UNITY SCHOOL DISTRICT BOARD OF EDUCATION

Regular Meeting
Monday, September 14, 2026, 6:00 PM
Unity School Board Room, 1908 150th St., Balsam Lake, WI 54810

Notice is hereby given that a regular session of the Board of Education of the Unity School District will be held on Monday, September 14, 2026, at 6:00 p.m. in the District Board Room, 1908 150th St., Balsam Lake, WI 54810.

_____
Andrea Jerrick, Clerk

1. **6:00 PM** Call to Order/Notice of Meeting/Roll Call
2. Approval of the Agenda
3. Residents' Requests to Speak/Address the Board (Max. 3 min.) Items must be germane to the agenda. Any written comment must be submitted by email to zfugate@unity.k12.wi.us by NOON on Monday, September 14, 2026. Such comments will be provided to the Board of Education for consideration and review (Board Policy 187 - Public Participation at Board Meetings).
4. Board of Education Member Update
   a. Campus Visits and Activity Attendance
5. **Information**
   a. Submitted Reports
      1) Administrative Reports 3
         (These Reports Will Cover Student Academic and Extra-Curricular Successes, Events and Upcoming Calendar Items)
   b. District Administrator's Report - *Mr. Zachary Fugate* 12
      (This Report will cover the latest District Happenings, Upcoming Events, and Staff Recognition)
      1) Budget and Finance Committee Update
      2) NEOLA Policies Group 1: Bylaws, 1000s, 2000s (First Reading)
   c. S.O.A.R. Academy Update
6. **Consent Agenda**
   a. Approval of Board of Education Meeting Minutes, August 10, 2026 - Regular Meeting 21
   b. Approval of Policy and Programming Committee Meeting Minutes, August 25, 2026 - Committee Meeting 28
   c. Approval of Budget and Finance Meeting Minutes, September 9, 2026 - Committee Meeting 29
   d. Finance Report - *Mr. Chad Leonard* 30
   e. Approval of Vouchers 34
   f. Personnel
      1) Consideration and Approval of Various Hires, Retirements, and Resignations, including but not limited to:
         a. Resignation: Nicola Denucci - HS Assistant Softball Coach
         b. Resignation: Jodi McKusick - HS Assistant Softball Coach
         c. Resignation: Kaija Hikel - MS Assistant Musical Director
         d. Resignation: Raelin Stridde - HS Assistant Girls Track Coach
7. **Action Agenda**
   a. Consideration and Approval of Board Policy 0144.5: Board Member Behavior, 39

Communications, and Conduct (2nd Reading)

8. **Looking Ahead at Next Month's Agenda**— *These items are subject to change*
   a. Early Graduation Requests
   b. ECCP and Start College Now
   c. Curriculum Presentation-*Director of Teaching and Learning*
9. **Adjourn**

UNITY ELEMENTARY SCHOOL

EXPECT GREAT THINGS

2026-2027

September 2026

Principal's Report

Sarah Engstrom-Yde, Unity Elementary School Principal



DISTRICT VISION & MISSION

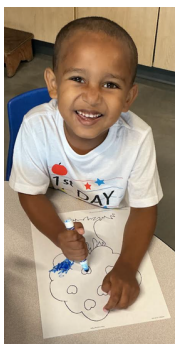
Vision: Our Vision is to be the leading school district in Wisconsin where every student reaches their highest potential.

Mission: Our Mission is to empower every student to thrive as a successful citizen in partnership with our vibrant community.

OUR STUDENTS

Unity Elementary students in 1st - 4th grade were welcomed back for the first day of school on September 1st, 2026! All 1st - 4th grade Unity Eagle students gathered together in the gymnasium for an all-school assembly where students reviewed and practiced following assembly expectations, met new students and staff members, and played a quick game of *This or That?* Meanwhile, Kindergarten and 4K students completed individual "Ready-Set-Go" conferences with their classroom teacher and caregivers during the first two days of school.

Excitement was in the air throughout the first week at UES as students engaged in learning, connected with friends, and enjoyed activities like recess, Specials, and lunch. New this year, all students have the opportunity to choose between breakfast or recess when they arrive at school each morning. So far, students have enthusiastically embraced having additional recess time with their friends before the school day officially begins. Finally, it is worth noting that our elementary school enrollment is strong with 343 students registered for grades 4K - 4th as of September 8, 2026. We are all looking forward to having an excellent 2026-2027 school year!




OUR STAFF

Unity Elementary School (UES) Staff spent the final two weeks of August engaging in various staff in-service trainings and special events to prepare for the upcoming 2026-2027 school year! The theme for UES this year is "The Power of Presence" and staff members were able to kick off their first staff meeting by making a web as they shared about themselves and chose one word that captures their unique contribution to our Unity Eagle team. Teachers received specialized training in implementing our new SpringMath program which will help us meet the needs of all K - 4th grade students through classwide, group, or individual interventions based on weekly data that is collected for each child. Teachers were also provided an opportunity to "shop" for classroom supplies thanks to a generous donation from the Jiliot family. Finally, as the new Elementary Principal, I have been actively meeting with staff members for 1:1 conversations with the goal of meeting with every certified and support staff member at UES by the end of September. Hearing about the dedication and passion of our educators to serve our students as well as identifying ways that I can support them in this work has been an absolute joy!

Now that our students have returned, our collective efforts have shifted to ensuring that all students are supported and trained in the Eagle way – to be Safe, Respectful, Responsible, and Ready – each and every day! I want to highlight some of the ways that our amazing team works to serve our students with excellence: custodial and maintenance staff provide clean and safe classrooms and facilities; cafeteria staff prepare and serve healthy meals; educational assistants and student services personnel work with individual students to reach their unique goals; office staff greet students, staff, and families with warmth and support; teachers plan and execute daily lessons to move each student's learning forward. Together, we are all dedicated to making Unity Elementary School a joyful, positive place for kids!








OUR FAMILIES & COMMUNITY

Building strong family and community partnerships is at the heart of what makes Unity Elementary School a strong and supportive place for kids to come to school each day. This starts with each of our 4K and Kindergarten families attending a 45-minute, one-on-one conference with their classroom teacher before they begin attending school with their classmates. Our 4K and K teachers completed about 120 of these "Ready-Set-Go" conferences on September 1st and 2nd which enables our staff and families to build a solid foundation of collaboration and communication with one another.

In addition, our families and community had opportunities to help their student(s) prepare for the school year at back-to-school events for students of all ages. At the Round Lake Community Center "Back to School Bash" on August 20, students, their families, and staff members gathered together for an amazing evening of activities. This included registration, school supply pick-up, a friendly game of kick-ball, BINGO, food and more! Then, during the Unity School District Open House on August 24th, all 4K - 12th graders and their families had an opportunity to meet teachers, take school pictures, and connect with various school and community resources/organizations. We look forward to creating amazing memories together with our students, their families, and the community this year. For example, on Friday morning, September 4th, elementary and middle school students were welcomed to school by the UHS Football team! There has never been a better time than now to call yourself a Unity Eagle and we enthusiastically look forward to an exceptional 2026-2027 school year!







Middle School Board Report
September 2026

WELCOME BACK!

Unity Middle School has started the school year with energy and enthusiasm, focusing on building connections, celebrating student success, and preparing for a year of growth and achievement.

BACK-TO-SCHOOL EXCITEMENT

The school year opened with an energetic assembly featuring staff introductions, walk-up songs, and a shared vision for the year. Students reviewed expectations and participated in relationship-building activities throughout the day before finishing with an all-school bingo event featuring great prizes, including a tent, camping chair, and sleeping bag.









TECHNOLOGY UPDATE

The school year is off to a strong start with our shared iPad model, providing students access to technology in the classroom when it directly supports learning. Our intentional approach to technology use is off to a great start, thanks to the support of our talented teachers, engaged students, and supportive families. We are excited about the opportunities this model will provide for a great year of learning!

UPCOMING EVENTS

September 9th: Cahill Fall Sports Pictures

September 10th: MS Football @ Unity vs Hayward
MS Volleyball @ Spooner

September 14th: MS Volleyball @ Unity vs Luck

September 15th: MS Football @ Unity vs Webster
MS Volleyball @ Cumberland

September 17th: Power of Youth Presentation (7-12 Grade)
2:15pm, PAC
MS Cross Country Meet @ Unity

September 21st: MS Volleyball @ Frederic

September 22nd: MS Football @ Cumberland
MS Volleyball @ Ladysmith

September 24th: Picture Re-Take Day!
MS Volleyball @ Unity vs Rice Lake

September 25th: Homecoming -
Early Release @ 1pm

September 28th: MS CC @ Cumberland
MS Volleyball @ Unity vs Hayward

September 21st: MS Volleyball @ Unity vs SCF

GO EAGLES!

HIGH SCHOOL

PRINCIPAL'S REPORT: SEPTEMBER 2026

WELCOME BACK EAGLES!





UNITY HIGH SCHOOL WELCOMED STUDENTS BACK WITH A RECORD-BREAKING OPEN HOUSE ON AUGUST 24, WITH MORE THAN 80% OF OUR HIGH SCHOOL STUDENT BODY JOINING US TO LEARN ABOUT THE YEAR AHEAD!

THE EXCITEMENT CONTINUED AS WE OFFICIALLY KICKED OFF THE 2026–27 SCHOOL YEAR WITH AN AMAZING FIRST DAY ON SEPTEMBER 1, 2026. IT HAS BEEN WONDERFUL TO SEE SO MANY SMILING FACES, POSITIVE ENERGY, AND ENGAGED ATTITUDES THROUGHOUT THE BUILDING. WE ARE OFF TO A FANTASTIC START, EAGLES! 🦅
HERE'S TO A GREAT YEAR AHEAD — EXPECT GREAT THINGS!

<u>HIGH SCHOOL BUILDING UPDATE</u>
UNITY HIGH SCHOOL BEGINS THE 2026–27 SCHOOL YEAR WITH A TOTAL ENROLLMENT OF 253 STUDENTS DISTRIBUTED ACROSS GRADE LEVELS AS FOLLOWS:
FRESHMEN: 64 SOPHOMORES: 54 JUNIORS: 60 SENIORS: 75







On Friday, September 4, 2026, Unity High School hosted its annual **Day of Service!** 🦅 Students traveled with their HOM teachers and groups to various locations throughout our district to engage in meaningful community service. From highway clean-up efforts to helping at our local C.R.A. shelter, working on projects at The Woods Golf Course in Balsam Lake, and much more, our students showed up ready to serve!

Our students did a **standout job representing Unity School District** and demonstrated what it truly means to be **honorary citizens** in our community. Their hard work, positive attitudes, and willingness to give back made us incredibly proud.

Way to go, Eagles! 🦅 **We are proud of you!**

HIGH SCHOOL

PRINCIPAL'S REPORT: JULY 2026

HIGH SCHOOL STARTS: READ TO RISE



READ TO RISE IS A SCHOOL-WIDE INDEPENDENT READING INITIATIVE DESIGNED TO BUILD A STRONGER CULTURE OF READING AT UNITY HIGH SCHOOL WHILE GIVING STUDENTS GREATER OWNERSHIP AND CHOICE IN WHAT THEY READ. AS PART OF THE INITIATIVE, THE ENTIRE HIGH SCHOOL BUILDING DEDICATES THE FIRST 10–12 MINUTES OF HOM EACH DAY TO INDEPENDENT READING, CREATING A CONSISTENT SCHOOL-WIDE ROUTINE IN WHICH BOTH STUDENTS AND STAFF.....READ! STUDENTS SELECT BOOKS THAT GENUINELY INTEREST THEM AND READ BOOKS SEPARATE FROM THEIR ASSIGNED CLASSROOM READING. THE GOAL IS TO ESTABLISH CONSISTENT READING HABITS, INCREASE STUDENT ENGAGEMENT, AND HELP STUDENTS RECOGNIZE READING AS BOTH AN ACADEMIC SKILL AND A LIFELONG TOOL FOR PERSONAL GROWTH.

DURING TRIMESTERS I & II, STUDENTS WILL ENGAGE IN STRUCTURED ACTIVITIES THAT ENCOURAGE THEM TO THINK CRITICALLY ABOUT THEIR READING AND SHARE THEIR EXPERIENCES WITH OTHERS. THESE INCLUDE STUDENT-LED DISCUSSIONS, JOURNAL REFLECTIONS, AND A FINAL WRITTEN BOOK REVIEW. STUDENTS ALSO HAVE SCHEDULED OPPORTUNITIES TO VISIT THE LIBRARY AND SELECT BOOKS THAT ALIGN WITH THEIR INTERESTS AND READING GOALS. BY PROTECTING DEDICATED READING TIME ACROSS THE ENTIRE BUILDING, READ TO RISE SEEKS TO CREATE A SHARED CULTURE IN WHICH READING IS VALUED, CELEBRATED, AND VIEWED AS AN IMPORTANT PART OF EVERY STUDENT'S GROWTH AND SUCCESS! LOOKING FOR SOMETHING FUN TO DO? STOP IN AND READ WITH THE STUDENTS. ALL TEACHERS AND BUILDING STAFF MEMBERS ARE BEING ENCOURAGED TO READ RIGHT ALONG WITH THE STUDENTS.

UPCOMING EVENTS

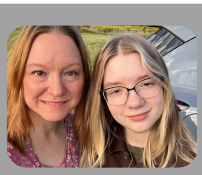
- September 20 – Homecoming Decorations & Grill Out
- September 23 – Drive Your Tractor to School Day
- September 25 – Homecoming
  - Senior Sunrise
  - Homecoming Parade- Centuria, WI.
  - Homecoming Community Picnic
  - Homecoming Football Game
- September 26 – Homecoming Dance

SEPTEMBER 2026
SPECIAL EDUCATION BOARD REPORT

Special Education Staffing: A Strong Start to the Year

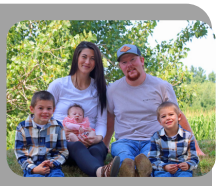
This school year began with a level of staffing consistency in Special Education that Unity has not experienced in several years. All certified special education staff returned, providing continuity for students, families, and colleagues. We also continued working with the same contracted providers for speech and language, occupational therapy, audiology, and physical therapy, further strengthening that consistency. While our certified staffing remained stable, we welcomed five new Educational Assistants who joined our team to provide individualized support to students with disabilities. We are excited to introduce these new team members and highlight the experience and strengths they bring to our students and schools.

Ellarose Zurfluh



Ellarose is working in the High School and Eagle Care Club. Originally from East Texas, Ellarose previously lived in the Balsam Lake area for several years in the early 2000s. Her diverse professional background includes experience in graphic design, finance, and education. She enjoys crafting and spending time outdoors. She and her daughter recently returned to the area and are excited to begin this new chapter in their lives.

Grace Van Someren



Grace will begin in the Elementary September 21. Grace is a mother of three and lives on a hobby farm with chickens and pigs. Growing up as one of eight siblings, family is very important to her, and she enjoys spending time with her nieces and nephews. In her free time, she enjoys being outdoors, especially hunting with her dogs and participating in her family's annual Thanksgiving deer-hunting tradition.

Jennny Hensel



Jenny is excited to join Unity as an Elementary Special Education Assistant and brings extensive experience working with children. She and her husband have six children, including three they adopted, and she has 12 years of experience as a childcare teacher and center director, along with eight years as a foster parent. She is passionate about helping children feel valued, supported, and equipped for success. In her free time, she enjoys spending time with her family and being outdoors.

Lily Peterson



Lily is originally from Maryland and moved to Wisconsin last December with her cat, Mimi. She enjoys creating ceramics and playing The Legend of Zelda, and is currently working her way through Twilight Princess. Lily is excited to join Unity as an Elementary Special Education Assistant and looks forward to learning and growing alongside the team.

Patrick Tepoorten



Pat joins Unity as an Elementary Special Education Assistant after 18 years as a Community Relations Coordinator at North Branch Area Public Schools. He brings extensive school-district experience and is excited for the opportunity to work directly with students. Pat and his wife, LeAnn, have four children and four grandchildren. Outside of work, he enjoys fishing, hockey, golf, music, and spending time outdoors with his family.

DOTL Board Report
September 2026

NEW TEACHER INDUCTION AND MENTORING PROGRAM

The 2026-27 New Teacher Induction and Mentoring Program launched on August 13th with a full day PD session titled *Evidence Informed Teaching*. Teachers in Year 1 or 2 in our district, along with their mentors, attended this event. This session aimed to raise awareness of the research base that underpins effective practices while also dedicating a large portion of the day for new teachers and mentors to practice these strategies. This event was held in collaboration with Grantsburg School District as part of the Peer Review and Mentoring Grant that was awarded to our district this summer to fund this work.

Two mentors will be attending a CESA 11 Mentor Training along with Trent on September 18th as a learning opportunity to strengthen our mentorship practices in our district. This small team will bring back ideas on how to better support mentors in doing this important work effectively.

The Peer Review and Mentoring Grant award has also funded subscriptions for our new teachers and mentors to a professional learning platform called Steplab. This resource will support the implementation of action steps stemming from the *Evidence Informed Teaching* PD day. Additionally, new teachers and mentors were given the book *Teach Like a Champion* as a reference text for evidence informed teaching strategies.

GIFTED & TALENTED GRANT

Unity School District was awarded funding through DPI's Gifted and Talented Grant to hire for a part-time Gifted and Talented Teacher. This position will have a mathematics emphasis because of what the needs assessment revealed during the grant application process. This teacher will work with grades 3-8.

Additionally, this grant project includes consulting services to focus on implementing GT instructional programming, including an evaluation of how our programming is impacting Native students.

SpringMath Launch

Students in grades K-4 are all using a new Math supplement program called SpringMath. Students in need of additional instructional support at the middle school are also eligible for SpringMath.

This instructional approach is intended to increase mathematical fluency through a daily routine that includes student collaboration and individual practice. SpringMath will empower our teachers and interventionists with actionable data points to inform next steps in instruction. The first week has been a success in terms of student and staff excitement!

INTERVENTION UPDATES

ELA

Literacy interventions went through a program evaluation last spring that determined a need for a stronger menu of evidence-based interventions for our staff to select from. Our Teaching and Learning Team is working to clarify why we will use specific interventions to support students' next steps in learning. New resources we have on hand are:

1 - REWARDS (advanced vocabulary and fluency)
2 - Sound Partners (foundational skills)
3 - Phonics for Reading (advanced decoding and comprehension)

Math

We are excited to have our new math interventionist position in place. Kelsey Bazey has done a tremendous job creating a purposeful schedule of K-8 Math interventions as well as coaching our two Math Corps tutors.

EXPECT GREAT THINGS!

September 2026

UNITY SCHOOL DISTRICT








UNITY SCHOOL DISTRICT REFERENDUM: INSPIRED BY OUR PAST. INVESTED IN OUR FUTURE

ON NOVEMBER 3, 2026, THE RESIDENTS OF UNITY SCHOOL DISTRICT WILL HAVE AN OPPORTUNITY TO VOTE TO DECIDE WHETHER TO INCREASE SCHOOL FUNDING THROUGH TWO REFERENDUM QUESTIONS. THE FIRST QUESTION IS FOR A CAPITAL (BOND) REFERENDUM FOR $32 MILLION, AND THE SECOND QUESTION IS FOR A $600,000 RECURRING OPERATIONAL LEVY. THE FOCUS OF THE REFERENDUM QUESTIONS IS TO ADDRESS CURRENT AND FUTURE FACILITIES AND PROGRAMMING NEEDS WITHIN THE DISTRICT, WHILE ALSO PROVIDING TRANSFORMATIONAL CHANGES FOR OUR STUDENTS, STAFF, AND SCHOOL COMMUNITY. WHILE INFORMATION WITH SPECIFIC DETAILS ABOUT THE REFERENDUM WILL BE HITTING MAILBOXES THROUGHOUT THE DISTRICT, IT IS IMPORTANT TO NOTE THAT COMMUNITY MEMBERS ARE INVITED TO ATTEND ONE OR MORE OF THE FIVE COMMUNITY REFERENDUM MEETINGS THAT WILL BE HAPPENING OVER THE COURSE OF THE NEXT TWO MONTHS. INFORMATION IS ALSO AVAILABLE ON THE DISTRICT WEBSITE. WE LOOK FORWARD TO CONNECTING WITH UNITY RESIDENTS ABOUT THIS IMPORTANT AND IMPACTFUL DECISION IN NOVEMBER. BELOW ARE THE DATES AND LOCATIONS FOR THE COMMUNITY REFERENDUM MEETINGS. WE HOPE TO SEE YOU THERE.

COMMUNITY MEETINGS

WEDNESDAY, SEPTEMBER 16	MONDAY, SEPTEMBER 28	MONDAY, OCTOBER 5	WEDNESDAY, OCTOBER 14	MONDAY, OCTOBER 19
Round Lake Community Center 5:30 p.m.	McKenzie Lanes 6:00 p.m.	Balsam Lake Lodge 6:00 p.m.	Milltown Fire Department 6:00 p.m.	High School 6:00 p.m.



EACH YEAR, UNITY SCHOOL DISTRICT JOINS WITH MANY OTHER COMMUNITY PARTNERS TO SUPPORT THE MENTAL HEALTH TASK FORCE OF POLK COUNTY'S SUICIDE AWARENESS WALK. MANY STAFF, STUDENTS, AND FAMILIES PROVIDE SUPPORT THROUGH PARTICIPATION, COMMUNICATION, AND FINANCIAL COMMITMENTS. AS A RESULT, EACH YEAR THE MENTAL HEALTH TASK FORCE PROVIDES A FISCAL DONATION TO UNITY, AND OTHER AREA SCHOOL DISTRICTS, TO HELP SUPPORT ADDRESSING THE MENTAL HEALTH NEEDS OF STUDENTS. IT IS AN IMPORTANT AND MEANINGFUL PARTNERSHIP!

200+

Participants

10+

Years

1

Great Cause!

COME ONE, COME ALL: JOIN US FOR AN UPCOMING EVENT



One of the most important aspects of Unity School District is the incredible amount of pride and support that comes from our community. In an effort to encourage more parents, grandparents, friends, and community members to attend the events that occur at Unity each year, there will no longer be any entry fees to attend our home events (with the exception of WIAA playoff games). This is more than just athletic events, as it also includes musicals, plays, concerts, and the like. It is important to note that the funds received from ticket sales were marginal, and the impact of having more people attend our events in order to build community pride will undoubtedly result in a greater foundation for long-term support and programming. It also results in significant savings for Unity families and community members. It is also a great opportunity for everyone to enjoy some great refreshments and show support for our amazing Unity Booster Club! In light of this change, we are excited to welcome more attendees to all of our events.

Miss Ciara DeLozier

While Miss Ciara DeLozier has only been a member of the Kindergarten team here at Unity for the past four years, she has been a member of the Unity Eagle Family her whole life! Miss Ciara also serves as a Unity Middle School Volleyball Coach. Anyone who crosses paths with her knows that she works hard to create a warm classroom environment with the aim of engaging students in a safe and rigorous learning environment. Her dedication to student success is unwavering, and in true Unity form, she provides great experiences for her students and families.





MY RIDE: UP-TO-DATE STUDENT TRANSPORTATION ALERTS

Unity School District and Safe-Way Transportation have implemented the "My Ride" student transportation update system on all school buses.

Register now to receive:

- Weather Alerts
- Route Time Changes
- Daily Communication

All you need is your Student's ID number
Forgot the number? Call Safe Way at 715-825-3515 x5060 or email at transportation@unity.k12.wi.us

FOLLOW US

ON SOCIAL MEDIA

@UnitySchool

@UnityEagles

@UnityEagles

#UnityEaglePride

HOMECOMING COMMUNITY PICNIC



- FREE MEAL
- FACE PAINTING
- BOUNCE HOUSE
- FUN FOR EVERYONE



Daeffler's Quality Meats

$500 DONATED BY ST. CROIX CASINO

Friday, Sept. 25th | 4:30 PM - 6:00 PM | ES Playground

UNITY IS HIRING

DIRECTOR EMPLOYMENT OPPORTUNITIES

- **GIFTED AND TALENTED TEACHER (.5 FTE)**

Get the opportunity to join our team and gain experience and benefits by working with a great leadership team!

Apply Now!



Our Website
WWW.UNITY.K12.WI.US

UNITY IS HIRING

CERTIFIED STAFF POSITIONS

- ALL POSITIONS ARE FILLED

SUPPORT STAFF POSITIONS

- ALL POSITIONS ARE FILLED

Get the opportunity to join our team and gain experience and benefits by working with a great leadership team!

Apply Now!



Our Website
WWW.UNITY.K12.WI.US

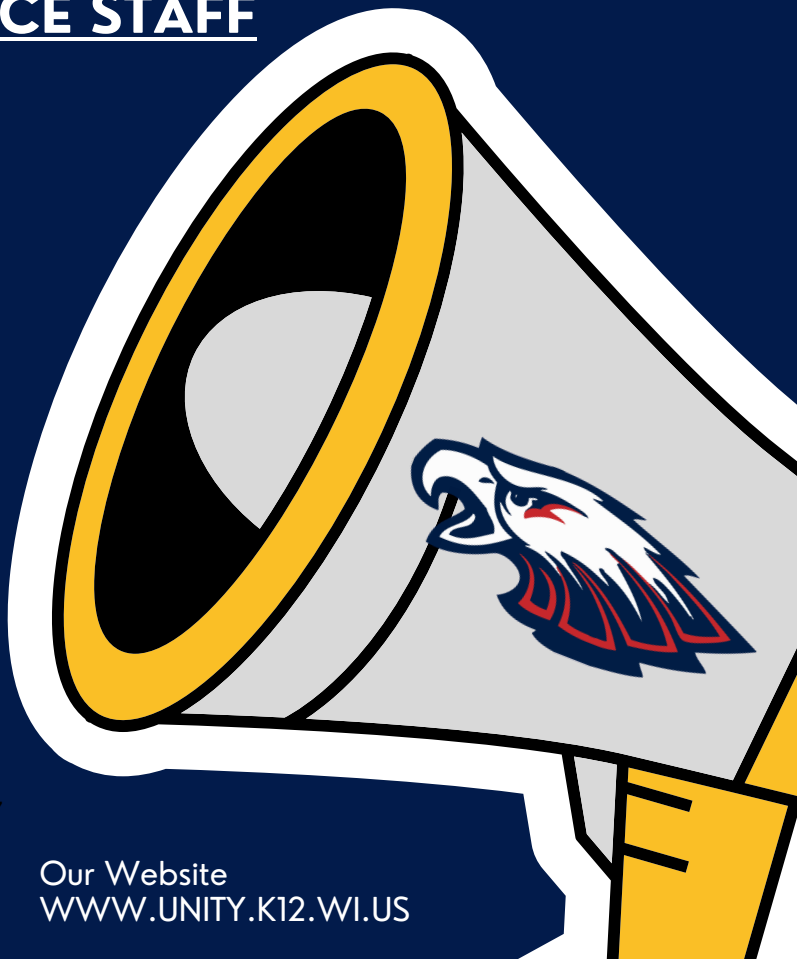
UNITY IS HIRING

SUBSTITUTE STAFF POSITIONS

- **SUBSTITUTE TEACHERS**
- **SUBSTITUTE EDUCATIONAL ASSISTANTS**
- **SUBSTITUTE CUSTODIANS**
- **SUBSTITUTE FOOD SERVICE STAFF**

Get the opportunity to join our team and gain experience and benefits by working with a great leadership team!

Apply Now!



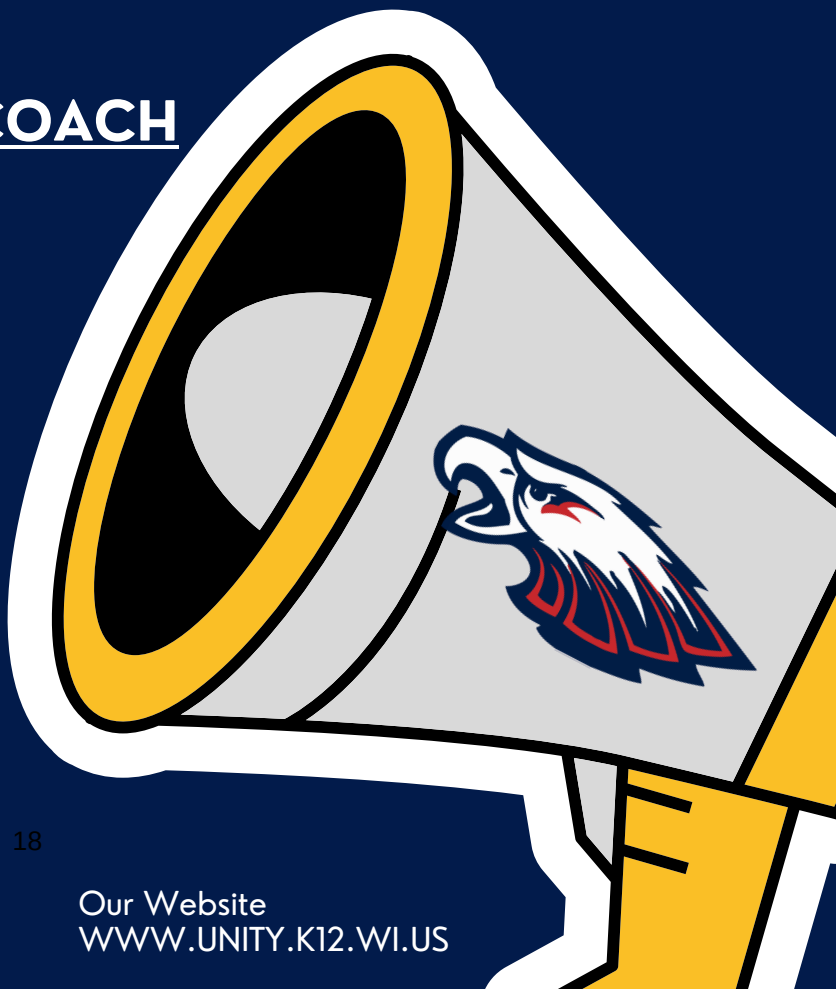
Our Website
WWW.UNITY.K12.WI.US

UNITY IS HIRING

COACHING/ADVISING POSITIONS

- HS GIRLS ASSISTANT BASKETBALL COACH
- MS GIRLS BASKETBALL COACH
- MS BASEBALL COACH
- HS ASSISTANT TRACK COACH

Apply Now!



Our Website
WWW.UNITY.K12.WI.US

VISION & *Mission*

VISION

To be the leading school district in Wisconsin where every student reaches their highest potential.

MISSION

Empower every student to thrive as a successful citizen in partnership with our vibrant community.

Approved by the Board of Education April 7, 2025

CALENDAR OF EVENTS

DATE	EVENT	PLACE	TIME
Tuesday, September 15	Washington D.C. & New York City Informational Meeting	PAC	6 PM - 8 PM
Friday, September 25	Homecoming Parade	Centuria	10:30 AM - 12:00 PM
Friday, September 25	Early Release	District Wide	1:00 PM
Friday, September 25	Afternoon In-Service	District Wide	1 PM - 3:30 PM
Friday, September 25	Homecoming Community Picnic	ES Playground	4:30 PM - 7 PM
Friday, September 25	Homecoming Football Game	ROK Stadium	7 PM - 9PM
Friday, September 25	Homecoming Dance	HS Cafe	8 PM - 11 PM
Sunday, September 27	Hunter Safety Class	HS Library	12 PM - 5 PM
Thursday, October 1	“PINK OUT” Annual Volleyball Fundraiser	Eagle Plaza	5 PM - 8 PM
Thursday, October 1	Varsity Volleyball “PINK OUT” Game	Gym 1	7:00 PM - 8:30 PM
Sunday, October 4	Hunter Safety Class	HS Library	12 PM - 5 PM
Sunday, October 11	River Road Colors Cruise	High School/BL Trolley	12 PM - 3 PM

Upcoming Regular Board Meetings:

October 12, November 9, December 14

Regular Meeting
Board of Education
Unity School District
August 10, 2026

OFFICIAL AMENDMENT: Corrected and approved by formal Board action on September 14, 2026, to reflect that Member Jeff Reed voted "No" instead of "Yes" on Resolution 3. The total tally remains (4-2).
Signed: _____, Board Secretary

1. **5:30 PM** Call to Order/Notice of Meeting/Roll Call
   Members Present: Debbie Ince-Peterson, Victoria Studtmann, Adam Jarchow, Mike Haroldson (met at the facility tour of UCLC), Jeff Reed, Andrea Jerrick
   Members Absent: Jeromy Cox
   Admin Present: Zack Fugate, Chad Leonard, Jaclyn Mackey, Sarah Engstrom-Yde
   Others Present: Sara Dueholm, Joe Tilton, Ryan Flaherty, Debby Brunett (Baird), John Huenink (KA)
2. Approval of the Agenda
   Motion to approve the agenda by Adam Jarchow.
   Second by Victoria Studtmann.
   Motion carried by unanimous voice vote.
3. **Facility Tour - 5:30 p.m.**
4. **Reconvene Regular Meeting in the District Boardroom - 6:00 p.m.**
5. Residents' Requests to Speak/Address the Board (Max. of 3 min.) Items must be germane to the agenda. Any written comment must be submitted by email to zfugate@unity.k12.wi.us by NOON on Monday, August 10, 2026. Such comments will be provided to the Board of Education for consideration and review (Board Policy 187 - Public Participation at Board Meetings).
   None Received
6. Board of Education Member Update
   a. Campus Visits and Activity Attendance
      Debbie football starts on Friday; scrimmage at Barron.
      Vicki is getting ready for school, and MS football starts on Monday.
      Adam: none to report.
      Jeff: none to report.
      Andrea: none to report.
7. <u>Information</u>
   a. District Administrator's Report - *Mr. Zachary Fugate*
      (This Report will cover the latest District Happenings, Upcoming Events, and Staff Recognition)
   b. Referendum Finance Presentation - *Debby Brunett (Baird Financial*
      Debby Brunett presented to the board.
   c. Referendum Consideration Presentation - *Kraus-Anderson and Mr. Zachary Fugate*
      John Huenink presented to the Board.
8. <u>Consent Agenda</u>
   a. Approval of Board of Education Meeting Minutes, July 13, 2026- Regular Board Meeting
   b. Approval of Board of Education Meeting Minutes, July 27, 2026- Special Board Meeting
   c. Approval of Board of Education Meeting Minutes, August 03, 2026 - Budget and Finance Committee Meeting
   d. Finance Report - *Mr. Chad Leonard*
   e. Approval of Vouchers
   f. Personnel
      1) Consideration and Approval of Various Hires, Retirements, and Resignations, including but not limited to:
         a. New Hire: Tracy Nyhus - Head Softball Coach

b. Resignation: Carolyn Christensen - MS Softball Coach

Motion to approve consent agenda items 8 a.-d., f.1) a.-b. by Victoria Studtmann.
Second by Mike Haroldson.
Motion carried by unanimous voice vote.
Motion to approve consent agenda item 8.e. by Victoria Studtmann.
Second by Adam Jarchow
Motion carried (5-0-1), abstention by Andrea Jerrick due to conflict of interest.

9. Action Agenda

a. RESOLUTION 1: INITIAL RESOLUTION AUTHORIZING GENERAL OBLIGATION BONDS IN AN AMOUNT NOT TO EXCEED APPROXIMATELY $22,000,000-$32,000,000

Motion to approve RESOLUTION 1: INITIAL RESOLUTION AUTHORIZING GENERAL OBLIGATION BONDS IN AN AMOUNT NOT TO EXCEED$32,000,000 by Victoria Studtmann.
President Debbie Ince-Peterson called for a Roll Call Vote:
Debbie Ince-Peterson-Yes; Victoria Studtmann-Yes; Adam Jarchow-No; Jeff Reed-Yes; Andrea Jerrick-Yes; Mike Haroldson-Yes; Jeromy Cox-absent
Motion passed (5-1).

Motion for the Board to adopt RESOLUTION 1and read aloud in its entirety by Victoria Studtmann:

INITIAL RESOLUTION AUTHORIZING GENERAL OBLIGATION BONDS IN AN AMOUNT NOT TO EXCEED $32,000,000

BE IT RESOLVED by the School Board of the Unity School District, Polk County, Wisconsin that there shall be issued pursuant to Chapter 67 of the Wisconsin Statutes, general obligation bonds in an amount not to exceed $32,000,000 for the public purpose of paying the cost of a school facility improvement project at the district campus consisting of: construction of an addition and renovations at the High School, including for career and technical education and automotive space, and cafeteria and food service updates; safety, traffic flow, parking and site improvements; district-wide capital maintenance and building infrastructure improvements, including roof replacement; athletic facility and accessibility improvements, and reconstruction of baseball, football and softball fields[, the tennis courts and track]; and acquisition of furnishings, fixtures and equipment.

Second by Debbie Ince-Peterson.
President, Debbie Ince-Peterson called for a Roll Call Vote:
Debbie Ince-Peterson-Yes; Victoria Studtmann-Yes; Adam Jarchow-No; Jeff Reed-Yes; Andrea Jerrick-Yes; Mike Haroldson-Yes; Jeromy Cox-Absent
Motion passed (5-1).
Adopted and recorded August 10, 2026

b. RESOLUTION 2: RESOLUTION AUTHORIZING THE SCHOOL DISTRICT BUDGET TO EXCEED REVENUE LIMIT BY APPROXIMATELY $600,000-$1,000,000 FOR RECURRING PURPOSES

Motion to approve RESOLUTION 2: RESOLUTION AUTHORIZING THE SCHOOL DISTRICT BUDGET TO EXCEED REVENUE LIMIT BY APPROXIMATELY $600,000 FOR RECURRING PURPOSES by Victoria Studtmann.
Second by Mike Haroldson.
President Debbie Ince-Peterson called for a Roll Call Vote:

Debbie Ince-Peterson-Yes; Victoria Studtmann-Yes; Adam Jarchow-No; Jeff Reed-No;
Andrea Jerrick-Yes; Mike Haroldson-Yes; Jeromy Cox-Absent
Motion passed (4-2).

Motion for the Board to adopt RESOLUTION 2 and read aloud in its entirety by Victoria Studtmann:

RESOLUTION AUTHORIZING THE SCHOOL DISTRICT BUDGET TO EXCEED REVENUE LIMIT BY $600,000 FOR RECURRING PURPOSES

BE IT RESOLVED by the School Board of the Unity School District, Polk County, Wisconsin, that the revenues included in the School District budget be authorized to exceed the revenue limit specified in Section 121.91, Wisconsin Statutes, by $600,000 beginning with the 2026-2027 school year, for recurring purposes consisting of operational and maintenance expenses.

Second by Mike Haroldson.
Debbie Ince-Peterson called for a Roll Call Vote:
Debbie Ince-Peterson-Yes; Victoria Studtmann-Yes; Adam Jarchow-No; Jeff Reed-No;
Andrea Jerrick-Yes; Mike Haroldson-Yes; Jeromy Cox-absent
Motion passed (4-2).
Adopted and recorded August 10, 2026

c. RESOLUTION 3: RESOLUTION PROVIDING FOR A REFERENDUM ELECTION ON THE QUESTIONS OF THE APPROVAL OF AN INITIAL RESOLUTION AUTHORIZING THE ISSUANCE OF GENERAL OBLIGATION BONDS IN AN AMOUNT NOT TO EXCEED APPROXIMATELY $22,000,000-$32,000,000 AND A RESOLUTION AUTHORIZING THE SCHOOL DISTRICT BUDGET TO EXCEED REVENUE LIMIT BY APPROXIMATELY $600,000-$1,000,000 FOR RECURRING PURPOSES

Motion to adopt RESOLUTION 3 and read aloud in its entirety by Victoria Studtmann:

RESOLUTION PROVIDING FOR A REFERENDUM ELECTION ON THE QUESTIONS OF THE APPROVAL OF AN INITIAL RESOLUTION AUTHORIZING THE ISSUANCE OF GENERAL OBLIGATION BONDS IN AN AMOUNT NOT TO EXCEED $32,000,000 AND A RESOLUTION AUTHORIZING THE SCHOOL DISTRICT BUDGET TO EXCEED REVENUE LIMIT BY $600,000 FOR RECURRING PURPOSES

WHEREAS, the School Board of the Unity School District, Polk County, Wisconsin (the "District"), has heretofore duly adopted resolutions entitled: "Resolution Authorizing General Obligation Bonds in an Amount Not to Exceed $32,000,000 (the "Initial Resolution" and "Resolution Authorizing the School District Budget to Exceed Revenue Limit by $600,000 for Recurring Purposes& (the "Revenue Limit" and

WHEREAS, the School Board deems it to be desirable and in the best interest of the District to direct the District Clerk to submit the Initial Resolution and the Revenue Limit Resolution to the electors for approval or rejection at the regularly scheduled election to be held on November 3, 2026.

NOW, THEREFORE, BE IT RESOLVED by the School Board of the District as follows:

23

Section 1 . Referendum Election Date. The District Clerk is hereby directed to call a

referendum election to be held in the District at the regularly scheduled election to be held on November 3, 2026, for the purpose of submitting to the qualified electors of the District the propositions of whether the Initial Resolution and the Revenue Limit Resolution shall be approved.

Section 2 . Notice to Electors. The District Clerk is directed to give notice by:

(a) causing a Notice to Electors in substantially the form attached hereto as Exhibit A to be posted in at least three public places no later than August 20, 2026 and published in the Inter-County Leader within ten days after the date hereof.

(b) causing a Notice of Election in substantially the form attached hereto as Exhibit B to be posted in at least three public places no later than October 6, 2026 and published in the Inter-County Leader in the issue published immediately prior to the fourth Tuesday before the referendum election.

(c) causing a Notice of Referendum (which includes the facsimile of the sample ballot) in substantially the form attached hereto as Exhibit C to be posted in at least three public places no later than October 27, 2026 and published in the Inter-County Leader in the issue published immediately preceding the referendum election. This Notice shall also be posted in each polling place on election day. If any of the municipalities within the District use an electronic voting system employing a ballot label and ballot card, the Notice of Referendum set forth in Exhibit C shall also include a true, actual-size copy of the ballot label and ballot card in the form in which they will appear on election day.

Section 3 . Polling Places and Hours. The District electors must vote at the referendum election at the times and polling places at which they cast their ballots in regularly scheduled elections.

Section 4 . Referendum Election Officials. The election officials appointed in each of the municipalities within the District shall conduct the election.

Section 5 . Official Referendum Ballot Form. The ballot to be used at the referendum election shall be prepared in accordance with the provisions of Sections 5.64(2) and 7.08(1)(a), Wisconsin Statutes. The ballot shall be substantially in the form attached hereto as Exhibit D.

The District Clerk shall cause to be printed sufficient ballots for use at said referendum election, both as actual ballots in those polling places which do not use voting machines and as absentee ballots where voting machines are used and as specimen ballots (the latter to be of a different and easily identifiable color from the actual ballot). The form of the ballot shall be filed with the official responsible for providing the ballots for the election, and the District Clerk shall file a copy of the ballot with the clerk of each county having territory within the District, as soon as possible after the date hereof but in no event later than 70 days prior to the election, as provided in Section 8.37, Wisconsin Statutes. If the District prepares the ballots, they should be delivered to the municipal clerks running the election at least 52 days prior to the election, to allow the municipal clerks to comply with their obligation to provide absentee ballots under Section 7.15, Wisconsin Statutes.

The municipal clerks of the municipalities within the District shall receive applications for absentee ballots and initial the same when issued to qualified absentee voters.

Section 6 . Canvass. The returns of the referendum election shall be canvassed by the Board of Canvassers of each municipality within the District. Each Board of Canvassers shall certify the returns of the referendum election to the District Clerk. The District Clerk and two other reputable citizens appointed by the District Clerk prior to the date of the referendum election shall act as the District's Board of Canvassers for this referendum election. This Board of Canvassers shall meet in open session no later than 9:00 a.m. on the Tuesday after the election to determine the result of the referendum election. The canvass shall be open to the public and the District Clerk is directed to give due notice of said meeting.

Section 7. DPI Notice. Pursuant to the provisions of Sections 120.115(1) and 121.91(3), Wisconsin Statutes, the District Clerk shall notify the Department of Public Instruction of the date of the referendum election and shall provide the Department with copies of the Initial Resolution and the Revenue Limit Resolution within 10 days after the adoption of the Initial Resolution and the Revenue Limit Resolution and shall further notify the Department of the results of the referendum within 10 days following the election using the method prescribed by the Department.

Second by Mike Haroldson.
Debbie Ince-Peterson called for a Roll Call Vote:
Debbie Ince-Peterson-Yes; Victoria Studtmann-Yes; Adam Jarchow-No; Jeff Reed-~~Yes~~ No;
Andrea Jerrick-Yes; Mike Haroldson-Yes; Jeromy Cox-absent
Motion passed by (4-2).
Adopted and recorded August 10, 2026

The minutes of the Regular School Board meeting held on August 10, 2026, were presented for review at the September 14, 2026 Regular School Board meeting. Board Member Victoria Studtmann noted a typographical error in the roll call vote for Resolution 3, stating that Jeff Reed's individual vote was cast as a "Yes" rather than a "No". The final vote tally of (4-2) remains correct and unchanged. Upon a motion by Board Member Jeff Reed and a second by Board Member Andrea Jerrick, the minutes of the August 10, 2026, meeting were approved as corrected to reflect the accurate individual vote.

d. RESOLUTION 4: RESOLUTION PROVIDING FOR A REFERENDUM ELECTION ON THE QUESTION OF THE APPROVAL OF AN INITIAL RESOLUTION AUTHORIZING THE ISSUANCE OF GENERAL OBLIGATION BONDS IN AN AMOUNT NOT TO EXCEED APPROXIMATELY $22,000,000-$32,000,000
   Motion to dismiss RESOLUTION 4; no action required to be taken by the Board by Jeff Reed.
   Second by Mike Haroldson.
   Motion carried by unanimous voice vote.
e. Consideration and Approval of the 2026-2027 Eagle Care Club Handbook
   Motion to approve the 2026-2027 Eagle Care Club Handbook by Victoria Studtmann.
   Second by Mike Haroldson.
   Motion carried by unanimous voice vote.
f. Approval of Act 57 and Act 89 Policies (Second Reading)
   Motion to adopt all Policies under Act 57 and Act 89 Policies with the exclusion of Policy 144.5, which needs to be brought back to counsel to address language regarding communication between board members and communication with students by Adam Jarchow.
   Second by Mike Haroldson.

Motion carried by unanimous voice vote.

g. Consideration and Approval of a 2026-2027 66.0301 Agreement Between Unity School District and Clear Lake for Distance Learning

Motion to approve the 2026-2027 66.0301 Agreement Between Unity School District and Clear Lake for Distance Learning by Adam Jarchow.
Second by Jeff Reed.
Motion carried by unanimous voice vote.

10. Looking Ahead at Next Month's Agenda— *These items are subject to change*
    a. NEOLA Policies Group 1: Bylaws, 1000s, 2000s (First Reading)
    b. S.O.A.R. Academy Update
11. Adjourn at 7:08 p.m.

Motion to adjourn by Andrea Jerrick.
Second by Jeff Reed.
Motion carried by unanimous voice vote.

UNITY SCHOOL DISTRICT BOARD OF EDUCATION

Policy and Programming Committee Meeting
Tuesday, August 25, 2026, 6:00 PM
Unity School District, 1908 150th Street, Balsam Lake, WI 54810

Notice is hereby given to the public and news media pursuant to Wisconsin Statutes that a Budget and Finance Committee Meeting of the Unity School District Board of Education, Balsam Lake, will be held on Tuesday, August 25, 2026, at 6:00 PM. The agenda for said meeting is as follows:

_____

Andrea Jerrick, Clerk

1. **Call to Order/Notice of Meeting/Roll Call 6:00 p.m.**
   Members Present: Adam Jarchow, Mike Haroldson
   Members Absent: Jeromy Cox
   Admin Present: Zack Fugate
2. Review of the Following Policy Templates in Preparation for Transition to NEOLA Policies
   a. 0000's-Bylaws Templates
   b. 1000's-Administration Templates
   c. 2000's-Program Templates

      Motion to bring all three (3) sections to the Board at the September Meeting for a first reading by Adam Jarchow.
      Second by Mike Haroldson.
      Motion carried with unanimous voice vote.
3. **Adjourn 6:41 p.m.**

      Motion to adjourn by Adam Jarchow.
      Second by Mike Haroldson.
      Motion carried by unanimous voice vote.

Budget & Finance Committee Meeting
Board of Education
Unity School District
September 9, 2026

1. **Call to Order/Notice of Meeting/Roll Call 5:30 p.m.**
   Members Present: Victoria Studtmann, Debbie Ince-Peterson, Andrea Jerrick
   Members Absent: None
   Admin Present: Zack Fugate, Chad Leonard
2. Revenue Limit and Preliminary District Budget 2026-2027
   Committee consensus on scenarios to bring forward to the Board.
3. Debt Service Report
   Report reviewed with the budget.
4. Long-Range Planning
   Long-Range Plan on hold pending referendum results.
5. **Adjourn 6:36 p.m.**
   Motion to adjourn by Debbie Ince-Peterson.
   Second by Andrea Jerrick.
   Motion carried by unanimous voice vote.

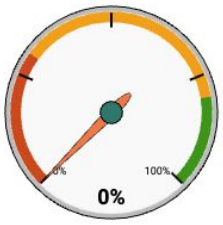
UNITY SCHOOL DISTRICT

Finance Report - August 2026
September 14, 2026 Board Meeting

Unity School District Budget Dashboard - 2026/2027 - Month Ending August 2026

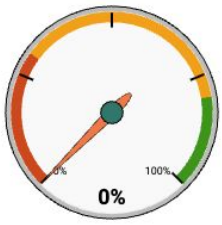
% of the School Year Complete *17%*

TOTAL DISTRICT



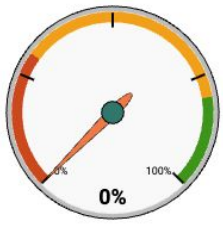
BUDGET	$ 1,430,141	
SPENDING	$ 1,430,141	100%
AVAILABLE	$ -	0%

FUND 10 Total (General)



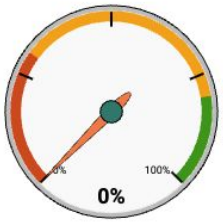
BUDGET	$ 1,172,299	
SPENDING	$ 1,172,299	100%
AVAILABLE	$ -	0%

FUND 27 Total (Special Education)



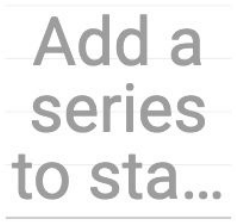
BUDGET	$ 38,514	
SPENDING	$ 38,514	100%
AVAILABLE	$ -	0%

FUND 29 Total (Native American)



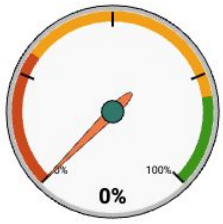
BUDGET	$ (6)	
SPENDING	$ (6)	100%
AVAILABLE	$ -	0%

FUND 38 & 39 Total (Debt)



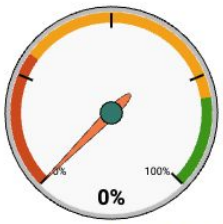
BUDGET	$ -	
SPENDING	$ -	#DIV/0!
AVAILABLE	$ -	#DIV/0!

FUND 50 Total (Food Service)



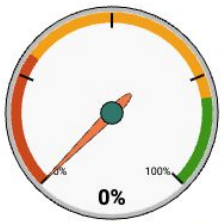
BUDGET	$ 27,066	
SPENDING	$ 27,066	100%
AVAILABLE	$ -	0%

FUND 80 TO 86 Total (Community Ed)



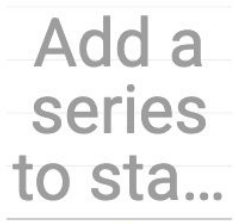
BUDGET	$ 183,605	
SPENDING	$ 183,605	100%
AVAILABLE	$ -	0%

FUND 21 Total (Student Activities)



BUDGET	$ 8,663	
SPENDING	$ 8,663	100%
AVAILABLE	$ -	0%

FUND 73 Total (EE Trust)



BUDGET	$ -	
SPENDING	$ -	#DIV/0!
AVAILABLE	$ -	#DIV/0!

Notables:

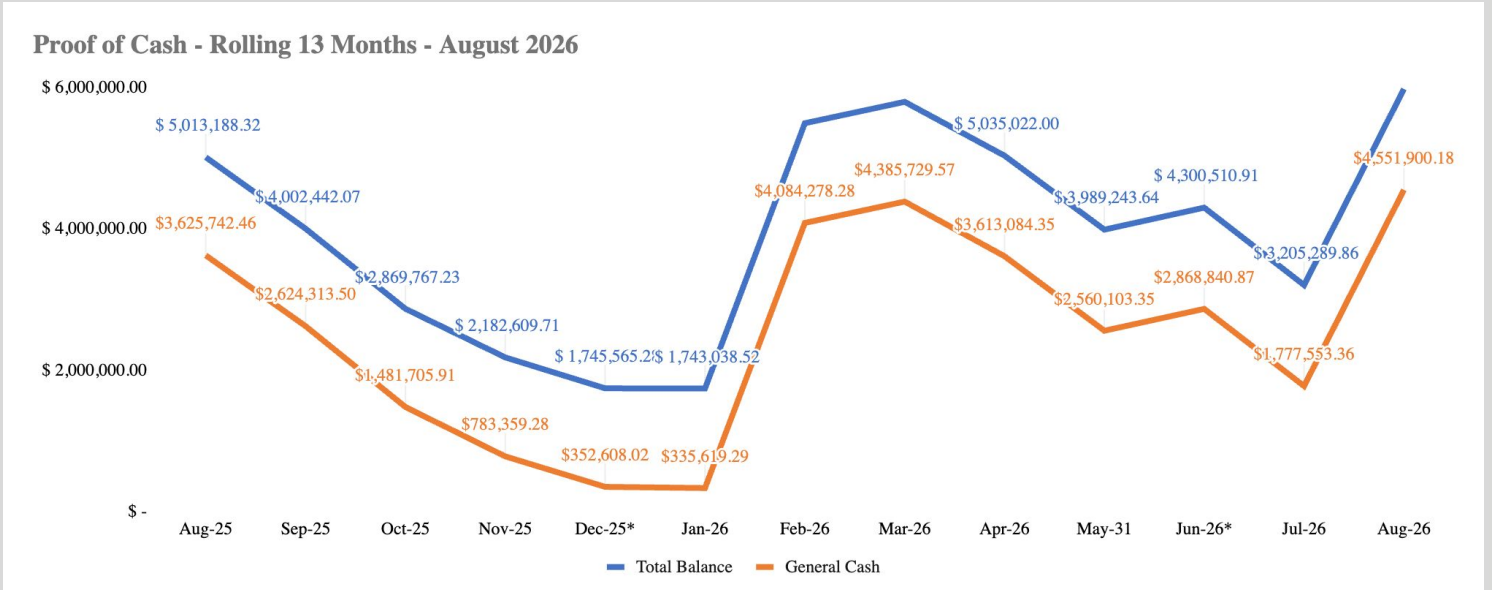
- Food Service is excited to see breakfast numbers increasing for the High School and the salad bar is a big hit with students.
- The business office as been busy setting up the 26/27 process documents and updating and setting 26/37 budget expectations.
- The team is excited to bring the message of the needs of the Operating and Capital Referendum to the community this week.

UNITY SCHOOL DISTRICT

August 31, 2026
UNITY SCHOOL DISTRICT
ALL FUNDS

PROOF OF CASH

BANK	BALANCE July 31, 2026	DEPOSITS/ RECEIPTS	WITHDRAWALS/ DISBURSEMENTS	BALANCE August 31, 2026
BALANCE PER BANK:				
Pillar Bank - 4034 General Checking	$ 0.00	$ -	$ -	$ 0.00
Pillar Bank - 3781 Sweep	$ 1,777,553.36	$ 4,853,212.35	$ 2,078,865.53	$ 4,551,900.18
Pillar Bank - 9458 Debt Service	$ 1,503.94	$ 108,675.95	$ 108,671.25	$ 1,508.64
LGIP - #1 - Debt Service	$ 57,087.77	$ 179.28	$ -	$ 57,267.05
LGIP - #2 - General	$ 2,170.78	$ 6.82	$ -	$ 2,177.60
Midwest Institutional Trust - OPEB Fund 73	$ 457,842.70	$ 1,579.08	$ 201.38	$ 459,220.40
Old National Bank - Cap Imprvmt Money Market Premier	$ 10,029.56	$ 29.40	$ 29.56	$ 10,029.40
Old National Bank - Capital Improvement Sweep	$ 495,974.06	$ 1,426.07	$ -	$ 497,400.13
Pillar Bank - 3863 ES Activity	$ 6,435.30	$ 20.09	$ 10.54	$ 6,444.85
Pillar Bank - 8579 MS Activity	$ 38,172.45	$ 119.21	$ -	$ 38,291.66
Pillar Bank - 3894 HS Activity	$ 110,766.40	$ 394.93	$ 7,166.90	$ 103,994.43
Pillar Bank - 7799 Scholarship Checking	$ 247,753.54	$ 773.74	$ -	$ 248,527.28
	$ 3,205,289.86	$ 4,966,416.92	$ 2,194,945.16	$ 5,976,761.62



* Line of Credit Draw

[August 2026 Vouchers]

UNITY SCHOOL DISTRICT

ACTIVITY ACCOUNT SUMMARY AS OF AUGUST 31, 2026

HIGH SCHOOL				
ACCOUNT	BEG BALANCE	INCOME	EXPENSES	END BALANCE
164940-General Account	$25,112.57	$394.93	$3,458.90	$22,048.60
164941-Basketball - Boys	$2,589.04	$0.00	$0.00	$2,589.04
164942-Baseball - HS	$3,205.15	$0.00	$0.00	$3,205.15
164943-FFA	$9,068.44	$0.00	$23.66	$9,044.78
164944-FBLA	$2,113.48	$0.00	$0.00	$2,113.48
164945-Skills USA	$7,097.67	$0.00	$0.00	$7,097.67
164946-Athletics	$1,221.15	$0.00	$0.00	$1,221.15
164947-Football	$6,426.55	$0.00	$225.00	$6,201.55
164948-Volleyball	$5,986.89	$0.00	$694.19	$5,292.70
164949-Softball	$2,884.34	$0.00	$0.00	$2,884.34
1644950-Soccer Club	$278.50	$0.00	$0.00	$278.50
164951-Migizi Club	$181.97	$0.00	$0.00	$181.97
164952-Music Club	$5,988.57	$0.00	$0.00	$5,988.57
164953-Natnl Honor Society	$658.65	$0.00	$0.00	$658.65
164954-Student Council	$442.54	$0.00	$174.54	$268.00
164955-Theatre Arts/Drama	$9,547.05	$0.00	$35.20	$9,511.85
164956 - Library	$1,827.64	$0.00	$0.00	$1,827.64
164957- Farm2School	$1,058.84	$0.00	$0.00	$1,058.84
164958 - Tennis	$3,115.93	$0.00	$271.83	$2,844.10
164421 - Cross Country	$2,614.70	$0.00	$1,609.58	$1,005.12
164959 - Science Olympiad	$7,592.54	$0.00	$0.00	$7,592.54
164960 - Trap Team	$1,775.00	$0.00	$0.00	$1,775.00
164961 - Travel Club	$104.14	$0.00	$104.00	$0.14
164425 - Class of 2025	$1,507.01	$0.00	$0.00	$1,507.01
164426 - Class of 2026	-$287.62	$0.00	$0.00	-$287.62
164427 - Class of 2027	$3,227.73	$0.00	$0.00	$3,227.73
164428 - Class of 2028	$90.50	$0.00	$0.00	$90.50
164429 - Class of 2029	$90.50	$0.00	$0.00	$90.50
421031 - Unity Booster Club	$4,260.93	$0.00	$270.00	$3,990.93
TOTALS	**$109,780.40**	**$394.93**	**$6,866.90**	**$103,308.43**

UNITY SCHOOL DISTRICT

ACTIVITY ACCOUNT SUMMARY AS OF AUGUST 31, 2026

MIDDLE SCHOOL

ACCOUNT	BEG BALANCE	INCOME	EXPENSES	END BALANCE
General	$8,659.95	$119.21	$0.00	$8,779.16
Student Council	$3,524.36	$0.00	$0.00	$3,524.36
Drama	$1,893.65	$0.00	$0.00	$1,893.65
Sopko Ice Fishing	$719.48	$0.00	$0.00	$719.48
PE Program	$623.50	$0.00	$0.00	$623.50
MS Athletics	$387.55	$0.00	$0.00	$387.55
Girls Traveling Bball	$10,128.86	$0.00	$0.00	$10,128.86
Wrestling	$11,802.60	$0.00	$0.00	$11,802.60
TOTALS	**$37,621.63**	**$119.21**	**$0.00**	**$37,859.16**

ELEMENTARY SCHOOL

ACCOUNT	BEG BALANCE	INCOME	EXPENSE	END BALANCE
General	$2,917.83	$20.09	$10.54	$2,927.38
Yearbook	$2,929.33	$0.00	$0.00	$2,929.33
TOTALS	**$5,847.16**	**$20.09**	**$10.54**	**$5,856.71**

CHECK NUMBER	CHECK DATE	VENDOR	FD	INVOICE DESCRIPTION	AMOUNT
24310	08/07/2026	STANDARD INSURANCE C	98	Payroll accrual	330.58
	08/07/2026	STANDARD INSURANCE C	98	Payroll accrual	236.18
	08/07/2026	STANDARD INSURANCE C	98	Payroll accrual	162.10
	08/07/2026	STANDARD INSURANCE C	98	Payroll accrual	705.50
	08/07/2026	STANDARD INSURANCE C	98	Payroll accrual	594.42
	08/07/2026	STANDARD INSURANCE C	98	Payroll accrual	340.43
	08/07/2026	STANDARD INSURANCE C	98	Payroll accrual	705.50
	08/07/2026	STANDARD INSURANCE C	98	Payroll accrual	594.42
	08/07/2026	STANDARD INSURANCE C	98	Payroll accrual	340.43
	08/07/2026	STANDARD INSURANCE C	98	Payroll accrual	318.52
	08/07/2026	STANDARD INSURANCE C	98	Payroll accrual	236.18
	08/07/2026	STANDARD INSURANCE C	98	Payroll accrual	173.68
24311	08/07/2026	HORACE MANN LIFE INS	98	Payroll accrual	1,000.00
24312	08/07/2026	THRIVENT FINANCIAL F	98	Payroll accrual	200.00
	08/07/2026	THRIVENT FINANCIAL F	98	Payroll accrual	200.00
24313	08/07/2026	UNITY EDUCATION SCHO	98	Scholarship-Payroll Deduction	5.00
24314	08/07/2026	UNITY FOOD SERVICE	98	Payroll accrual	30.00
	08/07/2026	UNITY FOOD SERVICE	98	Payroll accrual	85.00
	08/07/2026	UNITY FOOD SERVICE	98	Payroll accrual	55.00
	08/07/2026	UNITY FOOD SERVICE	98	Payroll accrual	30.00
	08/07/2026	UNITY FOOD SERVICE	98	Payroll accrual	55.00
	08/07/2026	UNITY FOOD SERVICE	98	Payroll accrual	30.00
24315	08/10/2026	CASH	10	STUDENT STATE MEAL STIPENDS FFA	1,140.00
24316	08/10/2026	JAGIELO, LISA	10	STATE FFA MEAL STIPENDS	160.00
24317	08/18/2026	PAPA MURPHY'S TAKE N	10	STAFF INSERVICE LUNCH	940.00
24318	08/21/2026	APPLE FINANCIAL SERV	10	APPLE LEASE	109,558.33
24319	08/21/2026	PEPER'S SERVICE STAT	10	OIL CHANGE	58.80
	08/21/2026	PEPER'S SERVICE STAT	10	OIL CHANGE	67.45
	08/21/2026	PEPER'S SERVICE STAT	10	OIL CHANGE	71.35
	08/21/2026	PEPER'S SERVICE STAT	10	TIRES MINI VAN	617.34
24320	08/26/2026	#SOCIALSCHOOL4EDU	80	RENEWAL 26-27	9,500.00
24321	08/26/2026	ASSOCIATED TRUST COM	10	FEES	475.00
24322	08/26/2026	BALSAM LAKE ACE HARD	10	MAINT SUPPLIES	4,387.11
24323	08/26/2026	BALSAM LAKE PRO LAWN	10	SERVICE	2,455.00
24324	08/26/2026	BOUND	10	bound pro	1,750.00
24325	08/26/2026	CESA #11	10	SHARED SERVICES	1,002.50
	08/26/2026	CESA #11	10	SHARED SERVICES	1,125.00
	08/26/2026	CESA #11	10	SHARED SERVICES	923.25
	08/26/2026	CESA #11	10	SHARED SERVICES	15,786.50
	08/26/2026	CESA #11	10	SHARED SERVICES	231.50
	08/26/2026	CESA #11	27	SHARED SERVICES	1,352.50
	08/26/2026	CESA #11	10	SHARED SERVICES	723.75
	08/26/2026	CESA #11	27	SHARED SERVICES	1,804.00
	08/26/2026	CESA #11	27	SHARED SERVICES	757.50
	08/26/2026	CESA #11	10	SHARED SERVICES	1,875.00
24326	08/26/2026	CHUBB GROUP OF INSUR	10	PROPERTY INSURANCE RENEWAL	136,457.00
24327	08/26/2026	CRISIS PREVENTION IN	10	MEMBERSHIP J MACKEY	200.00
24328	08/26/2026	CRSHRED	10	SHREDDING	178.27
24329	08/26/2026	CRUDSPA FOUNDATION	27	SUMMER READS	2,970.00
24330	08/26/2026	CUSTOM QUALITY CONST	86	UCLC	1,516.41
	08/26/2026	CUSTOM QUALITY CONST	86	UCLC CONSTRUCTION	28,963.50
24331	08/26/2026	CWS SECURITY WATCH	10	SERVICE	74.00
24332	08/26/2026	DELTA DENTAL	98	BASE PLAN DENTAL	9,557.20
	08/26/2026	DELTA DENTAL	98	BASE PLAN VISION	671.03
	08/26/2026	DELTA DENTAL	98	BUY UP DENTAL	2,820.88

CHECK NUMBER	CHECK DATE	VENDOR	FD	INVOICE DESCRIPTION	AMOUNT
24333	08/26/2026	DON JOHNSON'S CUMBER	10	PACIFICA WIPER BLADES	74.97
24334	08/26/2026	DRUG TEST MIDWEST LL	10	BACKGROUND CHECKS	134.50
24335	08/26/2026	E.O. JOHNSON	10	COPIER LEASE	2,022.75
24336	08/26/2026	GOPHER	10	HS PE SUPPLIES	99.95
24337	08/26/2026	HARRIS, KEVIN	10	FUEL REIMBURSEMENT	74.65
24338	08/26/2026	HEARTLAND BUSINESS S	10	JULY SERVICES	2,260.50
24339	08/26/2026	HORIZON COMMERCIAL P	84	POOL CHEMICALS	2,212.01
24340	08/26/2026	HOUGHTON MIFFLIN	10	HMH Into Social Studies Extra Copies	1,360.41
24341	08/26/2026	ICCPA	80	DISTRICT NEWSLETTER	959.63
24342	08/26/2026	INNOVATIVE OFFICE SO	10	NAME PLATES	44.61
24343	08/26/2026	IXL LEARNING	10	IXL RENEWAL	661.50
	08/26/2026	IXL LEARNING	10	IXL RENEWAL	3,675.00
	08/26/2026	IXL LEARNING	10	IXL RENEWAL	3,013.50
24344	08/26/2026	JOHNSON CONTROLS, IN	10	SERVICE AGREEMENT	1,182.02
24345	08/26/2026	LAKELAND COMMUNICATI	10	MC PHONE AUGUST 2026	939.25
24346	08/26/2026	LAKELAND COMMUNICATI	10	INTERNET YEARLY	15,386.96
24347	08/26/2026	LAKELAND CONFERENCE	10	FOOTBALL ONLY DUES 2026-27	350.00
24348	08/26/2026	LUCK GOLF COURSE	10	GOLF BALL PURCHASE	450.00
24349	08/26/2026	MEDICA	98	MEDICA MT	728.00
24351	08/26/2026	MENARDS-SCF	10	MAINT SUPPLIES - JS	396.85
	08/26/2026	MENARDS-SCF	86	UCLC CONSTRUCTION	247.67
	08/26/2026	MENARDS-SCF	86	UCLC CONSTRUCTION	912.32
	08/26/2026	MENARDS-SCF	10	MAINT SUPPLIES - JT	586.08
	08/26/2026	MENARDS-SCF	86	UCLC CONSTRUCTION	790.27
	08/26/2026	MENARDS-SCF	10	MAINT SUPPLIES - JS	435.86
	08/26/2026	MENARDS-SCF	86	UCLC CONSTRUCTION	158.86
24352	08/26/2026	NASCO	10	Construction paper - Art Order	125.00
	08/26/2026	NASCO	10	Elementary Art Order part 3 - Nasco	16.15
	08/26/2026	NASCO	10	Construction paper - Art Order	1,500.00
	08/26/2026	NASCO	10	Elementary Art Order part 3 - Nasco	599.26
24353	08/26/2026	NEOLA	10	DIGITAL MAINTENANCE	795.00
24354	08/26/2026	PAN O GOLD BAKING CO	50	BREAD	218.36
	08/26/2026	PAN O GOLD BAKING CO	50	BREAD	198.08
	08/26/2026	PAN O GOLD BAKING CO	50	BREAD	251.02
	08/26/2026	PAN O GOLD BAKING CO	50	BREAD	392.44
	08/26/2026	PAN O GOLD BAKING CO	50	BREAD	75.65
24355	08/26/2026	PEAC SOLUTIONS	10	COPIER LEASE	908.16
24356	08/26/2026	PLASCH, MICHAEL	50	MILK COOLER REPAIR	275.00
24357	08/26/2026	RASSBACH COMMUNICATI	10	SERVICE	22.00
24358	08/26/2026	RENAISSANCE LEARNING	10	STAR RENEWAL	4,361.34
	08/26/2026	RENAISSANCE LEARNING	10	STAR RENEWAL	3,271.00
	08/26/2026	RENAISSANCE LEARNING	10	STAR RENEWAL	3,271.01
24359	08/26/2026	SCHOOL DATEBOOKS	10	MS PLANNERS	873.71
24360	08/26/2026	SEAN MORRISEY CONSUL	10	Word Mapping Project Subscription for 2026 - 2029	3,479.00
24361	08/26/2026	SKOGLUND OIL CO.,INC	10	FLUID SECURE RENEWAL	1,575.00
24362	08/26/2026	SPRINGMATH ACCELERAT	10	Additional SpringMath Licenses	390.00
	08/26/2026	SPRINGMATH ACCELERAT	10	Additional SpringMath Licenses	390.00
24363	08/26/2026	STALKER SPORTS FLOOR	10	GYM FLOOR REFINISH	9,425.00

CHECK NUMBER	CHECK DATE	VENDOR	FD	INVOICE DESCRIPTION	AMOUNT
24364	08/26/2026	STAPLES ADVANTAGE	10	student folders	107.04
24365	08/26/2026	SUPREME SCHOOL SUPPL	10	Blue Notes & Tardy Slips for elementary office	272.84
24366	08/26/2026	TK ELEVATOR CORPORAT	10	FUEL SURCHARGE	100.00
	08/26/2026	TK ELEVATOR CORPORAT	10	FUEL SURCHARGE	100.00
24367	08/26/2026	TL ENTERPRISE	80	YOUTH FOOTBALL JERSEYS	810.00
24368	08/26/2026	UNITY FOOD SERVICE	98	Payroll accrual	55.00
	08/26/2026	UNITY FOOD SERVICE	98	Payroll accrual	30.00
24369	08/26/2026	VERIZON WIRELESS	10	WIRELESS JULY/AUGUST	622.54
24370	08/26/2026	VILLAGE OF BALSAM LA	10	WATER/SEWER AUGUST 2026	3,334.36
	08/26/2026	VILLAGE OF BALSAM LA	10	WATER/SEWER AUGUST 2026	845.41
	08/26/2026	VILLAGE OF BALSAM LA	10	WATER/SEWER UCLC BUILDING	68.83
	08/26/2026	VILLAGE OF BALSAM LA	10	WATER/SEWER UCLC BUILDING	61.87
24371	08/26/2026	WCA GROUP HEALTH TRU	98	AUGUST 2026 HEALTH INSURANCE	110,647.48
24372	08/26/2026	WI ASSOCIATION OF FF	10	STATE CONVENTION TICKETS	1,830.00
24373	08/26/2026	WISCONSIN FFA CENTER	10	26-27 CENTER FEE	450.00
24374	08/26/2026	WIVL	80	SPRING VB LEAGUE ADDITIONAL FEE	180.00
24375	08/27/2026	USPS	80	NEWSLETTER POSTAGE	561.99
24376	08/31/2026	MAINSTAGE THEATRICAL	80	PAC LIGHTING UPDATE - QUOTE# 10003320R1	92,978.62
	08/31/2026	MAINSTAGE THEATRICAL	80	PAC LIGHTING UPDATE - QUOTE# 10003320R1	7,016.26
	08/31/2026	MAINSTAGE THEATRICAL	80	PAC LIGHTING UPDATE - QUOTE# 10003426	2,500.00
24377	08/11/2026	BMO MASTERCARD	10	JULY 2026 TRANSACTIONS	4,144.82
	08/11/2026	BMO MASTERCARD	10	JULY 2026 TRANSACTIONS	52.17
	08/11/2026	BMO MASTERCARD	10	JULY 2026 TRANSACTIONS	179.36
	08/11/2026	BMO MASTERCARD	10	JULY 2026 TRANSACTIONS	1,783.99
	08/11/2026	BMO MASTERCARD	10	JULY 2026 TRANSACTIONS	125.06
	08/11/2026	BMO MASTERCARD	10	JULY 2026 TRANSACTIONS	130.62
	08/11/2026	BMO MASTERCARD	10	JULY 2026 TRANSACTIONS	485.00
	08/11/2026	BMO MASTERCARD	10	JULY 2026 TRANSACTIONS	44.00
	08/11/2026	BMO MASTERCARD	50	JULY 2026 TRANSACTIONS	20.64
	08/11/2026	BMO MASTERCARD	10	JULY 2026 TRANSACTIONS	101.30
	08/11/2026	BMO MASTERCARD	10	JULY 2026 TRANSACTIONS	69.99
	08/11/2026	BMO MASTERCARD	86	JULY 2026 TRANSACTIONS	88.56
	08/11/2026	BMO MASTERCARD	86	JULY 2026 TRANSACTIONS	2,103.71
	08/11/2026	BMO MASTERCARD	10	JULY 2026 TRANSACTIONS	1,757.72
	08/11/2026	BMO MASTERCARD	10	JULY 2026 TRANSACTIONS	258.87
	08/11/2026	BMO MASTERCARD	10	JULY 2026 TRANSACTIONS	855.91
24378	08/05/2026	ELECTRONIC FEDERAL T	98	Payroll accrual	12,248.35
	08/05/2026	ELECTRONIC FEDERAL T	98	Payroll accrual	1,870.00
	08/05/2026	ELECTRONIC FEDERAL T	98	Payroll accrual	12,038.78
	08/05/2026	ELECTRONIC FEDERAL T	98	Payroll accrual	2,864.52
	08/05/2026	ELECTRONIC FEDERAL T	98	Payroll accrual	2,864.52
	08/05/2026	ELECTRONIC FEDERAL T	98	Payroll accrual	12,248.35
	08/05/2026	ELECTRONIC FEDERAL T	98	Payroll accrual	6,612.40
	08/05/2026	ELECTRONIC FEDERAL T	98	Payroll accrual	1,257.38
	08/05/2026	ELECTRONIC FEDERAL T	98	Payroll accrual	3,545.68
	08/05/2026	ELECTRONIC FEDERAL T	98	Payroll accrual	1,546.47
	08/05/2026	ELECTRONIC FEDERAL T	98	Payroll accrual	1,546.47
	08/05/2026	ELECTRONIC FEDERAL T	98	Payroll accrual	6,612.40
	08/05/2026	ELECTRONIC FEDERAL T	98	Payroll accrual	12,248.09
	08/05/2026	ELECTRONIC FEDERAL T	98	Payroll accrual	1,870.00
	08/05/2026	ELECTRONIC FEDERAL T	98	Payroll accrual	12,038.37

CHECK NUMBER	CHECK DATE	VENDOR	FD	INVOICE DESCRIPTION	AMOUNT
24378	08/05/2026	ELECTRONIC FEDERAL T	98	Payroll accrual	2,864.50
	08/05/2026	ELECTRONIC FEDERAL T	98	Payroll accrual	2,864.50
	08/05/2026	ELECTRONIC FEDERAL T	98	Payroll accrual	12,248.09
	08/05/2026	ELECTRONIC FEDERAL T	98	Payroll accrual	5,389.72
	08/05/2026	ELECTRONIC FEDERAL T	98	Payroll accrual	1,197.38
	08/05/2026	ELECTRONIC FEDERAL T	98	Payroll accrual	3,413.10
	08/05/2026	ELECTRONIC FEDERAL T	98	Payroll accrual	1,260.57
	08/05/2026	ELECTRONIC FEDERAL T	98	Payroll accrual	1,260.57
	08/05/2026	ELECTRONIC FEDERAL T	98	Payroll accrual	5,389.72
24379	08/05/2026	WISCONSIN DEPARTMENT	98	Payroll accrual	50.00
	08/05/2026	WISCONSIN DEPARTMENT	98	WI State Tax	7,862.37
	08/05/2026	WISCONSIN DEPARTMENT	98	Payroll accrual	20.00
	08/05/2026	WISCONSIN DEPARTMENT	98	WI State Tax	2,995.76
24380	08/17/2026	WE ENERGIES	10	GAS USUAGE	3,377.15
24381	08/30/2026	PAYROLL ACCOUNT	98	NET PAYROLL 8/5 & 8/20	443,055.54
24382	08/10/2026	EMC INSURANCE COMPAN	10	INSURANCE RENEWAL	28,957.50
	08/10/2026	EMC INSURANCE COMPAN	10	INSURANCE RENEWAL	64,864.80
	08/10/2026	EMC INSURANCE COMPAN	10	INSURANCE RENEWAL	22,007.70
24383	08/17/2026	NORTHWESTERN WIS ELE	10	ELECTRIC	28,449.08
	08/17/2026	NORTHWESTERN WIS ELE	86	ELECTRIC	3,161.01
24384	07/03/2026	WISCONSIN RETIREMENT	98	Payroll accrual	3,127.96
	07/03/2026	WISCONSIN RETIREMENT	98	WI Retirement-Payroll Deduction	2,403.71
	07/03/2026	WISCONSIN RETIREMENT	98	Payroll accrual	3,127.96
	07/03/2026	WISCONSIN RETIREMENT	98	WI Retirement-Benefit	2,403.71
	07/03/2026	WISCONSIN RETIREMENT	98	Payroll accrual	2,523.27
	07/03/2026	WISCONSIN RETIREMENT	98	WI Retirement-Payroll Deduction	14,498.18
	07/03/2026	WISCONSIN RETIREMENT	98	Payroll accrual	2,523.27
	07/03/2026	WISCONSIN RETIREMENT	98	WI Retirement-Benefit	14,498.18
	07/03/2026	WISCONSIN RETIREMENT	98	Payroll accrual	170.04
	07/03/2026	WISCONSIN RETIREMENT	98	WI Retirement-Payroll Deduction	14.26
	07/03/2026	WISCONSIN RETIREMENT	98	WI Retirement-Payroll Deduction	14,540.27
	07/03/2026	WISCONSIN RETIREMENT	98	Payroll accrual	170.04
	07/03/2026	WISCONSIN RETIREMENT	98	WI Retirement-Benefit	14,540.27
	07/03/2026	WISCONSIN RETIREMENT	98	Payroll accrual	3,369.49
	07/03/2026	WISCONSIN RETIREMENT	98	WI Retirement-Payroll Deduction	3,532.57
	07/03/2026	WISCONSIN RETIREMENT	98	Payroll accrual	3,369.49
				Totals for BAL	1,469,855.88
				Totals for checks	1,469,855.88

F U N D S U M M A R Y

FUND	DESCRIPTION	BALANCE SHEET	REVENUE	EXPENSE	TOTAL
10	GENERAL FUND	0.00	0.00	509,846.07	509,846.07
27	SPECIAL EDUCATION	0.00	0.00	6,884.00	6,884.00
50	FOOD SERVICE FUND	0.00	0.00	1,431.19	1,431.19
80	COMMUNITY SERVICE FUND	0.00	0.00	114,506.50	114,506.50
84	COMMUNITY POOL	0.00	0.00	2,212.01	2,212.01
86	CHILD CARE	0.00	0.00	37,942.31	37,942.31
98	PAYROLL ACCRUAL	797,033.80	0.00	0.00	797,033.80
*** Fund Summary Totals ***		797,033.80	0.00	672,822.08	1,469,855.88

********** End of report **********

Book	Neola Policy Templates Clean
Section	Acts 57 & 89 approving early
Title	Copy of BOARD MEMBER BEHAVIOR, COMMUNICATIONS, AND CODE OF CONDUCT
Code	po0144.5 - AW Review EC 6-1-26 Review updates Act 89-Z.F. 07.02.26 EC 7-9-26
Status	
Legal	17.13, Wis. Stats. 946.12, Wis. Stats. The Consortium of State School Board Associations The National Association of School Boards The Wisconsin Association of School Boards

0144.5 - **BOARD MEMBER BEHAVIOR, COMMUNICATIONS, AND CODE OF CONDUCT**

The Board functions most effectively when individual Board members act ethically, professionally, and responsibly. Board members serve as a member of the School District's governing body and do not have individual authority to represent a policy or enforce positions that are not supported by a majority of the Board as evidenced by official action of the Board (See Bylaw 0143 - Authority of Individual Board Members).

Board members accept responsibility for the well-being and positive leadership of the School District, for protecting the interests of the School District as a legal entity, and for facilitating governance for the purpose of delivering the highest quality educational and related services to all of the District's students. Conduct by Board members that compromises the legal position of the District should be avoided.

Any authority delegated to the Board President in this bylaw is automatically vested in the Board Vice President in the event that either the Board President is unavailable or the Board President is the Board member accused of violating this bylaw.

General Expectations of All Board Members

A. Attend all scheduled Board meetings insofar as possible, and become informed concerning the issues to be considered at those meetings. Board members are expected to review agenda materials prior to a Board meeting and to submit questions to the District Administrator in advance of the meeting, whenever practicable, to allow for efficient and respectful meetings; this expectation does not in any way intrude upon a Board member's right to ask questions or engage in discussion at a Board meeting. (District Decision, Best Practice)

B. Use Robert's Rules of Order (District Decision, Best Practice)

C. Be familiar with and follow applicable local, State, and Federal laws and regulations. (District Decision, Best Practice)

D. Be familiar with and comply with Board bylaws/policies, including bylaws governing Board member conduct and Board member ethics, rules of incompatibility of office, and conflicts of interest (see Bylaw 0144.3 - Conflict of Interest). (Wis. Stat. 19.59)

E. Conduct themselves with integrity, honesty, and in a manner that reflects positively on the Board and on the District. (Optional)

F. Be accountable for guiding and supporting the policy decision-making process that impacts students, staff, and the community. The operation of the District is the responsibility of the administration. (Wis. Stat. 118.01)

G. Establish and maintain a high level of honesty, credibility, and truthfulness in all matters dealt with by the Board. (Optional)

H. Treat others with respect and dignity at all times, and maintain decorum, and always communicate in a way that does not violate or illustrate disregard for Board policy concerning harassment or discrimination. This decency expectation applies in all communications, including while discussing sensitive, controversial, or matters involving disagreement. (State Anti-Discrimination Laws)

I. At all times conduct themselves in the best interest of the School District, including avoiding implicating the District in unlawful activity or supporting or encouraging efforts to harm the reputation, legal standing, or to bring other material harm to the interests of the District or the Board. (Wis. Stat. 19.59)

J. Recognize that they should endeavor to make policy decisions only after full discussion at publicly held Board meetings. (Wis. Open Meetings Law)

K. Render all decisions based on the available facts and independent judgment. (Optional)

L. Encourage the free expression of opinion by all Board members, and seek systematic communications between the Board and students, staff, and all elements of the community. (Optional)

M. Work with the other Board members to establish effective Board policies and to delegate authority for the administration of the District to the District Administrator. (Wis. Stat. 118.01)

N. Communicate to other Board members and the District Administrator expressions of public reaction to Board policies and school programs. (Optional)

O. Inform themselves about current educational issues by individual study and through participation in programs providing needed information, such as those sponsored by the Wisconsin Association of School Boards, the Consortium of State School Board Associations, and the National School Boards Association. (Wis. Stat. 118.01)

P. Support the employment of those persons best qualified to serve as school staff, and insist on a regular and impartial evaluation of all staff. (Wis. Stat. 118.01)

Q. Refrain from using their Board positions for personal or partisan gain. (Wis. Stat. 19.59)

R. Take no private action that will compromise the Board or administration, and respect the confidentiality of information that is privileged under applicable law. (Wisconsin Open Meetings Law)

S. Remember always that their first and greatest concern must be for the educational welfare of the students attending the public schools. (Optional)

T. No Board member shall act or fail to act as a member of the Board in violation of 946.12, Wis. Stats., regarding misconduct in public office. (Wis. Stat. 946.12)

Board Member Communication

Board members are expected to refrain from engaging in communication on behalf of the Board or on behalf of the District unless authorized to do so by majority vote of the Board (See Bylaw 0143.1 - Public Expression of Board Members).

Any Board member who chooses to engage in individual communication on matters related to Board and/or District business is expected to clearly identify whether the Board member is communicating in the following capacity:

A. On behalf of the Board: normally, this is the function of the Board President or in the President's absence, the Vice President. The Board may by majority vote delegate this responsibility to another Board member in a specific circumstance. In every case, the Board Member communicating the Board's position shall do so as determined by the Board and avoiding individual interpretation or editorializing.

B. As an individual Board member, but not on behalf of the Board: a Board member who speaks, including online, in social media forums, or in any other public forum, on matters related to Board and/or District business, but not as an officially designated spokesperson of the Board. The Board member must specify that any statement is not sponsored by the District and is a personal viewpoint.

Board members who fail to adhere to this expectation, or who publicly communicate false or intentionally misleading information pertaining to Board action or District policy, will be asked to correct such communication in a way that is likely to reach the same audience as the false or misleading information. The Board President is authorized to communicate such requests to the pertinent Board member.

The Board President is authorized to issue public statements on behalf of the Board in the event a Board member expresses false or misleading information, or makes statements without properly identifying whether the member of the Board is speaking as an individual Board member. The President's communication should be limited to correcting the false or misleading statement, clarifying that the Board member was not speaking on behalf of the Board, and providing information relative to Board action if any on the subject matter.

Appropriate Discussion Content When Using Personal Communication Devices (PCD) (To Be Removed)

When using PCDs to communicate with student(s), Board members must use District-approved communication platforms to preserve communications to be reviewed by parents and administrators.

When Board members communicate with students using PCDs, discussions must be appropriate and related to legitimate school purposes. Whenever possible, Board members should direct students who contact them to contact their building principal, or the District Administrator.

Appropriate content is content in a communication that fits into one of the following categories:

A. Instructional communication (assignments, coursework, academic support);

B. Scheduling or logistical information related to school programs (classes, clubs, athletics, events, field trips, rehearsals);

C. Safety or emergency communication when necessary;

D. Referring the student to the their building principal or the District Administrator, who can address the matter raised in any communication from a student.

Communications must remain professional in tone, limited to educational or school-related matters, and consistent with District policies regarding staff–student boundaries. Board members should avoid one-on-one communication with students. (See Board Policy 1213 - Student Supervision and Welfare)

Nothing in this section is intended to prohibit Board members from engaging in appropriate communication with their family members who are parents of students enrolled in the District. Parents may communicate with their own children using PCDs outside of District-approved platforms, provided such communications are personal in nature and not conducted in the Board member's official capacity. This exception does not permit Board members to engage in District-related communications with other students outside approved platforms, nor does it exempt them from applicable laws, policies, or expectations regarding professional conduct and conflicts of interest.

Board Member Interaction with Staff

The general expectations of Board member decorum and civility apply to interactions with employees; however, because the Board is the employer of all District staff, this responsibility is appropriate for special reference. Each Board member is an individual with authority to bring matters to the Board and to influence matters related to staff. Therefore, it is imperative that Board members treat all employees with respect and as professionals. Board members are also required to comply with Board Policies governing employee anti-harassment, non-discrimination, and threatening behavior.

No Board member has inherent authority to require any staff member to respond to the Board member regarding a specific request for information, or to direct any staff member to perform or not perform any task, except as provided by Board policy or as directed by majority vote of the Board.

Board members access to and request for School District records and information is governed by Board Bylaw 0143.2 - Board Member Information Requests.

Board Member Records and Confidentiality

Board members are expected to maintain their own public records created on resources not controlled by and thus not maintained by the School District. Each Board member is an elected official responsible for preserving all public records the Board member creates, and to comply with requests to inspect such records. The District has no obligation nor responsibility to assist any Board member in fulfilling this responsibility with respect to records that are not maintained by the District.

Board members are encouraged to review Board policy defining and explaining public records, their maintenance, and public access (See Board Policy 8310 - Public Records).

Board members are expected to maintain and protect the privacy of District records, including student records, and communications received in closed session meetings of the Board.

Enforcement

Complaints alleging violations of the Board Member Code of Conduct may be brought by any person and can be submitted to the Board President or, if the Board President is the member accused of violating this policy, to the Vice President.

The President or Vice President shall review the complaint and determine whether the officer can investigate the matter or if the President or Vice President needs to contact the School District’s legal counsel for support. Upon completion of the investigation, if the conclusion reached is that the Board member violated the policy, the investigator shall brief the Board and may recommend action to be taken.

Board members are elected officials and therefore cannot be disciplined, prevented from participating in Board meetings, or removed from office by the Board. The Board may consider the following:

A. Formal censure by resolution passed by a majority of the Board in an open session meeting of the Board.

B. Removal from Board committee assignments for the remainder of the year and until the following organizational meeting of the Board, at which time the President is authorized to continue to withhold committee assignment. Approval of this sanction is an adopted exception to Bylaw 0155 - Committees.

C. Restriction on Board member rights granted by policy, including requesting items for a Board meeting agenda.

D. Referral to proceed with efforts to remove the Board member from office for cause, which means inefficiency, neglect of duty, official misconduct, or malfeasance in office.

E. Referral to law enforcement if any alleged misconduct constitutes potentially unlawful conduct.

F. Other efforts to pursue compliance with and adherence to the policy as determined by the Board and not prohibited by law.

118.07(7), Wis. Stats.

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