

**AGENDA**

**SCHOOL DISTRICT OF NEW GLARUS  
REGULAR SCHOOL BOARD MEETING**

**MONDAY, JANUARY 13, 2025**

**HIGH SCHOOL LIBRARY/MEDIA CENTER, ROOM 183 JOIN ZOOM MEETING USING  
LINK**

**HTTPS://US02WEB.ZOOM.US/J/85999773327?PWD=L4RJB7OGHYC9NXMJI7SO1  
EQIENAL55.1 BY PHONE USING 1-646-568-7788 MEETING ID 859 9977 3327 &**

**PASSWORD 080125**

**1701 2ND STREET**

**NEW GLARUS, WISCONSIN 53574**

**7:15 PM**

- I. **CALL TO ORDER**
  - A. Agenda Published
  - B. Roll Call
  - C. Approval of Agenda and Revisions
- II. **INTRODUCTIONS-PRESENTATIONS**
- III. **PUBLIC COMMENT PERIOD**
- IV. **APPROVAL OF CONSENT AGENDA**
  - A. Item(s) To Be Removed From Consent Agenda
    - 1. Board Minutes

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# SCHOOL DISTRICT OF NEW GLARUS DISCUSSION AND REGULAR SCHOOL BOARD MEETING

Monday, December 16, 2024

## **CALL TO ORDER**

The meeting was called to order at 7:17 p.m. by Board President, Bill Oemichen. The agenda was posted at the New Glarus Elementary School, New Glarus Middle School, New Glarus High School, Bank of New Glarus, New Glarus Post Office, Lake Ridge Bank – New Glarus Branch, Woodford State Bank – New Glarus Branch, and the District Website.

## **ROLL CALL**

Present: Bill Oemichen, Ron Roesslein, Travis Zimmerman, Cari Ann Muggenburg, Cassie Ballweg, Casey McCoy, and Heather Thornton

## **APPROVAL OF AGENDA AND REVISIONS**

Motion by Travis Zimmerman to approve the agenda as presented. Second by Ron Roesslein.  
Motion carried 7-0.

## **INTRODUCTIONS –PRESENTATIONS**

### **Senator Howard Marklein**

Senator Howard Marklein visited the Board meeting to share information about school district budgeting and the legislative process for determining school funding for the biennium.

### **District Data Presentation**

Members of the Administration Team shared a data presentation with the Board about the progress towards the district's goals.

## **PUBLIC COMMENT PERIOD**

Corrine Hendrickson from Corrine's Little Explorers daycare spoke to the Board in favor of the implementation of a 4K community collaboration approach to the 4K program next year.

## **APPROVAL CONSENT AGENDA**

### **ITEM(S) TO BE REMOVED FROM CONSENT AGENDA**

1. BOARD MINUTES & CLOSED SESSION MINUTES
2. APPROVAL OF BILLS
3. TREASURERS REPORT
4. STAFFING REPORT
5. DONATIONS

Motion by Ron Roesslein to approve the Consent Agenda as presented. Second by Travis Zimmerman. Motion carried 7-0.

## COMMITTEE UPDATES

POLICY, COMMUNICATION & ADVOCACY; Did not meet.

HANDBOOK AND PERSONNEL; Did not meet.

BUDGET: Met. The Committee discussed the timing for the next operating referendum to replace the current NGSD non-recurring referendum. All-day 4K budget and funding options were also discussed.

CURRICULUM, SPORTS & CO-CURRICULAR: Did not meet.

FACILITIES, TRANSPORTATION, AND TECHNOLOGY: Met. The Committee received an update on the Primary School and Elementary School renovations. Jeff Lahey, a local architect, provided the Board with a review of the redesigned concession/bathroom drawings for the athletic complex.

## DISCUSSION AND POSSIBLE ACTION ITEMS

A. FFA HALF-TIME CONFERENCE – JANUARY 17-18, 2025

The Board reviewed a request from FFA to attend the FFA Half-Time Conference in Stevens Point, on January 17-18, 2025.

Motion by Cassie Ballweg to approve the FFA Half-Time Conference request as presented.  
Second by Heather Thornton. Motion carried 7-0.

B. RESIGNATIONS

~None

C. NEW HIRES

~None

## DISCUSSION ITEMS

A. ALL-DAY 4K

The Board discussed the possibility of moving forward with all-day 4K next year.

B. TIMING FOR NEXT OPERATING REFERENDUM TO REPLACE CURRENT NGSD NON-RECURRING REFERENDUM

The Administration and Board discussed the best timing for the next operating referendum to replace the current non-recurring referendum.

C. PRIMARY SCHOOL AND ELEMENTARY RENOVATION UPDATE

Dr. Thayer provided the Board with an update on the primary school and elementary renovation schedule.

D. SUPERINTENDENT EVALUATION PROCESS

Board President, Bill Oemichen reviewed the annual Superintendent evaluation process with Board members.

E. CONCESSION/BATHROOM BUILDING REDESIGN BY LOCAL ARCHITECT TO REDUCE COST

The Board Reviewed a new concessions/bathroom plan for the athletic complex designed by Jeff Lahey, a local architect.

**ANNOUNCEMENTS**

Board President, Bill Oemichen mentioned he is trying to schedule a time for State Legislator, Jenna Jacobson to come and speak at a future board meeting.

**FUTURE SCHOOL BOARD AND COMMITTEE MEETINGS.**

- January 13, 2025 - Discussion and Regular Board Meeting – 7:15 p.m.
- January 27, 2025 - Discussion and Regular Board Meeting – 7:15 p.m.

**CLOSED SESSION:** The Board of Education will entertain a motion to convene in closed session pursuant to s. 19.85 (1) (c), and/or (f) as appropriate, to discuss a staff member's performance, evaluation, and plan for improvement. The Board may take action in closed session, if necessary and appropriate. Thereafter, the Board will entertain a motion to reconvene into open session. After reconvening into open session, the Board may take future action that is necessary and appropriate. The Board will then entertain a motion to adjourn.

Motion by Ron Roesslein to convene into closed session at 9:23 p.m. Second by Travis Zimmerman. Motion passed with a roll call vote.

Bill Oemichen, Aye, Ron Roesslein, Aye, Travis Zimmerman, Aye, Cari Ann Muggenburg, Aye, Cassie Ballweg, Aye, Casey McCoy, Aye, Heather Thornton, Aye.

Motion by Travis Zimmerman to return to open session at 9:48 p.m. Second by Casey McCoy. Motion passed with a roll call vote.

Bill Oemichen, Aye, Ron Roesslein, Aye, Travis Zimmerman, Aye, Cari Ann Muggenburg, Aye, Cassie Ballweg, Aye, Casey McCoy, Aye, Heather Thornton, Aye.

**ADJOURN**

Motion by Ron Roesslein to adjourn the meeting at 9:49 p.m. Second by Travis Zimmerman. Motion carried 7-0.

Respectfully submitted by Cari Ann Muggenburg, Clerk, Kris Anderson, District Executive Assistant



CHECK NUMBER	CHECK VENDOR	CHECK DATE	INVOICE NUMBER	INVOICE DESCRIPTION	AMOUNT
66581	HEGGE, JON	12/16/2024	12/21 BBB	athl offl	85.00
				Totals for 66581	85.00
66582	McKeon, TYLER	12/16/2024	12/16 8th	athl offl	77.50
				Totals for 66582	77.50
66583	MICHLIG, KEVIN	12/16/2024	12/16 7th	athl offl	82.50
				Totals for 66583	82.50
66584	PETERSON, JOSHUA	12/16/2024	12/16 8th	athl offl	75.00
				Totals for 66584	75.00
66585	PFEIL, MICHAEL	12/16/2024	12/21 BBB	athl offl	85.00
				Totals for 66585	85.00
66586	ALLEN, JASON	12/20/2024	11/21 MS B	athl offl	80.00
				Totals for 66586	80.00
66587	BOEGLI, WADE	12/20/2024	12/05 GBB	athl offl	85.00
				Totals for 66587	85.00
66588	BRECKLIN, CHAD	12/20/2024	FALL SPORT	FALL SPORT EVENT	125.00
				Totals for 66588	125.00
66589	McKeon, TYLER	12/20/2024	11/21 MS B	athl offl	77.50
				Totals for 66589	77.50
66590	NEIS, GERALD	12/20/2024	12/05 GBB	athl offl	85.00
				Totals for 66590	85.00
66591	ROBERTS, JAMES	12/20/2024	12/05 GBB	athl offl	85.00
				Totals for 66591	85.00
66592	RYAN, MARK	12/20/2024	12/05 GBB	athl offl	60.00
				Totals for 66592	60.00
66593	SCHETTLER, DANIEL	12/20/2024	FALL/WINTE	FALL/WINTER SPORT EVENT	162.50
				Totals for 66593	162.50
66594	SCHULTING, JASON	12/20/2024	12/05 GBB	athl offl	65.00
				Totals for 66594	65.00
66595	ALPHAGRAPHICS	12/26/2024	53624	news letters	2,285.67
				Totals for 66595	2,285.67
66596	AUTO VALUE NEW GLARU	12/26/2024	709072337	light	11.89
		12/26/2024	709072807	bus supplies	119.89
				Totals for 66596	131.78
66597	BELLEVILLE SCHOOL DI	12/26/2024	2024 Boys	Boys soccer coop exp	23,542.83
				Totals for 66597	23,542.83
66598	BUILDERS FIRST SOURC	12/26/2024	75215327	lumber/nails	560.67
				Totals for 66598	560.67
66599	CESA #9	12/26/2024	19663	WI Virtual School	290.00

CHECK NUMBER	CHECK VENDOR	CHECK DATE	INVOICE NUMBER	INVOICE DESCRIPTION	AMOUNT
				Totals for 66599	290.00
66600	CROW, RICH	12/26/2024	12/27 BBB	ATHL OFFL	85.00
				Totals for 66600	85.00
66601	EDUCATIONAL WORKFORC	12/26/2024	112410	CARL PERKINS GRANT ADMINISTRATION	250.95
		12/26/2024	112410 A	CARL PERKINS GRANT SUPPORT	100.38
				Totals for 66601	351.33
66602	ENDICOTT, KRISTOPHER	12/26/2024	12/17	ASA MATIERIALS	26.99
				Totals for 66602	26.99
66603	ENGEN PLUMBING SERVI	12/26/2024	1265	WINTERIZE PRESS BOX	97.87
				Totals for 66603	97.87
66604	HERING, BRUCE	12/26/2024	1	JAZZ CLINIC	1,200.00
				Totals for 66604	1,200.00
66605	JOSTENS INC	12/26/2024	35413361	DIPLOMAS	679.20
				Totals for 66605	679.20
66606	KLUTZKE, MATTHEW	12/26/2024	12/27 BBV	ATHL OFFL	85.00
				Totals for 66606	85.00
66607	LAFORCE INC.	12/26/2024	1265621	door repair	1,270.00
		12/26/2024	1265348	DOOR REPAIR	1,345.00
		12/26/2024	1265609	door repair	2,245.00
				Totals for 66607	4,860.00
66608	MARTY, TAMMY	12/26/2024	Nov 2024	mileage	72.36
				Totals for 66608	72.36
66609	MCHS OCCUPATIONAL HE	12/26/2024	3764-32155	DOT TESTING	84.00
				Totals for 66609	84.00
66610	MONONA PLUMBING AND	12/26/2024	2408369	HS PLUMBING REPAIR	666.11
		12/26/2024	2408368	PLUMBING REPAIR	284.24
				Totals for 66610	950.35
66611	NEW LIFE PRESS	12/26/2024	13875	Knight Cards	557.62
				Totals for 66611	557.62
66612	NICHOLSON, CHRISTOPH	12/26/2024	12/27 BBB	ATHL OFFL	85.00
				Totals for 66612	85.00
66613	ORION FAMILY SERVICE	12/26/2024	27839	NOV SERV	1,855.01
				Totals for 66613	1,855.01
66614	PFEIL, MICHAEL	12/26/2024	12/27 BBB	ATHL OFFL	85.00
				Totals for 66614	85.00
66615	RIDDELL/ ALL AMERICA	12/26/2024	952195909	helmet	719.20
				Totals for 66615	719.20
66616	ROBERTS, JAMES	12/26/2024	12/27 BBB	ATHL OFFL	85.00

CHECK NUMBER	CHECK VENDOR	CHECK DATE	INVOICE NUMBER	INVOICE DESCRIPTION	AMOUNT
				Totals for 66616	85.00
66617	SCHEEL, AUSTIN	12/26/2024	12/27 BBB	ATHL OFFL	85.00
				Totals for 66617	85.00
66618	SCHOOL SPECIALTY	12/26/2024	2081352003	step stools	1,331.52
				Totals for 66618	1,331.52
66619	SKYWARD, INC.	12/26/2024	234800	See Proposal # 20142 - Network Assurance	15,759.96
				Totals for 66619	15,759.96
66620	SPECIALTY CLOSURES I	12/26/2024	4099	BASKETBALL HOOP REPAIR	3,975.00
				Totals for 66620	3,975.00
66621	STEINMANN, JEFFREY	12/26/2024	12/19/2024	ART STIPEND	100.00
				Totals for 66621	100.00
66622	TDS TELECOM	12/26/2024	Dec 2024	PHONE EXP	143.60
				Totals for 66622	143.60
66623	UNITED LABORATORIES	12/26/2024	423150	custodial supplies	308.23
				Totals for 66623	308.23
66624	VIKING HARDWARE - TR	12/26/2024	64345	maintenance supplies	9.59
		12/26/2024	63620	maintenance supplies	1.98
				Totals for 66624	11.57
66625	VILLAGE OF NEW GLARU	12/26/2024	DEC 2024 P	ENGINEERING SERV	135.00
				Totals for 66625	135.00
66626	WISCONSIN ASSOC OF S	12/26/2024	2887	2024 - 2025 Annual Chapter dues	250.00
				Totals for 66626	250.00
66627	ZIEGLER, DANIEL	12/26/2024	12152024	PBIS PRIZES	92.97
				Totals for 66627	92.97
66628	EBSCO INFORMATION SE	12/27/2024	9101101258	LEARNING EXPRESS LIBRARY	795.00
				Totals for 66628	795.00
66629	HODGSON, CRAIG	12/27/2024	12/27 BBB	ATHL OFFL	85.00
				Totals for 66629	85.00
66630	CALNIN, CURTIS	12/30/2024	12/30 BBB	ATHL OFFL	85.00
				Totals for 66630	85.00
66631	CROW, RICH	12/30/2024	12/30 BBB	ATHL OFFL	85.00
				Totals for 66631	85.00
66632	KAFKA, GRANT	12/30/2024	12/30 BBB	ATHL OFFL	85.00
				Totals for 66632	85.00
66633	KRENTZ, GEOFFREY	12/30/2024	12/30 BBB	ATHL OFFL	85.00
				Totals for 66633	85.00

<u>CHECK NUMBER</u>	<u>VENDOR</u>	<u>CHECK DATE</u>	<u>INVOICE NUMBER</u>	<u>INVOICE DESCRIPTION</u>	<u>AMOUNT</u>
66634	PFEIL, MICHAEL	12/30/2024	12/30 BBB	ATHL OFFL	85.00
				Totals for 66634	85.00
66635	WILSON, KIP	12/30/2024	12/30 BBB	ATHL OFFL	85.00
				Totals for 66635	85.00
66636	DOVE DESIGNS	12/30/2024	529630	DOOR NUMBERS	660.00
				Totals for 66636	660.00
66637	CASS, JEFFREY	01/03/2025	25-03-01	Basketball Girls JV	65.00
				Totals for 66637	65.00
66638	HOTTMANN, NATHAN	01/03/2025	25-01-03	Basketball Girls Varsity	85.00
				Totals for 66638	85.00
66639	KAFKA, GRANT	01/03/2025	25-01-03	Basketball Girls Varsity	85.00
				Totals for 66639	85.00
66640	PETERSON, JOSHUA	01/03/2025	25-01-03	Basketball Girls JV	57.50
				Totals for 66640	57.50
66641	WIELAND, KIRK	01/03/2025	25-01-03	Basketball Girls Varsity	85.00
				Totals for 66641	85.00
66643	AUER, JOHN	01/06/2025	01/07/ BBB	ATHL OFFL	60.00
				Totals for 66643	60.00
66644	CASH, JOSH	01/06/2025	01/06/ GBB	ATHL OFFL	85.00
				Totals for 66644	85.00
66645	GRAY, THOMAS	01/06/2025	01/06/ GBB	ATHL OFFL	85.00
				Totals for 66645	85.00
66646	KARTMAN, TY	01/06/2025	01/07/ BBB	ATHL OFFL	85.00
				Totals for 66646	85.00
66647	KLEIN, BRANDON	01/06/2025	01/07/ BBB	ATHL OFFL	85.00
				Totals for 66647	85.00
66648	LAWINGER, THEODORE	01/06/2025	01/07/ BBB	ATHL OFFL	65.00
				Totals for 66648	65.00
66649	MIEHE, KENT	01/06/2025	01/07/ BBB	ATHL OFFL	85.00
				Totals for 66649	85.00
66650	PETERSON, JOSHUA	01/06/2025	01/07/ BBB	ATHL OFFL	57.50
				Totals for 66650	57.50
66651	PETERSON, KEVIN	01/06/2025	01/06/ GBB	ATHL OFFL	57.50
				Totals for 66651	57.50
66652	RYAN, MARK	01/06/2025	01/07/ BBB	ATHL OFFL	60.00
				Totals for 66652	60.00
66653	TORDOFF, MITCHELL	01/06/2025	01/06/ GBB	ATHL OFFL	60.00
				Totals for 66653	60.00

CHECK NUMBER	VENDOR	CHECK DATE	INVOICE NUMBER	INVOICE DESCRIPTION	AMOUNT
66654	WALLACE, MICHAEL	01/06/2025	01/06/	GBB ATHL OFFL	85.00
				Totals for 66654	85.00
66655	Bobcat of Janesville	01/07/2025	293397	SALT AND SAND SPREADER	7,524.64
				Totals for 66655	7,524.64
66656	GLOBALCOM TECHNOLOGI	01/07/2025	45245	HS SECURITY IMPROVEMENTS	943.88
				Totals for 66656	943.88
66657	IDEAL PRINTING	01/07/2025	58756	RECEIPT BOOKS	394.17
				Totals for 66657	394.17
66658	JOHNSON CONTROLS	01/07/2025	52576685	BATTERY REPAIR	584.49
				Totals for 66658	584.49
66659	MONROE SCHOOL DISTRI	01/07/2025	11145	GIRLS SWIM CO-OP	9,090.10
				Totals for 66659	9,090.10
66660	NEW GLARUS POST OFFI	01/07/2025	STAMPS 01/	STAMPS	146.00
				Totals for 66660	146.00
66661	REGEZ SUPPLY CO. INC	01/07/2025	260518	CUSTODIAL SUPPLIES	864.90
				Totals for 66661	864.90
66662	SCHOOL PERCEPTIONS L	01/07/2025	6035	SURVEY	1,050.00
				Totals for 66662	1,050.00
66663	UNITED LABORATORIES	01/07/2025	425292	CUSTODIAL SUPPLIES	374.56
				Totals for 66663	374.56
66664	US CELLULAR	01/07/2025	0687060524	DATA SERVICES	160.89
				Totals for 66664	160.89
				Totals for checks	86,543.86

<u>CHECK</u>		<u>CHECK</u>	<u>INVOICE</u>	<u>INVOICE</u>	
<u>NUMBER</u>	<u>VENDOR</u>	<u>DATE</u>	<u>NUMBER</u>	<u>DESCRIPTION</u>	<u>AMOUNT</u>
242500023	TAHER, INC.	12/26/2024	71179	November exp	68,842.82
				Totals for 242500023	68,842.82
242500024	BRAY ASSOCIATES ARCH	12/26/2024	3388-32	November serv	11,490.95
				Totals for 242500024	11,490.95
242500025	KRAEMER BROTHERS, LL	12/26/2024	14250	PK2 - Pay App 13	1,048,244.26
				Totals for 242500025	1,048,244.26
242500026	TAHER, INC.	01/07/2025	0071445	DECEMBER SERV	51,182.80
				Totals for 242500026	51,182.80
242500027	BRAY ASSOCIATES ARCH	01/07/2025	3388-33	DEC SERV	11,490.96
				Totals for 242500027	11,490.96
				Totals for checks	1,191,251.79

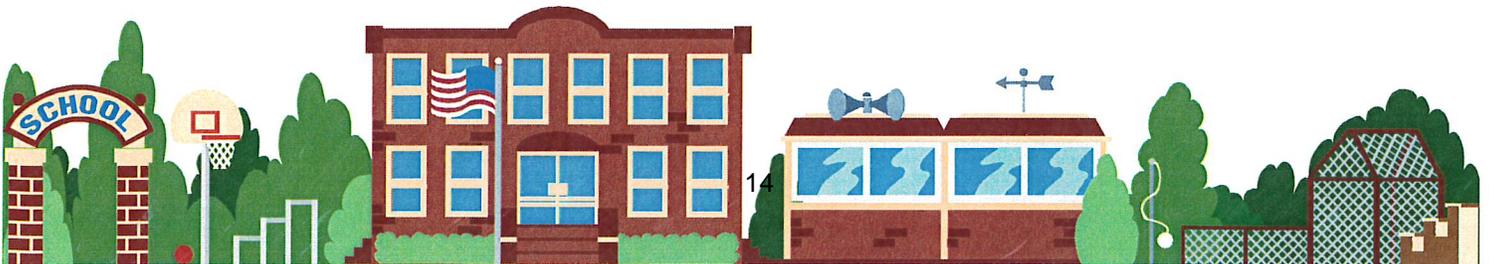


# New Glarus School District

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Treasurer's Report  
November 30, 2024

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**SCHOOL DISTRICT OF NEW GLARUS**  
**FUND SUMMARY**  
**November 30, 2024**

	Fund Balance Audited 6/30/2024	+	FY2024 Revenues	-	FY2024 Expend.	+	Transfers Sources	=	Fund Balance 11/30/2024
General Fund	4,656,312.86		1,543,318.17		4,108,929.10		(443,845.14)		1,646,856.79
General Fund - nonspendable/unspent/as	807,415.79		0.00		782,890.45		0.00		24,525.34
<b>TOTAL FUND 10</b>	<b>5,463,728.65</b>		<b>1,543,318.17</b>		<b>4,891,819.55</b>		<b>(443,845.14)</b>		<b>1,671,382.13</b>
Special Revenue Trust (Fund 21)	293,182.69		145,990.59		42,892.18				396,281.10
Spec. Ed. Grants	0		1,070.70		83,373.62				-82,302.92
Special Education (Fund 27)	0		74,739.00		518,584.14		443,845.14		0.00
<b>TOTAL FUND 27</b>	<b>0</b>		<b>75,809.70</b>		<b>601,957.76</b>		<b>443,845.14</b>		<b>-82,302.92</b>
DEBT SERVICE (Fund 39)	450,329.34		4,367.44		359,268.75				95,428.03
LT CAPITAL (Fund 46)	311,689.82		1,822.48		0.00				313,512.30
OTHER CAPITAL DEBT (Fund 49)	11,770,167.40		283,330.50		8,763,336.21				3,290,161.69
FOOD SERVICE (Fund 50)	553,255.44		216,205.96		623,295.26				146,166.14
EMPLOYEE TRUST FUND (73)	469,985.57		53,394.25		13,324.08				510,055.74
COMMUNITY SERVICE FUND (80)	8,037.86		0.00		0.00				8,037.86

**SCHOOL DISTRICT OF NEW GLARUS  
REVENUES  
November 30, 2024**

<b>GENERAL FUND - 10</b>					
	ORIGINAL BUDGET REVENUES 2024 - 2025	MTD REVENUES	YTD REVENUES	24-25 YTD % RCVD	23-24 YTD % RCVD
Property Taxes	\$ 5,452,868.00			0.00%	0.00%
Mobile Home/DNR Tax	\$ 12,600.00	\$ 675.36	\$ 1,350.72	10.72%	11.22%
Interest	\$ 150,000.00	\$ 10,809.45	\$ 116,710.72	77.81%	61.36%
Local Revenue	\$ 117,150.00	\$ 10,228.10	\$ 100,378.92	85.68%	40.22%
Open Enrollment	\$ 1,154,000.00			0.00%	0.00%
Transportation Aid	\$ 15,565.00			0.00%	0.00%
Library Aid (Common School Fund)	\$ 54,000.00			0.00%	0.00%
Equalization Aid	\$ 6,482,038.00		\$ 1,010,451.00	15.59%	14.49%
Exempt - Computer/Personal Property A	\$ 57,416.00			0.00%	0.00%
Per Pupil Aid	\$ 640,346.00			0.00%	0.00%
Grants - State	\$ 34,573.00			0.00%	0.28%
Grants - Federal	\$ 79,287.00			0.00%	3.32%
Grants/Donations - Local	\$ 6,500.00	\$ 323.68	\$ 3,499.31	53.84%	74.99%
Contracts tsf of Ownership	\$ 606,855.00	\$ 310,927.50	\$ 310,927.50	51.24%	0.00%
Land Sale	\$ -			0.00%	0.00%
Other Federal Revenue -DIRECT	\$ -			0.00%	0.00%
<b>Total General Fund Revenues</b>	<b>\$ 14,863,198.00</b>	<b>\$ 332,964.09</b>	<b>\$ 1,543,318.17</b>	<b>10.38%</b>	<b>7.46%</b>
<b>SPECIAL PROJECTS FUNDS - 21 &amp; 27</b>					
Fund 21 - Special Revenue	\$ 145,030.00	\$ 48,122.45	\$ 145,990.59	100.66%	16.57%
Fund 27 - Operating Transfer from Fund	\$ 1,392,881.00	\$ 106,521.94	\$ 443,845.14	31.87%	34.52%
Fund 27 - Special Ed.- Categorical	\$ 547,148.00	\$ 74,739.00	\$ 74,739.00	13.66%	14.44%
Fund 27 - Special Ed.- High Cost	\$ 45,000.00			0.00%	0.00%
Fund 27 - Special Ed. - Grant	\$ 218,137.00		\$ 1,070.70	0.49%	45.21%
Fund 27 - Special Ed. - Federal Thru Sta	\$ 35,000.00			0.00%	0.00%
<b>Total Special Projects Revenues</b>	<b>\$ 2,383,196.00</b>	<b>\$ 229,383.39</b>	<b>\$ 665,645.43</b>	<b>27.93%</b>	<b>23.78%</b>
<b>DEBT SERVICE FUNDS &amp; OTHER CAPITAL DEBT - 39, 46 &amp; 49</b>					
Fund 39 - Referendum Approved Debt	\$ 3,181,819.00	\$ 56.83	\$ 4,367.44	0.14%	0.16%
Fund 46 - Long Term Cap Maint Trust Fu	\$ 5,000.00	\$ 28.02	\$ 1,822.48	36.45%	48.93%
Fund 49 - Construction Fund	\$ 300,000.00	\$ 17,767.57	\$ 283,330.50	94.44%	41.88%
<b>Total Debt Service Revenues</b>	<b>\$ 3,486,819.00</b>	<b>\$ 17,852.42</b>	<b>\$ 289,520.42</b>	<b>8.30%</b>	<b>12.38%</b>
<b>FOOD, TRUST &amp; COMMUNITY SERVICE FUNDS - 50, 73 &amp; 80</b>					
Fund 50-Local Sources	\$ 504,272.00	\$ 37,025.35	\$ 174,966.77	34.70%	35.60%
Fund 50-State/Federal Sources	\$ 197,685.00	\$ 21,989.86	\$ 41,239.19	20.86%	14.53%
Fund 73 - OPEB	\$ 67,000.00	\$ 18,726.23	\$ 53,394.25	79.69%	39.95%
Fund 80 - Community Services			\$ -	0.00%	0.00%
<b>Total Food, Trust &amp; Comm. Revenues</b>	<b>\$ 768,957.00</b>	<b>\$ 77,741.44</b>	<b>\$ 269,600.21</b>	<b>35.06%</b>	<b>30.34%</b>
<b>Total Revenues</b>	<b>\$ 21,502,170.00</b>	<b>\$ 657,941.34</b>	<b>\$ 2,768,084.23</b>	<b>12.87%</b>	<b>11.37%</b>

**SCHOOL DISTRICT OF NEW GLARUS  
EXPENDITURES**

**November 30, 2024**

**GENERAL FUND - 10**

<b>Instruction</b>	<b>ORIGINAL BUDGET EXPENDITURES 2024-2025</b>	<b>MTD EXPENDITURES</b>	<b>YTD EXPENDITURES</b>	<b>24 - 25 YTD % EXPD</b>	<b>23 - 24 YTD % EXPD</b>
Undifferentiated Curriculum	\$ 2,636,544.00	\$ 205,919.72	\$ 725,038.03	27.50%	29.13%
Regular Curriculum	\$ 3,676,477.00	\$ 284,819.73	\$ 895,461.38	24.36%	26.75%
Vocational Curriculum	\$ 407,688.00	\$ 28,569.50	\$ 100,713.00	24.70%	25.77%
Physical Curriculum	\$ 329,989.00	\$ 27,775.25	\$ 85,913.66	26.04%	26.28%
Co-Curricular Activity	\$ 248,779.00	\$ 4,260.74	\$ 75,071.30	30.18%	29.82%
Special Curriculum	\$ 6,000.00	\$ 1,023.84	\$ 1,393.84	23.23%	55.28%
<b>Total Instruction</b>	<b>\$ 7,305,477.00</b>	<b>\$ 552,368.78</b>	<b>\$ 1,883,591.21</b>	<b>25.78%</b>	<b>27.67%</b>
<b>Support Services</b>					
Pupil Services	\$ 335,811.00	\$ 22,823.08	\$ 74,348.35	22.14%	26.87%
Instructional Services	\$ 711,349.00	\$ 54,776.38	\$ 201,292.90	28.30%	29.69%
General Operations	\$ 435,029.00	\$ 37,832.57	\$ 156,897.43	36.07%	39.80%
School Building Operations	\$ 736,796.00	\$ 61,862.68	\$ 293,032.50	39.77%	39.69%
Business Services	\$ 253,836.00	\$ 20,077.29	\$ 102,520.83	40.39%	41.17%
Building Operations	\$ 769,133.00	\$ 59,091.45	\$ 227,164.59	29.54%	30.93%
Maintenance	\$ 260,497.00	\$ 42,658.54	\$ 143,308.17	55.01%	48.27%
Capital Maintenance Projects (Facilities)	\$ 1,079,331.00	\$ 153,249.87	\$ 870,019.98	80.61%	0.47%
Pupil Transportation	\$ 960,566.00	\$ 355,530.78	\$ 411,020.29	42.79%	30.32%
Central Services	\$ 86,006.00	\$ 2,879.92	\$ 26,576.15	30.90%	29.94%
Insurance	\$ 174,013.00	\$ -	\$ 162,225.27	93.23%	48.92%
Debt Services	\$ 158,683.00	\$ 135,487.00	\$ 167,096.31	105.30%	99.61%
Other Support Services	\$ 346,190.00	\$ 19,019.81	\$ 166,669.66	48.14%	54.11%
<b>Total Support Services</b>	<b>\$ 6,307,240.00</b>	<b>\$ 965,289.37</b>	<b>\$ 3,002,172.43</b>	<b>47.60%</b>	<b>26.29%</b>

<b>Non-Program Transactions</b>					
Operating Transfers to another Fund	\$ 1,392,881.00	\$ 106,521.94	\$ 443,845.14	31.87%	34.52%
General Tuition/Non-Open enrollment	\$ 46,000.00	\$ 4,643.03	\$ 6,055.91	13.17%	29.56%
Co-Curricular Cooperative Programs	\$ 80,500.00		\$ -	0.00%	0.00%
General Tuition/Open Enrollment	\$ 500,000.00		\$ -	0.00%	0.00%
Independent Charter	\$ -		\$ -	0.00%	0.00%
Other Non-Program Transactions	\$ 5,100.00	\$ -	\$ -	0.00%	0.00%
<b>Total Non-Program Transactions</b>	<b>\$ 2,024,481.00</b>	<b>\$ 111,164.97</b>	<b>\$ 449,901.05</b>	<b>22.22%</b>	<b>24.06%</b>
<b>TOTAL GENERAL FUNDS</b>	<b>\$ 15,637,198.00</b>	<b>\$ 1,628,823.12</b>	<b>\$ 5,335,664.69</b>	<b>34.12%</b>	<b>26.66%</b>

**SPECIAL PROJECTS FUNDS - 21 & 27**

Fund 21 - Special Revenue Fund	\$ 145,150.00	\$ 7,018.95	\$ 42,892.18	29.55%	4.35%
Fund 27 - Special Education Grants	\$ 218,137.00	\$ 3,124.98	\$ 83,373.62	38.22%	50.83%
Fund 27 - Special Education Regular	\$ 2,020,029.00	\$ 181,260.94	\$ 518,584.14	25.67%	26.31%
<b>TOTAL SPECIAL PROJECTS FUNDS</b>	<b>\$ 2,383,316.00</b>	<b>\$ 191,404.87</b>	<b>\$ 644,849.94</b>	<b>27.06%</b>	<b>19.56%</b>

**DEBT SERVICE FUNDS & OTHER CAPITAL DEBT - 39, 46 & 49**

Fund 39 - Referendum Approved Debt	\$ 3,237,588.00	\$ -	\$ 359,268.75	11.10%	13.61%
Fund 46 - Long Term Cap Maint Trust Fu	\$ -	\$ -	\$ -	0.00%	0.00%
Fund 49 - Construction Fund	\$ 12,070,167.00	\$ 1,923,710.22	\$ 8,763,336.21	72.60%	22.10%
<b>TOTAL DEBT SERVICE FUNDS</b>	<b>\$ 15,307,755.00</b>	<b>\$ 1,923,710.22</b>	<b>\$ 9,122,604.96</b>	<b>59.59%</b>	<b>20.77%</b>

**FOOD, TRUST & COMMUNITY SERVICE FUNDS - 50, 73 & 80**

Fund 50 - Food Service	\$ 694,610.00	\$ 367,796.51	\$ 623,295.26	89.73%	22.24%
FUND 73 - OPEB Trust	\$ 55,000.00	\$ -	\$ 13,324.08	24.23%	35.12%
Fund 80 - Community Service	\$ 2,000.00	\$ -	\$ -	0.00%	100.00%
<b>TOTAL FOOD, TRUST &amp; COMM FDS</b>	<b>\$ 751,610.00</b>	<b>\$ 367,796.51</b>	<b>\$ 636,619.34</b>	<b>84.70%</b>	<b>24.23%</b>

<b>TOTAL EXPENDITURES-ALL FUNDS</b>	<b>\$ 34,079,879.00</b>	<b>\$ 174,111,734.72</b>	<b>\$ 15,739,738.93</b>	<b>46.18%</b>	<b>23.04%</b>
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**STAFFING REPORT  
JANUARY 13, 2025**

<b>HIRES / CHANGES</b>	<b>Employee Leaving Position</b>	<b>New Employee in Position</b>	<b>hours per day / % of empl</b>	<b>Term of Employment</b>	<b>Position</b>
	Gary Beutler coaching resignation	Ross Eddy	varies	2025 Spring Season	HS Golf Asst Coach

<b>OPEN POSITIONS</b>	<b>Position</b>	<b>Term of Employment</b>	<b>hours per day / % of empl</b>	<b>Reason for opening</b>
Support Staff	Special Education Asst	2024-25 School year	5 hours/day	Kristen Funk resignation
Coach	HS Baseball Head Coach	2025 Spring Season	varies	Chris Rear coaching resignation
Coach	HS Football Asst Coach	2025 Fall Season	varies	Chris Rear coaching resignation
Coach	MS Asst Cross Country Coach	2025 Fall Season	varies	Richard Bailey coaching resignation



Donations

12/10/2024	Hans Lenzlinger	Check	School Lunch Donation	\$500.00
12/20/2024	Misc Donations	Cash	Cross Country	\$160.10
12/17/2024	Imelda Ellefson Majeski	Check	School Lunch Donation	\$500.00
1/7/2025	William Hantke	Check	FFA	\$100.00
1/7/2025	New Glarus Chamber of Commerce - Christkindli Trash Pickup)	Check	NG Volleyball	\$600.00

- B. Discuss Item(s) Removed From Consent Agenda
- V. **COMMITTEE UPDATES**
  - A. Policy, Communication & Advocacy
  - B. Handbook and Personnel
  - C. Budget
  - D. Curriculum, Sports & Co-Curricular
  - E. Facilities, Transportation & Technology
- VI. **DISCUSSION AND POSSIBLE ACTION ITEMS**
  - A. Resolution Authorizing the School District Budget to Exceed Revenue Limit by \$2,500,000 for Recurring Purposes 23

RESOLUTION AUTHORIZING THE SCHOOL  
DISTRICT BUDGET TO EXCEED REVENUE LIMIT  
BY \$2,500,000 FOR RECURRING PURPOSES

BE IT RESOLVED by the School Board of the School District of New Glarus, Green and Dane Counties, 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 \$2,500,000 beginning with the 2026-2027 school year, for recurring purposes consisting of expenses related to staffing, operating and maintaining current school facilities, and maintaining current educational programming, extra-curriculars, and services.

Adopted and recorded January 13, 2025.

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William Oemichen  
District President

ATTEST:

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Cari Ann Muggenburg  
District Clerk

(SEAL)

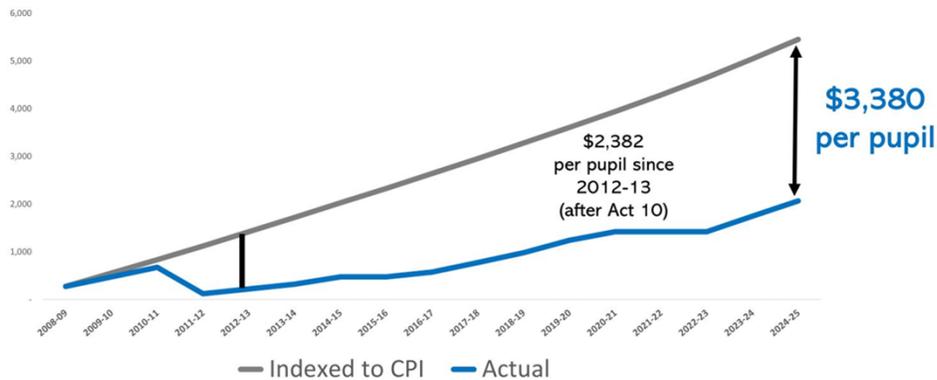
# For Board Consideration Operational Referendum April 2025

## Why is a referendum needed?

This referendum would **replace the current non-recurring** operating referendum that was approved in 2023. It would provide stability for the district and eliminate an upcoming funding cliff. The reason operating referendums are needed in school districts across the whole state are due to the following factors:

1. **Lack of state funding** – the state has lagged inflation by \$3,380 per pupil over the past 15 years, which is causing school districts in the state to go to referendum for operational expenses.

## General school district revenues per pupil lag inflation by more than \$3,300 since 2009



Source: Kava, Russ (January 9, 2023) Legislative Fiscal Bureau Memo re: Revenue Limit Per Pupil Adjustment Indexed to Inflation; WASBO Calculations

2. **An increasingly competitive market** - to maintain the ability to retain and attract the best educators and staff in an increasingly competitive job market, school districts must offer competitive salaries.

## Is this operating referendum needed because of the recent facility projects, including the new Primary School?

No, the recent facilities projects came in under budget so the money is not needed for those projects. This recurring operating referendum is replacing the non-recurring operating referendum from 2023.

Why is NGSD considering a **recurring** operational referendum?

The district decided to do a non-recurring referendum in 2023 to buy time to see how the state decided to fund schools once the one-time Covid-relief funding ended. The state has not filled the hole created from two years of no additional per pupil funding during the worst inflation in recent history, and continues to not keep up with inflation. Therefore, the district is seeking a recurring referendum to provide stability for the district moving forward and eliminate a funding cliff.

What would be the tax impact?

The referendum is expected to keep the mill (tax) rate the same and keep taxes as neutral as possible.

***Historical and Estimated District Mill Rate***

Year	Mill (Tax) Rate
2019	\$11.63
2020	\$11.63
2021	\$11.63
2022	\$11.38
2023	\$10.48
2024	\$9.98
2025	\$9.98 (Projected)
2026	\$9.98 (Projected)

Why did taxes increase for some taxpayers this year even though the tax rate went down?

The specific details of individual tax bills are quite complicated, but the simple version is that home values impact individual tax bill. This includes both the fair market value of homes determined by the Department of Revenue, as well as reassessments completed by the municipalities. Therefore, although the New Glarus School District tax rate decreased, the tax rate is multiplied by home values, and therefore, the change in tax bills for individual taxpayers varied significantly based on property values, with some tax bills decreasing and others increasing.

What would this operational referendum do for our students?

A successful operational referendum will do the following:

1. Recruit and retain high quality staff by offering competitive salaries and benefits that keep up with nearby districts.
2. Provide the necessary ongoing operational funds to keep up with inflation for goods and services that are needed to run our schools.
3. Maintain the high-quality education that our community has supported for many years
4. Maintain class sizes similar to what they are today.

What is the proposed wording for the referendum question that would be on the ballot?

The proposed ballot question is:

BE IT RESOLVED by the School Board of the School District of New Glarus, Green and Dane Counties, 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 \$2,500,000 beginning with the 2026-27 school year, for recurring purposes consisting of expenses related to staffing, operating and maintaining current school facilities, and maintaining current educational programming, extra-curriculars, and services.

What would a “yes” vote mean, and what would a “no” vote mean?

A “yes” vote would allow the district to **continue** using referendum funds for operational expenses. A “no” vote would mean the district will have a funding cliff when the current non-recurring referendum ends.

How has state funding for schools changed in the past 20 years?

In 2002 Wisconsin was ranked 11th in the nation for school funding. By 2022, our state had fallen to 25th. This is the largest drop in the national ranking of any state over this time period. In fact, Wisconsin public school funding in 2022 was 7.2% below the national average. Wisconsin also provides disproportionately less funding to rural districts, and is 11<sup>th</sup> lowest in the nation on state revenue to rural schools per local dollar.

Are other districts needing to put referendums on the ballot too?

Yes. Over the years, more of the responsibility for funding schools has moved from the state to local property taxpayers, via referendums. In 2024 there were 146 operating referendums in the state, which is the highest number of operating referendums in state history.

### Did federal Covid funding help New Glarus?

All public schools benefited from some federal funds directed to pandemic relief, but unfortunately, due to New Glarus having a low free- and reduced-lunch population, we received much less per pupil than most districts. Additionally, these dollars were one-time-use funds and could not be applied to ongoing expenses, such as hiring permanent staff.

### What will happen if the referendum fails?

The district will need to start preparing for the looming funding cliff by making extremely difficult decisions about how to cut the budget and staffing, or whether to use Fund Balance, or a combination of both. Using Fund Balance would require the district to short-term borrow because of the timing of when revenue comes into the district. At the current interest rates, short-term borrowing is not advisable, and using Fund Balance is also only a one-time solution. It doesn't help with recurring expenses, such as salaries and benefits. Due to state law, the District won't be able to go to referendum again until a year from now, April 2026

# WELCOME

28

GREATER DANE COUNTY



SCHOOL DISTRICT GOVERNANCE  
CONSORTIUM

OCTOBER 8, 2024



# MISSION STATEMENT

The purpose of the Greater Dane County School District Consortium (GDCSDGC) is to ensure all of our students receive the highest quality education possible. While we acknowledge the uniqueness of each of our districts, we share many of the same challenges and aspirations. We will leverage our collective knowledge and expertise to focus on three priorities:

- Eliminate academic, social, and emotional gaps for our students;
- Advance best governance practices; and
- Advocate for our public schools at the local, state, and federal levels.

# AGENDA



- 5:30 PM Dinner – AzTec Taqueria
- 6:00 PM Welcome and Inclusion Activity
- Today's Focus
  - ❖ Political Advocacy and Strategies for Public School Funding
  - ❖ Discussion on Referendums
- 7:15 PM Questions/Other Business
- Future Meeting Dates
  - ❖ January 15, 2025 – Mount Horeb School District
  - ❖ May 7, 2025 – New Glarus School District
- Adjourn

# WELCOME



## Verona Area School District Leadership Team

Dr. Tremayne Clardy, Superintendent

Chad Wiese, Deputy Superintendent of Business and Operations

Dr. Angela Hawkins, Executive Director of Student Services

Amy Engelkins, Executive Director of Academic Services

Marcie Pfeifer-Soderbloom, Public Information Officer

## Board of Education (in attendance)

Jen Murphy, President

John Porco, Vice President

Joe Hanes, Treasurer

Korbey White, Clerk

Juan Carlos Medina



# INCLUSION ACTIVITY



# POLITICAL ADVOCACY AND STRATEGIES FOR PUBLIC SCHOOL FUNDING



**Mike Barry**

Executive Director

Wisconsin Association of School Business Officials

[mike.barry@wasbo.com](mailto:mike.barry@wasbo.com)

608 712 4953

April 2024

# PIERCING THE FOG

## SHEDDING LIGHT ON SCHOOL DISTRICT REFERENDA IN WISCONSIN

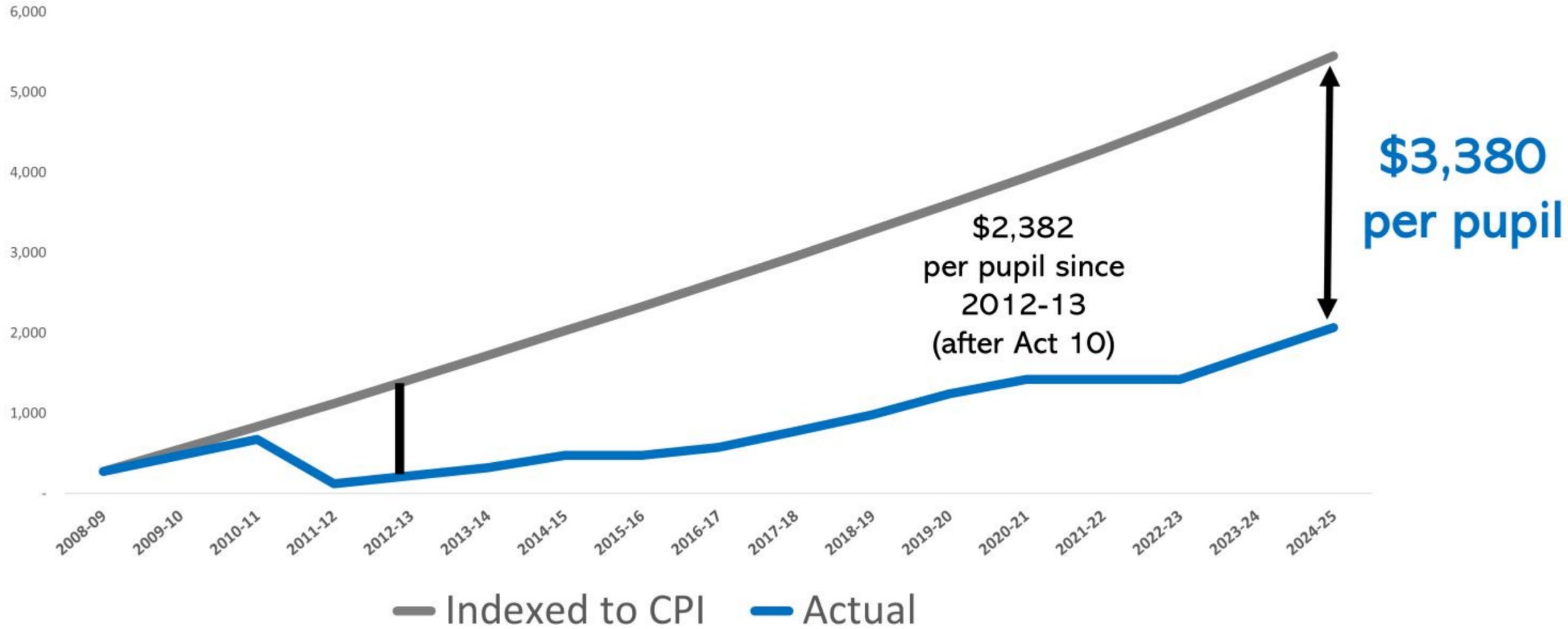
Will Flanders, PHD.  
Kitalya Spencer



**These limits were initially set in the fall of 1993. Since then, the legislature has raised the base revenue limits 24 times.** Though districts have received these increases over time...

- Of the 24 increases, **17 happened consecutively**, from 1994-95 through 2010-11 when the revenue limit was **indexed to inflation**. Indexing stopped in 2009-11 during the Great Recession.
- In the past 14 years, from 2011-12 onward, the legislature increased the revenue limits **just half the time**, in 7 of the 14 years. 3 of those increases were \$75 per pupil or less.
- In the past 14 years, from 2011-12 onward, there was **no increase** in the revenue limits **6 times** and **one cut of (\$528) per pupil**.

# General school district revenues per pupil lag inflation by more than \$3,300 since 2009





**Wisconsin's ranking has fallen relative to the nation on per pupil spending on K-12 education**

11<sup>th</sup> in 2002  
11% above national average



25<sup>th</sup> in 2022 7.2% below national average

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Wisconsin provides **disproportionately less funding to rural districts: 11<sup>th</sup> lowest** in the nation on state revenue to schools per local dollar (\$.82 versus \$1.18 nationally)

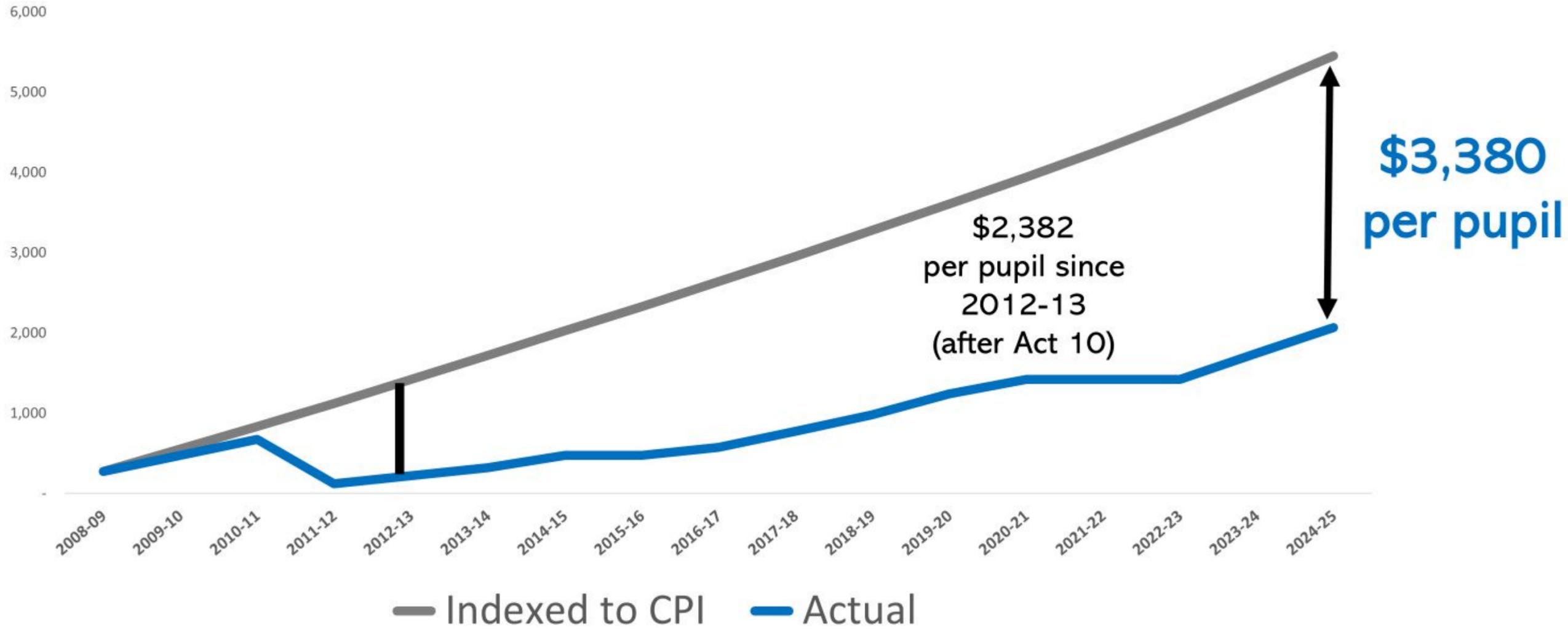


# **K-12 ON THE BALLOT**

USING REFERENDA TO FUND PUBLIC SCHOOLS

Dale Knapp, Director

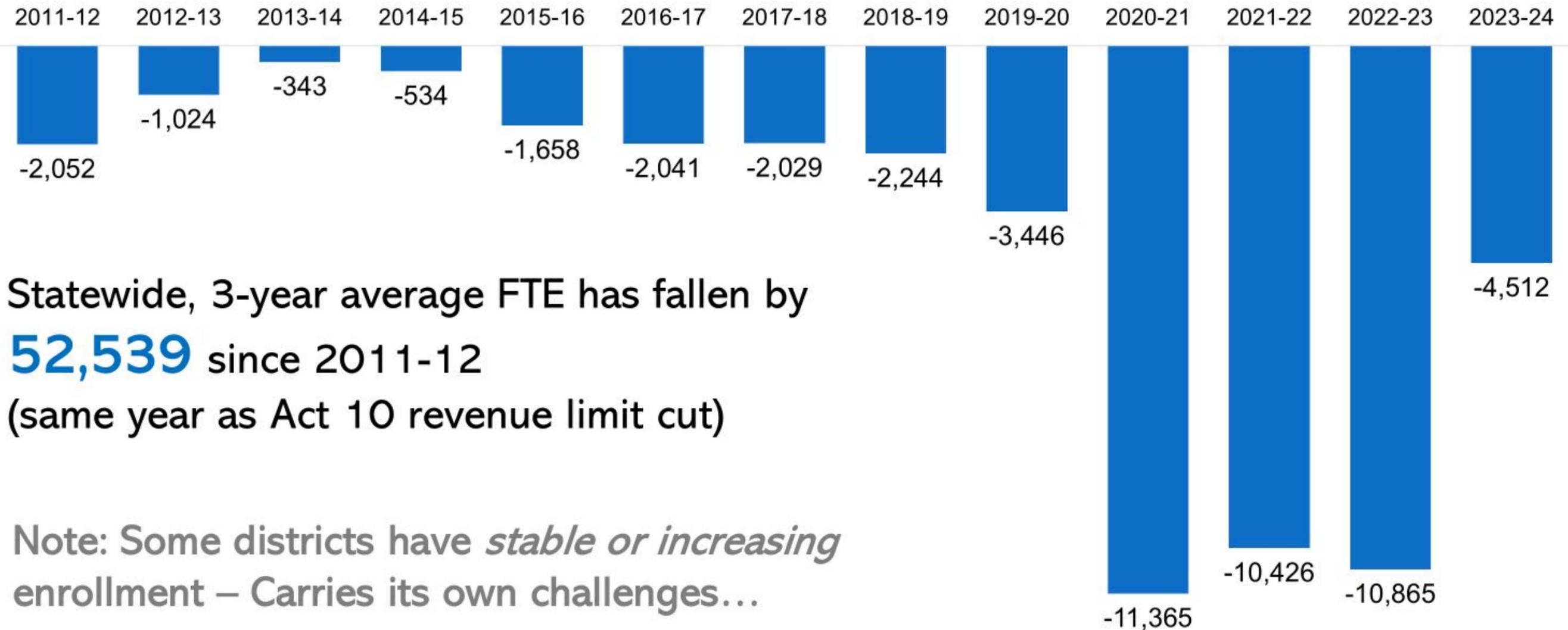
# General school district revenues per pupil lag inflation by more than \$3,300 since 2009



# Declining enrollment (2012-12 to 2023-24)



## Statewide revenue limit 3-year average FTE decline



Statewide, 3-year average FTE has fallen by **52,539** since 2011-12 (same year as Act 10 revenue limit cut)

Note: Some districts have *stable or increasing* enrollment – Carries its own challenges...

## Operating referendums in 2024...



**Spring 2024 operating referendums: 68 school districts**

Mixed results: About 60% passage rate across all types

**Fall 2024 operating referendums: 81 school districts**

**Total questions for 2024: 149**  
far exceeds previous record of 92 in 2022

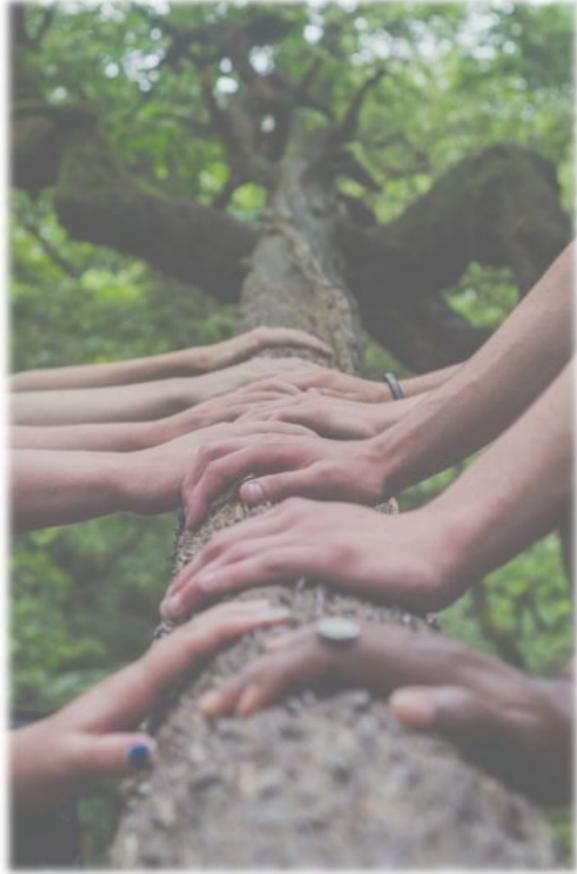


### Trends to watch:

- Passage margins have been narrowing
- Growth of referendum dollars driving school district budgets

## Why These Priorities?

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- ❑ Provide the most resources, the most flexibly, for the most students, in every district
- ❑ Long-standing and data-driven (these ideas were integral to proposals in 2019 Blue Ribbon Commission on School Funding)
- ❑ A focus on these priorities: Helps every district meet their particular needs

## **School Administrators Alliance (SAA)**

### **Key draft state budget priorities**

# **Special education**

---

#### **The Ask**

- Increase reimbursement to AT LEAST 60% (from 32.4%)
- Convert the appropriation to be sum sufficient – this is the foundation!

#### **Rationale**

- Guarantees vital resources for mandated services will not be pro-rated to a lower amount
- Ensures we can provide more than the minimum for SwD while reducing needs to draw resources away from programs that serve all students, including SwDs

## School Administrators Alliance (SAA)

## Key draft state budget priorities

# General spending authority

### The Ask

- Increase the **revenue limit** beyond \$325 to align with an estimated 3% increase in CPI
  - 2025-26: \$416.36 (+\$90)
  - 2026-27: \$428.84 (+\$105)
- Increase equalization aid pool to offset tax levy increases
- Provide \$100 in each year in **per pupil aid** (for those who have fallen out of aid formula)

### Rationale

- Flexible, spendable revenue is crucial for school districts to sustainably address diverse needs
- Inflationary spending authority would help mitigate the growing need of school districts going to operating referendum

**School  
Administrators  
Alliance (SAA)**

**Key draft state  
budget priorities**

# Low Revenue Ceiling

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## The Ask

- Raise LRC statewide to close the gap between highest and lowest revenue limits (e.g., get as many districts as possible within about 10% of each other)
- Provide equalization aid to offset tax levy impacts

## Rationale

- Revenue limits per pupil vary widely: From \$10,347 to \$24,949
- Voucher high schools get \$12,731 per pupil – exceeds the revenue limit for many districts which are held to higher standards

# DISCUSSION FOR REFERENDA



**Verona Area School District**  
"Every Student MUST Be Successful!"

**11-8-22 CHARTING OUR PATH FORWARD**  
VASD OPERATIONAL REFERENDUM

In November 2022, the Verona Area School District (VASD) is asking residents to vote on a \$19 million recurring operational referendum question.

**VASD MILL RATE TIMELINE**  
Source: Verona Area School District 2022-23 Preliminary Budget

Year	Mill Rate
2017	\$11.98
2018	\$12.86
2019	\$12.77
2020	\$12.77
2021	\$12.88
2022	\$12.64
2023	Proposed mill rate with preliminary budget: \$11.78

**OUR WHY?**  
In the Verona Area School District (VASD), we believe the magic happens in our classrooms with our world-class educators. The Verona Area School District, along with all Wisconsin school districts, is faced with balancing a budget with cost-of-living increases at 4.7%. This must be accomplished with no new recurring funding authority from the State of Wisconsin.

**VASD AND OUR COMMUNITY VALUES**

- Rich programs and specialized services
- Robust curricular offerings
- Desirable staff-to-student ratio
- Retain and recruit highly qualified educators

700 N Main Street | Verona, WI 53593 | verona.k12.wi.us/referendum2022

**CHARTING OUR PATH FORWARD**  
11-8-22

**DID YOU KNOW?**  
Over the past decade, more than **130** OPERATIONAL REFERENDUMS have been brought forward in Wisconsin school districts, with an approval rate of about **72%**

**MILL RATE NEUTRAL PROPOSAL**  
- YOUR BOARD OF EDUCATION WORKING FOR YOU

The VASD Board of Education is asking for different permission to spend the same amount of tax dollars, in turn, spending more on students, services, and programs and less on pre-payment of capital debt.

The operational referendum would give the VASD Board of Education permission to shift funds from capital (facilities and pre-payment of debt on those facilities) to operational. The same before utilities where your tax dollars would be allocated both with and without a voter-approved operating referendum, based on a home value of \$100,000:

Spending Category	WITHOUT Operating Referendum	WITH Operating Referendum
Operations, staff compensation, etc.	\$726	\$777
Paying off previous referendum debt and capital maintenance projects	\$445	\$384
Community Use	\$17	\$17
<b>TOTALS</b>	<b>\$1,178</b>	<b>\$1,178</b>

Source: Wisconsin Department of Public Instruction Custom Referenda Reports | Source: Verona Area School District 2022-23 Preliminary Budget

**WE ARE PARTNERS**  
The Verona Area School District is proud to partner with the greater Verona community. As partners, it is our goal to be good stewards of our taxpayers' dollars while ensuring the best educational experience for our students.

- We are operating a world-class organization together
- The district is working to take care of taxpayers by not increasing taxes
- The district needs approval from taxpayers in building a long-range operational and facilities plan that sustains quality and does not cost residents more

To learn more about the operational referendum visit us online at [verona.k12.wi.us/referendum2022](http://verona.k12.wi.us/referendum2022) or scan the QR code below!

700 N Main Street | Verona, WI 53593 | verona.k12.wi.us/referendum2022

**Referendum Community Information Session**

**11-8-22**

**CHARTING OUR PATH FORWARD**

**VASD OPERATIONAL REFERENDUM**

**Community Engagement and Feedback**

- 10 school sessions, 550 participants
- 7 community sessions, 170 participants
  - Facebook Live - over 200 viewers
  - Spanish language session - over 30 attendees
- Staff and community members who attended information sessions largely support the idea of going to referendum

**Our Students Look Toward the Future**

**Foundation of...**  
Financial Literacy, Physical Health, Mental Wellness

**Exposure and Preparation in...**  
Dual Credit Courses with Madison College, Computer Science (via Forge, HTML), Robotics and Engineering, Trades/Youth Apprenticeships & Internships, Multilingual Skills

**En VASD, sabemos que la magia se da en nuestros salones con nuestros educadores de clase mundial.**

**VASD y nuestros valores comunitarios:**  
 → Educadores altamente calificados  
 → Una sólida oferta curricular  
 → Índice deseable de maestros por estudiante  
 → Programas variados y servicios especializados

# QUESTIONS?



# FUTURE MEETING DATES



Future Meetings:

January 15, 2025 - Mount Horeb School District

May 7, 2025 - New Glarus School District

B. Resolution Providing for a Referendum Election on the Question of the Approval of a Resolution Authorizing the School District Budget to Exceed Revenue Limit by \$2,500,000 for Recurring Purposes

51

RESOLUTION PROVIDING FOR A REFERENDUM  
ELECTION ON THE QUESTION OF THE APPROVAL OF A  
RESOLUTION AUTHORIZING THE SCHOOL DISTRICT  
BUDGET TO EXCEED REVENUE LIMIT BY  
\$2,500,000 FOR RECURRING PURPOSES

WHEREAS, the School Board of the School District of New Glarus, Green and Dane Counties, Wisconsin (the "District"), has heretofore duly adopted a resolution entitled: "Resolution Authorizing the School District Budget to Exceed Revenue Limit by \$2,500,000 for Recurring Purposes" (the "Revenue Limit Resolution"); 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 Revenue Limit Resolution to the electors for approval or rejection at the regularly scheduled election to be held on April 1, 2025.

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

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 April 1, 2025 for the purpose of submitting to the qualified electors of the District the proposition of whether 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 of Election in substantially the form attached hereto as Exhibit A to be published in the Post Messenger Recorder in the issue published immediately prior to the fourth Tuesday before the referendum election.
- (b) causing a Notice of Referendum (which includes the facsimile of the sample ballot) in substantially the form attached hereto as Exhibit B to be published in the Post Messenger Recorder 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 B 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 C.

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 25 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 Section 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 Revenue Limit Resolution within 10 days after the adoption of 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.

Adopted and recorded January 13, 2025.

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William Oemichen  
District President

ATTEST:

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Cari Ann Muggenburg  
District Clerk

(SEAL)



1                                   **WISCONSIN ASSOCIATION OF SCHOOL BOARDS, INC.**  
2                                   Madison, Wisconsin  
3                                   December 1, 2024

4  
5                                   **REPORT TO THE MEMBERSHIP ON PROPOSED 2025 RESOLUTIONS**  
6                                   WASB Policy & Resolutions Committee  
7                                   Andrew Maertz, Reedsville School Board, Chair  
8

9  
10                                  **Resolution 25-01: *Blue Ribbon Commission on School Funding***

11  
12                                  **Amend Existing Resolution 2.061:** The WASB supports all twenty of the recommendations of the  
13                                  bipartisan Blue Ribbon Commission on School Funding, as published in January 2019 ~~that align with~~  
14                                  ~~WASB resolutions.~~ The WASB further calls upon the Legislature to provide an equal opportunity for  
15                                  every pupil to have a sound basic education.

16  
17                                  **Rationale:** The current challenges facing school districts are numerous and growing. Declining  
18                                  enrollment, staffing shortages, high inflation, and lagging state support threaten to upend school  
19                                  finance and students’ education across the state of Wisconsin. In 2018 the Legislature established a  
20                                  bipartisan Blue Ribbon Commission on School Funding that published 20 recommendations designed  
21                                  to help districts in critical areas.

22  
23                                  Despite the bipartisan nature of their work and support from the public K-12 education community,  
24                                  the findings of the Commission have yet to be acted upon.

25  
26  
27                                  **Resolution 25-02: *Pathway to Licensure for Paraprofessionals***

28  
29                                  **Amend Existing Resolution 4.61 (a) as follows:** The WASB supports reasonable efforts to  
30                                  provide pathways to licensure for teaching candidates in subject or content areas where there is a  
31                                  shortage of licensed teachers, provided that candidates have bachelor's degrees and/or are  
32                                  qualified to be in a classroom as demonstrated by appropriate experience, knowledge, and skills  
33                                  in the subject or content area, and rigorous training in pedagogy, assessment, and classroom  
34                                  management.

35  
36                                  **Rationale:** In a time of staffing shortages in K-12 education, districts have been looking for  
37                                  alternative pathways to teacher licensure to provide opportunities for licensure to individuals  
38                                  who may struggle to overcome the barriers of entry in a traditional pathway to licensure. Last  
39                                  legislative session, a proposal was put forward to create a provisional license for  
40                                  paraprofessionals already working in a school district, to teach in that school district.

1 This new pathway would give districts the ability to sponsor qualified paraprofessionals in their  
2 districts to become licensed teachers in a time of great need.

3  
4  
5 **Resolution 25-03: *Early Literacy Assessments for English Learners***

6  
7 **Create:** The WASB supports that early literacy assessments, screeners, and diagnostics required  
8 in state law be provided in an English Learner (EL) student’s home language in accordance with  
9 current best practices in assessment and instruction for bilingual program students. EL students  
10 tested in English should not be labeled “at risk” without verification that the student also fails an  
11 early literacy test in their home language.

12  
13 **Rationale:** 2023 Wisconsin Act 20 requires traditional public schools and independent charter  
14 schools to administer a universal screening assessment. A student that scores below the 25th  
15 percentile is identified as “at-risk,” meaning the student must be given certain interventions.  
16 Students who are not English proficient may be labeled “at risk” by a reading screener in English  
17 even though they may not have reading difficulties but instead may have a language barrier that  
18 the reading interventions will not address.

19  
20  
21 **Resolution 25-04: *Decoupling Public and Private School Funding***

22  
23 **Create:** The WASB supports separating state funding for voucher schools and independent  
24 charter schools from the school aid formula.

25  
26 **Rationale:** Future school choice expansion (under current law) could increase local property  
27 taxes to the extent school boards increase their levy to make up for the deducted aid. Taxpayers  
28 would be protected from additional property tax increases if decoupling occurs as compared to  
29 the current funding system that would use further state aid reductions and higher property taxes  
30 to fund the program.

31  
32 Removing voucher and independent charter school funding from the school aid formula would  
33 reduce the burden on local property taxpayers, who currently are facing increases in property  
34 taxes as a result of the current funding structure for the programs.

35  
36 **Resolution 25-05: *Consistent Standards Across All Wisconsin Schools***

37  
38 **Amend Existing Resolution 2.70 (2nd paragraph):** All publicly funded schools, including  
39 private schools receiving voucher funding, must have the exact same accountability, reporting,  
40 and transparency standards/~~and~~ requirements.

1 **Rationale:** Currently there is a disparity in the accounting, reporting, and adherence to state  
2 education statutes within Wisconsin public, private, and charter school districts and local  
3 education agencies who receive state funds. There exist differences in rules for public versus  
4 private schools in application of state education reporting requirements and participation in  
5 statutory mandates. The current statutory structure lacks transparency for state taxpayers by  
6 allowing random inequities in accountability and adherence to state statutes among like groups  
7 with no rational basis.

8  
9  
10 **Resolution 25-06: *Early Childhood Education Funding and Public-Private Partnerships***

11  
12 **Create:** The WASB supports state funded public school 3K and full day 4K for all Wisconsin  
13 children. The WASB also supports collaboration between public schools and other public  
14 agencies and programs, private childcare providers, and Wisconsin institutions of higher  
15 learning. The WASB further supports district discretionary use of expanded Title I dollars to  
16 earlier grade levels by districts meeting the benchmarks for National School Lunch Program  
17 (NSLP) direct and categorical participation, and 3K and 4K student households meeting income  
18 eligibility for NSLP.

19  
20 **Rationale:** There exist challenges with the cost and availability of high-quality childcare and  
21 early childhood education for many families. Additionally, many areas in Wisconsin are  
22 experiencing an increase in poverty and economic disadvantage, and childcare deserts exist in  
23 many areas.

24  
25 Early interventions such as high-quality early childhood education and childcare, including early  
26 literacy and social skills development, that counteract poverty and student economic  
27 disadvantage have positive, lasting effects, and a high return on public investment, especially  
28 when applied early in a child's education.

29  
30  
31 **Resolution 25-07: *Staff Mental Health***

32  
33 **Create:** The WASB supports legislation to fund statewide mental health initiatives for district  
34 staff in order to help improve staff mental health and increase retention rates.

35  
36 **Rationale:** Many school staff members experience significant stress due to the unique demands  
37 of working in a school district. School staff are asked to support students' social, emotional,  
38 behavioral, physical, and academic needs in concert with the cooperation of families, the  
39 community, and an elected school board. This is due in no small part to the dedication, talents,

1 and perseverance of all school personnel. However, in some cases, school staff members find  
2 themselves feeling overwhelmed, exhausted, underappreciated, or may even be experiencing  
3 burnout.

4  
5 In a time of great staff turnover in education, increasing access to mental health services for staff  
6 could help retain teachers in the profession.

7  
8  
9 **Resolution 25-08: *Accountability and School Report Card Standards***

10  
11 **Create:** The WASB supports timely revision of the school accountability system to calculate  
12 school and district report card overall scores based on student achievement only. Other data may  
13 be included for informational purposes, but not used in calculating the overall score. Consistent  
14 grade bands should be used rather than school building configuration.

15  
16 **Rationale:** This resolution aims to redefine the state school accountability system to provide  
17 greater simplicity and transparency by focusing on solely student achievement in calculating  
18 school and district report card scores. This redefinition additionally aims to establish consistent  
19 scoring metrics across grade bands (such as K-5, 6-8, 9-12) rather than individual school  
20 building configurations that may differ from district to district.

21  
22  
23 **Resolution 25-09: *Educational Objectives***

24  
25 **Amend Existing Resolution 3.05 Educational Objectives as follows:** The WASB supports  
26 local initiatives that promote increased student academic achievement in key curricular areas  
27 including science, math, language arts, social studies, foreign language, and technology with the  
28 intent of ensuring college, career, and workforce readiness, in addition to supporting the  
29 development of critical thinking and problem-solving skills. The WASB affirms local school  
30 board responsibility to establish student course offerings and credit requirements that support the  
31 education mission as stated above.

32  
33 **Rationale:** The original resolution is limited by listing a finite number of curricular areas. The  
34 goal of support for local district initiatives should be ensuring they have the resources necessary  
35 to provide course offerings that lead to college, workforce, and career readiness.

1 **Resolution 25-10: *Truancy***

2

3 **Amend Existing Resolution 3.83 Truancy as follows:** The WASB supports legislation which  
4 would clarify the responsibilities of school districts, parents, students, courts, and law  
5 enforcement agencies in the enforcement of truancy laws ~~and provide greater latitude in~~  
6 ~~applying disciplinary measures to keep students in school~~ with the goal of keeping students in  
7 school by using strengths-based and evidence-based approaches that focus on families, schools,  
8 and community organizations.

9

10 **Rationale:** Amending the current resolution on Truancy will better align it with emerging  
11 research and data that suggest an increase of disciplinary measures may not produce positive  
12 outcomes in this regard. A strengths-based approach is a way of working that focuses on an  
13 individual's strengths, rather than their deficits.

14

15

16 **Resolution 25-11: *Funding for School Meal Debt***

17

18 **Create:** The WASB supports legislation that allocates money to reimburse districts for the  
19 cost of unpaid school meal debt if they are feeding all students without stigma.

20

21 **Rationale:** Communities continue to show that they are willing to bear the burden of paying  
22 for school meals if students are unable to do so by fundraising and donating money to cover  
23 unpaid school meal balances. Several districts within the state pay for school meals for all  
24 students. The state could alleviate that burden on districts, students, and families by allocating  
25 to a fund that districts can submit for reimbursement at the end of the year.

26

27

28 **Resolution 25-12: *Cybersecurity***

29

30 **Create:** The WASB calls upon the legislature to allocate funding to school districts for  
31 cybersecurity measures, including, but not limited to, cybersecurity software/hardware  
32 upgrades and trainings for personnel.

33

34 Furthermore, the WASB encourages school boards to develop a plan of action and/or a policy  
35 on how the district will respond in the event of a cyber-attack. This may include whether a  
36 ransom will be paid, how to operate in the event of a loss of power or data records, and  
37 determining authority structures and procedures for communicating with law enforcement.

38

1 **Rationale:** Ransom attacks and other such cybersecurity threats continue to be a growing  
2 problem for school districts. Often viewed by malicious actors as particularly vulnerable  
3 targets, schools unfortunately have very little funding and experience in cybersecurity matters  
4 to help resist cybersecurity threats. The proposed resolution language would aid schools by  
5 calling on the state for investment in key protections, as well as providing guidance on best  
6 practices that could help alleviate damage in the event of an attack.

7  
8

9 ***(Note: Headings/Titles of resolutions and placement in the book are decided by WASB staff.***  
10 ***The delegates need to approve resolution language changes and deletions. The numbers in***  
11 ***parentheses indicate the year the original/existing language was adopted by delegates.)***



## Sugar River Wrestling Co-op | Renewal Proposal for 2025-26 and 2026-27

### **Background:**

- Belleville, New Glarus & Monticello participate together in this program.
- Head Coach Pete Swenson has worked to increase participation from New Glarus. On November 28th, 2023, New Glarus hosted a dual wrestling meet vs. Pec/Argyle. Coach Swenson helped move wrestling mats down from Belleville to the NGHS Gym to set up for the meet.

### **Boys Participation Breakdown:**

<u>Year</u>	<u>Belleville Participation</u>	<u>Monticello Participation</u>	<u>New Glarus Participation</u>
2025-26	17	2	5
2024-25	17	2	3
2023-24	16	0	7
2022-23	15	0	4

### **Girls Participation Breakdown:**

<u>Year</u>	<u>Belleville Participation</u>	<u>Monticello Participation</u>	<u>New Glarus Participation</u>
2025-26	3	0	1
2024-25	3	0	1
2023-24	2	0	1
2022-23	2	0	0

### **Co-op Notes:**

- Belleville is the host/primary school in the co-op, which means:
  - We compete in the Capitol conference
  - Belleville is responsible for hiring coaching staff
- Former Sugar River Wrestling Coach Ken Engelke is a glue that helps hold the co-op together, as he does nearly all of the driving for the wrestling program, including shuttling our students to/from Belleville for practices, and driving to/from meets.

### **Renewal Request:**

- All WIAA co-ops must be renewed (approved by school admin/school board) every 2 years.
- We would like to see a 2-year extension to the co-op for 2025-26 and 2026-27.

**Sugar River Wrestling Co-op | Renewal Proposal for 2025-26 and 2026-27**

- The Sugar River Youth Wrestling program



## **Full Day 4K Data & Meetings with Childcare Providers**

November 2024

### Student Data:

- Kindergarten Fall iReady Diagnostic Assessments -
  - Full-day students scored 5 to 7 percentage points higher than half-day
  - 7 kindergarten students qualified for Tier Three intensive intervention
    - One student with an IEP
    - Two new to the district
    - Remaining four were half-day 4K students
- Beginning of the year Kindergarten - First assessment of K ELOs
  - No full-day 4K students required a Tier Two intervention

### Parent Data:

- 42 incoming 4K parents responded to the spring survey
  - 64% - strongly wanted all day 4K
  - 14% - strongly wanted half-day 4K
  - 21% - were open to either

### Meetings with Childcare Providers:

- Dr. Eicher and Dr. Thayer met with the 5 local childcare providers; 3 in-home providers and 2 center directors
- No childcare providers were opposed to the district providing all-day 4K
- One childcare center director and one in-home provider would like to see the district do a community collaboration approach to all-day 4K
- Dr. Thayer has gathered contracts from multiple districts that have contracts with childcare providers for community collaboration 4K, including the three districts recommended by one of the childcare providers

## All-Day 4K Budget Considerations

### **Additional Annual Costs:**

- Additional Teacher: \$80,000 (mid-range - salary and benefits)
- Additional 4K Aide: \$43,000 (mid-range - salary and benefits)
- Increase current 4K Aide to full-time: \$20,000

*Total Additional Costs: \$143,000 (\$80,000 + \$43,000 + \$20,000)*

### **Total Cost Savings or Additional Revenue for All-Day 4K:**

***Annual Cost Savings for Eliminating Busing Midday (Based on 2023-24 Bussing when  $\frac{2}{3}$  of students in 4K were half day):***

- Midday Fuel for Bus Routes:
  - **\$4,711**
    - 44.87 miles/day divided by 5 miles/gallon (avg mpg for school buses) multiplied by \$3.50/gallon (current avg price for diesel fuel in WI) multiplied by 150 days of half-day 4K
- Midday Bus Driver
  - **\$6,750**
    - \$45 per day for 150 days
    - The other midday driver is currently full-time; would find other uses for her time such as custodial, recess, etc.
  - Small Bus Depreciation per Year for One Bus (We would keep one bus so not including that depreciation)
    - **\$10,500**
      - Average cost for a small bus - \$105,000
      - Average number of useful years for a school bus - 10

### ***Possible Lost Revenue and Extra Expenses from Students not Attending 4K in NG:***

It is important to note that although we know we have lost half-day 4K students to full-day programs in other districts and/or some parents have chosen to keep them at home instead of sending them to our half-day 4K program, we do not know the exact impact.

- ***Difference in NG Resident Students Attending 4K in 2023 and K in 2024***
  - **\$55,200**
    - The difference in # of resident students from 4K in 2023 to K in 2024 = 8. This is the amount if those students had attended 4K at the 4K reimbursement rate of 0.6 FTE and the district revenue limit per pupil amount of \$11,900
- ***Amount of Expense For 4K Student Open Enrolling Out of the District***
  - **\$25,845**
    - 4K OE expense out for 23-24
  - **\$32,263**
    - 4K OE expense out for 24-25



**2025-26 Open Enrollment Spaces (Using Midpoint between Optimum and Maximum)**

<b>Regular Education</b>	<b># of Sections</b>	<b>Optimum</b>	<b>Maximum</b>	<b>Midpoint</b>	<b>Enrollment (Rolled Forward)</b>	<b>Available OE Spaces</b>
4K					N/A	Unlimited
K	3	54	66	60	46	14
1	3	60	75	67	52	15
2	4	80	100	90	62	28
3	3	66	75	70	53	17
4	3	66	75	70	66	4
5	4	88	100	94	84	10
6	3	66	90	78	50	28
7	4	88	120	104	69	35
8	4	88	120	104	68	36
9-12	16	352	480	416	303	113
<b>SPED - Cross Categorical</b>		<b>Optimum/Max Caseload Factor</b>	<b>Current Caseload Factor</b>	<b>Available OE Spaces</b>		
<b>Total</b>		<b>102</b>	<b>105</b>	<b>0</b>		
<b>SPED - Speech and Language</b>		<b>Optimum/Max Caseload Factor</b>	<b>Current Caseload Factor</b>	<b>Available Caseload Factor</b>		
<b>Total</b>		<b>300</b>	<b>273</b>	<b>27</b>		



December 17, 2024

Dr. Jennifer Thayer,

It is with a mix of emotions that I submit my resignation as Head Varsity Baseball Coach and Assistant Football Coach for the School District of New Glarus, effective immediately. This decision was not an easy one, as my time with the baseball program has been immensely rewarding and has left an indelible mark on my life and family.

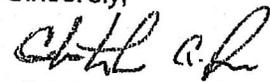
Over the last 9-10 years I've had the privilege to work with this team, I have cherished every practice, game, air and moment of growth shared with the players, families, and staff. Together, we have celebrated victories, learned from challenges, and built a strong sense of camaraderie that I will always treasure.

However, after careful consideration, I have decided to retire from coaching to focus on my family and my personal health. I believe this decision is in the best interest of both myself, my family, and the team as it allows for new leadership to guide the program toward continued success.

Thank you for entrusting me with the opportunity to coach an exceptional group of athletes over the years. I am proud of what we have accomplished together and confident that the team will continue to thrive in the seasons ahead.

Wishing the program all the best for future success both on and off the field.

Sincerely,



Christopher Rear



**New Hire Board Approval  
01/13/2025**

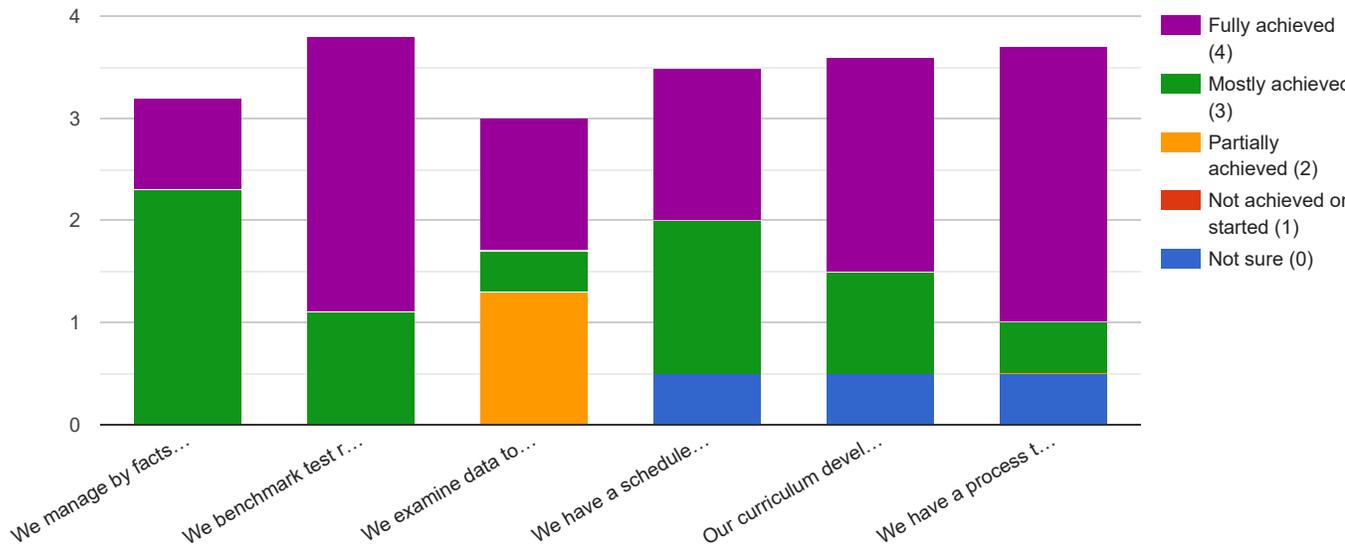
**Name:** Ross Eddy  
**Position:** High School Asst Golf Coach  
**Percentage of employment:** varies  
**Term of employment:** 2025 Spring Season  
**Pay rate:** per schedule

VII. **DISCUSSION ITEMS**  
A. Board Self-Evaluation

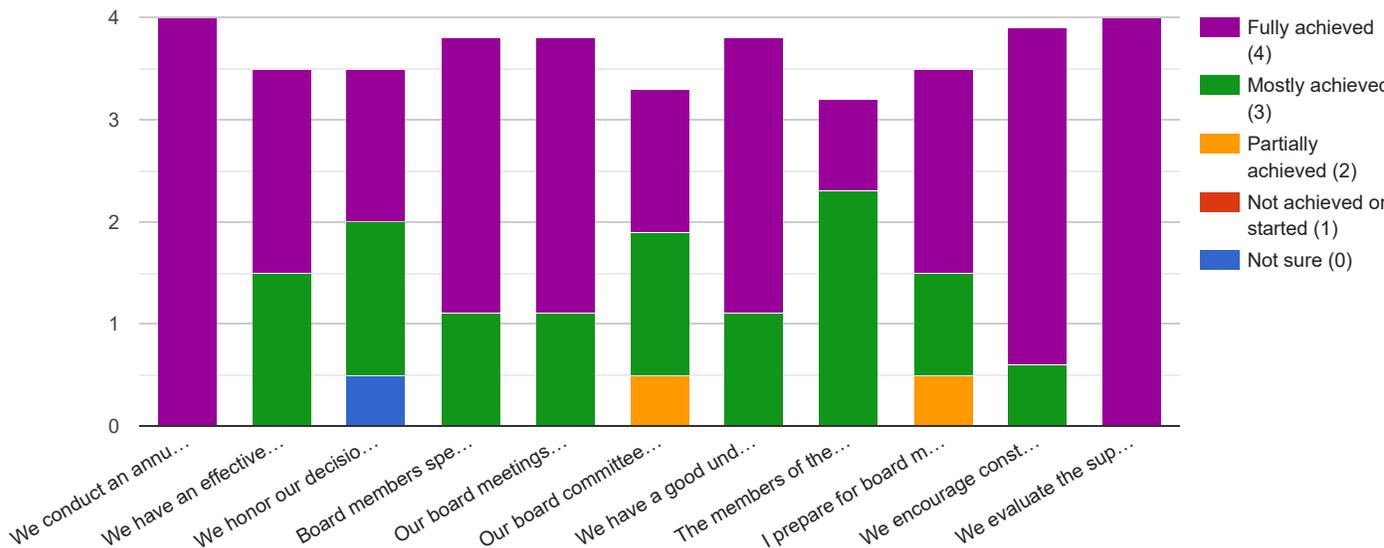
74

Accessing results summary from "2023-24 Annual Board Development Tool, page: from New Glarus School District.

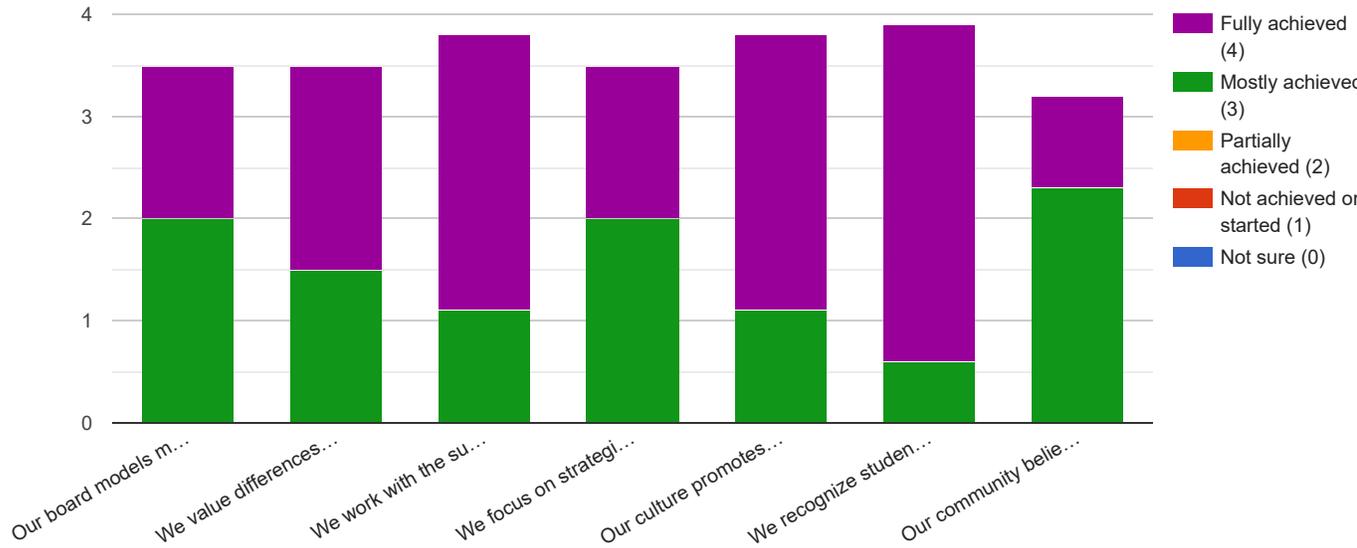
**Data-Driven Decision Making: Please rate your board's performance in each area.**



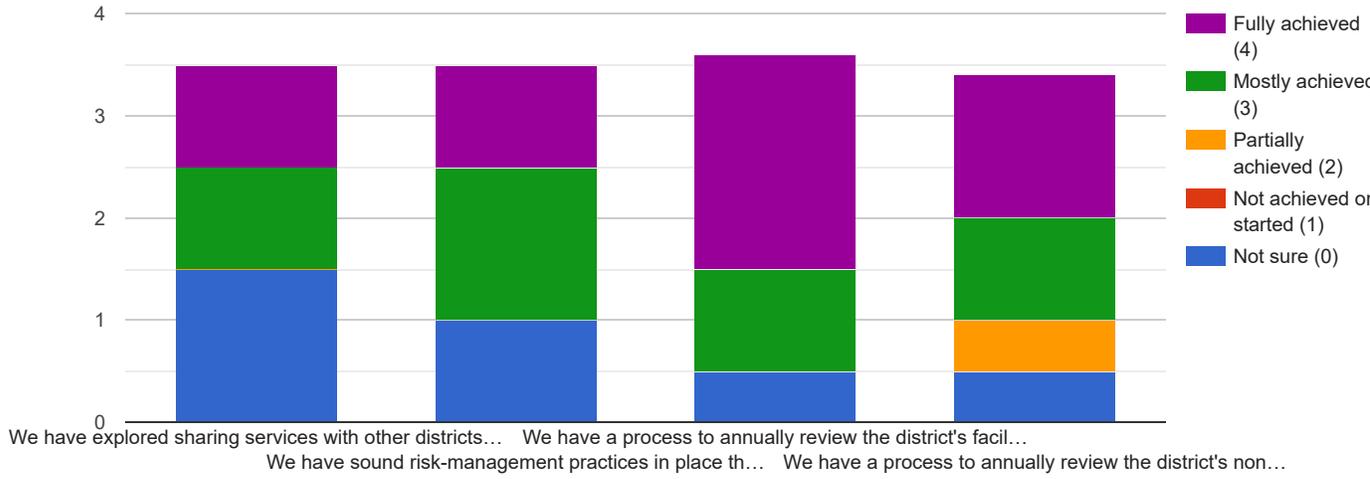
**Board Operations: Please rate your board's performance in each area.**



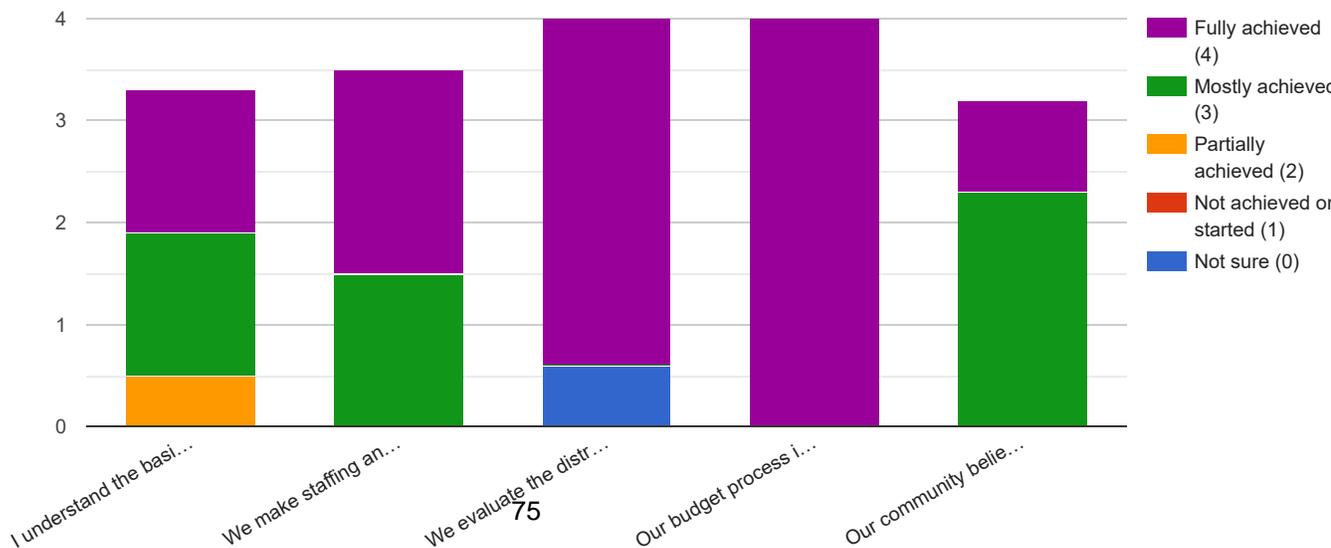
**Culture: Please rate your board's performance in each area.**



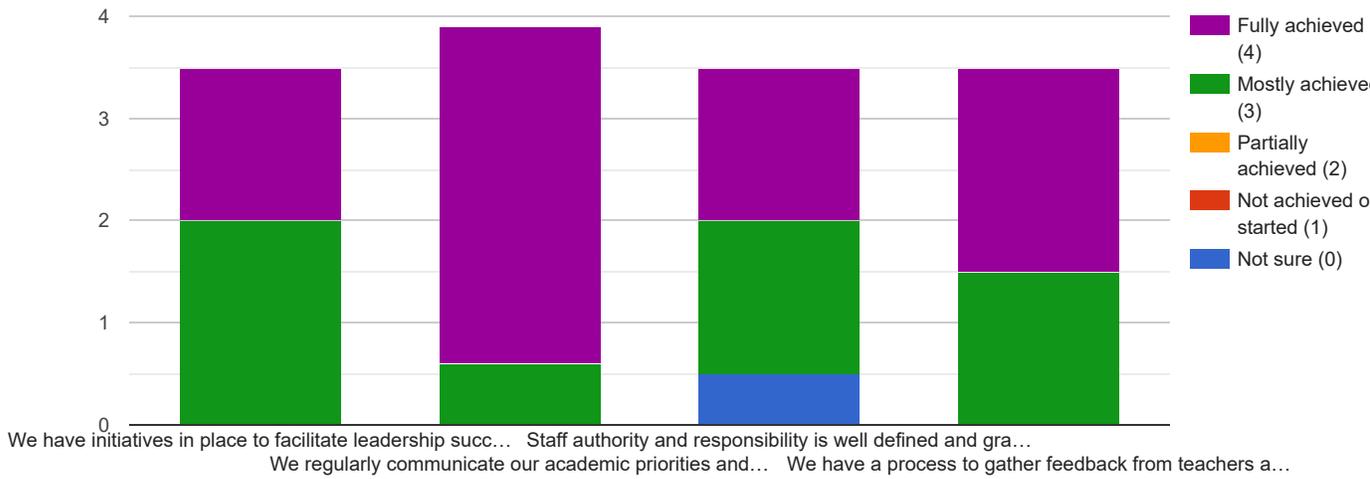
**Planning: Please rate your board's performance in each area.**



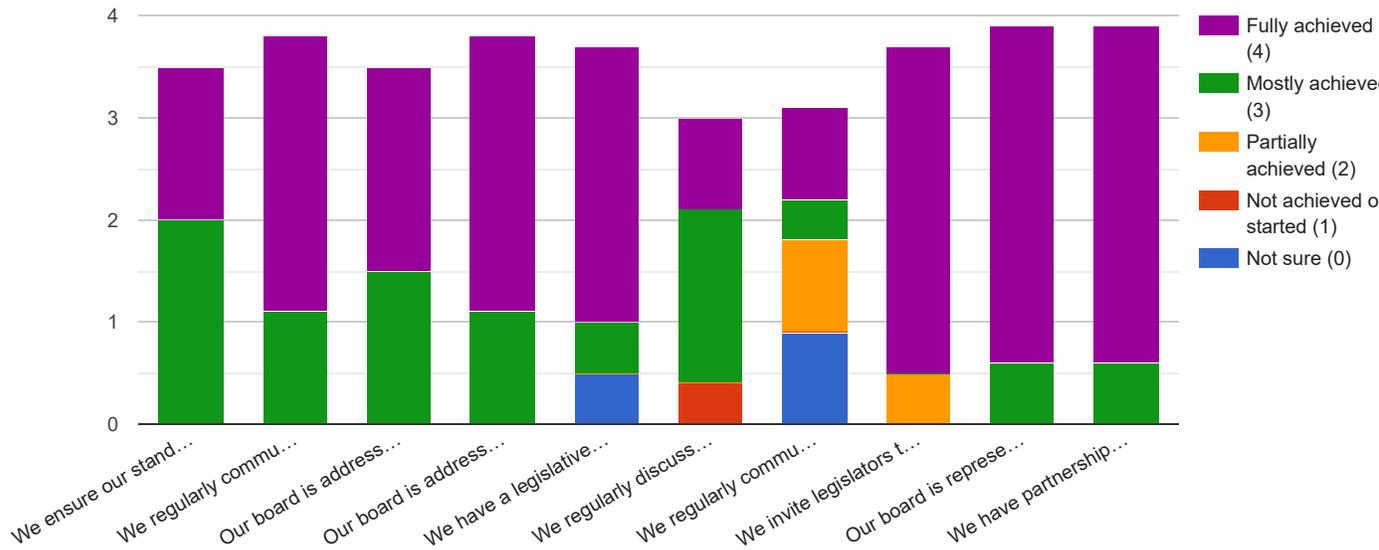
**Budgeting: Please rate your board's performance in each area.**



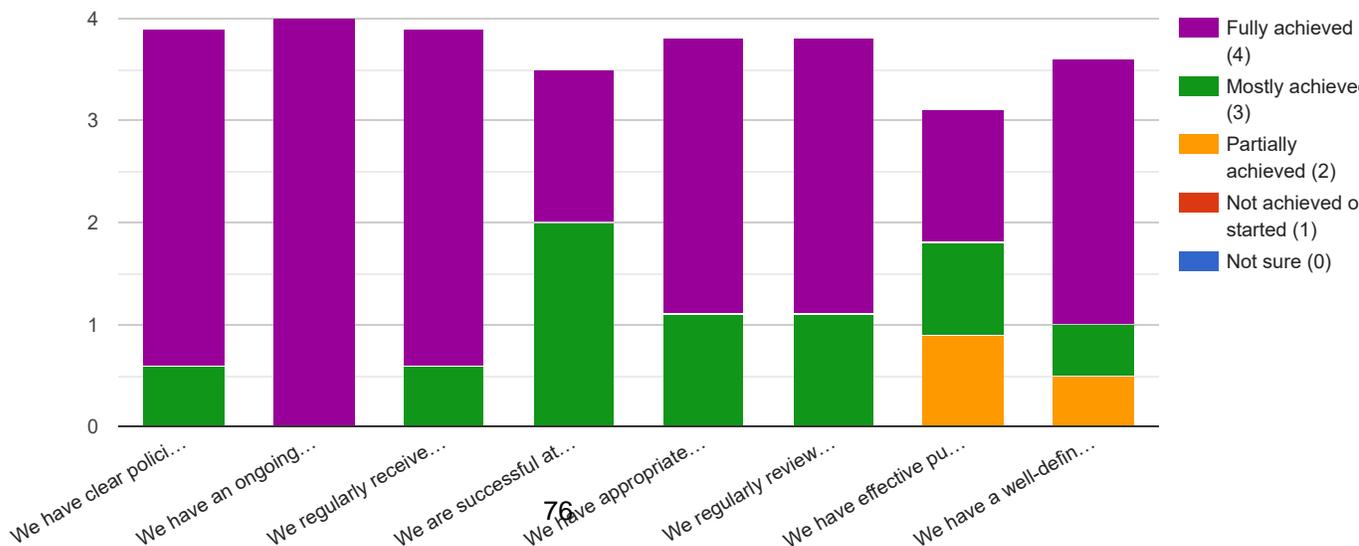
**District Operations: Please rate your board's performance in each area.**



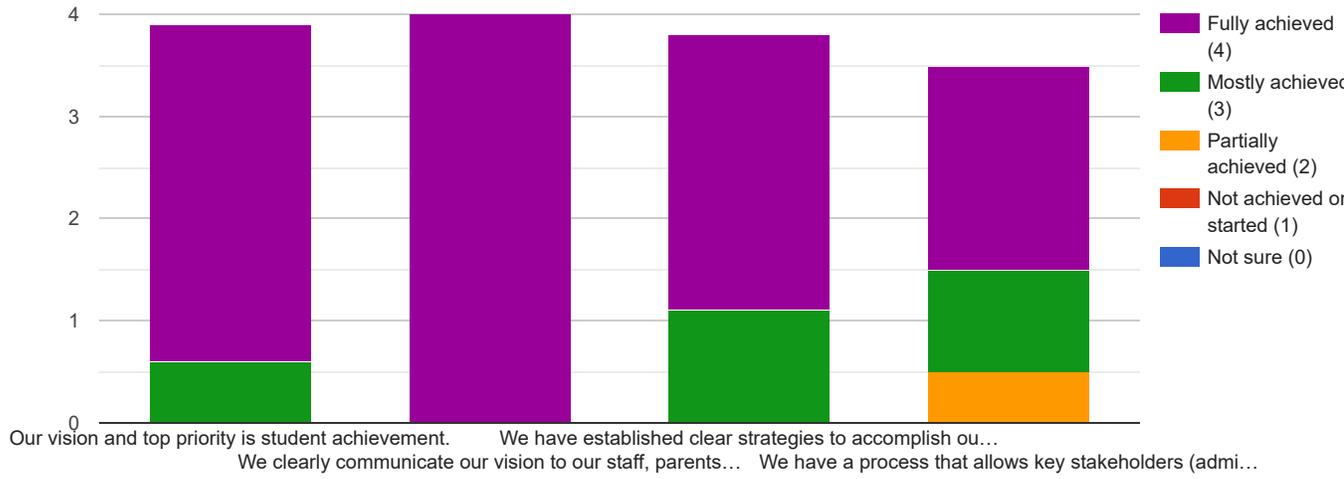
**Community Engagement: Please rate your board's performance in each area.**



**Policy: Please rate your board's performance in each area.**



**Vision: Please rate your board's performance in each area.**





## Survey Analysis System

Accessing results summary from "2023-24 Annual Board Development Tool, page: **Data-Driven Decision Making** from New Glarus School District.

### Please rate your board's performance in each area.

Item	Response	
------	----------	--

### We manage by facts and our decisions are data-driven. (n=7)

Fully achieved (4)	2 28.6%	
Mostly achieved (3)	5 71.4%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	

**AVG: 3.29 SD: 0.45**

### We benchmark test results against districts with similar demographics and prior performance over previous years. (n=7)

Fully achieved (4)	5 71.4%	
Mostly achieved (3)	2 28.6%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	

**AVG: 3.71 SD: 0.45**

**We examine data to help district leaders identify groups of students in need of additional support. (n=7)**

Fully achieved (4)	3 42.9%	
Mostly achieved (3)	1 14.3%	
Partially achieved (2)	3 42.9%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
<b>AVG: 3 SD: 0.93</b>		

**We have a schedule and protocol to review data and program performance. (n=7)**

Fully achieved (4)	3 42.9%	
Mostly achieved (3)	3 42.9%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	1 14.3%	
<b>AVG: 3.5 SD: 0.5</b>		

**Our curriculum development process ensures culturally relevant learning experiences for our students. (n=7)**

Fully achieved (4)	4 57.1%	
Mostly achieved (3)	2 28.6%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	1 14.3%	
<b>AVG: 3.67 SD: 0.47</b>		

**We have a process to ensure all students can participate in advanced coursework, the arts, and extracurricular programs. (n=7)**

Fully achieved (4)	5 71.4%	
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Mostly achieved (3)	1	14.3%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	1	14.3%	

**AVG: 3.83 SD: 0.37**

## Comments regarding data-driven decision making: (n=1)

 The Board's decision-making process -- and District Administration's recommendations -- is largely based on data and we regularly review academic performance data.



## Survey Analysis System

Accessing results summary from "2023-24 Annual Board Development Tool, page: **Board Operations** from New Glarus School District.

**Please rate your board's performance in each area.**

Item	Response	
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**We conduct an annual school board self-evaluation. (n=7)**

Fully achieved (4)	7 100%	
Mostly achieved (3)	0 0%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
<b>AVG: 4 SD: 0</b>		

**We have an effective orientation process for new board members. (n=7)**

Fully achieved (4)	4 57.1%	
Mostly achieved (3)	3 42.9%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
<b>AVG: 3.57 SD: 0.49</b>		

**We honor our decisions outside of the board meetings (e.g., not undermining majority decisions with which some disagreed). (n=7)**

Fully achieved (4)	3	42.9%	
Mostly achieved (3)	3	42.9%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	1	14.3%	
<b>AVG: 3.5 SD: 0.5</b>			

**Board members speak on behalf of the board/district only when authorized and clearly identify when they are commenting strictly as an individual. (n=7)**

Fully achieved (4)	5	71.4%	
Mostly achieved (3)	2	28.6%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
<b>AVG: 3.71 SD: 0.45</b>			

**Our board meetings are effective and efficient. (n=7)**

Fully achieved (4)	5	71.4%	
Mostly achieved (3)	2	28.6%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
<b>AVG: 3.71 SD: 0.45</b>			

**Our board committees are used effectively. (n=7)**

Fully achieved (4)	3	42.9%	
Mostly achieved (3)	3	42.9%	
Partially achieved (2)	1	14.3%	

Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
<b>AVG: 3.29 SD: 0.7</b>			

**We have a good understanding of the Open Meetings Law and know how to navigate open sessions, closed sessions and special situations such as hearings. (n=7)**

Fully achieved (4)	5	71.4%	
Mostly achieved (3)	2	28.6%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
<b>AVG: 3.71 SD: 0.45</b>			

**The members of the board come to meetings prepared to address the noticed agenda. (n=7)**

Fully achieved (4)	2	28.6%	
Mostly achieved (3)	5	71.4%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
<b>AVG: 3.29 SD: 0.45</b>			

**I prepare for board meetings by reading the board packet and asking the administration to clarify issues prior to meetings. (n=7)**

Fully achieved (4)	4	57.1%	
Mostly achieved (3)	2	28.6%	
Partially achieved (2)	1	14.3%	
Not achieved or started (1)	0	0%	
83			

Not sure (0)	0	0%	
<b>AVG: 3.43 SD: 0.73</b>			

<b>We encourage constructive and professional discussions at board meetings. (n=7)</b>			
Fully achieved (4)	6	85.7%	
Mostly achieved (3)	1	14.3%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
<b>AVG: 3.86 SD: 0.35</b>			

<b>We evaluate the superintendent at least annually, against clear goals and with performance criteria that include measures of student achievement. (n=7)</b>			
Fully achieved (4)	7	100%	
Mostly achieved (3)	0	0%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
<b>AVG: 4 SD: 0</b>			

### Comments regarding board operations: (n=1)

Board meetings are efficient, but allow for a full opportunity to discuss important issues.

Sometimes committee meetings are rushed and don't always allow for a full discussion of issues.





## Survey Analysis System

Accessing results summary from "2023-24 Annual Board Development Tool, page: **Culture** from New Glarus School District.

<b>Please rate your board's performance in each area.</b>		
Item	Response	

<b>Our board models mutual respect and professional behavior. (n=7)</b>		
Fully achieved (4)	3 42.9%	
Mostly achieved (3)	4 57.1%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
<b>AVG: 3.43 SD: 0.49</b>		

<b>We value differences of opinion and do not let them degenerate into personality conflicts. (n=7)</b>		
Fully achieved (4)	4 57.1%	
Mostly achieved (3)	3 42.9%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
<b>AVG: 3.57 SD: 0.49</b>		
86		

**We work with the superintendent in a spirit of mutual respect, open communication, trust and confidence. (n=7)**

Fully achieved (4)	5 71.4%	
Mostly achieved (3)	2 28.6%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
<b>AVG: 3.71 SD: 0.45</b>		

**We focus on strategic decisions and policy issues rather than on the administrative implementation of policy and other day-to-day management/operational issues. (n=7)**

Fully achieved (4)	3 42.9%	
Mostly achieved (3)	4 57.1%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
<b>AVG: 3.43 SD: 0.49</b>		

**Our culture promotes high expectations. (n=7)**

Fully achieved (4)	5 71.4%	
Mostly achieved (3)	2 28.6%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
<b>AVG: 3.71 SD: 0.45</b>		

**We recognize students, teachers and schools for outstanding performance. (n=7)**

Fully achieved (4)	6 85.7%	
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Mostly achieved (3)	1	14.3%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
<b>AVG: 3.86 SD: 0.35</b>			

<b>Our community believes the district is effectively governed and makes decisions with the best interest of students in mind. (n=7)</b>			
Fully achieved (4)	2	28.6%	
Mostly achieved (3)	5	71.4%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
<b>AVG: 3.29 SD: 0.45</b>			

### Comments regarding culture: (n=1)

 Overall our Board works well together and work together to advance the School District.



## Survey Analysis System

Accessing results summary from "2023-24 Annual Board Development Tool, page: **Planning** from New Glarus School District.

Please rate your board's performance in each area.		
Item	Response	

We have explored sharing services with other districts and/or our local municipalities. (n=7)		
Fully achieved (4)	2 28.6%	
Mostly achieved (3)	2 28.6%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	3 42.9%	
<b>AVG: 3.5 SD: 0.5</b>		

We have sound risk-management practices in place that include a regular review of insurance options. (n=7)		
Fully achieved (4)	2 28.6%	
Mostly achieved (3)	3 42.9%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	2 28.6%	
89		
<b>AVG: 3.4 SD: 0.49</b>		

**We have a process to annually review the district's facility/maintenance needs. (n=7)**

Fully achieved (4)	4 57.1%	
Mostly achieved (3)	2 28.6%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	1 14.3%	
<b>AVG: 3.67 SD: 0.47</b>		

**We have a process to annually review the district's non-instructional support services and operations (e.g., transportation, food service, maintenance, business services, etc.). (n=7)**

Fully achieved (4)	3 42.9%	
Mostly achieved (3)	2 28.6%	
Partially achieved (2)	1 14.3%	
Not achieved or started (1)	0 0%	
Not sure (0)	1 14.3%	
<b>AVG: 3.33 SD: 0.75</b>		

**Comments regarding planning: (n=1)**

This is an area that should be placed on a board review calendar.



## Survey Analysis System

Accessing results summary from "2023-24 Annual Board Development Tool, page: **Budgeting** from New Glarus School District.

Please rate your board's performance in each area.		
Item	Response	

<b>I understand the basic principles of school finance, including state, federal and local sources of income and the school district budgeting cycle. (n=7)</b>		
Fully achieved (4)	3 42.9%	
Mostly achieved (3)	3 42.9%	
Partially achieved (2)	1 14.3%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
<b>AVG: 3.29 SD: 0.7</b>		

<b>We make staffing and budget decisions based on student achievement priorities. (n=7)</b>		
Fully achieved (4)	4 57.1%	
Mostly achieved (3)	3 42.9%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
<b>AVG: 3.57 SD: 0.49</b>		

### We evaluate the district's financial statements on a monthly basis. (n=7)

Fully achieved (4)	6	85.7%	
Mostly achieved (3)	0	0%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	1	14.3%	
<b>AVG: 4 SD: 0</b>			

### Our budget process includes determining if and when referenda are needed. (n=7)

Fully achieved (4)	7	100%	
Mostly achieved (3)	0	0%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
<b>AVG: 4 SD: 0</b>			

### Our community believes the district is a responsible steward of its financial resources. (n=7)

Fully achieved (4)	2	28.6%	
Mostly achieved (3)	5	71.4%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
<b>AVG: 3.29 SD: 0.45</b>			

### Comments regarding budgeting: (n=2)

Our school district is generally well managed from a financial perspective and a majority of district residents believe this is the case based in part on the operating referendum results.

 I would like to see a monthly or quarterly monitoring of extra curricular activities budget vs actual spending to ensure equality.



## Survey Analysis System

Accessing results summary from "2023-24 Annual Board Development Tool, page: **District Operations** from New Glarus School District.

**Please rate your board's performance in each area.**

Item	Response	
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**We have initiatives in place to facilitate leadership succession in key administrative positions. (n=7)**

Fully achieved (4)	3 42.9%	
Mostly achieved (3)	4 57.1%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	

**AVG: 3.43 SD: 0.49**

**We regularly communicate our academic priorities and achievement results to the parents and the public. (n=7)**

Fully achieved (4)	6 85.7%	
Mostly achieved (3)	1 14.3%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	

94

**AVG: 3.86 SD: 0.35**

**Staff authority and responsibility is well defined and granted at the appropriate level. (n=7)**

Fully achieved (4)	3 42.9%	
Mostly achieved (3)	3 42.9%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	1 14.3%	
<b>AVG: 3.5 SD: 0.5</b>		

**We have a process to gather feedback from teachers and other staff to update our employee handbook and personnel policies. (n=7)**

Fully achieved (4)	4 57.1%	
Mostly achieved (3)	3 42.9%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
<b>AVG: 3.57 SD: 0.49</b>		

**Comments regarding district operations: (n=0)**



## Survey Analysis System

Accessing results summary from "2023-24 Annual Board Development Tool, page: **Community Engagement** from New Glarus School District.

Please rate your board's performance in each area.		
Item	Response	

We ensure our standards are consistent with parent and community expectations. (n=7)		
Fully achieved (4)	3 42.9%	
Mostly achieved (3)	4 57.1%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
<b>AVG: 3.43 SD: 0.49</b>		

We regularly communicate our financial needs to the public in an easy to understand format. (n=7)		
Fully achieved (4)	5 71.4%	
Mostly achieved (3)	2 28.6%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
96		
<b>AVG: 3.71 SD: 0.45</b>		

**Our board is addressing the needs of all students to ensure high levels of learning. (n=7)**

Fully achieved (4)	4 57.1%	
Mostly achieved (3)	3 42.9%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
<b>AVG: 3.57 SD: 0.49</b>		

**Our board is addressing students' interests through extracurricular programming and other activities. (n=7)**

Fully achieved (4)	5 71.4%	
Mostly achieved (3)	2 28.6%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
<b>AVG: 3.71 SD: 0.45</b>		

**We have a legislative advocacy process to monitor issues and communicate our position to our legislators and the WASB. (n=7)**

Fully achieved (4)	5 71.4%	
Mostly achieved (3)	1 14.3%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	1 14.3%	
<b>AVG: 3.83 SD: 0.37</b>		

**We regularly discuss legislative issues during board meetings. (n=7)**

Fully achieved (4)	2 28.6%	
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Mostly achieved (3)	4	57.1%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	1	14.3%	
Not sure (0)	0	0%	
<b>AVG: 3 SD: 0.93</b>			

**We regularly communicate with our legislators on a particular subject or bill. (n=7)**

Fully achieved (4)	2	28.6%	
Mostly achieved (3)	1	14.3%	
Partially achieved (2)	2	28.6%	
Not achieved or started (1)	0	0%	
Not sure (0)	2	28.6%	
<b>AVG: 3 SD: 0.89</b>			

**We invite legislators to our schools for tours and discussions of important education issues. (n=7)**

Fully achieved (4)	6	85.7%	
Mostly achieved (3)	0	0%	
Partially achieved (2)	1	14.3%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
<b>AVG: 3.71 SD: 0.7</b>			

**Our board is represented at district and community events when possible. (n=7)**

Fully achieved (4)	6	85.7%	
Mostly achieved (3)	1	14.3%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	

Not sure (0)	0	0%	
<b>AVG: 3.86 SD: 0.35</b>			

<b>We have partnerships with businesses, service and community organizations, and local government officials. (n=7)</b>			
Fully achieved (4)	6	85.7%	
Mostly achieved (3)	1	14.3%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
<b>AVG: 3.86 SD: 0.35</b>			

### Comments regarding community engagement: (n=1)

 We are well integrated into the broader New Glarus community.



## Survey Analysis System

Accessing results summary from "2023-24 Annual Board Development Tool, page: **Policy** from New Glarus School District.

Please rate your board's performance in each area.		
Item	Response	

We have clear policies that promote safe schools and positive learning environments. (n=7)		
Fully achieved (4)	6 85.7%	
Mostly achieved (3)	1 14.3%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
<b>AVG: 3.86 SD: 0.35</b>		

We have an ongoing process to review and update board policies. (n=7)		
Fully achieved (4)	7 100%	
Mostly achieved (3)	0 0%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
<b>AVG: 4 SD: 0</b>		
100		

**We regularly receive updates on the district's targeted programming (e.g., curriculum, at-risk and alternative education, special education, gifted and talented education, etc.) (n=7)**

Fully achieved (4)	6	85.7%	
Mostly achieved (3)	1	14.3%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

**AVG: 3.86 SD: 0.35**

**We are successful at attracting and retaining high-quality employees. (n=7)**

Fully achieved (4)	3	42.9%	
Mostly achieved (3)	4	57.1%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

**AVG: 3.43 SD: 0.49**

**We have appropriate interventions and consequences for all staff and schools that do not meet expectations. (n=7)**

Fully achieved (4)	5	71.4%	
Mostly achieved (3)	2	28.6%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	

**AVG: 3.71 SD: 0.45**

**We regularly review our policies to ensure there are no barriers to equitable education for all students. (n=7)**

Fully achieved (4)	5	71.4%	
Mostly achieved (3)	2	28.6%	
Partially achieved (2)	0	0%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
<b>AVG: 3.71 SD: 0.45</b>			

<b>We have effective public input and complaint resolution processes. (n=7)</b>			
Fully achieved (4)	3	42.9%	
Mostly achieved (3)	2	28.6%	
Partially achieved (2)	2	28.6%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
<b>AVG: 3.14 SD: 0.83</b>			

<b>We have a well-defined and well-communicated school safety and crisis response plan. (n=7)</b>			
Fully achieved (4)	5	71.4%	
Mostly achieved (3)	1	14.3%	
Partially achieved (2)	1	14.3%	
Not achieved or started (1)	0	0%	
Not sure (0)	0	0%	
<b>AVG: 3.57 SD: 0.73</b>			

### Comments regarding policy: (n=1)

We should continue to focus on the substance of the complaint rather than on who made the complaint.





## Survey Analysis System

Accessing results summary from "2023-24 Annual Board Development Tool, page: **Vision** from New Glarus School District.

**Please rate your board's performance in each area.**

Item	Response	
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**Our vision and top priority is student achievement. (n=7)**

Fully achieved (4)	6 85.7%	
Mostly achieved (3)	1 14.3%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
<b>AVG: 3.86 SD: 0.35</b>		

**We clearly communicate our vision to our staff, parents and community. (n=7)**

Fully achieved (4)	7 100%	
Mostly achieved (3)	0 0%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
<b>AVG: 4 SD: 0</b>		

**We have established clear strategies to accomplish our vision. (n=7)**

Fully achieved (4)	5 71.4%	
Mostly achieved (3)	2 28.6%	
Partially achieved (2)	0 0%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
<b>AVG: 3.71 SD: 0.45</b>		

**We have a process that allows key stakeholders (administrators, staff, parents and the community) to help create/refine our vision and strategic priorities. (n=7)**

Fully achieved (4)	4 57.1%	
Mostly achieved (3)	2 28.6%	
Partially achieved (2)	1 14.3%	
Not achieved or started (1)	0 0%	
Not sure (0)	0 0%	
<b>AVG: 3.43 SD: 0.73</b>		

### Comments regarding vision: (n=1)

 The school board is politically diverse and represents the broader community. There is little risk of group think here.

B. Primary School Update and Cafeteria Renovation Project

VIII. **ANNOUNCEMENTS**

IX. **FUTURE AGENDA ITEMS**

X. **FUTURE SCHOOL BOARD AND COMMITTEE MEETINGS**

A. January 27, 2025 - Discussion & Regular Board Meeting - 7:15 p.m.

B. February 10, 2025 - Discussion & Regular Board Meeting - 7:15 p.m.

XI. **CLOSED SESSION:** The Board of Education will entertain a motion to convene in closed session pursuant to s. 19.85 (1) (c) (e) and/or (f), Wis.Stats, as appropriate, to 1. Discuss Administrator Contracts, 2. Discuss superintendent performance evaluation and annual performance goals. The Board will propose recommendations in closed session. Thereafter, the Board will entertain a motion to reconvene into open session. The Board may take further action that is necessary and appropriate. The Board will then entertain a motion to adjourn.

XII. **ADJOURN**

PURSUANT TO APPLICABLE LAW, NOTICE IS HEREBY GIVEN THAT A QUORUM OR A MAJORITY OF THE NEW GLARUS SCHOOL DISTRICT BOARD MEMBERS MAY ATTEND THIS MEETING. INFORMATION PRESENTED AT THIS MEETING MAY HELP FORM THE RATIONALE BEHIND FUTURE ACTIONS THAT MAY BE TAKEN BY THE NEW GLARUS SCHOOL DISTRICT BOARD.

UPON REQUEST TO THE DISTRICT OFFICE, SUBMITTED TWENTY-FOUR (24) HOURS IN ADVANCE, THE DISTRICT SHALL MAKE REASONABLE ACCOMMODATIONS INCLUDING THE PROVISION OF INFORMATIONAL MATERIAL IN AN ALTERNATIVE FORMAT FOR A DISABLED PERSON TO BE ABLE TO ATTEND THIS MEETING.