slightly narrower than anticipated. At the same time, needs are increasing with school and district leaders requesting additional staffing and/or materials to address emerging student needs.

The District will be working with the leadership team to prioritize needs and align them with resources and will be engaging community stakeholders in a community priorities workshop. At the April 23rd board meeting, the District will present proposed budget balancing strategies.

Proposed public comment note for future agendas:

The board welcomes comment from community members. Due to public meeting laws, we cannot take action on items raised during public comment that are not part of our agenda. We cannot discuss individual pupils, current or former staff, or job candidates. Out of respect for everyone's time to keep our meetings efficient, where appropriate, and to comply with Open Meetings law, we will follow up with speakers following the meeting, but will not engage in lengthy or substantive discussions with commenters during the comment period. Public comments are limited to three minutes per person. The board is also reachable by email at schoolboard@shorewood.k12.wi.us.

OE-1: Global Operational Expectation

The Superintendent shall not cause, allow, or fail to take reasonable measures to prevent any practice, activity, decision or organizational condition that is unlawful, unethical, unsafe, disrespectful, imprudent, in violation of Board policy or endangers the District's public image or credibility.

Superintendent Interpretation:

This OE holds the Superintendent accountable for following Board policy, State and Federal law.

This OE is broad in its scope and generally holds the Superintendent responsible for ensuring that the District operates in a legal, safe, and ethical manner.

Unlawful shall mean in violation of federal, state, and local laws.

Unethical shall mean behavior that is improper or does not conform to accepted professional standards of conduct.

Unsafe shall mean in a manner that is likely to physically injure students, employees, or visitors to the District.

Disrespectful shall mean in a manner that is not reasonably considering the situation or feelings of the person to whom one is speaking. Imprudent shall mean reckless or irresponsible actions.

This OE requires the Superintendent to take "reasonable measures," which shall mean that the Superintendent shall take steps to follow Board policy or protect the District's public image in a manner similar to what other superintendents or leaders of organizations might take under similar circumstances.

This OE requires the Superintendent to protect the legal position of the District as well as the ethical standing of the District. The Superintendent is charged with protecting the "organizational condition," which shall mean the legal standing of the District and the perception that stakeholders have of the District with regard to trust and respect.

This OE requires the Superintendent to establish and maintain a respected and positive "public image," which shall mean the positive perception held by the overwhelming majority of District Constituents.

District Constituents are defined as all persons who have a direct relationship with the District, such as parents, guardians, students and staff, along with residents of the Village of Shorewood.

Board Indicator 1:

We will know we are compliant when:

The Board, upon evaluation of the OE policies, finds no significant violation or noncompliance.

Board Indicator 2:

We will know we are compliant when:

The District is not found to be in violation of any law when any legal action is taken against the District.

Board Indicator 3:

We will know we are compliant when:

In a random survey sample of District Constituents, at least 70% of the respondents express support for the direction of the District, excluding those who respond "Don't know" or "Does Not apply."



**EXECUTIVE SUMMARY
FOR THE SHOREWOOD SCHOOL BOARD**

Topic: Resignation

Date: March 12, 2024

Prepared by: Liliana Mendoza

Recommended action: ___ Information only
 ___ Presentation/discussion
 ___ Discussion/action by committee
 X Discussion/action by board of education
 ___ Presentation/action next meeting

Recommendation(s): Approval

Purpose: Resignation

Background:

Beth Evers is resigning from her position as Speech and Language Pathologist Teacher at Lake Bluff Elementary School; her last day of work will be June 7, 2024.

Board Report
March 12, 2024

Board Budget Workshop
February 20, 2024

Submitted by: Emily Berry,

Board members met with Director of Business Services Heather Heaviland, along with Dr. Burgos to discuss budget priorities, challenges and projections for the district's long-term financial future.

Discussion topics included:

- Where the board wants to see the district situated at the end of our current operating referendum in 4 years. Do we expect to ask the community to support another referendum if there is no meaningful change to state funding for public schools?
- How does the district strategically leverage open enrollment to broaden course offerings and expand access to our district's excellent educational pathways?
- Which of our budget priorities is shown to promote educational equity and our stated strategic priorities?
- Staff salaries and health benefits are the largest and fastest growing expenses for the district. What are long-range strategies we might explore to manage health care and retirement expenses without disrupting access to care, violating trust, or hurting our retention or recruitment efforts?
 - On-site or nearby health clinics?
 - Pooling resources like a clinic with other entities?
- Where are our health or retirement benefits out of step with peer districts (CESA 1 districts or those of similar size)? How might we align so that we can remain competitive and be fiscally responsible?

No official board action was taken. The meeting adjourned at 7:06 p.m.