School District of Three Lakes - Regular Meeting - Amended Agenda

Wednesday, September 16, 2026 6:00 PM
Three Lakes School Boardroom
6930 West School Street
Three Lakes, WI 54562
www.threelakessd.k12.wi.us

"Teaching Students to Be Productive Citizens"

1. **OPENING OF MEETING**
   - A. Call to Order.
   - B. Pledge of Allegiance.
   - C. Administrator Report on the Agenda Posting and Notification of the Meeting to the Media.
   - D. Amendments and Approval of Agenda.
2. **ROUTINE APPROVALS**
   - A. Approve Minutes of the August 19, 2026 Meeting.
   - B. Approve Vouchers/Check Register for the Period of August 13, 2026 through September 9, 2026.
   - C. Consider Approval of Personnel Report.
3. **PUBLIC COMMENTS**
   - A. Hear Comments from Visitors Regarding Agenda Items.
4. **ADMINISTRATOR'S REPORT**
   - A. Building Project Update.
5. **NEW BUSINESS**
   - A. District Related Positive Happenings.
   - B. Student Voice.
   - C. Introduction of New Staff.
   - D. Consider Student Council Request to Hold Homecoming Dance Off-Campus at the Reiter Center.
   - E. October Meeting Date(s).
   - F. Consider Approval of the 2026-2027 District Annual Goals.
   - G. Set 2027 Graduation Date.
   - H. Seclusion and Restraint Report.
   - I. Town of Three Lakes Proposed Abandonment of West School Street Update.
   - J. WASB Correspondence/Updates.
6. **ADJOURNMENT**
   - A. Adjourn the Meeting.

School District of Three Lakes - Regular Meeting
Wednesday, August 19, 2026 6:00 PM
Three Lakes School Auditorium
6930 West School Street
Three Lakes, WI 54562

Board Members Present: Elisha Williams – Board President
Stacey Klein – Board Vice President
Josh Kral – Board Clerk
Mitch Ellis – Board Treasurer
Brian Fritz – Board Member

Others Present: Teri Maney, District Administrator; Justin Szews, Steve Gruszynski, Marc Busko, Principals; Kari Volk, Director of Student Services & Special Education; Caleb Kleinhans, Business Manager; Jennifer West, Communications Director; Nikki Maney, BOE/DA Administrative Assistant; (1) visitors

1. **OPENING OF MEETING**

A. **Call to Order.**

President Williams called the regular meeting of the Three Lakes School Board to order at 6:01 p.m. and led the members in the Pledge of Allegiance.

B. **Pledge of Allegiance.**

C. **Administrator Report on the Agenda Posting and Notification of the Meeting to the Media.**

Ms. Maney reported on the agenda posting and notification of the meeting to the media.

D. **Amendments and Approval of Agenda.**

Motion to approve the agenda as presented. This motion, made by Stacey Klein and seconded by Josh Kral, Carried. Yea: 4, Nay: 0, Absent: 1

2. **ROUTINE APPROVALS**

A. **Approve Minutes of the July 15, 2026 Meeting.**

Motion to approve the minutes of the July 15, 2026 as presented. This motion, made by Mitch Ellis and seconded by Stacey Klein, Carried. Yea: 4, Nay: 0, Absent: 1

B. **Approve Vouchers/Check Register for the Period of July 9, 2026 through August 12, 2026.**

Motion to approve the checks dated July 9, 2026 through August 12, 2026 for accounts payable ACH checks #262700001-262700020, regular checks #132538-132624, manual checks #6227-6252 and wire transfers #202600001-202600026 in the amount of $839,838.80 and ACH payroll checks #900049079-900049187, no regular payroll checks, manual payroll checks #2023-2084 voided, in the amount of $207,006.52 for a total amount of $1,046,845.32. This motion, made by Mitch Ellis and seconded by Josh Kral, Carried. Yea: 4, Nay: 0, Absent: 1

C. **Consider Approval of Personnel Report.**

Ms. Maney reviewed the Personnel Report for August.
Motion to approve the personnel report as presented. This motion, made by Josh Kral and seconded by Mitch Ellis, Carried. Yea: 4, Nay: 0, Absent: 1

3. **PUBLIC COMMENTS**

A. **Hear Comments from Visitors Regarding Agenda Items.**

There were no public comments.

4. **ADMINISTRATOR'S REPORT**

A. **Building Project Update.**

Ms. Maney provided an update to the building project stating that the construction is moving forward and crews are on site getting learning spaces cleaned up and ready for staff to get back into their classrooms next week. She stated that it depends on where you are in the building, it may look like we won't be ready for opening day, but huge amounts of progress are made daily. She was pleased to report that the new athletic fields will host a home football game this Friday night and noted that originally this area was not planned to be completed until October. She reminded the Board that this project isn't scheduled to be finished until 2028, so the construction still has a long way to go.

5. **NEW BUSINESS**

A. **District Related Positive Happenings.**

B. **Student Voice.**

Wyatt Gebele, summer student intern for Nexus, and student council co-president, spoke for the new Student Voice agenda item. He shared that the goals of the student council for the year are to have more input on student planning and giving back to the community. The student council also plans on having a representative at future board meetings. Wyatt also shared his experience as a summer intern for Nexus. He noted that he learned job responsibility and professional communications and believes these skills will help prepare him for college and beyond.

C. **September Meeting Date(s).**

The September regular meeting is scheduled for 9/16/26 at 6:00 p.m. in the boardroom.

D. **Consider Approval of the Football Cooperative Renewal Between Three Lakes School District and Phelps School District for the 2028-2029 and 2029-2030 School Years.**

Justin Szews recommended renewing the 8-man cooperative with Phelps noting that Three Lakes football is in need of players and there is not a chance of the extra numbers from Phelps impacting the playoffs as there is only one division for 8-man football.
Motion to approve the Football Cooperative Renewal Between Three Lakes School District and Phelps School District for the 2028-2029 and 2029-2030 school years. This motion, made by Stacey Klein and seconded by Mitch Ellis, Carried. Yea: 5, Nay: 0

E. **Consider Approval of Gate Receipt and Admissions Policy.**

Justin Szews presented Policy 653: Gate Receipt and Admissions, summarizing that this policy has been revised to be in alignment with current practices of ticket prices and season passes.
Motion to Approve Policy 653: Gate Receipt and Admissions as Presented. This motion, made by Mitch Ellis and seconded by Stacey Klein, Carried. Yea: 5, Nay: 0

F. **Consider Approval of Student Attendance Policies.**

Ms. Maney reviewed Policy 431: Student Attendance and Policy 431 Rule: Student Attendance Procedures, explaining that the policies specify that students are allowed 10 days total absences, which will bring the district into compliance with state compulsory attendance laws. She emphasized that when school is in session, students need to be in attendance. She noted that there may be extenuating circumstances where a student faces an unexpected illness or injury and those cases will be taken into consideration.
Ms. Maney also readdressed the attendance section of the junior high/high school handbook from last month's board meeting. Discussion was held and the language was revised to state that students are allowed 10 days of absence per school year, which will align to the new policies.
Motion to approve Policy 431: Student Attendance and Policy 431 Rule: Student Attendance Procedures. This motion, made by Brian Fritz and seconded by Mitch Ellis, Carried.
Yea: 5, Nay: 0

> Motion to approve JHHS handbook for 26-27 with stated amendment. This motion, made by Brian Fritz and seconded by Stacey Klein, Carried. Yea: 5, Nay: 0

G. **Consider Approval of School District of Three Lakes High School Graduation Requirements Policy.**

Justin Szews summarized Policy 345.6 High School Graduation Requirements, explaining that the district's current policy did not accurately reflect graduation requirements. He explained that approval and adoption of this policy will bring the district's policy into alignment with the School District of Three Lakes credit and course requirements.
Motion to approve Policy 345.6: High School Graduation Requirements. This motion, made by Josh Kral and seconded by Stacey Klein, Carried. Yea: 5, Nay: 0

H. **Consider Approval of Meal Prices for 2026-2027 School Year.**

Caleb Kleinhans reviewed meal prices, noting that the State's Paid Lunch Equity (PLE) tool recommended an $.18 price raise. However, Kleinhans proposed only a $.10 raise, which is the lowest amount allowable by the tool. He stated that either way, the state is requiring the district to raise meal prices.
Motion to approve meal prices for 2026-2027 school year. This motion, made by Mitch Ellis and seconded by Brian Fritz, Carried. Yea: 5, Nay: 0

I. **Consider Approval of Health Insurance Provider Security Health Plan.**

Caleb Kleinhans reviewed the health insurance renewal from Security Health Plan. He noted that the plan is as close to last year's plan as possible, except that individual and family deductibles will be increasing by $500 each, and the premium responsibility will also increase. Discussion was held about other options for insurance cooperatives or contracting with other companies, but Kleinhans explained that until our loss ratio runs at a lower rate for at least 1 to 3 years, no other groups or companies would be willing to take us on as partners. Discussion was also held about educating the staff about taking advantage of the savings of Rx Solutions, using the nursing line, or going to urgent care versus the emergency room.
Motion to approve Security Health as health insurance provider for the 2026-2027 school year. This motion, made by Stacey Klein and seconded by Mitch Ellis, Carried. Yea: 5, Nay: 0

J. **Town of Three Lakes Proposal Abandonment of West School Street.**

Ms. Maney provided an update to the discussion with the Town of Three Lakes regarding the abandonment of West School Street. The Town indicated that they will be scheduling a special meeting to discuss the vacation of the street and will notify the district and board members when this meeting will take place. Ms. Maney will continue to update the Board as she receives information.

K. **WASB Correspondence/Updates.**

The WASB has scheduled the fall regional meeting for Wednesday, October 7 at Norwood Pines in Minocqua. The Board should let Nikki Maney know if they would like to attend.

6. **ADJOURNMENT**

A. **Adjourn the Meeting.**

Meeting was adjourned at 7:13 p.m.
Motion to adjourn the meeting. This motion, made by Josh Kral and seconded by Stacey Klein, Carried. Yea: 5, Nay: 0

_____
Board President

_____
Board Clerk

PERSONNEL REPORT
School Board-Regular Meeting
September 16, 2026

Hirings:
Brittany Alsteen, Paraprofessional
Chelsey Blask, Paraprofessional

Resignations:
Courtney Hauser, Paraprofessional

Position Discontinued:
Jean Fitzpatrick, Fitness Center Supervisor

THREE LAKES SCHOOL DISTRICT

2026-27 ANNUAL GOALS

OUR SHARED VISION

At Three Lakes School District, we envision a future where expert learners grow together as a professional learning community:

✓ *We Grow*
Every student is a curious and confident learner who demonstrates ownership of their growth, finds relevance in learning, thinks critically and embraces challenges.

✓ *We Engage*
Every classroom provides engaging, challenging and relevant learning experiences where students collaborate, reflect, problem-solve and have multiple pathways to success.

✓ *We Lead*
Every staff member is a learner who collaborates, reflects, takes risks and continuously grows in a culture of trust, shared responsibility and a collective commitment to student growth.

✓ *We Belong*
Every community member experiences a welcoming, connected and unified school district where communication is strong and there is a shared sense of belonging, excitement and pride.

GROW. ENGAGE. LEAD. BELONG.



THREE LAKES SCHOOL DISTRICT

2026-27 ANNUAL GOALS

1 TEACHING AND LEARNING

GOAL: STUDENTS AND STAFF WILL BECOME EXPERT LEARNERS.

Provide professional learning opportunities through development of Professional Learning Community (PLC) process.

- Establish the Professional Learning Community process during the 2026-2027 school year.

Implement multiple methods of assessment to demonstrate student learning.

- Continue to develop and implement high quality instruction and assessment strategies.
- Continue participation in the Assessment Grant Project.

2 POSITIVE SCHOOL CULTURE

GOAL: ENSURE A SAFE, WELCOMING ENVIRONMENT THAT ENCOURAGES ENGAGEMENT.

Embrace our common Three Lakes School District Bluejay culture.

- Define and display the values of "What is a Bluejay?"
- Highlight students, staff and community members who exemplify Bluejay spirit.
- Elevate student voice through representation at monthly school board meetings.

Acknowledge and value the individuality of each community school.

- Strengthen the Three Lakes and Sugar Camp school identities and cultures.

Increase school spirit and pride through student and staff involvement.

- Ensure all students and staff know the Three Lakes School fight song.
- Incorporate school colors, themes and logos throughout the building to enhance school spirit.
- Celebrate staff participation at school events.
- Introduce our Bluejay staff to the greater Three Lakes community by featuring a Staff Member of the Week.

Develop student and parent mentorship programs.

- Implement mentorship between upper and lower grade levels.
- Implement mentorship between newly enrolled and current students.
- Support mentorship/resource connections between new and current parents.

Improve our facilities to enhance the health and safety of all.

- Continue current capital building project improvements and assess future needs.

3 COMMUNITY CONNECTIONS

GOAL: INCREASE AND EXPAND RELATIONSHIPS WITH INTERNAL AND EXTERNAL STAKEHOLDERS.

Review and refresh school-related communication procedures.

- Provide referendum capital project updates to our community.
- Determine a single and uniform communication platform to create consistent sports communication between coaches, athletes and parents.

Consistently implement marketing strategies to grow enrollment to our destination district.

- Review external marketing partnerships and opportunities.

Continue to grow connections with local businesses, professional services and non-profit organizations.

- Establish regular meetings with partner organizations.
- Highlight career-based learning, including tours, job shadowing, School to Work, and youth apprenticeships.

THERESA MANEY
District Administrator

CALEB KLEINHANS
School Business Manager

KARI VOLK
Director of Student Services
and Special Education



SCHOOL DISTRICT OF THREE LAKES

Jr.High/High School	(715) 546-3321	Fax: (715) 546-2828
Three Lakes Elementary	(715) 546-3323	Fax: (715) 546-4351
Sugar Camp Elementary	(715) 272-1105	Fax: (715) 272-1299

JUSTIN SZEWS
High School Principal

STEVEN GRUSZYNSKI
Sugar Camp Elementary
Principal
Technology Director

MARC BUSKO
Three Lakes K-8 Principal

September 16, 2026

Dear Ms. Maney and Three Lakes School Board,

As required under §118.305 of the Wisconsin Statutes, all school districts are required to report the number of incidents of seclusion and restraint during the previous school year. In accordance with §118.305, I am reporting the following:

1. The number of incidents of seclusion in the school during the 2025-2026 school year: one
2. The total number of students who were involved in the incidents of seclusion: one
3. The number of students with disabilities who were involved in the incidents of seclusion: one
4. The number of incidents of physical restraint in the school during the 2025-26 school year: one
5. The total number of students who were involved in the incidents of physical restraint: one
6. The number of students with disabilities who were involved in the incidents of physical restraint: one

Sincerely,

Kari Volk, EdS, NCSP
Director of Special Education and Student Services/School Psychologist
School District of Three Lakes