School District of Three Lakes - Regular Meeting

Wednesday, October 21, 2026 Following Budget Hearing & Annual School District Meeting
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 September 16, 2026 Meeting.
   - B. Approve Vouchers/Check Register for the Period of September 10, 2026 through October 14, 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. November Meeting Date(s).
   - D. NLC School Board Retreat.
   - E. Consider FBLA Executive Board request to take an overnight trip to Wisconsin Dells in November for the FBLA Leadership Conference.
   - F. Adoption of Original Budget.
   - G. Setting of the Levy.
   - H. Consider Approval of the Boys Hockey Cooperative Renewal with Rhinelander.
   - I. Consider Approval of the Girls Hockey Cooperative Renewal with Rhinelander.
   - J. Review Third Friday Count.
   - K. Veterans Day Program Schedule.
   - L. Town of Three Lakes Proposed Abandonment of West School Street Update.

M. Consideration and Selection of Applicant to Fill Board Vacancy.

N. WASB Correspondence/Updates.

6. **EXECUTIVE SESSION**

A. Adjourn to Executive Session Pursuant to Wis. Stats. 19.85(1)(c) to Consider Employment, Promotion, Compensation or Performance Evaluation Data of Any Public Employee Over Which the Governmental Body Has Jurisdiction or Exercises Responsibility; Specifically to Consider Staffing Levels, Individual Staff Contract(s), Hiring of Staff and/or Resignation/Retirement of Staff. Additionally, the session will include Approval of Minutes from the June 17, 2026 Executive Session.

B. Approve Minutes of the June 17, 2026 Executive Session.

C. Reconvene to Open Session to Consider Motions on Matters Taken Up in Executive Session.

7. **ADJOURNMENT**

A. Adjourn the Meeting.

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

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; Jennifer West, Communications Director; Nikki Maney, BOE/DA Administrative Assistant; (4) visitors

1. **OPENING OF MEETING**

A. **Call to Order.**

President Williams called the regular meeting of the Three Lakes School Board to order at 6:00 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.**

Agenda was amended to add item 5.H. Seclusion and Restraint Report.
Motion to approve the agenda as amended. This motion, made by Stacey Klein and seconded by Mitch Ellis, Carried. Yea: 5, Nay: 0

2. **ROUTINE APPROVALS**

A. **Approve Minutes of the August 19, 2026 Meeting.**

Motion to approve the minutes as presented. This motion, made by Mitch Ellis and seconded by Stacey Klein, Carried. Yea: 5, Nay: 0

B. **Approve Vouchers/Check Register for the Period of August 13, 2026 through September 9, 2026.**

Motion to approve the checks dated August 13, 2026 through September 9, 2026 for accounts payable ACH checks #262700021-262700050, regular checks #132625-132704, manual checks #6253-6278 and wire transfers #202600027-202600082 in the amount of $1,042,547.42 and ACH payroll checks #900049188-900049322, no regular payroll checks, manual payroll checks #2085-2115 voided, in the amount of $269,665.67 for a total amount of $1,312,213.09. This motion, made by Mitch Ellis and seconded by Josh Kral, Carried. Yea: 5, Nay: 0

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

Motion to approve personnel report as presented. This motion, made by Josh Kral and seconded by Brian Fritz, Carried. Yea: 5, Nay: 0

3. **PUBLIC COMMENTS**

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

There were no visitor comments.

4. **ADMINISTRATOR'S REPORT**

A. **Building Project Update.**

Ms. Maney provided a building construction update stating that projects continue moving along, noting that contractors have been on site completing installation of duct work and the camera and security system continues to be upgraded. The track surface is currently being laid down and once completed, will need to cure for 10 days before it is striped. Ms. Maney reviewed that in Sugar Camp, walls are going up in the new office and 4K room and concrete will be poured in the new multipurpose building this week. She commented that since the start of school, staff response to the new improvements has been quite positive, with the exception of air flow in the building. Nexus has been made aware of the concerns and has addressed the issue. Staff and students should notice changes in the upcoming weeks.

5. **NEW BUSINESS**

A. **District Related Positive Happenings.**

Staff shared District related positive happenings.

B. **Student Voice.**

Two representatives from the student council attended the meeting and shared that they are currently working on planning homecoming. They would like to include more students this year, and they shared ideas to encourage participation as they hope to make this year a positive environment for everyone. The students reported that their peers are not too concerned about the new attendance policy and tardiness has greatly decreased in just the first three weeks of school. The council members reported positive feedback by students about some of the construction upgrades, noting a few complaints regarding the airflow.

C. **Introduction of New Staff.**

Ms. Maney introduced new staff hired for the 2026-2027 school year. Attending in person was Michole Hegeman, Three Lakes Elementary 3rd Grade Teacher. New staff not in attendance: Liz Running, Three Lakes Elementary 4th Grade Teacher; Zoe Quade, Three Lakes/Sugar Camp Elementary Phy. Ed. Teacher; Cindy DeHaan, Junior High/High School Cross-Categorical Special Ed. Teacher; Tyler Wiegman, High School English Teacher; Chelsey Blask, Paraprofessional; Brittany Alsteen, Paraprofessional.

D. **Consider Student Council Request to Hold Homecoming Dance Off-Campus at the Reiter Center.**

Two representatives from the Student Council submitted a request to hold the October 3, 2026 homecoming dance off-campus at the Reiter Center. They reported that when the dance was held there in previous years, it was very successful. They also stated that the venue is easier to decorate and is more appealing to students, as demonstrated by a larger participation of the student body. Motion to approve holding the Homecoming Dance off-campus at the Reiter Center as requested. This motion, made by Stacey Klein and seconded by Josh Kral, Carried. Yea: 5, Nay: 0

E. **October Meeting Date(s).**

Motion to set the regular school board meeting date to October 21, 2026 immediately following the annual budget meeting. This motion, made by Brian Fritz and seconded by Mitch Ellis, Carried. Yea: 5, Nay: 0

F. **Consider Approval of the 2026-2027 District Annual Goals.**

Ms. Maney presented the 2026-2027 annual goals and acknowledged that they were the result of a collaboration between the Board, staff, students and community at the annual board retreat held in August. Ms. Maney reviewed the goals and the objectives, and noted that the work was condensed into a one-page document summarized by four pillars: Grow, Engage, Lead and Belong.
Motion to approve the 2026-2027 District Annual Goals as presented. This motion, made by Mitch Ellis and seconded by Stacey Klein, Carried. Yea: 5, Nay: 0

G. **Set 2027 Graduation Date.**

Motion to hold graduation for the 2026-2027 school year on May 28, 2027. This motion, made by Stacey Klein and seconded by Brian Fritz, Carried. Yea: 5, Nay: 0

H. **Seclusion and Restraint Report.**

Kari Volk reviewed the Seclusion & Restraint Report stating there was one student involved in one incident of seclusion and restraint for the 2025-2026 school year.

I. **Town of Three Lakes Proposed Abandonment of West School Street Update.**

Ms. Maney provided a brief update to the Town of Three Lakes proposed abandonment of West School Street, stating that the Town has met with attorneys as they want to make sure they have parameters established to provide for easement to their land, room for plows to turn around, and access to manholes. The Town will bring legal language to the District when they receive it from legal counsel. Ms. Maney will continue to update as more information becomes available.

J. **WASB Correspondence/Updates.**

The WASB fall regional meeting date has been scheduled for Wednesday, October 7 at Norwoods Pines in Minocqua. The deadline to register is October 2 at 8:30 a.m. Please let Nikki know if you would like to attend.

6. **ADJOURNMENT**

A. **Adjourn the Meeting.**

Meeting was adjourned at 6:53 p.m.
Motion to adjourn the meeting. This motion, made by Stacey Klein and seconded by Mitch Ellis, Carried. Yea: 5, Nay: 0

_____
Board President

_____
Board Clerk

PERSONNEL REPORT
School Board-Regular Meeting
October 21, 2026

Hirings:
Dan Scheppele, Head Varsity Softball Coach
Brian Fritz, Assistant High School Girls Basketball Coach
Sara Gruszynski, Assistant High School Girls Basketball Coach
Ryan Bock, Assistant Middle School Boys Basketball Coach
Adam Utzinger, Assistant High School Wrestling Coach

Resignations:
Catie Ford, Track and Field Coach

Wisconsin Interscholastic Athletic Association

Cooperative Team Sponsorship Signatures

2027-28 & 2028-29 Co-op Application (except Football)

2028-29 & 2029-30 Co-op Application (Football Only)

*Gymnastics co-ops are due annually

By our signatures we agree we have, as a school administration and school board, reviewed and discussed the items indicated on this form. We further confirm that our school district will provide the same level of institutional oversight to this program as to other sports sponsored by our district. In addition, we acknowledge that any monetary funds provided to us by outside sources will be handled according to district policies. Parent support groups, etc., shall not be involved in paying program expenses directly.

Applications submitted without all required signatures will be considered incomplete and not accepted.

Co-op Application ID: 53368

(found on Cooperative Team Sponsorship form)

SCHOOL NAME: Three Lakes **SPORT:** Hockey

GIRLS/BOYS: BOYS

Board of Education or Governing Body President:

Signature: _____

Print Name: _____

District Administrator:

Signature: _____

Print Name: _____

Name of Conference: Great Northern Conference

Signature from a person authorized to represent the conference affiliation of this co-op program; typically, a conference commissioner or the equivalent.

If, at the time of the signature, conference affiliation has yet to be determined for this cooperative agreement, signatures should be ascertained from the current affiliation of the involved schools. If a school(s) is currently unaffiliated/independent, no signature is required.

(Through the conference realignment application process, approval and opinion of all affected conferences and schools will be required.)

Commissioner Approval Signature: Scott Vinch

Print Name: Scott Vinch

Wisconsin Interscholastic Athletic Association

Cooperative Team Sponsorship Signatures

2027-28 & 2028-29 Co-op Application (except Football)

2028-29 & 2029-30 Co-op Application (Football Only)

*Gymnastics co-ops are due annually

By our signatures we agree we have, as a school administration and school board, reviewed and discussed the items indicated on this form. We further confirm that our school district will provide the same level of institutional oversight to this program as to other sports sponsored by our district. In addition, we acknowledge that any monetary funds provided to us by outside sources will be handled according to district policies. Parent support groups, etc., shall not be involved in paying program expenses directly.

Applications submitted without all required signatures will be considered incomplete and not accepted.

Co-op Application ID: 47731

(found on Cooperative Team Sponsorship form)

SCHOOL NAME: Three Lakes **SPORT:** Hockey

GIRLS/BOYS: Girls

Board of Education or Governing Body President:

Signature: _____

Print Name: _____

District Administrator:

Signature: _____

Print Name: _____

Name of Conference: Wisconsin Valley

Signature from a person authorized to represent the conference affiliation of this co-op program; typically, a conference commissioner or the equivalent.

If, at the time of the signature, conference affiliation has yet to be determined for this cooperative agreement, signatures should be ascertained from the current affiliation of the involved schools. If a school(s) is currently unaffiliated/independent, no signature is required.

(Through the conference realignment application process, approval and opinion of all affected conferences and schools will be required.)

Commissioner Approval Signature: Mark J Lacke

Print Name: Mark J Lacke

SCHOOL DISTRICT OF THREE LAKES
THIRD FRIDAY PUPIL MEMBERSHIP COUNT 2026-2027

	HEADCOUNT			OUTGOING			INCOMING			TOTALS				
Grade	Present	Absent	RVA	Open Enroll Out	Open Enroll Out Alt	Tuition Waiver Out	Open Enroll In	Open Enroll In Alt	Tuition Waiver In	Total Enrollment	Starting Resident	Resident Reductions	Final Residents	FTE (Membership)
EC TL	1	0	0	0	0	0	0	0	0	1	1	0	1	0.5
4K TL	7	0	0	2	1	0	2	0	0	7	8	0	8	4.8
5K TL	17	2	1	0	0	0	3	0	0	20	17	0	17	17
1 TL	16	2	1	0	0	0	2	1	0	19	16	0	16	16
2 TL	18	1	1	1	1	0	3	0	0	20	19	0	19	19
3 TL	28	1	3	2	2	0	5	0	0	32	31	0	31	31
4 TL	17	0	0	1	0	0	1	1	0	17	16	0	16	16
5 TL	18	2	1	1	0	0	4	1	0	21	17	0	17	17
6 TL	23	1	2	0	0	0	6	0	0	26	20	0	20	20
SUBTOTAL	145	9	9	7	4	0	26	3	0	163	145	0	145	141.3
EC SC	3	0	0	0	0	0	0	0	0	3	3	0	3	1.5
4K SC	14	0	0	1	0	0	0	0	0	14	15	0	15	9
5K SC	10	0	0	0	0	0	2	0	0	10	8	0	8	8
1 SC	10	0	0	1	0	0	1	0	0	10	10	0	10	10
2 SC	9	0	1	1	0	0	2	0	0	10	9	0	9	9
3 SC	20	1	0	2	0	0	3	1	0	21	19	0	19	19
4 SC	10	0	0	1	0	0	1	0	0	10	10	0	10	10
5 SC	19	2	0	1	2	0	4	0	0	21	20	0	20	20
6 SC	17	1	0	2	1	0	0	1	0	18	20	0	20	20
SUBTOTAL	112	4	1	9	3	0	13	2	0	117	114	0	114	106.5
7TH	29	1	2	3	2	0	3	1	0	32	33	0	33	33
8TH	40	2	1	3	0	0	10	0	0	43	36	1	35	36
9TH	31	3	0	2	1	0	1	1	0	34	35	0	35	35
10TH	32	2	2	9	0	0	3	0	0	36	42	2	40	42
11TH	41	4	1	5	1	0	10	0	0	46	42	1	41	42
12TH	27	1	1	9	2	0	4	0	0	29	36	0	36	36
SUBTOTAL	200	13	7	31	6	0	31	2	0	220	224	4	220	224
TOTAL	457	26	17	47	13	0	70	7	0	500	483	4	479	472

Total OE In	77
Total OE Out	60

Challenge Academy (10, 11)
Include Home-school (8, 10)

Jessica Edwardson
6523 Thunder Lake Road
Rhinelander, WI 54501
(608)-921-0615

Dear Members of the Three Lakes School Board,

I am writing to express my interest and intent to serve on the Three Lakes School Board.

As a parent, community member, volunteer, substitute, and longtime supporter of our schools, I believe I bring a unique perspective to the Board. My children attend both Sugar Camp Elementary and Three Lakes High School, giving me a firsthand understanding of the experiences, strengths, and needs of both communities.

From 2023 through 2026, I had the privilege of serving as President of the School Community Organization (SCO). This experience strengthened my understanding of the importance of communication, collaboration, listening, and working together toward what is best for our students. I have also volunteered and substituted in both the Sugar Camp and Three Lakes school buildings, allowing me to experience our schools from different perspectives and to build relationships with students, staff, and families.

For the past several years, I have also had the opportunity to participate in the Three Lakes School Board Retreat. Being part of these conversations has given me a greater appreciation for the responsibility that comes with serving on a school board and for the thoughtful work that goes into making decisions that affect our students, families, staff, and communities.

One of the things I would hope to contribute as a Board member is helping bridge the divide between Sugar Camp and Three Lakes while preserving and respecting the unique identity of each school community. I believe our differences can be strengths, but our students ultimately share the same goal: to have the opportunity to learn, grow, and succeed in a supportive school environment.

I feel I have already had a meaningful start in building those connections through the Connor Edwardson Legacy Foundation. While the Foundation was created to honor and carry forward the memory of our son, Connor, it has also become something larger than our family. It has created opportunities for people from both communities to come together, support one another, and focus on something we all share: caring for our children and our community.

Through this experience, I have seen firsthand what can happen when people set aside differences and come together around a common purpose. I would bring that same spirit of collaboration, respect, and community to the Three Lakes School Board.

I am not seeking a position because I believe I have all the answers. I am seeking it because I care deeply about our schools and our community, I am willing to listen, and I want to be part of thoughtful conversations and decisions that put the needs of our students first.

I would be honored to have the opportunity to serve the Three Lakes School District and to continue working toward a stronger, more connected school community for our children and families.

Thank you for considering my letter of intent and for the opportunity to serve our community.

Sincerely,



Jessica Edwardson

Sally F. Gillan

8082 Loon Song Point, Eagle River, WI 54521
(773) 547-1168 / sfg2486@comcast.net

October 12, 2026

Theresa Maney
District Administrator
Three Lakes School District
6930 W. School Street
Three Lakes, WI 54562

RE: Letter of Intent

Dear Ms. Maney,

Please accept this Letter of Intent as notification to the School Board of Three Lakes that I am interested in the appointee position the School Board is seeking to fill for the remainder of its term expiring on April 25, 2027.

I, Sally F. Gillan, reside within the Three Lakes School District at 8082 Loon Song Point, Eagle River, which is within unincorporated Clearwater Lake. I, along with my husband, Greg, and our 16 year old son, Gus, have resided at this address for three years. In addition to my vested interest in the school district through my real estate tax dollars, our son, Gus, is currently a junior at the Three Lakes High School.

Please consider my background and experience:

Education –
Bachelor's Degree in Economics from Northwestern University
Certificate in Business from Northwestern University
Associate's Degree in Accounting from Illinois Valley Community College

Work and Business –
11 years' experience as an Oil Trader for two different major oil refineries – 2015 to present.

25 years' experience with a road building company. Over those 25 years I was the Sales and Logistics Manager for Asphalt Operations (12 years), General Manager of Gravel Operations (3 years), Property Manager for 10 commercial multi-tenant buildings and over 1,000 acres of developed and undeveloped land (8 years), Legal Assistant (2 years),

During this time, I was also Office Manager for my husband's business for five years.

Sally F. Gillan

8082 Loon Song Point, Eagle River, WI 54521
(773) 547-1168 / sfg2486@comcast.net

Civic –
Active member of the Three Lakes American Legion Post #431 Auxiliary. Most recently, I was the chairperson for the Auxiliary's School Supplies Donations Drive for the Three Lakes School District. This was my first year as chairperson and I am proud to say that we received a record number of donations that were distributed among the four schools in the district; Sugar Camp Elementary, Three Lakes Elementary, Three Lakes Jr. High, and Three Lakes High School. I intend to continue as the chairperson for this annual event, along with other volunteer events with the Auxiliary.

Board member of the Minnesota Asphalt Paving Association as the Asphalt Binder Oil Supplier Board Representative. Elected December 2025 for a two-year term.

Former board member of Asphalt Paving Association of Indiana as the Asphalt Binder Oil Supplier Board Representative; two year term 2018-2020.

Co-chair and founding member of the Illinois branch of Women of Asphalt. I was honored by the Illinois Asphalt Paving Association (IAPA) in 2022 as the Most Active Member in recognition of my efforts to organize and establish the Women of Asphalt Committee within IAPA.

I feel my education, background and civic-minded efforts provide me with the necessary tools to serve the school district with common sense and integrity.

Personally, I take great pride in supporting, encouraging and helping two groups – the veterans of this county who we owe our freedom; and the youth of this country who need vision and guidance to be the future.

I am confident that I am a well-qualified candidate and would welcome the opportunity to discuss my qualifications and interests with you further in a formal interview.

Respectfully,

Sally F. Gillan

Sally F. Gillan
(773)547-1168
Sfg2486@comcast.net

Halyburton Law LLC
Breanna A. Halyburton, Attorney
(715) 204-4288
bhalyburton@halyburtonlaw.com

October 12, 2026

VIA EMAIL

Theresa Maney, District Administrator
Three Lakes School District
6930 West School Street
Three Lakes, WI 54562

Re: Letter of Interest
School Board Vacancy

Dear Administrator Maney,

Please accept this letter as my formal letter of interest for the vacancy in the office of School Board Member. I have also enclosed my resume for your review and consideration.

My husband, Elliot Halyburton, and I moved to Three Lakes in May of 2011. He grew up spending his summer and winter vacations in Three Lakes. I lived in Minocqua for many years as a young child, so coming back "Up North" felt like returning to my childhood home. We quickly set down roots by building our forever home. I then completed law school in May of 2019 and began my legal practice. I now operate my own law firm, Halyburton Law, and have been doing so for two and a half years. I am also the Municipal Prosecutor for the City of Rhinelander.

My oldest son, Oliver, currently attends Three Lakes Elementary School in the Kindergarten classroom. We also have a daughter, Piper, who attends the local daycare. She, too, will join Three Lakes Elementary for her 4k year when the time comes.

I would like the opportunity to support the students, teachers, and staff of the Three Lakes School District as a school board member as I believe that my background and personal experience would prove valuable to the district. As an attorney, I routinely deal with complex and sensitive matters requiring thoughtful and thorough analysis. My role requires that I work collaboratively with clients and other interested parties to reach stated goals. The client base I serve is diverse, which has developed my capacity to speak with, relate to, and discuss complex issues with people of all backgrounds and abilities.

Halyburton Law LLC
Breanna A. Halyburton, Attorney
(715) 204-4288
bhalyburton@halyburtonlaw.com

I also currently volunteer as a board member with the Three Lakes Center for the Arts. As a board member, I collaborate with the executive committee, volunteers, and employees to execute the strategic plan for the Center. This experience includes fiscal oversight, fundraising, and staff management.

I believe that all children deserve a strong, quality education that will prepare them not only for employment or advanced education, but also for their role as citizens. I also believe that by developing and maintaining supportive work environments, the district will ensure the ability to attract and retain qualified educators to secure the longevity of the district and the community. As a board member, I would keep those goals foremost in mind. I am proud to call myself a member of the Three Lakes community, and the school district is integral to our community's viability.

I appreciate the District Administrator and School Board's time and consideration for this position. I can attest that I am an elector of the School District of Three Lakes and qualified under state law to hold the office of School Board Member in the District. If there are any questions or if additional information is needed, please do not hesitate to contact me by phone at (715) 204-4288 or by email at bhalyburton@halyburtonlaw.com.

Sincerely,

Breanna A. Halyburton
Halyburton Law LLC
State Bar No.: 1107133
Phone: (715) 204-4288
Email: bhalyburton@halyburtonlaw.com

Breanna A. Halyburton

6256 E Big Lake Loop Road, Three Lakes, WI 54562 | (715) 204-4288 | bhalyburton@halyburtonlaw.com

EDUCATION

University of St. Thomas School of Law, Minneapolis, MN May 2019
Juris Doctor, cum laude
Awards: Dean's Scholarship | Dean's Award (2017, 2018)
Activities: University of St. Thomas Journal of Law & Public Policy (Associate and Senior Editor); Street Law (2017)

University of Wisconsin-Madison, College of Letters & Science, Madison, WI May 2011
Bachelor of Arts, with major in Anthropology | Certificates in Archaeology & Material Culture
Awards: Colonial Dames of America Scholarship | Wren Torgersen Scholarship

EMPLOYMENT

Halyburton Law, LLC, *Attorney/Owner*, Three Lakes, WI Feb. 2024 – Present
- Represent adult and juvenile clients in criminal, administrative, and civil legal matters before circuit court judges, court commissioners, and administrative law judges, including as a Guardian ad Litem.
- Represent adults in traffic, ordinance, misdemeanor, and felony cases from charging to sentencing or dismissal, including representation at trial before a jury or court.
- Draft pleadings, motions, and briefs in preparation of criminal and civil litigation.
- Conduct legal research.

Wisconsin State Public Defender, *Assistant State Public Defender*, Rhinelander, WI Nov. 2020 – Feb. 2024
- Represent adult and juvenile clients in criminal, administrative, and civil legal matters before circuit court judges, court commissioners, and administrative law judges.
- Conduct legal research.
- Draft pleadings, motions, and briefs, including civil discovery requests.

O'Melia, Schiek & McEldowney, S.C., *Associate Attorney*, Rhinelander, WI Sept. 2019 – Nov. 2020
- Represent adults in misdemeanor and felony cases from charging to sentencing or dismissal.
- Represent individuals in civil matters, including divorce actions, child support modifications, harassment injunctions, domestic abuse injunctions, and personal injury.
- Draft pleadings, motions, and briefs in both criminal and civil matters.
- Prosecute traffic and ordinance violations for the Town of Three Lakes, Wisconsin.

O'Melia, Schiek & McEldowney, S.C., *Law Clerk*, Rhinelander, WI Feb. 2019 – Sept. 2019
- Conduct legal research and draft memorandum on division of marital property, enhanced injury theory, child physical placement, restrictive covenants, and insurer's duty to defend and indemnify,
- Draft pleadings, motions, and briefs in preparation of civil litigation.

COMMUNITY INVOLVEMENT: Board Member, Three Lakes Center for the Arts (2024 – Present); Member, Bar Relations Committee, State Bar of Wisconsin (2023 – Present); President, Oneida-Vilas-Forest County Bar Association (2023-2024).

George Polcaster

7094 Timbershore Lane• Three Lakes, WI 54562
Phone: 630-881-7450 • E-Mail: g.polcaster@sbcglobal.net

October 7, 2026

Theresa Maney, District Administrator
Three Lakes School
6930 W. School St.
Three Lakes, WI, 54562

Dear Teri:

I am writing to express my interest in the school board member vacancy, which was recently announced.

Over the past 12 years, my family has been deeply connected to Three Lakes School and the community. My four children graduated from Three Lakes School (Lukas in 2020, Ava in 2021, Stella in 2023, and Grayson in 2026), and my wife, Heidi, and I have personally witnessed the positive impact of the school on them. Recently, our two oldest children have entered post-college professions, while our two youngest children are currently in college. Seeing where our children are now, it is abundantly clear that Three Lakes School has prepared them well academically, while also building their confidence and character for years to come. As a new "empty-nester," I am interested in giving back to the school that has given much to my family.

Besides my first-hand experience as a parent of four recent graduates of the school, I also possess a unique background that may benefit the school board and district. My education includes a Bachelor of Arts in Sociology from Taylor University in Upland, IN, and a Masters Degree in Religion from Trinity University in Deerfield, IL. While pursuing these degrees, I became involved in the trades, working with my hands as a carpenter. Over the past 30 years, my professional life has been centered on developing people and managing projects. Currently, I work at HoneyRock (Wheaton College's School for Leadership Development) in Three Lakes as the Facilities Manager, where I mentor student-leaders and staff, oversee construction projects, and occasionally teach as an adjunct professor. My passion is to use my gifts, skills, and experience to help individuals, teams, and organizations grow and succeed.

It is my firm belief that the continued success of Three Lakes School depends on trustworthy, competent leadership, dedicated to the preservation of our local community's values, with attentiveness to cutting edge thinking and practices. We are living in a fast moving, intense, and culturally charged moment. Now more than ever, we need a school board with a diversity of perspectives that can work collaboratively to problem solve challenges; support teachers, staff, and administrators—while also holding them accountable; and consistently align Three Lakes School with its guiding principles and core values. Above all, we need to stay focused on what matters most: the equipping and development of all of the children within our school district.

I would like to be considered as a school board member based on my personal experience as a Three Lakes School parent, my unique professional background, and my desire to add leadership and value to an already strong school board team. If you have any follow up questions or need any additional information regarding my background and qualifications, please let me know. I appreciate the opportunity to be considered for this important role.

Sincerely,

George Polcaster

Mrs. Mikaila Walker
6681 State Highway 17
Sugar Camp, Wi 54501
mikailanovak13@gmail.com
715-891-9053
September 26th, 2026

Theresa Maney, District Administrator
Three Lakes School District
6930 W. School Street
Three Lakes, Wi 54562

Dear Theresa Maney and Current School Board Members,

I am writing to express my interest in serving on the Three Lakes School District School Board. My connection to Three Lakes School District is both professional and personal. While pursuing my education and teaching credentials, I had the opportunity to complete my student teaching experience within the Three Lakes School District. That experience was an important part of my development as an educator and gave me an early appreciation for the students, staff, and community that make the district special.

Since that time, I have built nearly a decade of experience in education, beginning as an instructional paraprofessional and progressing into licensed teaching roles. I have worked as an elementary teacher and special education teacher in elementary settings, and I currently serve as a high school Special Education–English Language Arts teacher. Having worked across multiple grade levels and educational settings, I have developed a broad understanding of the educational journey students experience from their early years through graduation and beyond.

I hold a master's degree in Cross Categorical Special Education, Birth–21, and have experience working with students with a wide range of academic, behavioral, communication, and functional needs. My current role at the high school level has expanded my perspective to include graduation planning, transition services, academic and functional goals, self-advocacy, and post-secondary preparation. These experiences have reinforced my belief that schools play an important role in preparing students not only academically, but also for independence, employment, relationships, and life after graduation.

Throughout my career, I have also taken on leadership responsibilities, including mentoring other special educators and supporting student teachers. These experiences have taught me the importance of listening to different perspectives, communicating openly, collaborating with others, and approaching challenges with a solution-focused mindset.

I would also bring the perspective of a parent. My son is approaching school age, which has made me increasingly invested in the schools and community where my family lives and in the educational experiences that will shape the next generation. I want to help support a school

district where students are known, valued, challenged, and given the opportunity to discover their strengths and prepare for their futures.

My experience as a former Three Lakes student teacher gives me a unique connection to the district. I would be grateful for the opportunity to return in a different capacity and contribute to the district that was part of my own journey into education. I understand the responsibility that comes with serving on a school board and would approach the role with an open mind, a willingness to listen, and a commitment to thoughtful and responsible decision-making.

Thank you for considering my letter of interest. I would welcome the opportunity to discuss my interest and qualifications further and to learn more about how I could serve the Three Lakes School District and its community.

Sincerely,



Mikaila Walker

Nikki Maney <nmaney@threelakessd.k12.wi.us>

Fwd: School Board position

Teri Maney <tmaney@threelakessd.k12.wi.us> Thu, Oct 8, 2026 at 6:02 PM

To: Nikki Maney <nmaney@threelakessd.k12.wi.us>

FYI

---------- Forwarded message ---------
From: **Patricia Wallesverd** <pwallesv@gmail.com>
Date: Thu, Oct 8, 2026 at 4:53 PM
Subject: School Board position
To: tmaney@threelakessd. k12. wi. us <tmaney@threelakessd.k12.wi.us>

October 8, 2026

Dear Ms. Maney,

I am writing to express my interest in filling the current vacancy on the Three Lakes School Board.

I am a retired high school English teacher with 38 years of experience in public education. I began my career at Sussex-Hamilton High School, where I worked as a long-term substitute and classroom teacher for ten years. I then taught at Horicon High School for 28 years. My husband and I were part-time residents of Three Lakes for many years before making it our permanent home in 2017.

As a former educator, I have a strong understanding of how schools operate, including the challenges of budgeting, personnel, and meeting the needs of students and staff. I believe my years in the classroom have given me valuable insight and a perspective that would serve the Three Lakes Board well.

I have always believed that a community is only as strong as its schools. Three Lakes has a long tradition of strong schools, supported by dedicated teachers, administrators, and support staff who believe in the power of education.

I would welcome the opportunity to serve through April and help provide continuity and thoughtful consideration as the board conducts its business.

Sincerely,

Patricia Wallesverd
7055 Bonkowski Road
Three Lakes, WI 54562
(920) 344-0697

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Ms. Teri Maney

Three Lakes School District Administrator

Rebecca Wold
2951 County A
Rhinelander, WI 54501

September 22, 2026

Theresa Maney, District Administrator
School District of Three Lakes
6930 W. School St.
Three Lakes, WI 54562

Re: Letter of Interest – School Board Vacancy

Dear Ms. Maney and Members of the School Board,

I am writing to express my interest in being considered for appointment to the School District of Three Lakes Board of Education to fill the current vacancy.

I am a member of the Three Lakes/Sugar Camp community and currently have a child attending 4K in the district. As a parent, I have a personal interest in the success of our schools and in making sure our students, families, and staff have the support they need. I have also recently become more involved in our local community through joining the Sugar Camp SCO, which has given me another opportunity to connect with families and become more engaged in our schools. I value the role our schools play not only in educating students, but also in strengthening the community as a whole.

My professional background is in nursing and public health, including a master's degree in public health. For the past nine years, I have worked in public health and have had the opportunity to work closely with school districts in our community on a variety of health, prevention, and community initiatives. Through this work, I have gained experience collaborating with school staff, administrators, families, community organizations, and other partners. My work has also provided me with experience in leadership, administration, strategic planning, budgeting, policy development, program evaluation, collaboration, working with a variety of community partners, and looking at community needs to help guide decisions.

I would bring this experience to Board service while also recognizing the importance of listening to the people who live, work, and have children in our community. I believe effective school leadership requires collaboration, thoughtful decision-making, and a willingness to consider different perspectives while keeping students at the center of the work. I believe my background and experience would translate well to the responsibilities of serving the School Board.

I am interested in this opportunity because I would like to become more involved in our school district and contribute to the community in a meaningful way. As a parent, community member, and public health professional who has worked with schools for many years, I believe I could bring a useful perspective to the Board. I would take the responsibility seriously and would be

committed to learning, listening, and working collaboratively with the Board, district administration, staff, families, and community.

I would appreciate the opportunity to further discuss my interest and qualifications with the Board. Thank you for considering my letter of interest and for your service to the students, families, staff, and community of the School District of Three Lakes.

Sincerely,



Rebecca Wold, MPH, BSN, RN
2951 County A, Rhinelander, WI 54501
(715) 628-1441
rlohagen@hotmail.com